

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NATIONAL ASSOCIATION
OF LETTER CARRIERS

Stamp Out Hunger

FOOD DRIVE

BACK IN ACTION

—PAGES 22-31





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As technology increases our ability to communicate, NALC must stay ahead of the curve. We've now taken the next step with the NALC Member App for iPhone and Android smartphones. The app was developed with the needs of letter carriers in mind.

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The long road to Chicago goes through Honolulu...and a pandemic



Fredric V. Rolando

The NALC's 72nd Biennial Convention is just weeks away. Four years out from our last national convention, the officers and staff of our great union are working hard to prepare for a successful and *safe* convention, even as the COVID-19 pandemic stretches into its third year. It still pains me that we had to cancel the 72nd Biennial Convention in Honolulu, especially after Branch 860 did such an outstanding job getting ready to host the thousands of delegates who were elected to represent their branches in 2020. We literally had no choice but to cancel our plans to convene in Hawaii—large public meetings were banned in Ameri-

ca's 50th state in the summer of 2020 by public health authorities. This summer, we have a choice, and thankfully, this year, we can finally meet again by taking all the necessary precautions.

As of this writing, the Centers for Disease Control and Prevention (CDC) has reported that the risk of COVID-19 infections in Chicago is "High," with new reported cases per 100,000 residents standing at 248 during the week ending June 10—slightly above the goal of 200 cases per 100,000 residents. However, because the number of cases requiring hospitalization and the percentage of staffed hospital beds being used are well below the CDC's goals (fewer than 10 cases and less than 10 percent of beds), the Executive Council has decided not to cancel our Chicago convention, opting instead to proceed with heightened public health measures to keep all our delegates and guests safe. Proof of vaccination and mask-wearing in the crowded convention center will be mandated. We have lost far too many members in this terrible pandemic and so many others have been made terribly sick. We want to do all we can to be both productive *and* safe in August.

There have been 21 conventions since I joined the NALC. Remarkably, this will be the first convention for more than a third of our union's active membership—the percentage of currently active city carriers hired since the Detroit convention in 2018.

So, now might be a good time to remember why conventions are so important to the NALC. Most significantly, the convention is the supreme decision-making body in our democratic union, as provided by the *NALC Constitution*. The delegates elected to serve in Chicago by their branches and state associations have the power to amend the constitution

regarding the governance and functioning of our union. They also will set the union's agenda and policies for the next two years. And they will nominate candidates for the positions of 10 resident national officers, three trustees and 15 national business agents, who together make up the union's Executive Council. The winners of contested offices will be chosen in our national union election in the fall.

The agenda-setting and policymaking functions of the convention will be achieved through democratic debate throughout the week of Aug. 8-12 about dozens of resolutions submitted by branches and state associations. These resolutions will cover a wide range of topics, from our goals and positions in the next round of collective bargaining to our priorities for legislative action and our approach to policies set by a variety of government agencies that regulate the Postal Service—including the Department of Labor and the Postal Regulatory Commission. Amendments to the *NALC Constitution* will be debated on the second day of the convention, and nominations for union office will be taken up the third day.

Of course, the convention involves more than the daily five-hour general sessions. It also will provide a broad array of training and educational opportunities. Dozens of workshops will be offered both before and after the Monday-through-Thursday general sessions—at 7:30 a.m. and at 3:15 p.m. each day. The workshops will cover, among other topics, the administration of our labor contract with USPS, new developments affecting city delivery, the NALC's Health Benefit Plan and Mutual Benefit Association programs, workers' compensation, our plans to mobilize to support pro-letter carrier candidates for Congress and several aspects of union communications. Meanwhile, we will hear from a variety of speakers on these subjects, and we will welcome guests from other unions that are affiliated with NALC through the AFL-CIO and UNI Global Union.

The Chicago convention also will provide an opportunity to celebrate—two years too late, thanks to COVID-19—the 50th anniversary of the Great Postal Strike of 1970, which resulted in collective-bargaining rights for U.S. postal employees. We will present a new film on the strike and display an historical exhibit on the NALC walkout at the convention center.

Perhaps most importantly, the Chicago convention will give every delegate a chance to build the bonds of solidarity with NALC activists and leaders from every corner of the country. Those connections of dedication to the cause of unionism and affection have made the NALC the best organized open-shop union in the United States. This is our super power—the source of our strength and effectiveness as a union. The theme of our 72nd convention will be "A Union of Essential Workers." We are indeed. Chicago, here we come.



National Association of Letter Carriers, AFL-CIO

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

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Mission accomplished



Philip
Dine

The November *Postal Record* contained an inspiring story by Mike Shea about the 6888 Postal Battalion, a military unit composed of African American women that played a vital role in boosting the morale of U.S. forces in World War II by resolving the backlog of mail filling warehouses in England—thereby keeping communication open between American GIs in Europe and their families back home. The women accomplished in three months what was expected to take a half-year; that success led to their deployment to France to fix mail problems there as well.

Today, we'll bring that story full circle, reporting that the Six Triple Eight, as it's called, now has become the first women's military unit in U.S. history to

receive the nation's top civilian honor—the Congressional Gold Medal—while also relating this to NALC history.

The Congressional Gold Medal has been awarded to fewer than 200 people or groups—with the first awardee being George Washington in 1776.

As this magazine goes to press, Anna Mae Robertson, 98, one of six known surviving battalion members, is to be honored on June 27 in Milwaukee, which is both her home and the birthplace of our union—the latter occurring after 60 letter carriers/Civil War veterans concerned about working conditions showed up in Milwaukee in August of 1889 and established the National Association of Letter Carriers.

Dawn Ahnen, president of the Wisconsin State Association of Letter Carriers, says the postal battalion members were pioneers on several fronts.

"This group of women, they were paving the way for women, not only in the military but also as letter carriers," says Dawn, who was elected president at Wisconsin's 70th biennial state convention in May. Also president of Beloit Branch 715, she has carried mail for 31 years and is a Marine Corps veteran, having joined the service while in high school.

"What these women did in paving the way for us in 1945 is heroic," she says. "They opened up the doors for other women like myself. So, this is truly an historic moment for the Postal Service."

At the Robertson family's request, Dawn has recruited several local letter carriers to participate in the event at the Milwaukee War Memorial.

Anna Mae is the youngest of the unit's remaining members, who range up to 102 years old. Ceremonies were recently held in Queens, NY; Las Vegas; and Mesa, AZ, with another slated for Montgomery, AL, on July 26.

Anna Mae's daughter Sheree Robertson was helpful in getting the Gold Medal bill through the House, says Edna W. Cummings, a retired Army colonel who has worked since 2018 to shepherd the legislation through Congress and now to organize the ceremonies. The measure passed the Senate last year; then Edna and Rep. Gwen Moore of Milwaukee found House co-sponsors for the bill, which passed on Feb. 28. Edna is working with the U.S. Mint to design the companion gold coin, and has submitted a proposal for a commemorative stamp to the Postal Service.

Sheree notes that, in today's hyper-partisan era, the bill had 295 House co-sponsors ("unheard of") and received the votes of 422 members ("with no nays"). She calls that level of support "just amazing."

Given the surviving battalion members' ages, rather than wait for the coin's minting Edna requested copies of the measure after its signing into law by the president on March 14, for what she calls "presentation and ceremony purposes." She then set up the local ceremonies so the women wouldn't have to travel to Washington.

Sheree, a Wisconsin state government attorney the past 39 years, calls her mother "a quiet warrior" who gave back to the community and raised seven daughters and a son while working as a health care provider, taught them good values and told them "to be grateful and appreciative for your blessings" and, though not an "overt activist," opened the eyes of her kids by taking them to open-housing demonstrations in Milwaukee.

Her mother, raised in the South, enlisted in the Women's Army Corps in 1943 at age 19, Sheree says, seeking to become self-sufficient. Sheree connects the mission of her mother's battalion with the "vital role" of letter carriers by noting the unofficial motto of the 6888: "No mail, low morale."

Robert Hansen, a member of Congresswoman Moore's staff in Milwaukee, says she was inspired by the battalion's vital role in enabling communications "from home to the frontlines" as young men "were experiencing the devastation and trauma of war," and he related that to the ongoing mission of letter carriers.

"These things matter," Robert says. "The work that these women did, the work that letter carriers do today—it's hugely important."

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News from Washington

House introduces bill to extend COVID-19 paid leave for federal employees

On May 12, the Senate approved by a voice vote the nominations of Dan Tangherlini and Derek Kan to serve on the U.S. Postal Service Board of Governors (BOG). Tangherlini's term will expire on Dec. 8, 2027, and Kan's term will expire on Dec. 8, 2028. President Biden nominated Tangherlini and Kan in November 2021 to replace John Barer and Ron Bloom on the BOG.

On May 11, Rep. Sean Maloney (D-NY) introduced H.R. 7723, which would amend the American Rescue Plan Act of 2021 to extend the availability of paid leave for federal employees for reasons related to COVID-19.

Under the American Rescue Plan, federal employees, including Postal Service employees, were provided up to 600 hours of paid Emergency Federal Employee Leave (EFEL) for reasons related to COVID-19. This leave expired on Sept. 30, 2021. H.R. 7723 would extend the availability of EFEL to Dec. 31, 2022, and it would provide retroactive paid leave for federal employees who used other paid leave for absences related to COVID-19.

While this bill would benefit employees of the Postal Service, legislation is unlikely to advance without bipartisan support. For updates, check the "Government Affairs" section of nalc.org.

Status check: Building a Better America

For the past 18 months, the Biden administration has prioritized COVID-19 relief with the American Rescue Plan of 2021, as well as historic investment in the nation's infrastructure with the Infrastructure Investment and Jobs Act.

While both laws were critical pieces of the president's Building a Better

America (formerly "Build Back Better") agenda, parts of his proposal remain pending. The administration's plan is ambitious and includes provisions that would improve the lives of workers and their families. The administration has proposed paid sick and family leave, restoration of the child care tax credits that expired earlier this year and free community college.

The administration also has proposed \$6.9 billion in direct funding for a new Postal Service vehicle fleet, the majority of which would be electric. However, no legislation that includes these provisions has been able to move through Congress, and time is running out for lawmakers to use "reconciliation," which would allow passage of an additional package in the Senate with a simple majority of votes—51 rather than 60.

The opportunity for lawmakers to use the reconciliation process is set to expire at the end of the fiscal year, and negotiations over the next round of relief priorities have been at a standstill for months without the 50 Democratic and Democratic-leaning independent senators coalescing around a specific plan. With a slim Democratic majority in the House and Vice President Kamala Harris as the tie-breaking vote in the Senate, it is unlikely that the administration's ambitious plans will become law before the end of the year. However, discussions continue among lawmakers, with the goal of reaching some sort of deal that, at a minimum, would include additional funding for COVID-19 testing, treatment and research.

NALC continues to advocate for vehicle funding for the Postal Service and for portions of Building a Better America that would benefit letter carriers and their families.

Senate to vote on the PRO Act

As this publication was going to print, Senate Majority Leader Chuck Schumer (D-NY) had committed to finally bringing the Protecting the Right to Organize (PRO) Act (H.R. 842/S. 420) to the Senate floor for a vote.

The PRO Act, comprehensive legislation that would expand collective-bargaining rights, strengthen workers' access to fair union elections and introduce penalties for employers that violate workers' rights, passed in the House in March 2021.

President Biden, who has supported the legislation from the start, has called on the Senate to pass it and send it to his desk. However, in the 15 months since the legislation passed in the House, the Senate has not held a vote on the legislation.

Since the bill passed in the House, not enough senators have signaled their support for the legislation to overcome the 60-vote threshold needed to bypass the filibuster for passage. Nearly all Democratic and Democratic-leaning independent senators have gone on record stating their support for passage of the PRO Act, except for Sens. Kyrsten Sinema (D-AZ) and Mark Warner (D-VA). All 50 Senate Republicans have signaled their opposition to the bill.

Despite the lack of the support needed for passage, a vote in the Senate is possible on the legislation as soon as this month.

The 'thank you' phase of postal reform

In April, NALC members celebrated a monumental victory when President Biden signed the bipartisan Postal Service Reform Act of 2022 (Public Law

117-108) into law. The passage of this law—which eliminates the pre-funding mandate, secures six-day mail and package delivery, and better positions the Postal Service to provide quality service to its customers—would not have been possible without a large bipartisan consensus in both chambers.

Thanks in large part to NALC members’ activism, the bill passed with a 342-92 vote in the House and a 79-19 vote in the Senate, a rare bipartisan

majority. It is important to thank these lawmakers who stood by letter carriers with their vote for H.R. 3076.

“We must express our gratitude and appreciation to members of Congress who supported this legislation, while we continue to build and maintain relationships with both supporters and non-supporters as we prepare for whatever the 118th Congress will bring,” NALC President Fredric Rolando said.

Every “thank you” matters, and sending a thank-you letter to your members of Congress and their staff is easy. Visit NALC’s Legislative Action Center at nalc-info.org/take-action. From there, click the blue “Take Action” buttons to send thank-you letters to the representatives and senators who voted “yes” on H.R. 3076.

Below is a list of all the representatives and senators who voted “yes” on H.R. 3076.

Alma Adams (D-NC)	Salud Carbajal (D-CA)	Madeleine Dean (D-PA)	Jared Golden (D-ME)
Robert Aderholt (R-AL)	Tony Cárdenas (D-CA)	Peter DeFazio (D-OR)	Jimmy Gomez (D-CA)
Pete Aguilar (D-CA)	Mike Carey (R-OH)	Diana DeGette (D-CO)	Tony Gonzales (R-TX)
Colin Allred (D-TX)	André Carson (D-IN)	Rosa DeLauro (D-CT)	Anthony Gonzalez (R-OH)
Mark Amodei (R-NV)	Troy Carter (D-LA)	Suzan DelBene (D-WA)	Vicente Gonzalez (D-TX)
Kelly Armstrong (R-ND)	John Carter (R-TX)	Antonio Delgado (D-NY)	Josh Gottheimer (D-NJ)
Jake Auchincloss (D-MA)	Matt Cartwright (D-PA)	Val Demings (D-FL)	Kay Granger (R-TX)
Cindy Axne (D-IA)	Ed Case (D-HI)	Mark DeSaulnier (D-CA)	Garret Graves (R-LA)
Don Bacon (R-NE)	Sean Casten (D-IL)	Theodore Deutch (D-FL)	Sam Graves (R-MO)
Troy Balderson (R-OH)	Kathy Castor (D-FL)	Mario Diaz-Balart (R-FL)	Al Green (D-TX)
Andy Barr (R-KY)	Joaquín Castro (D-TX)	Debbie Dingell (D-MI)	Morgan Griffith (R-VA)
Nanette Barragán (D-CA)	Madison Cawthorn (R-NC)	Lloyd Doggett (D-TX)	Raúl Grijalva (D-AZ)
Karen Bass (D-CA)	Steve Chabot (R-OH)	Michael Doyle (D-PA)	Glenn Grothman (R-WI)
Joyce Beatty (D-OH)	Liz Cheney (R-WY)	Neal Dunn (R-FL)	Michael Guest (R-MS)
Cliff Bentz (R-OR)	Sheila Cherfilus-McCormick (D-FL)	Jake Ellzey (R-TX)	Brett Guthrie (R-KY)
Ami Bera (D-CA)	Judy Chu (D-CA)	Tom Emmer (R-MN)	Jim Hagedorn (R-MN)
Jack Bergman (R-MI)	David Cicilline (D-RI)	Veronica Escobar (D-TX)	Josh Harder (D-CA)
Don Beyer (D-VA)	Katherine Clark (D-MA)	Anna Eshoo (D-CA)	Diana Harshbarger (R-TN)
Stephanie Bice (R-OK)	Yvette Clarke (D-NY)	Adriano Espaillat (D-NY)	Vicky Hartzler (R-MO)
Gus Bilirakis (R-FL)	Emanuel Cleaver (D-MO)	Dwight Evans (D-PA)	Jahana Hayes (D-CT)
Sanford Bishop (D-GA)	James Clyburn (D-SC)	Randy Feenstra (R-IA)	Yvette Herrell (R-NM)
Earl Blumenauer (D-OR)	Andrew Clyde (R-GA)	Michelle Fischbach (R-MN)	Jaime Herrera Beutler (R-WA)
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Suzanne Bonamici (D-OR)	Tom Cole (R-OK)	Brian Fitzpatrick (R-PA)	French Hill (R-AR)
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Ken Calvert (R-CA)	Rodney Davis (R-IL)	Carlos Gimenez (R-FL)	Bill Johnson (R-OH)

News from Washington (Continued)

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- Bill Pascrell (D-NJ)
- Donald Payne (D-NJ)
- Nancy Pelosi (D-CA)
- Greg Pence (R-IN)
- Ed Perlmutter (D-CO)
- Scott Peters (D-CA)
- Dean Phillips (D-MN)
- Chellie Pingree (D-ME)
- Mark Pocan (D-WI)
- Katie Porter (D-CA)
- Ayanna Pressley (D-MA)
- David Price (D-NC)
- Mike Quigley (D-IL)
- Jamie Raskin (D-MD)
- Tom Reed (R-NY)
- Guy Reschenthaler (R-PA)
- Kathleen Rice (D-NY)
- Mike Rogers (R-AL)
- Hal Rogers (R-KY)
- Deborah Ross (D-NC)
- David Rouzer (R-NC)
- Lucille Roybal-Allard (D-CA)
- Raul Ruiz (D-CA)
- Dutch Ruppersberger (D-MD)
- Bobby Rush (D-IL)
- John Rutherford (R-FL)
- Tim Ryan (D-OH)
- Maria Elvira Salazar (R-FL)
- Linda Sánchez (D-CA)
- John Sarbanes (D-MD)
- Steve Scalise (R-LA)
- Mary Gay Scanlon (D-PA)
- Jan Schakowsky (D-IL)
- Adam Schiff (D-CA)
- Brad Schneider (D-IL)
- Kurt Schrader (D-OR)
- Kim Schrier (D-WA)
- Robert Scott (D-VA)
- David Scott (D-GA)
- Pete Sessions (R-TX)
- Terri Sewell (D-AL)
- Brad Sherman (D-CA)
- Mikie Sherrill (D-NJ)
- Michael Simpson (R-ID)
- Albio Sires (D-NJ)
- Elissa Slotkin (D-MI)
- Chris Smith (R-NJ)
- Adam Smith (D-WA)
- Darren Soto (D-FL)
- Abigail Spanberger (D-VA)
- Victoria Spartz (R-IN)
- Jackie Speier (D-CA)
- Melanie Stansbury (D-NM)
- Greg Stanton (D-AZ)
- Pete Stauber (R-MN)
- Elise Stefanik (R-NY)
- Haley Stevens (D-MI)
- Chris Stewart (R-UT)
- Marilyn Strickland (D-WA)
- Tom Suozzi (D-NY)
- Eric Swalwell (D-CA)
- Mark Takano (D-CA)
- Claudia Tenney (R-NY)
- Mike Thompson (D-CA)
- Bennie Thompson (D-MS)
- Glenn Thompson (R-PA)
- Tom Tiffany (R-WI)
- Dina Titus (D-NV)
- Rashida Tlaib (D-MI)
- Paul Tonko (D-NY)
- Norma Torres (D-CA)
- Ritchie Torres (D-NY)
- Lori Trahan (D-MA)
- David Trone (D-MD)
- Michael Turner (R-OH)
- Lauren Underwood (D-IL)
- Fred Upton (R-MI)
- David Valadao (R-CA)
- Jeff Van Drew (R-NJ)
- Juan Vargas (D-CA)
- Marc Veasey (D-TX)
- Filemon Vela (D-TX)
- Nydia Velazquez (D-NY)
- Ann Wagner (R-MO)
- Tim Walberg (R-MI)
- Jackie Walorski (R-IN)
- Michael Waltz (R-FL)
- Debbie Wasserman Schultz (D-FL)
- Maxine Waters (D-CA)
- Bonnie Watson Coleman (D-NJ)
- Daniel Webster (R-FL)
- Peter Welch (D-VT)
- Bruce Westerman (R-AR)
- Jennifer Wexton (D-VA)
- Susan Wild (D-PA)
- Nikema Williams (D-GA)
- Frederica Wilson (D-FL)
- Joe Wilson (R-SC)
- Robert Wittman (R-VA)
- Steve Womack (R-AR)
- John Yarmuth (D-KY)
- Don Young (R-AK)
- Lee Zeldin (R-NY)



Know the warning signs for heat and sun

Letter carriers work long hours outdoors, so when summer arrives, we all need to remember to protect ourselves from the dangers associated with heat and sun.

This begins with understanding the potential risks, taking proactive steps to avoid problems related to exposure to heat or sun, knowing the signs of trouble and being aware of what to do if the heat begins to impair you.

“You work alone most of the day, so you have to take responsibility for your own safety, and you have to think about it before you go outside,” NALC Director of Safety and Health Manuel L. Peralta Jr. said. “Your health is the No. 1 priority—do what you need to do to work outside safely in the summer.”

Surviving heat isn't just about being in shape and it's certainly not about toughing it out. You must take care of your body's needs and prepare in advance. All carriers must be wary of extreme heat. Knowing how to prevent heat stress is key to keeping a letter carrier safe on a hot day.

That starts with water. Hydration is essential to the body's natural cooling process. Drinking plenty of H₂O, long before you leave the office, is the first step in heat safety. Continue to drink about 8 ounces every 15 minutes while in the heat and even afterward to replace vital body fluids. Check with your doctor on the best way to replenish your electrolytes.

Another essential part of surviving the heat is dressing for the weather. Wear loose-fitting, breathable clothing to allow your skin to cool itself. Choose light-colored fabric because it reflects more sun and keeps you cooler. The old-fashioned pith helmet—now a white plastic hat—will also help deflect the heat from your head.

On your route, look for shade where you can find it. Carriers who work in hot, sunny climates often make a mental note of the available shade on their routes to help reduce exposure to the hot sun, especially in the middle of the day.

Even if you take all of these precautions, heat stress can catch up with you, so know the signs. You should be prepared to recognize the two kinds of severe heat stress:

Heat exhaustion symptoms include headache, nausea, dizziness, weakness, thirst and heavy sweating. You should call for medical help before this becomes a heat stroke.

Heat stroke is the most serious heat-related illness and requires immediate medical attention. Call 911 immediately and, if possible, have someone contact your supervisor. Do not wait for your supervisor's approval to call 911. Symptoms include confusion; fainting; seizures, very high body temperature; hot, dry skin; and profuse sweating. The visible signs of heat stroke are red, hot, dry skin, or excessive sweating, seizures and fainting.

Take action immediately when you recognize the signs of heat exhaustion or heat stroke, whether in yourself or in a colleague. Find shade or a cool place indoors, drink water, and call 911 immediately. Then notify your supervisor if you can.

The Occupational Safety and Health Administration (OSHA) and the National Institute of Occupational Safety and Health (NIOSH) have jointly developed a heat safety tool app for your smartphone. Once the app is installed, it can detect your location and provide you with the current temperature, humidity and heat index—the combination of temperature and humidity that

tells you how hard it will be for your body to cool itself. The app also will provide the expected heat index—for the balance of the workday.

The sun has more than one way to harm you. Even when the air isn't hot, sunlight can severely damage your skin. Letter carriers should take precautions daily to minimize the risk of both sunburn and long-term skin damage from cumulative exposure to the sun's rays—even on cool or cloudy days.

“Sun damage is both short term and long term,” Peralta said. “The short-term damage is sunburn. But even if you don't burn, long-term exposure to the sun can bring skin damage and a risk of skin cancer.”

Use a strong sunscreen, even on cloudy days, on all exposed skin, and reapply as needed. Consider the sun protection factor (SPF) of the sunscreen you use. SPF is a multiplier of how long the sunscreen allows you to go in the sun without burning. For example, on a sunny day when you might suffer a sunburn in 15 minutes with no protection, a sunscreen rated at SPF 10 would protect you for 150 minutes—as long as sweat doesn't wash it away sooner. Because it wears off, even without sweat, in two hours or so, carry sunscreen with you and reapply as needed.

When you can, wear appropriate clothes to cover as much of your skin as possible. Remember that the sun's rays can go through some types of fabric, so consider wearing uniform items made for sun protection and applying sunscreen under a shirt or hat just to be safe.

“Keep your cool this summer,” Peralta said, “so you can stay safe and healthy.” **PR**



Getting ready for **CHICAGO**

On the following pages is information to help members prepare for the national convention to be held in Chicago from Aug. 8-12.

Proposed amendments to the *NALC Constitution*

The following proposed amendments to the *NALC Constitution* will be considered by the 72nd Biennial Convention in Chicago. ~~Strike through~~ indicates proposed language to be deleted. Proposed new language is printed in **bold**. The *Constitution* is available on the NALC website at nalc.org/constitution.

NALC CONSTITUTION

Officers and Elections

Amend Article 6, Section 1 as follows:

Section 1. The elective offices of this body shall be: a President, Executive Vice President, Vice President, Secretary-Treasurer, Assistant Secretary-Treasurer, Director of City Delivery, Director of Safety and Health, Director of Life Insurance, Director of Health Benefits, Director of Retired Members who shall be a retired member, and Board of Trustees composed of three members, who shall be elected for a term of office of four (4) years or until their successors have been duly elected and installed and ~~fifteen (15)~~ **eighteen (18)** National Business Agents.

New Hampshire Merged Branch 44

Officers and Elections

Amend Article 6, Section 2 as follows:

Nominations of ~~fifteen (15)~~ **eighteen (18)** National Business Agents shall be separately by NALC Regions, as constituted effective January 1, 1974, each consisting of no more than three

states and/or US territories, where each state or territory shall be contiguous and as demographically similar to the others as possible, or as realigned by the Executive Council **no later than 120 days after ratification of this amendment, or failing ratification by the Executive Council, no later than 120 days after ratification of this amendment** by the delegates of the 2022 National Convention. The final ratification of the newly realigned Regions shall be subject to a vote of the 2022 National Convention delegates if Region realignment is completed prior to the 2022 National Convention. If realignment does not take place prior to the 2022 National Convention, final ratification of newly formed regions shall be by a special mail-in ballot vote of the 2022 National Convention delegates conducted by the Executive Council and completed no later than 120 days after the ratification of this amendment. The Executive Council shall retain Business Agents to Regions determined to be most representative of their prior territory. The placement of Business Agents in newly formed Regions without a seated Business Agent shall be subject to a special election conducted by the Executive Council, with The Executive Council appointing an interim Business Agent from the above prospective newly formed Regions without a seated Business Agent until a permanent candidate is placed into the position. The newly realigned Regions shall become effective 180 days from final

ratification by the 2022 National Convention delegates. Any subsequent realignment of the geographic boundaries of the ~~15~~ **18** National Business Agent regions must be announced by the Executive Council, and must be voted on and approved by the delegates, no later than the Convention preceding the next Convention at which nominations will take place.

New Hampshire Merged Branch 44

Officers and Elections

Amend Article 6, Section 8 as follows:

There shall be one membership-wide ballot issued in each of the ~~fifteen (15)~~ **eighteen (18)** NALC Regions authorized and established elsewhere in this Constitution reflecting the names of all nominees for the positions of President, Executive Vice President, Vice President, Secretary-Treasurer, Assistant Secretary-Treasurer, Director of City Delivery, Director of Safety and Health, Director of Life Insurance, Director of Health Benefits, Director of Retired Members, three members of the Board of Trustees, and the names of all nominees for the position of National Business Agent for one of the ~~fifteen (15)~~ **eighteen (18)** NALC Regions.

New Hampshire Merged Branch 44

Duties of Officers National Business Agents

Amend Article 9, Section 8 as follows:

Sec. 8. There shall be ~~fifteen (15)~~ **eighteen (18)** National Business Agents, who shall devote full time to their duties.

New Hampshire Merged Branch 44

Source and Distribution of Revenue

Amend Article 7, Section 2 (a) as follows:

There shall be a minimum dues structure which shall consist of the following: Each member shall pay

monthly dues equal to two hours base pay for an NALC Grade 1, Step D letter carrier employed by the United States Postal Service. After November 24, 2018, **After January 14, 2023**, each member shall pay monthly **bi-weekly** dues equal to two hours **one hour of their** base pay **as of the first pay period of each year** for an NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) implemented on that date. One third of such dues shall be allocated to the national union and shall be designated the national per capita tax. The remaining two thirds of such dues shall be allocated to the member's branch and shall be designated minimum branch dues.

Branch 104, Lawrence, KS

Source and Distribution of Revenue

Amend Article 7, Section 2 (a) by adding the following new section:

Sec. 2 (a) 1 – The one third “national per capita tax” as provided for in Article 7, Sec. 2 (a) shall not be deducted from a member’s branch per capita check who is not in a pay status and is listed as “NO DED” meaning no deduction on the dues withholding.

Branch 3, Buffalo/Western New York

CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES

Officers

Amend Article 4, Section 1 as follows:

Section 1. The officers of the Branch shall be a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, **MBA Representative**, a Health Benefits Representative, and a Board of Trustees composed of either three or five members. The Branch may provide for additional elective offices in its by-laws. Branches may provide in their by-laws

for the inclusion of Stewards on the executive board.

The NALC Executive Council

Duties of Officers President

Amend Article 6, Section 1 by adding the following new language:

The President shall appoint one member or officer of the branch as a Letter Carrier Political Fund (LCPF) coordinator to educate the members of the branch so as to promote participation in the political fund established in Article 1, Section 5 of the NALC Constitution.

The NALC Executive Council

CONSTITUTION AND GENERAL LAWS IF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION

General Laws—Law 3 Duties of MBA Representative

Amend General Law 3 by deleting Sections 5 and 6 as follows:

Sec. 5. A representative may be removed from office for incompetence or persistent neglect of his/her duties by the Chairperson of the Board of Trustees, who may appoint a successor for his/her unexpired term in case of the refusal or neglect of the Branch to fill the vacancy by election.

Sec. 6. A representative receiving notice of his/her removal from office shall immediately comply with Section 4 of this General Law.

The NALC Executive Council

ENTIRE NALC CONSTITUTION

Edit all parts of the NALC Constitution to eliminate all gender pronouns and other gender references throughout.

The NALC Executive Council

Take a tour of Chicago

The following tours will be available during the NALC Convention. To sign up in advance for a tour, go to <https://app.gruupmeet.com/groups/eNeOZsTtDFCD-w/bookings>.



Jazz and Blues Tour with Soul Food Lunch

Monday, Aug. 8—10 a.m.-1 p.m.

Tuesday, Aug. 9—10 a.m.-1 p.m.

Thursday, Aug. 10—10 a.m.-1 p.m.

Departure Location: McCormick Place West Building, Gate 40

Check in: 9:45 a.m.

Min/max: 35/38

Price: \$105 per person

Combine a Chicago blues tour with a Chicago jazz history tour, then throw in some perceptive ideas about cultural history, architecture and a blues harmonica lesson. Put them all together and you end up with this unforgettable group tour! On this interactive and educational experience,

your group will see architectural landmarks of Chicago's blues and jazz history in neighborhoods north to south. Rather than just flying by a trivia list of places, our Chicago blues tour by bus digs deep into how Chicago became such a hotbed for jazz and blues. To top off this fascinating private group tour, a Chicago blues musician comes on board for a blues harmonica lesson.

Sample sites include:

- Aragon Ballroom
- Green Mill Jazz Club
- Michigan Avenue "Cliff" Bridge
- Chess Records
- Pilgrim Baptist Church
- Maxwell Street Market

Inclusions:

- Engaging tour guide and commentary
- Live blues performance and harmonica lesson
- Deluxe round-trip transportation

For your comfort:

Casual attire

Chicago Neighborhood Tour with Box Lunch

Monday, Aug. 8—10:30 a.m.-2:30 p.m.

Wednesday, Aug. 9—10:30 a.m.-2:30 p.m.

Thursday, Aug. 10—10:30 a.m.-2:30 p.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 10:15 a.m.

Min/max: 50/54

Price: \$95 per person

Traverse the Chicago neighborhoods of Bronzeville, Bridgeport, Chinatown, Pilsen, UIC/Little Italy and Greektown to grasp the rich social diversity of Chicago. This tour includes transportation



to neighborhoods around Chicago. The tour will end at the Field Museum, and transportation will be provided back to the hotel. On your private group tour, your guide will talk about the experience of assimilation for Europeans immigrants around the turn of the 20th century. Tour groups will experience different kinds of residential Chicago architecture and learn why some houses in Chicago are "sunken" below street level. The stories of Chicago neighborhoods and history will include the Great Migration of Blacks from the South, and Chicago blues and jazz. Overall, this Chicago neighborhoods tour is like a people's history of Chicago, as much of the city's history goes beyond the power centered in downtown.

Inclusions:

- Engaging tour guide and commentary
- Two hours of cultural and historical information
- Deluxe round-trip transportation

For your comfort:
Casual attire



Chicago Architecture Tour

Monday, Aug. 8—1:15 p.m.-4 p.m.

Tuesday, Aug. 9—1:15 p.m.-4 p.m.

Wednesday, Aug. 8—1:15 p.m.-4 p.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 1 p.m.

Min/max: 50/200

Price: \$95 per person

Explore Chicago's iconic architecture aboard TripAdvisor's No. 1 rated boat tour of the city.

Chicago is legendary for its architecture and, as the only cruise company partnered with the Chicago Architecture Foundation, Chicago's First Lady provides the best architecture tour experience.

Highly trained and passionate volunteer docents provide a detailed

narrative of Chicago's various architectural styles and the stories of the people who designed and built our city.

The relaxing 90-minute Chicago River tour features indoor and outdoor seating, a full-service bar aboard each vessel and is consistently recognized by locals and visitors alike as the best way to see Chicago.

Inclusions:

- Expert guided architecture tour
- One non-alcoholic drink ticket
- Deluxe round-trip transportation

For your comfort:

Casual attire. Bring sunglasses, cap or visor, as the sun can interfere with your view of the buildings.



Barrel Bus Gangster Tour

Monday, Aug. 8—2 p.m.-4 p.m.

Tuesday, Aug. 9—9 a.m.-11 a.m.

Wednesday, Aug. 8—9 a.m.-11 a.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 1:45 p.m.

Min/max: 15/58

Price: \$100 per person

Experience Chicago as it was during the 1920s and '30s! See the old gangster hot spots and hit spots! Hear historically accurate accounts of the exploits of Capone, Moran, Dillinger and the rest "a da boys."

Experience this gangster tour unlike any other, on a custom-designed Prohibition-era barrel vehicle. This adventure through the historic streets of Chicago is guided by our Prohibition-era experts on the events that took place in the 1920s. The tour was developed to be presented in an entertaining fashion, similar to a play, rather than just an historical presentation. The tour will stop at infamous locations where many important events took place that drastically changed the course of American history.

Inclusions:

- Engaging tour guide and commentary
- Two hours of history
- Deluxe round-trip transportation

For your comfort:

Casual attire

Lakefront Lunch Cruise and Navy Pier Centennial Wheel

Thursday, Aug. 10—10 a.m.-3 p.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 9:45 a.m.

Min/max: 50/150

Price: \$150 per person



Navy Pier is one of Chicago's top attractions. Stretching six city blocks into Lake Michigan, this year-round destination truly comes to life over the summer months, with waterfront access and public programming that spans all interests. You will enjoy an outdoor patio and have the opportunity to explore and experience the pier with admission to the Centennial Wheel and a famous

lakefront boat cruise. Lunch will be served on the boat cruise.

Inclusions:

- Centennial Wheel ride
- Lakefront lunch cruise
- Deluxe round-trip transportation

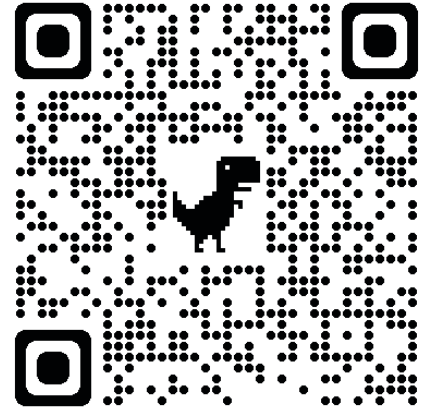
For your comfort:

Casual attire

Important details for all tours

- Tours are non-cancellable and non-refundable by attendee once booked.
- ACCESS Chicago reserves the right to cancel any tour if the minimum number of participants required is not met by the deadline date of July 22. In the event a tour is canceled by ACCESS Chicago, you will be notified and given the option to book another tour or receive a full refund.
- Tours will operate rain, snow or shine.

- Incomplete order forms cannot be processed. An email and a cell phone number are required.
- Confirmation will be sent via email within three business days of receipt of tour order.
- Questions or concerns: Contact ACCESS Destination Service at Chi.Team@accessdmc.com
- Use the QR code below to register for these tours.



Convention workshop schedule

NALC officers and staff, along with outside experts, will present more than 40 workshops over the convention week. The grid on page 16 offers attendees an easy way to see which classes are available when. Full descriptions of the workshops follow on the next several pages.

Classes are offered on Monday through Thursday before the convention is called to order each day and after the day's business is done. Seating is on a first-come, first-served basis, and the rooms have been known

to get crowded. Convention delegates are encouraged to arrive early.

Monday morning

Effective Branch Communications—Print and Digital

Branch communications, both digital and print, can be a formidable force for informing and activating NALC members. This workshop will provide tips for producing first-class, direct-to-the-member communications. Ways of improving social media engagement, sharpening the focus and effectiveness of newsletters

and branch-wide communications strategies will be discussed. NALC's Branch Publications Competition winners will be announced at this workshop.

Branch Trustee Training

Under the *NALC Constitution*, branch trustees are required to examine and report the condition of the branch finances at least once every six months, but trustees may lack a clear understanding of all the intricacies their duties entail. NALC Board of Trustees Chairman Larry Brown and Trustees Mack Julion and Sandy Laemel will kick off this training conducted

by Dave Dorsey, partner at accounting firm WithumSmith+Brown, that provides trustees with information and a variety of tools they need to keep their branches on the right track. Among the topics covered will be getting ready for an audit; receipts and disbursements; Labor Management Reporting and Disclosure Act requirements; and overall union finances. There will be an opportunity to have individual questions and concerns answered after the workshop.

The USPS “Delivering for America” Plan

In March 2021, the Postal Service issued a strategic plan for the coming decade, the Delivering for America (DFA) plan. The DFA report outlined the Postal Service’s future growth strategy, plans to reorganize its management structure, and intentions to modernize its delivery, processing and transport network via massive infrastructure investments. The report also identified legislative, regulatory and policy changes needed to strengthen the Postal Service in the future. This workshop, led by NALC Chief of Staff Jim Sauber, will describe the plan and provide an update on the Postal Service’s progress in implementing the plan. It will cover both the positive and negative elements of the plan and explore ways the NALC plans to use collective bargaining to make our voices heard in the restructuring process. Special focus will be given to plans to transform USPS delivery operations. Delegates will be given time to ask questions and share their views on the changes being contemplated.

City Delivery

Director of City Delivery Christopher Jackson and his staff will provide updates and information on numerous city delivery topics. The class will cover various contractual issues, scanners and new technology, Sunday parcel delivery and other expansion-of-services topics, Carrier Academy, Article 12 withholding and excessing, and various USPS testing and initiatives.

Contract Administration Unit

Vice President James Henry will lead this class. CAU will report on relevant national-level settlements and arbitration awards since the last convention. Much of the class will focus on how to access and

utilize the various resources NALC has created to assist grievance handlers. A Q&A period will follow, giving delegates the opportunity to seek clarification on issues and to provide comments and feedback to the CAU.

Monday afternoon

“The Strike at 40” (film viewing)

The Great Postal Strike of 1970, which dramatically raised the standard of living and improved the working conditions of America’s letter carriers and other postal employees, is the subject of this 2010 documentary video produced by NALC. The 30-minute film focuses on the leaders of the wildcat strike in Branch 36 in New York, and includes interviews with the strikers, including the late Vincent R. Sombrotto, former national president of the NALC. Video producer Ann Sutherland and strike veterans of Branch 36 will be on hand after the viewing.

Communicating Our Message

This workshop will focus on how to get our message out by dealing effectively with the news media, so we can inform the public and its representatives about the real situation of the Postal Service and the best policies moving forward. Little is more important to our future than getting the facts out and dispelling the myths. NALC Director of Communications and Media Relations Philip Dine will cover various aspects of communications, including influencing news coverage by speaking to reporters or editors, as well as making our own voices heard through letters to the editor/commentary pieces or being on radio/television discussion shows. The class will deal both with broad media strategy and practical details of talking to a reporter.

OWCP and the Power of Change

When managers fail to process OWCP injury claims in a timely manner, injured workers suffer. In response to this, OWCP changed the claim filing process, putting the injured worker in control. The new procedures make the claim filing process easier and gives the injured worker access to claim documents in real time. The changes were spearheaded by Antonio Rios, the director of OWCP’s federal workers’ compensation program. Director Rios

and Deputy Director Jennifer Valdivieso join NALC Assistant to the President for Workers’ Compensation Kevin Card in a course that explains the recent changes and offers tools on how to maximize the system to benefit injured letter carriers and empower contract enforcers.

Next Generation Delivery Vehicle

This session will cover the history of NALC’s involvement in the development of the Next Generation Delivery Vehicle (NGDV) and the progress of the program. During this workshop, delegates will also learn about the new safety features included in the vehicle. In conjunction with this workshop, a prototype NGDV will be on display during the length of the convention, allowing members the opportunity to see and touch the future of mail delivery.

Managing Branch Finances: A Study in Basic Operations

This workshop taught by Dave Dorsey, partner at WithumSmith+Brown, will focus on the proper division of responsibility within the branch for financial matters and will discuss the authorizations and protocols that should be used by branch officers as they discharge their responsibilities under the *NALC Constitution* and the Labor Management Reporting and Disclosure Act of 1959. Topics covered will include the authorization to spend branch funds, the proper process for the receipt and disbursement of branch money, the role and responsibility of each branch officer, reporting to the membership and regulatory agencies, establishing checks and balances, avoiding conflicts of interest, and understanding the role of the branch trustees. There will be an opportunity to have individual questions and concerns answered after the workshop.

Tuesday morning

Safety and Health—A Briefing on our Issues

We will be addressing safety commitments at the installation level, vehicle maintenance obligations, heat illness, park point accidents and resources for safety and health activists.

TIAREAP

This class will cover each step of the new joint route adjustment process. Del-



egates also will learn about new technology and how it is used in the process.

MBA Products

Director of Life Insurance Jim Yates and the staff of the Mutual Benefit Association (MBA) will present a workshop discussing the various insurance and retirement products offered by the MBA. This workshop will cover MBA's Individual Disability Income, Hospital Plus, Retirement Savings Plan, and several Whole and Term Life options. NALC's Group Accidental Death benefit also will be covered, along with options available for branches to purchase additional Group Accidental Death or Term Life insurance for their active members.

Retirement Considerations

The job of a letter carrier tends to be busy. So busy, in fact, that letter carriers don't always take the time to understand the full scope of their retirement benefits. Decisions made at the start of and throughout one's career can have an impact on a person's lifetime financial security and well-being. For example, choosing Federal Employees' Group Life Insurance coverage, whether to make deposit for prior military service, Thrift Savings Plan investments, Federal Employees' Health Benefits, and so on. A well-informed employee can make prudent choices that pave the way to a secure future through retirement. This seminar, presented by Director of Retired Members Dan Toth, is designed to help achieve that goal.

Dues and Membership

This workshop, conducted by Secretary-Treasurer Nicole Rhine, is intended to guide branch officers through the many membership issues that they deal with on a daily basis. The workshop will cover topics such as how to read a branch dues roster, the Reciprocal Agreement, transfers, health plan members and other membership-related items.

Tuesday afternoon

“Good Girls Revolt” (film viewing)

This video offers an alternative and entertaining way to learn about the Great Postal Strike of 1970. It is an episode

of the 2016 drama series “Good Girls Revolt,” a show set at a fictional weekly newsmagazine (“News of the Week”) in New York City, which offers a remarkably accurate portrayal of NALC's historic strike. Portions of the episode are used in a new video on the strike that premieres at the Chicago convention, appropriately named “The Revolt of the Good Guys”—a video commissioned to celebrate the 50th anniversary of the NALC strike. Video producer Ann Sutherland will present the PG-rated episode of “Good Girls Revolt” and lead a discussion about her work on the 50th anniversary video.

Legislative and Political Organizing

This class will focus on an important part of NALC's legislative and political network—mobilizing our members in the field. HQ staffers and NALC's legislative and political organizers will update the delegates on our ongoing efforts to advance our legislative agenda in the field, increase participation in the Letter Carrier Political Fund, and help elect candidates who support our issues.

Understanding the LM-3

This class will help participants understand and complete the Form LM-3. Dave Dorsey, partner at WithumSmith+Brown, will review the form with participants to determine what information the Department of Labor is really asking for and what details must be included with the answers. Among the areas to be covered are the proper way to complete Item 24, listing all officers and disbursements to officers, and where to report the different kinds of receipts and disbursements. A completed LM-3 for a hypothetical branch will be covered to help branch leaders in preparing and reviewing their own branch LM-3 filing. There will be an opportunity to have individual questions and concerns answered after the workshop.

FMLA 2022: Insights and Guidance for Letter Carriers and Local Leaders

This class will provide an overview of the Family and Medical Leave Act (FMLA), its history, and recent developments. It also will provide guidance for local leaders to assist their members with FMLA issues.

Conversion to Career and the Alternate Dispute Resolution Process

This workshop will discuss the methods by which city carrier assistants attain career status. Attendees will learn the history of the Memorandum of Understanding (MOU) Re: Full-time Regular Opportunities – City Letter Carrier Craft and how this agreement interacts with other provisions of the National Agreement and MOUs. This session also will cover the provisions under Article 7 of the National Agreement that relate to maximization of part-time flexible letter carriers. Included in this class will be an explanation of the Alternate Dispute Resolution process created to address CCA and PTF conversion issues.

What's New with the Thrift Savings Plan

A representative from the Federal Retirement Thrift Investment Board (FRTIB), the agency that manages the Thrift Savings Plan (TSP), will offer a workshop on recent developments with the retirement savings program for federal and postal employees. In addition to reviewing the TSP's tools available for planning and saving for retirement, the workshop will describe innovations in the FRTIB's new record-keeping system and discuss the TSP's new mutual fund window, which dramatically expands the investment options available to TSP participants.

Wednesday morning

EAP—Suicide Prevention and Critical Incident Response

New Directions Behavioral Health will educate the membership on suicide prevention through awareness, sensitivity and knowledge. Representatives also will review recent critical incident responses experiences.

Wills & Trusts

Director of Life Insurance Jim Yates will host a workshop focused on wills and trusts. This educational workshop will provide details on how these financial vehicles are used with life insurance policies to plan for an insured person's death. The purpose is to give a better understanding of these legal options and to aid letter carriers and their families in planning for the future. A better understanding of wills

and trusts shifts families' decision-making from a time when emotions are high to the present, when more rational decisions can be made.

NALC Constitution, Elections and Bylaws

This workshop is designed to assist NALC branches and state association with the rules and regulations governing the conduct of elections and the process for creating and amending bylaws. The workshop also will cover common problems with bylaws and how to get that stamp of approval from the Committee of Laws.

City Delivery (repeat)

Contract Administration Unit (repeat)

Wednesday afternoon

The Strike at 40 (repeat)

Next Generation Delivery Vehicle (repeat)

Improving the New Employee Experience

In March 2021, a subcommittee of the joint NALC-USPS City Delivery and Workplace Improvement Task Force was formed with the intent of exploring ways to improve the onboarding experience, increase retention rates, and pursue a mentorship program for new letter carriers. Since then, after much discussion and planning, NALC and the Postal Service have launched two joint pilot programs in hundreds of offices throughout the country. The New Employee Experience and Retention Program modifies how new letter carriers are utilized, mainly in the beginning stages of their USPS careers, and provides them with the necessary resources and equipment to transition into their new job. The New Employee Mentoring Program provides newly hired city letter carriers the opportunity to have mentoring relationships with experienced city carriers. This workshop, presented by the subcommittee members from NALC Headquarters, will provide participants with a detailed explanation of how each program works, where the pilots are currently deployed, potential expansion plans for the future, and the positive results of the two programs so far.

The Global Campaign to Organize Amazon

Amazon is the world's largest e-commerce company and the second largest U.S. employer. It is both the Postal Service's largest customer and one of its stiffest competitors in the delivery business, having developed its own delivery workforce. This workshop, hosted by NALC Chief of Staff Jim Sauber, will feature allies from the U.S. and global labor movement, including representatives of the Canadian Union of Postal Workers and UNI Global Union—NALC's global union federation. Delegates will learn how the AFL-CIO and its affiliates (including NALC) are working together on strategies to overcome Amazon's anti-union and anti-competitive practices with the long-term goal of helping Amazon workers unionize and secure collective-bargaining rights.

Managing Branch Finances: A Study in Basic Operations (repeat)

Thursday morning

TIAREAP (repeat)

Dignity and Respect in the Workplace

In this workshop, we will be reviewing the *Shop Steward's Guide to Preserving the Right of Letter Carriers to be treated with Dignity and Respect*.

Innovations in Health Care

Learn how to get the most from your Health Benefit Plan. We hope you will join NALC Health Benefit Plan Director Stephanie Stewart and staff, in addition to special guests from CVS Health, Optum and Hinge Health, as we provide details regarding the Plan's evolving digital transformation. This workshop will focus on the many opportunities that are available to help manage your health needs without major schedule interruptions, using any electronic device, and most important keeping your safety forefront. From Telehealth services, a "new" Digital Musculoskeletal Program, to the Plan's new member portal, we want to empower you with resources. Learn how to successfully navigate programs that will deliver convenience and flexibility to your daily life. Following the presentation, a panel

discussion and Q&A session will be offered to attendees.

Retirement Considerations (repeat)

NALC Veterans Guide

This session will give a detailed explanation of the *NALC Veterans Guide*. This guide was created to assist veterans and NALC representatives find useful information specific to letter carriers who served in the military. During the workshop, delegates will learn about the rules and regulations found in the National Agreement, USPS handbooks and manuals, and the laws that apply to veterans.

Thursday afternoon

"Good Girls Revolt" (repeat)

The OWCP Grievance Guide

Federal laws and postal policies require management to process OWCP claims in accordance with regulations. When regulations aren't followed, injured letter carriers suffer. Management's mistakes lead to some of the worst injustices to injured letter carriers who seek workers' compensation benefits. Kevin Card and the NALC regional workers' compensation assistants (RWCAs) will present the NALC's new *OWCP Grievance Guide*. From failure to pay Continuation of Pay (COP) to improper job offers, we will cover the most common violations, and offer grievance starters to help NALC members and shop stewards help injured workers get the benefits they are entitled to.

Recruiting and Mentoring Union Activists

Being a member of NALC allows individuals to become part of a group of hundreds of thousands of dedicated letter carriers, united to protect their jobs and their rights, and to promote the safety and welfare of the members. These common goals create a strength and solidarity that allow NALC to achieve great things for letter carriers. NALC offers members a variety of activities and opportunities to get involved so that they can actively participate with their branch, in and outside of the workplace. In this class, participants will learn various tips, strategies and techniques to motivate members



to get involved as activists within their branch. Additionally, the class will focus on how to properly mentor those individuals to keep them involved in the branch's efforts of representing its members and serving their communities.

NALC's Legislative and Political Agenda

NALC continues to engage and educate legislators and the administration on issues that are important to letter carriers. Learn about our agenda in the remainder of the 117th Congress and beyond, as well as get an update and the outlook for the looming midterm elections.

NALC Disaster Relief Foundation and Community Services—Planning, Promoting & Progress

Letter carriers are the heart and soul of their communities. NALC offers many ways for members to get involved. Come to this workshop to discover why it is important for your branch to participate and to become aware of how to build your branch and public support of letter carriers in the communities where we work. This workshop will have a brief summary of the Disaster Relief Foundation (NALC DRF), Muscular Dystrophy Association (MDA), Stamp Out Hunger Food Drive and Heroes; also will pro-

vide information about our other community service programs. We encourage branches that are having success to come and share ideas with branches who may just be getting started in planning and promoting initiatives. Branches who participate in NALC community service programs have higher morale, greater turnout at other union functions and engage members who might not otherwise get involved. If you or your branch are looking for ways to make a difference in your community, your branch or even your own life, please come to this workshop and help us find ways to get members involved while doing great things in the places where we live and work.

MONDAY (8/8)	TUESDAY (8/9)	WEDNESDAY (8/10)	THURSDAY (8/11)
MORNING	MORNING	MORNING	MORNING
Effective Branch Communications—Print and Digital Branch Trustee Training The USPS “Delivering for America” Plan City Delivery Workshop <i>This class repeats on Wednesday.</i> CAU <i>This class repeats on Wednesday.</i>	Safety and Health—A Briefing on our Issues TIAREAP <i>This class repeats on Thursday.</i> MBA Products Retirement Considerations <i>This class repeats on Thursday.</i> Dues and Membership	EAP—Suicide Prevention and Critical Incident Response Wills & Trusts NALC Constitution, Elections and Bylaws City Delivery Workshop (repeat) <i>Same as Monday.</i> CAU (repeat) <i>Same as Monday.</i>	TIAREAP (repeat) <i>Same as Tuesday.</i> Dignity and Respect in the Workplace Innovations in Health Care Retirement Considerations (repeat) <i>Same as Tuesday.</i> NALC Veterans Guide
AFTERNOON	AFTERNOON	AFTERNOON	AFTERNOON
“The Strike at 40” (film viewing) <i>This class repeats on Wednesday.</i> Communicating Our Message OWCP and the Power of Change Next Generation Delivery Vehicle <i>This class repeats on Wednesday.</i> Managing Branch Finances: A Study in Basic Operations <i>This class repeats on Wednesday.</i>	“Good Girls Revolt” (film viewing) <i>This class repeats on Thursday.</i> Legislative and political organizing Understanding the LM-3 FMLA 2022: Insights and Guidance for Letter Carriers and Local Leaders Conversion to Career and the Alternate Dispute Resolution Process What’s New with the Thrift Savings Plan	“The Strike at 40” (repeat) <i>Same as Monday.</i> Next Generation Delivery Vehicle (repeat) <i>Same as Monday.</i> Improving the New Employee Experience The Global Campaign to Organize Amazon Managing Branch Finances: A Study in Basic Operations (repeat) <i>Same as Monday.</i>	“Good Girls Revolt” (repeat) <i>Same as Tuesday.</i> The OWCP Grievance Guide Recruiting and Mentoring Union Activists NALC’s legislative and political agenda NALC Disaster Relief Foundation and Community Services—Planning, Promoting & Progress

Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) explained

In the 2019-2023 National Agreement, the parties agreed to a Memorandum of Understanding (MOU) Re: City Delivery and Workplace Improvement Task Force that was established for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices. Through the City Delivery and Workplace Improvement Task Force, one concept that NALC and USPS committed to jointly explore was route evaluation, specifically the use of technology, data, advanced analytics and machine learning to improve operations, route evaluation, adjustment and optimization.

In March 2021, a subcommittee of the task force, made up of NALC and USPS members, was formed to begin exploring and testing various technologies and processes that could potentially be used for city carrier route evaluation and adjustment. Over the course of 14 months, many concepts and processes were jointly discussed, examined and tested before the task force finally came to agreement to implement the use of Digital Street Review (DSR) technology in addition to USPS data from many other computer programs and applications in the evaluation and adjustment process.

On May 10, NALC and the Postal Service agreed to several MOUs to establish an alternate route evaluation and adjustment process for the remainder of 2022 and all of 2023. MOU Re: Technology Integrated Alternate Route Evaluation and Adjustment Process 2022-2023 (TIAREAP) establishes a process that utilizes information made available using DSR technology as the primary means to evaluate and adjust city delivery routes. As in previous alternate route evaluation and adjust-

ment processes, TIAREAP will involve multiple teams established throughout the country, composed of one NALC representative and one USPS representative, who will jointly evaluate and adjust routes in select zones. This MOU (M-01982) can be found in NALC's Materials Reference System.

A jointly developed supplemental document (M-01983) provides the mutual understanding of the national parties on issues related to the MOU Re: Technology Integrated Alternate Route Evaluation and Adjustment Process 2022-2023. It is intended for use by the parties at all levels in properly applying the terms of TIAREAP.

Also, as in the previous alternate route adjustment processes, an MOU was agreed on that allows local parties to jointly submit for consideration a locally developed alternate route evaluation and adjustment process to the NALC national president and the Postal Service vice president of Labor Relations. This MOU Re: Alternate Evaluation and Adjustment Processes (M-01984) requires a proposal for such alternate processes to be submitted by the NALC branch president and the Postal Service installation head and must provide a detailed explanation of the process. If the proposal is jointly agreed to by the national parties, the local parties will be notified regarding implementation.

TIAREAP structure

TIAREAP contains an overall structure similar to previous joint processes. The collaborative structure begins with the National Oversight Team, which consists of two people at the headquarters level, one each from USPS and NALC, who oversee the process, communicate with Area/Regional

Teams (ARTs), and resolve disputes at the highest level. The ARTs, consisting of one NALC regional designee and one USPS area designee, oversee District Lead Teams (DLTs) and resolve disputes within the process that have been elevated to them by the DLTs.

Under TIAREAP, each USPS district will have a minimum of five teams responsible for evaluating and adjusting city letter carrier routes, one DLT and four additional Route Evaluation and Adjustment Teams (REATs). DLTs will oversee the overall process and the REATs for their respective districts. The TIAREAP structure also includes local office contacts to assist the DLTs and REATs by providing relevant information and handling important parts of the process at the local level.

Zone selection periods

TIAREAP goes through the end of 2023. Zones may be opted in during three opt-in periods: July 2022, October 2022 and May 2023. While the first zone selections begin in July, all evaluations and adjustments will not necessarily begin at the same time. The District Lead Team will schedule evaluations to begin based on several factors, such as resources available (number of route evaluation and adjustment teams), availability of DSR data and/or current representative PS Form 3999s, status of data preparation of zones using Carrier Optimal Routing for adjustment purposes, and the requirement to have the adjustments for each zone implemented within 75 days of the start date of the analysis.

Data analysis review period

In previous joint processes, the REAT would use a randomly selected period of seven weeks plus a jointly

Opposite page: The first TIAREAP joint training session was held June 7-9 in Fort Lauderdale, FL. The training was conducted by the National Oversight Team, the Headquarters joint route adjustment subcommittee members, the USPS DSR technology team, and four Headquarters-appointed joint route evaluation and adjustment teams. For more on the training, see Director of City Delivery Christopher Jackson's column on page 30.

TIAREAP explained (continued)

selected eighth week of data for evaluation purposes. In TIAREAP, the seven weeks of historical data will be compiled using data from a variety of USPS applications, including DSR. These seven weeks will then be combined with a jointly selected eighth Live Week of DSR data.

The reason for randomly selecting the seven weeks is to gather as much data as possible during the up-to-seven available months prior to the selected Live Week (excluding the months of June, July, August and December). For example, if the Live Week is scheduled in January 2023, one week each from February, March, April, May, September, October and November 2022 would be used. Using weeks from multiple months going back will account for a variety of factors, such as weather in different seasons and volume changes by season. If a full seven months is unavailable, multiple weeks will be selected from an individual month or months, beginning with the most-recent available month.

The team will jointly review all DSR data used in the evaluation and adjustment process to ensure that the time recorded for each carrier activity is accurate, and it will make necessary edits within DSR to ensure that the appropriate amount of daily street time is recorded for each route. It is the expectation of the parties that teams will use the data available in DSR to make as many corrections to data errors as possible, ensuring that the best possible route adjustments will result.

Office evaluation

As in previous joint processes, the REAT will select an evaluated office time using either the regular carrier's (or mutually agreed-upon replacement

carrier's) actual average total office time (including auxiliary assistance) for the data analysis review period, or the estimated standard for the route using the average cased volume on the route for the data analysis review period, whichever is lower. The *Handbook M-41, City Delivery Carriers Duties and Responsibilities* defines the estimated office standard as the sum of the following: the average cased letters divided by 18, plus the average cased flats divided by eight, plus the average cased letters and flats divided by 70, plus the fixed office time.

Digital Street Review and street evaluation

Over the years, city carriers often have expressed concerns about the possibility of inaccuracies in the route inspection and traditional PS Form 3999 processes. Reported events of data collection device failures, software data transfer issues and potential inspector bias prompted the parties to consider whether development of a virtual route evaluation and a virtual 3999 process could be possible, using the Mobile Delivery Device (MDD) GPS breadcrumb data in conjunction with the DSR program. DSR technology uses the MDD breadcrumb data to digitally record carrier route activities. This breadcrumb data is then used by the program to create, in essence, a daily virtual PS Form 3999, Inspection of Letter Carrier Route. This digital PS Form 3999, titled PS Form 3999-DSR, eliminates the need for an in-person inspector to conduct a traditional PS Form 3999.

In past joint processes, the team evaluating a route would consider the route's base street time, actual average street time based on clock rings, and

the regular carrier's input to determine a street evaluation. In TIAREAP, the team will consider the DSR average street time from the eight weeks (seven randomly selected weeks and one jointly selected Live Week), the DSR average street time from the jointly selected Live Week, and the regular letter carrier's input.

DSR technology provides the joint teams with more accurate information than previous processes. Each route's evaluation and adjustment are based on the regular (or jointly agreed-upon replacement) carrier's actual performance on the route. There are no projections involved and far fewer clock ring inaccuracies. Certain events in DSR are flagged for team members to review, allowing them to edit the data to correct for any errors that could affect the overall street time each day. The team, using all the information from the various USPS systems and the carrier's input, will jointly make all decisions about each route's evaluation.

Consultations

In a zone selected for evaluation using TIAREAP, most carriers can expect a minimum of three consultations conducted with each regular carrier (or mutually agreed-upon replacement carrier). These consultations are identified as a Live Week consultation(s), an evaluation consultation, and an adjustment consultation. In most offices, these consultations will be conducted virtually via video communication between the regular carrier and the REAT.

During the Live Week, the REAT will review the DSR data collected each day to verify recorded street times and activities, and to correct these entries as necessary using the carrier's input.



Carriers can expect to have at least one Live Week consultation with the REAT in which they may be asked to provide feedback regarding the previous day's (or days') data collected using DSR. In many instances, the REAT may perform multiple consultations with the carrier regarding this Live Week data to get the most accurate information possible.

After completion of the Live Week, the REAT will develop initial office and street evaluation times. An evaluation consultation will then be conducted with the regular (or mutually agreed-upon replacement carrier) to obtain input on these proposed evaluated times from the carrier. After considering all data and input from the carrier, the team will jointly select office and street times for each route using the MOU criteria. If the team determines that the route is out of adjustment, these times will be used to adjust the route to as close to eight hours as possible.

Adjustments

In past adjustments, managers would accompany carriers on the route to create a PS Form 3999 that was used to determine the value of territory transferred from one route to the other. In TIAREAP, the team will choose a representative day from the Live Week and generate a PS Form 3999-DSR to be used for territory adjustment. Using a PS Form 3999-DSR from the Live Week ensures that the carrier has had the opportunity to provide input to

the team regarding any specific issues related to their route.

If the team proposes adjusting a route by moving territory to or from that route, the third consultation—an adjustment consultation—will be conducted with the regular (or mutually agreed-upon replacement) carrier prior to any adjustments being implemented. This is the carrier's opportunity to provide information about the proposed territory adjustments and for the team to answer any questions the carrier may have. The MOU requires that any agreed-upon adjustments should be made within 75 days of the end of the Live Week of data collection.

Review process

Any route or zone adjusted using TIAREAP is subject to an automatic review by the DLT within 90 days of the implementation of the adjustments. If the DLT determines that a follow-up evaluation is needed, the DLT will either conduct the review or assign it to a REAT. Days 30-60 following the implementation of the route adjustment will be used for the follow-up evaluation, analysis and, if necessary, implementation of subsequent adjustments, unless the route evaluation and adjustment team mutually agrees to use a different period. During the review, all routes in a zone will be evaluated, but territory adjustments will be made only to those routes necessary to adjust all routes as near to eight hours as possible.

TIAREAP also contains other positive elements that have proved successful in the past. Two examples of this are the daily posting of the Workhour Workload Report (all routes) in each office and the PS Form 3999 process. Daily posting of the Workhour Workload Report gives every letter carrier the opportunity to review data recorded for his or her assignment daily. The PS Form 3999 process includes a requirement for a consultation to be conducted with the carrier. The 3999-consultation process offers carriers the opportunity to provide feedback when a PS Form 3999-DSR is created or when a manager accompanies a letter carrier on the street to perform a traditional PS Form 3999. The PS Form 3999 process and required posting of the Workhour Workload Report apply to all offices nationwide, regardless of whether they are or are not being evaluated and adjusted. Additionally, TIAREAP provides a defined Dispute Resolution Process with strict timelines for the parties to jointly address any issues that may arise regarding application of the TIAREAP MOUs.

The parties have committed to the provisions contained in the Technology Integrated Alternate Route Evaluation and Adjustment Process until the end of 2023. However, both parties have expressed a desire for a continued partnership beyond 2023 to improve the evaluation and adjustment process for USPS and city letter carriers. **PR**

The LINKVILLE Players PRESENTS



Kevin Coleman

The Showman

also wrote and directed his own play, “In the Beginning,” which ran in the fall of 2021.

After performing in so many shows over the years, Coleman describes himself with a laugh as “small-time famous.” When he’s occasionally recognized on the street, he’ll “walk off a little pepped up.”

Indeed, in the small city of Klamath Falls, where the next largest city is hundreds of miles away, the 20-year letter carrier says he’s “often surprised” if people haven’t heard about the theater. “For the people who know about the theater, it is a big part of the community,” he said.

“Everything about the theater is small,” he says of the 118-seat venue, so they have to work with the scale. A few seasons ago, the company performed the comedy “M*A*S*H” with 30 actors, many of whom had to sit backstage to make space for others to move freely on and off the small stage.

One of the most satisfying aspects of community theater, Coleman says, is that the limited resources require creativity and ingenuity on the part of those involved, which tends to bring out the best in them. “You’ve got to make things work,” he said. “We’ve had to come up with stuff in 15 minutes with less stuff than MacGyver had.”

That sometimes includes slapping together boards, joysticks, knobs, doorbell buttons and other analog parts for a production. “It’s always an experience trying to get something to work,” Coleman says.

The carrier loves meeting fellow players. “You’ve got people from all walks of life, people you might never have [otherwise] met,” he said, adding, “We have these pre-conceived notions about what people are”—then they switch to someone else onstage.

There typically are eight weeks of rehearsals before opening night, and five shows per season. All those who work and perform at the theater are volunteers, and so no one gets paid. Any money they take in from ticket sales goes to improving the theater or to paying royalties for shows—a fee paid to secure the rights to perform a playwright’s work.

Coleman says he has been doing voices for “as long as I remember,” and he has become the go-to guy at his playhouse. He loves going on YouTube to do research by watching clips and practicing accents.

His favorite roles to date have been “completely dif-

“It’s fun pretending to be someone else for a while,” Kevin Coleman says.

The Klamath Falls, OR Branch 1784 member had wanted to try his hand at acting ever since he had a bit part in “Annie” in the fourth grade, so when he found an audition notice in the local newspaper 20 years ago, “I thought, ‘What the heck,’” he says.

Shortly afterward, Coleman tried out and won a small role. “I just wanted to give it a try and see what it was like,” he added.

His first show, he was nervous, to put it mildly. “What if someone judges me? [I was] so self-conscious,” he recalled. But he caught the theater bug and has been doing it since.

Acting, he says, is “an experience unlike anything else,” adding: “I’ve always been a performer. This gives me a good outlet.”

He’s been involved in more than 20 productions (all but one at his hometown Linkville Playhouse), and he



Scenes from some of the shows Kevin Coleman has appeared in.

ferent from himself,” he said, including Owen Musser in the “The Foreigner” (he got to play “a jerk of a guy”) and Adrian in “Private Eyes,” where he was able to use his English accent.

Another time, someone had to drop out of “August: Osage County,” and Coleman was asked to step in on short notice and take a small part, which he agreed to do. Then another actor got sick and couldn’t perform, so Coleman agreed to quickly learn that part as well. That was one of his favorite experiences, just because of the challenge of switching between two characters and learning the parts in a week.

Another challenge that the carrier always finds worthwhile involves fast-paced three-man shows, where there are 20 to 30 costume changes in an hour and a half.

For his own play, “In the Beginning,” Coleman wondered, “What would it look like if three people were used to create Earth?”

The satirical play follows the trio’s look at humanity’s evolution over time, touching on religions of the world and highlighting the differences among them. “We’re really not all that different, but we’re killing each other over this stuff,” Coleman notes. Dinosaurs are also involved.

“It’s influenced by Mel Brooks’s ‘History of the World,’ of course,” he said, referencing the famous comedy film.

Coleman sat down and started typing one day, ignoring everything else around him. “I had ideas floating around,” he said. “Every waking moment of the day, I was sitting on the computer, typing away. Four days later, I had the bare bones of it.

“My wife was ready to strangle me,” he added with a laugh.

It was approved by the playhouse, the set design was planned out—and then the carrier ran into a string of bad luck in trying to show his play.

The COVID-19 pandemic caused everything to be pushed back. The theater eventually reopened and the crew built the set, and then a week before the scheduled opening night, a COVID-19 surge followed by new restrictions delayed plans again, by a few weeks.

A new plan was set. But as Coleman and his actors readied to finally open the show, there was a fire in the building, above the theater.

“I was devastated,” Coleman said, adding that he thought, “We’re done; it’s just not meant to be.”

They persevered, however, recasting the show and opening in September 2021. He debated whether to perform in it, and now says he’s glad he didn’t take an acting role and instead stuck solely to directing.

“Getting to see my own creation out there was a highlight. It’s absolutely fantastic seeing it come to life,” he said, although he notes that it was simultaneously nerve-racking and exhilarating.

“In the Beginning” can be viewed on YouTube. “I really hope people get a chance to look this show up,” Coleman said. “Who knows? Maybe word about the show will get out—people of different religions will start having a conversation and things can change.”

While working the front of house at the theater (ensuring quality customer service for attendees before, during and after a show, usually at the box office or in the lobby) recently, he spent time during intermission writing in his notebook—ideas, dialogues—and soon had 20 pages. That draft has turned into a second play, a comedy titled “No Place Like Home for the Holidays,” which he now is polishing. Because of the topic, he is hoping it will open around Thanksgiving of 2023.

Quite a few of his fellow letter carriers know about Coleman’s talents, and he says that many of them have given him positive feedback about his play. Former Branch 1784 President **Justin Barker**, for example, noted how hard Coleman worked through the delays of his play.

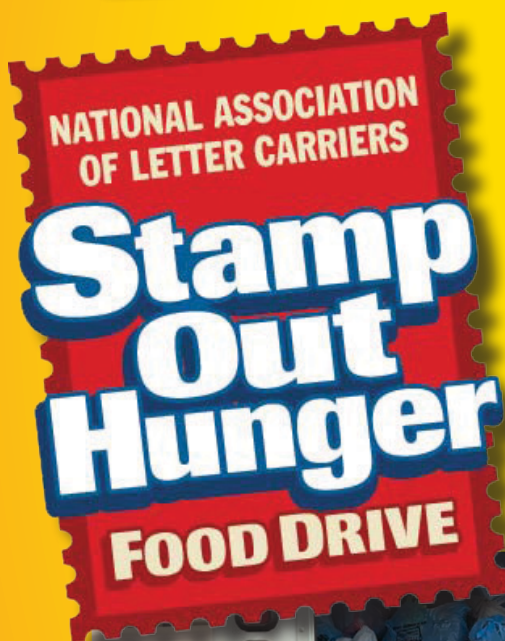
And just like Hollywood has the Oscars and Broadway has the Tonys, for the past 18 years, Klamath Falls’s Linkville Playhouse has held the Klammie Awards, in which patrons vote for their favorite performances and productions of the prior season. Coleman has won eight so far.

But the success hasn’t gone to his head. He tries to spot new actors who appear apprehensive and help them work through their jitters.

The carrier isn’t totally sure what’s in his future regarding theater. “Whatever comes along, really,” he says. He’s currently performing as Harry Pepper, a telephone repairman, in “Barefoot in the Park.”

“My first love will always be on stage,” Coleman said. “I love the spotlight. I enjoy bringing entertainment to people. It’s my small way to fight evil and darkness in the world. Putting out light and love helps to make a difference.” **PR**

BACK IN ACTION



Branches across the country returned to an annual tradition on Saturday, May 14, holding the Letter Carriers' Stamp Out Hunger® Food Drive after two years during which the drive couldn't be held for safety reasons related to the COVID-19 pandemic. The return of the food drive was met with enthusiasm from postal patrons donating food, from local food banks whose shelves were filled, and most of all from the families that depend on the food banks.

In the 30 years since it began, the food drive has collected about 1.82 billion pounds of food for the hungry.

The nationwide total, reported as of June 15, was 35,658,590 pounds.

That brings the total collected since the food drive began 30 years ago to almost 1.9 billion pounds of food.

As the bags of food piled up during the collection on May 14, reports on the amount of food donated, and expressions of gratitude from food banks, began pouring in.

"At the end of the day, our shelves are stocked with food people need, and our inventory is bolstered for weeks to come. It's all about neighbors helping neighbors," Julie LaFontaine told the *Ipswich Local News*, a newspaper and online news outlet in Ipswich, MA. LaFontaine is president and CEO of The Open Door, a food pantry serving the Ipswich and Gloucester area of Massachusetts. She called the annual food drive "an event steeped in the spirit of community."

Letter carriers from Massachusetts Northeast Merged Branch 25 collected about 15,300 pounds of food for The Open Door. "It's a perfect fit, leaving food by a mailbox. Letter carriers go to every single mailbox every single day. It's a simple thing to do," **Bruce Johnson** of Essex, MA, a retired carrier who organizes Branch 25's annual food drive, told the *Ipswich Local News*. "I know I feel so much gratitude helping someone that just deserves a helping hand."

NALC President Fredric Rolando praised NALC members for their hard work in bringing back the food drive. "Letter carriers jumped back into the food drive this year," he said. "They see firsthand how some in their communities struggle with hunger, and they saw the gratitude on the faces



Opposite page: Fort Collins, CO Br. 849
Right: Gastonia, NC Br. 1512
Below: Mt. Clemens, MI Br. 654



of local food bank volunteers as they gathered bag after bag of food.”

San Juan, PR Branch 869 collected the most food with 2,964,000 pounds, and Bellingham, WA Branch 450 collected the most money with \$59,724.

The branches with the largest food collections among different branch size groups, and the results reported from every branch, are listed in the pages ahead.

The pandemic caused the cancellation of the food drive in 2020 and 2021, but it did not slow letter carriers’ commitment to supporting food banks. They replaced the food drive with an online donor drive those two years, with NALC Headquarters matching the donations. Including the Headquarters match, the donor drives yielded a little more than \$1 million each of those years for food banks.

“Letter carriers never gave up on the food drive—they quickly found a way around the pandemic to bring food to the tables of people in need in the last two years,” Assistant to the President for Community Services **Christina Vela Davidson** said. “This year, they were back in full force, filling truck after truck with food for their communities. Many carriers greeted the return of the in-person food drive as a sign that things are finally returning to normal.”

As local TV stations, radio stations and newspapers reported on the food drive, it became clear that letter carriers were ready for a return to the in-person food drive, and that food banks and the communities they serve were grateful for the results.

After the two-year pandemic interruption, members of Boise, ID Branch 331 brought back a tradition of dyeing their hair blue to publicize the food drive.

“It’s just really impactful, really impactful to see the work that the

letter carriers do to make sure we get this food to our neighbors,” Jane McLaughlin, volunteer programs manager at the Idaho Foodbank, told local ABC affiliate KIVI-TV about the carriers’ commitment.

The end of free and reduced-cost meals in school was on the mind of Barbara Evans, chief development officer at the Harry Chapin Food Bank in Fort Myers, FL.

“For most children, the summer is a carefree time... For those that are hungry, the summer is the worst time,” because free and reduced-cost meals are not available in school, Evans told WINK News, a CBS-affiliated TV station in Fort Myers.

“We feel we need to give back to the community,” Fort Myers Branch 2072 President **Abel Muniz** told WINK News. “And we know people are in dire need, especially now, at this time of year.” Muniz said that while it was difficult to start up the in-person drive after two years, the branch collected about 100,000 pounds this year—somewhat lower than in recent years, but not for lack of commitment by Branch 2072 carriers.





Above: Colorado Springs, CO Br. 204
 Right: Anchorage, AK Br. 4319
 Below: Kendallville, IN Br. 952



As they have done the first Saturday in May since 1993, letter carriers put their compassion on display by collecting food for the hungry people of their communities. With the help of postal employees in other crafts, managers, family, friends and volunteers, the carriers collected bags of non-perishable food left at doorsteps by postal customers to pull off the nation's largest one-day food collection. This year, to supplement the in-person collection, many branches continued the donor drives they held the previous two years when the pandemic caused the cancellation of the in-person food drive.

The NALC food drive is held annually on the second Saturday in May in 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam. Hunger affects 1 in 8 Americans, including millions of children, senior citizens and veterans.

The springtime food drive comes at a critical time for food pantries—donations slow down after the winter holidays, while free or reduced-cost meals at schools that many children in need rely on are not available in summer. With many people still caught in the grip of the pandemic-related economic disruption, and prices for basic family needs skyrocketing because of inflation, the demand for food from local food banks remains high this year.

And so, the return of the traditional food drive came none too soon.

“Time and time again, we have been heartened by this community’s response when their friends and neighbors are in need,” Sandra Frank, CEO of All Faiths Food Bank in Sarasota, FL, told local news outlet SRQ Media. “As the pandemic and worsening economic conditions continue to impact those who were already at-risk for hunger—as well as families new to food insecurity—we would like to extend our gratitude to those who donated bags of food as well as our community’s letter carriers, who cheerfully went above and beyond to collect the food this year.”

The food bank reported that the carriers of Sarasota Branch 2148 collected 80,210 pounds of food on May 14.

Worcester, MA Branch 12 carrier **Rob Duley** helped to collect food for several area food banks, including Ginny’s Helping Hand, a food pantry and thrift store in Leominster, MA.

“Food Drive Day means a little extra work for letter carriers, but it is a good feeling to be able to help out the local community,” Duley told the *Sentinel and Enterprise*, a local newspaper.

“There were also people from the various food pantries, as well as one retired letter carrier, who volunteered their time to drive around and pick up food to help ease the burden on the carriers, especially those who have walking routes,” Duley said.

“Ginny’s could not be more appreciative of the National Association of



Letter Carriers and the residents of Leominster who stepped up to ensure we had the resources to provide a 'hand up' to those in need in Leominster," Ginny's Helping Hand Executive Director Brandon Robbins told the newspaper.

"The food will be used to provide our clients with the support they need to ensure that they do not have to worry about where their next meal is coming from," he said. "By adding over 3,000 pounds of food to our food pantry, this helps us increase our capacity to serve those in need."

Moses Lake, WA Branch 4573 carriers collected food for the Moses Lake Food Bank, a central food bank that distributes food to pantries in five area counties.

Branch 4573 President **Gary Schleppebach** told the *Columbia Basin Herald* of Washington that to ensure that the food bank has a steady supply of food, the branch pitched in with a cash donation.

"In addition to the food that other people are bringing, we're donating \$1,000 from our union," he said.

Administrators for a food pantry in rural Maine wrote to the *Piscataquis Observer* of Dover, ME, to thank Maine letter carriers. "Dyer's Hope House Food Pantry would like to express its appreciation for the 1,600 pounds of food delivered to us on Saturday, May 14, during the USPS Stamp Out Hunger Food Drive," they wrote. "We are grateful for the efforts of postal employees, the communities they serve, and our volunteers."

In Monroe County, MI, the food drive yielded 18,366 pounds of food, according to the *Monroe News*. The food went to the Monroe County Opportunity Program (MCOP), which operates a countywide food bank.

"There are more than 15,000 people in Monroe County who are food in-

secure," MCOP Executive Director Stephanie Kasprzak said. "The postal food drive has provided critical food resources to meet our local needs for many years and we are so appreciative of this partnership, as well as members of our community who donate. This project is community action in its truest form."

The Macomb Food Program of Macomb County, MI, received 143,655 pounds of food on May 14, the *Macomb Daily* reported. "Now the shelves in the warehouse are stocked with canned beef stew, boxes of cereal, chicken noodle soup and hundreds of other food items needed for families, frail seniors on fixed incomes, disabled veterans, the unemployed and homeless individuals," the newspaper wrote.

"The Macomb Food Program is very grateful to all the employees and volunteers at the Postal Service who helped make this food drive an overwhelming success," Macomb Food Program Manager Shannon Mallory told the newspaper.

"I'm very grateful to [the letter carriers]" Mallory added. "It couldn't have come at a better time."

Carriers in Hawkins County, TN, collected 4,972 pounds of food, the local

Above: Tidewater VA Br. 247
Left: Hot Springs, AR Br. 543

Westchester Merged, NY Br. 693



Top 33 branches by size category

Category 1 (2,000 or more members)

Garden Grove, CA Br. 1100..... 1,000,571
New Jersey Mgd. Br. 38..... 811,052
Los Angeles, CA Br. 24..... 668,825

Category 2 (1,500-1,999 members)

Seattle, WA Br. 79..... 455,617
Denver, CO Br. 47 305,322
Detroit, MI Br. 1..... 266,000

Category 3 (1,000-1,499 members)

West Coast Florida Br. 1477 650,332
Tampa, FL Br. 599 640,000
Northeast Florida Br. 53..... 382,000

Category 4 (700-999 members)

San Juan, PR Br. 869..... 2,964,000
Oklahoma City, OK Br. 458 848,689
Clearwater, FL Br. 2008..... 601,968

Category 5 (500-699 members)

Central Kentucky Br. 361 199,830
Wichita, KS Br. 201 161,433
Little Rock, AR Br. 35..... 160,340

Category 6 (350-499 members)

Kalamazoo, MI Br. 246 221,912
Fort Wayne, IN Br. 116 208,724
Springfield, MO Br. 203..... 189,831

Category 7 (200-349 members)

Columbia, MO Br. 763 431,401
Vancouver, WA Br. 1104..... 294,937
Pensacola, FL Br. 321 188,813

Category 8 (100-199 members)

North Sound, WA Br. 450 748,948
Billings, MT Br. 815 672,040
Charlottesville, VA Br. 518..... 119,996

Category 9 (50-99 members)

Aiea-Pearl City, HI Br. 4682..... 259,428
Butte, MT Br. 621..... 191,601
Missoula, MT Br. 701..... 124,847

Category 10 (26-49 members)

Helena, MT Br. 220..... 560,364
Vicksburg, MI Br. 94 37,604
Watertown, WI Br. 649..... 35,500

Category 11 (1-25 members)

Conway, AR Br. 1592 21,591
Springville, UT Br. 2821..... 15,226
Morristown, TN Br. 1256..... 15,086



Flushing, NY Br. 294

Citizen Tribune reported. The food went to several local food pantries and non-profits, including Of One Accord Ministry. The organization's director, Sheldon Livesay, said that the food drive came at an important time for people in need who are struggling to buy groceries due to inflation.

Media coverage of the letter carriers' food drive, including pre-drive mentions, "increased astronomically" in virtually all states as a result of NALC's media-outreach efforts, with reporting particularly high in Texas and North Carolina but strong elsewhere as well, according to Olivia Sargent of Meltwater, a media monitoring and analysis company.

Food banks also have spread the word on social media, celebrating the bounty of food collected May 14. Here's a sample of the messages from across the country.

"TY to all our donors on Long Island who went out of their way to donate. Locally, 1,728 pounds of food were collected for Island Harvest Food Bank."—Island Harvest Food Bank, New York

"@stampouthunger 2022 was a success! Thanks to the @NALC_National for collecting more than 22,000 pounds for God's Pantry Food Bank - an amount that will let us create more than 18,000 meals for neighbors in Central and Eastern Kentucky."—God's Pantry Food Bank

"The final numbers are in and the 2022 @StampOutHunger Postal Drive officially brought in 34,566 pounds of food for ICA! That equates to nearly

29,000 meals. This major food donation will go a long way in supporting our neighbors throughout the year!"—ICA Food Shelf, Minnesota

"This past Saturday, we had the opportunity to participate in @StampOutHunger, the

National Association of Letter Carriers' 30th Annual National Food Drive! We are so grateful to have brought in over 80,000 pounds of food for our neighbors facing hunger!"—Community Food Bank, Alabama

"Our shelves are filled with your donations! We received 24,344 POUNDS of food from @StampOutHunger Food Drive by @NALC_National! Thank you all for donating! Thank you to our local mail carriers for collecting these donations!"—Food Bank of NWLA, Louisiana

"Thank you to everyone who donated to the @StampOutHunger #food-drive last weekend! We were thrilled to partner with @NALC_National once again for this annual event after a two year hiatus due to the pandemic. This weekend, we collected nearly 7,000 lbs of food!"—Arlington Food Assistance Center, Virginia

"This year's @StampOutHunger Food Drive brought in more than 265,690 pounds of food and counting! A huge thank you goes to the 238 post offices that participated and the 275 volunteers who helped sort donations!"—Regional Food Bank of Oklahoma

"THANK YOU to everyone who helped us and @NALC_National to #StampOutHunger over the weekend! Our local letter carriers dropped off the last of the food this morning—altogether, you helped bring in nearly 20,000 pounds of food to support our neighbors!"—Central Illinois Food Bank

"This past Saturday, the @NALC_



Lorain, OH, Br. 583

National #StampOutHungerFoodDrive collected 158,280 pounds of food in the Albuquerque area! Thank you to everyone who helped make this event a success!” —Roadrunner Food Bank, New Mexico

“#StampOutHunger 2022 was a huge success! Thanks to YOU it was a great day—we are happy to report that the National Association of Letter Carriers brought in 90,000 pounds of food in Southwest Idaho and 7,700 pounds in Pocatello!”—The Idaho Foodbank

“THANK YOU to all of our volunteers, staff, donors, and especially all the mail carriers for making the #StampOutHunger Food Drive a HUGE success this past weekend! From all the hard work put in, Second Harvest was able to receive a total of 21,077 pounds of food!”—Second Harvest Food Bank, North Carolina

The annual food drive would not be possible without the assistance of the Stamp Out Hunger Food Drive’s

national partners. Current national partners are the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers’ Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, the Kellogg Co. and CVS Health. There were plenty of other helpers, too, from American Postal Workers Union volunteers to local bag sponsors.

“Thanks to the essential support of our partners, volunteers and postal customers who donated food, letter carriers pulled off another great food drive,” President Rolando said.

Planning for the NALC Food Drive never ends, and preparations for next year’s food drive on Saturday, May 13—as always, the second Saturday in May—already have begun, Davidson said, adding: “NALC’s mission to “Stamp Out Hunger will continue as long as there are people in our communities who face hunger each day.”



Natchez, MS Br. 476



Here is a list of branch totals received at NALC Headquarters by June 15, listed by state and then in branch numerical order.



ALABAMA	Essex Br. 5016	1,270
Montgomery Br. 106.....	92,810	
Anniston Br. 448	12,500	
Huntsville Br. 462	43,224	
Birmingham Br. 530	163,897	
Florence Br. 892	2,750	
Bessemer Br. 937	9,500	
Gadsden Br. 1047	20,000	
Decatur Br. 1314	25,474	
Phenix City Br. 3122	1,986	
Jacksonville Br. 3344.....	7,000	
Ft. Payne Br. 3359	3,572	
ALASKA		
Anchorage Br. 4319.....	25,000	
ARIZONA		
Phoenix Br. 576.....	232,925	
Tucson Br. 704	435,255	
Prescott Br. 859.....	13,430	
Yuma Br. 1642.....	8,800	
Arizona Mgd. Br. 1902.....	243,633	
Sun City Br. 6156.....	151,412	
ARKANSAS		
Little Rock Br. 35	160,340	
Pine Bluff Br. 240	6,184	
Hot Springs Natl. Park Br. 543 ..	77,698	
Jonesboro Br. 1131	10,261	
Paragould Br. 1293	4,600	
Conway Br. 1592	21,591	
Forrest City Br. 1820	88	
Pocahontas Br. 3329.....	3,600	
Springdale Br. 3671	18,000	
CALIFORNIA		
Los Angeles Br. 24.....	668,825	
Central California Br. 231.....	82,661	
San Bernardino Br. 411	96,170	
Napa Br. 627	11,981	
Bakersfield Br. 782.....	80,136	
Watsonville Br. 857	5,617	
Garden Grove Br. 1100.....	1,000,571	
Modesto Br. 1291	19,600	
Monterey Br. 1310.....	9,374	
Hayward Br. 1707	24,024	
Tulare Br. 1810.....	1,710	
Burbank Br. 2086	67,100	
Pasadena Br. 2200.....	267,160	
Van Nuys Br. 2462.....	53,519	
Escondido Br. 2525.....	47,500	
Susanville Br. 2608	2,465	
Yreka Br. 3223.....	1,350	
Canoga Park Br. 4006.....	30,205	
Camarillo Br. 4114	25,025	
Santa Fe Springs Br. 4941	3,111	
COLORADO		
Denver Br. 47	305,322	
Colorado Springs Br. 204.....	152,375	
Pueblo Br. 229	27,950	
Greeley Br. 324.....	44,685	
Boulder Br. 642	36,090	
Ft. Collins Br. 849	53,936	
Grand Junction Br. 913	27,000	
Delta Br. 1426	8,176	
Montrose Br. 1517	4,482	
Northeast Colorado Br. 3631	441	
Arvada Br. 4405	66,324	
Craig Br. 5236	960	
Centennial Br. 5996	179,062	
CONNECTICUT		
New Haven Br. 19	38,028	
Connecticut Mgd. Br. 20	86,406	
Bridgeport Br. 32	8,000	
Stamford Br. 60	67,700	
Hartford Br. 86.....	200,000	
Greenwich Br. 759.....	30,500	
Fairfield Br. 2313.....	10,500	
DELAWARE		
Wilmington Br. 191	48,365	
Southern Delaware Br. 906 ...	101,713	
Newark Br. 1977	28,667	
DISTRICT OF COLUMBIA		
Washington Br. 142.....	37,173	
FLORIDA		
Northeast Florida Br. 53.....	382,000	
Pensacola Br. 321	188,813	
Tampa Br. 599	640,000	
South Florida Br. 1071	283,153	
W. Coast Florida Br. 1477 ...	650,332	
P. Palm Beach Br. 1690	211,000	
Bradenton Br. 1753	69,720	
Lakeland Br. 1779	176,555	
Clearwater Br. 2008	601,968	
Ft. Myers Br. 2072	154,765	
Ft. Lauderdale Br. 2550	41,164	
Deland Br. 2591	10,500	
Spacecoast Florida Br. 2689...	118,351	
New Smyrna Beach Br. 3129 ...	6,807	
Emerald Coast Br. 4559.....	114,384	
GEORGIA		
Columbus Br. 546.....	95,433	
Savannah Br. 578.....	97,200	
Valdosta Br. 998.....	44,471	
Vidalia Br. 2882	7,300	
Buford Br. 3793.....	1,255	
Warner Robins Br. 4057	3,333	
Forest Park Br. 4568	4,094	
Tucker Br. 6070	2,215	
GUAM		
Agana Br. 4093	6,510	
HAWAII		
Honolulu Br. 860	257,923	
Hilo Br. 2932	10,368	
Aiea-Pearl City Br. 4682	259,428	
Waipahu Br. 4683	39,405	
Wahiawa Br. 4837	45,741	
Lahaina Br. 5306	1,487	
Kailua Kona Br. 5516.....	5,649	
Waianae Br. 5579.....	8,786	
IDAHO		
Boise Br. 331.....	110,660	
Coeur d'Alene Br. 1260	6,700	
Idaho Falls Br. 1364	27,761	
Twin Falls Br. 1392	15,150	
Nampa Br. 1409	1,139	
Rexburg Br. 2095.....	2,000	
ILLINOIS		
Peoria Br. 31.....	60,243	
Springfield Br. 80	100,496	
Galesburg Br. 88.....	29,482	
Freeport Br. 223	20,006	
Rockford Br. 245.....	42,775	
Joliet Br. 305	14,779	
Bloomington Br. 522	45,766	
Oak Park Br. 608.....	3,040	
Macomb Br. 658.....	2,050	
Urbana Br. 784	9,065	
Oak Brook Br. 825	266,297	
Princeton Br. 953.....	11,120	
Granite City Br. 1132	4,290	
Naperville Br. 1151	42,100	
Downers Grove Br. 1870.....	10,491	
Arlington Hgts. Br. 2810	16,915	
Palatine Br. 4268.....	8,307	
Wheeling Br. 4739.....	16,621	
INDIANA		
Indianapolis Br. 39.....	70,536	
Muncie Br. 98	25,795	
Ft. Wayne Br. 116	208,724	

Crawfordsville Br. 198	7,163
La Porte Br. 200.....	7,900
Monticello Br. 323.....	4,578
South Bend Br. 330.....	104,000
Frankfort Br. 368	2,600
Evansville Br. 377.....	46,922
Michigan City Br. 455	11,600
Lafayette Br. 466.....	48,070
Terre Haute Br. 479.....	100,090
Elkhart Br. 547	43,406
Brazil Br. 670.....	4,444
Valparaiso Br. 753.....	12,092
Mishawaka Mgd. Br. 820.....	22,396
South Central Indiana Br. 828.	75,018
Hartford City Br. 867	3,300
Carmel Br. 888	68,015
Kendallville Br. 952	5,615
Whiting Br. 1689	2,800
Greenwood Br. 2421	4,500

IOWA

Sioux City Br. 69	9,142
Clinton Br. 126	10,248
Council Bluffs Br. 314.....	33,193
Central Iowa Mgd. Br. 352	82,037
Fort Madison Br. 403.....	6,384
Fort Dodge Br. 645	3,000
Ames Br. 1081.....	5,717
Indianola Br. 1312	1,240
Lake City Br. 5028	1,619

KANSAS

Lawrence Br. 104.....	12,043
Emporia Br. 185	3,500
Wichita Br. 201.....	161,433
Parsons Br. 477.....	28,200
Hutchinson Br. 485	19,191
Salina Br. 486	18,919
Kansas City Br. 499.....	34,210
Pittsburg Br. 695	2,627
Manhattan Br. 1018	3,745
Central Kansas Mgd. Br. 1122...	3,275
McPherson Br. 1171.....	3,500
Dodge City Br. 1579.....	1,490
Colby Br. 4635.....	605
Shawnee Mission Br. 5521....	61,234

KENTUCKY

Louisville Br. 14.....	74,955
Owensboro Br. 234	18,066
Lexington Br. 361	199,830
Northern Kentucky Br. 374....	23,475
Paducah Br. 383.....	3,703
Henderson Br. 410	12,680
South Central Kentucky Br. 468..	20,000
Hopkinsville Br. 836	3,176
Mt. Sterling Br. 1265	400
Madisonville Br. 1408	4,047
Somerset Br. 2039	8,836
Harlan Br. 2668	1,424
Barbourville Br. 2856	453

LOUISIANA

New Orleans Br. 124.....	1,750
Monroe Br. 136	3,310
Alexandria Br. 932.....	21,690
New Iberia Br. 988.....	5,095
Hammond Br. 2223.....	5,080
Houma-Thibodaux-Lockport Br. 2464.....	106,200
Gretna Br. 2730.....	788
Kenner/Monroe Br. 4323.....	2,952
Bossier City Br. 4617	5,225
Breaux Bridge Br. 5609	684

MAINE

Maine Mgd. Br. 92.....	107,433
Lewiston Br. 241	5,486
Central Maine Mgd. Br. 391....	116,000
Sanford Br. 1448.....	3,447
Presque Isle Br. 2394	6,520

MARYLAND

Baltimore Br. 176	75,325
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Hagerstown Br. 443.....	9,807
Cumberland Br. 638	1,787
Annapolis Br. 651.....	2,200
Eastern Shore Br. 902.....	2,505
Elkton Br. 2069	185
Laurel Br. 3755.....	5,600
Glen Burnie Br. 4422.....	907

MASSACHUSETTS

Lynn Br. 7	16,000
Worcester Br. 12	335,225
Southeast MA Mgd. Br. 18..	253,300
MA Northeast Mgd. Br. 25 ..	175,000
Western MA Br. 46.....	146,000
Fall River Br. 51.....	85,700
Lawrence Br. 212.....	4,500
Pittsfield Br. 286	24,568
Milford Br. 308	1,100
Framingham Br. 334.....	13,260
North Attleboro Br. 539	3,540
Norwood Br. 742	4,755
Dedham Br. 764	6,000
Randolph Br. 2512	6,780

MICHIGAN

Detroit Br. 1	266,000
Muskegon Br. 13	24,755
Grand Rapids Br. 56	67,721
Lansing Br. 122	181,115
Bay City Br. 187	49,482
Jackson Br. 232.....	26,800
Kalamazoo Br. 246.....	221,912
Menominee Br. 249.....	8,120
Mid-Michigan Br. 256	146,500
Battle Creek Br. 262.....	10,600
N. Oakland Co. Br. 320	115,295
Iron Mountain Br. 395	11,684
Ann Arbor Br. 434.....	79,113
Escanaba Br. 438	12,500
Port Huron Br. 529.....	54,000
Calumet Br. 568	4,790
Adrian Br. 579	15,163
Holland Br. 601	54,933
Mt. Clemens Br. 654	72,419
Cadillac Br. 794	10,380
Grand Haven Br. 1147	8,200
Western Wayne Co. Br. 2184 ..	256,234
E. Lansing Br. 2555	26,566
Royal Oak Br. 3126.....	145,463
South Macomb Br. 4374	138,291
St. Ignace Br. 5530.....	2,500

MINNESOTA

St. Cloud Br. 388	44,220
Albert Lea Br. 718.....	17,385
Owatonna Br. 776	19,749
Cloquet Br. 1243	2,788
Detroit Lake Br. 1317.....	3,440
New Prague Br. 3196.....	5,160

MISSISSIPPI

Vicksburg Br. 94	37,604
Natchez Br. 476.....	28,250
Meridian Br. 487	11,425
Hattiesburg Br. 938.....	25,026
Gulf Coast Mgd. Br. 1374.....	52,746
New Iberia Br. 1437.....	6,500
Pheba Br. 2291	4,000
Greenville Br. 2896.....	3,160
Ocean Spring Br. 3827	4,040

MISSOURI

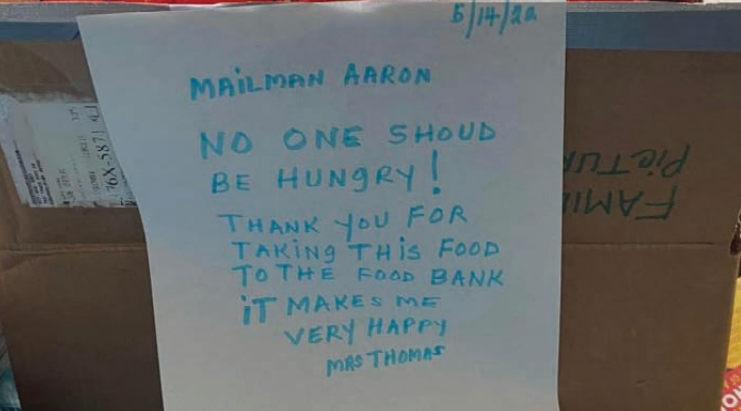
Jefferson City Br. 127	79,045
St. Joseph Br. 195	49,300
Springfield Br. 203	189,831
St. Louis Br. 343.....	253,876
Southwest Br. 366.....	18,940
Columbia Br. 763	431,401
Cape Girardeau Br. 1015	10,376
Liberty Br. 1264.....	1,796
Savannah Br. 2302.....	4,610
Paris Br. 2706.....	1,534
Edina Br. 3566	1,427



- 1. Phoenix, AZ Br. 576
- 2. San Diego, CA Br. 70
- 3. Pasadena, CA Br. 2200
- 4. Upland, CA Br. 2168
- 5. Burbank, CA Br. 2086
- 6. Denver, CO Br. 47

- 7. Greeley, CO Br. 324
- 8. Boulder, CO Br. 642
- 9. Spacecoast Florida Br. 2689
- 10. Worcester, MA Br. 12
- 11. Atlantic City, NJ Br. 370





Crystal City Br. 4050	11,349
Elsberry Br. 4474	350
Florissant Br. 4839	8,439
MONTANA	
Helena Br. 220	560,364
Butte Br. 621	191,601
Missoula Br. 701	124,847
Billings Br. 815	672,040
Bozeman Br. 1028	1,989
Lewistown Br. 1160	2,514
Havre Br. 1425	2,009
Deer Lodge Br. 3839	1,665
Sidney Br. 4305	475

NEBRASKA	
Omaha Br. 5	126,456
Lincoln Br. 8	73,203
Fremont Br. 89	3,400
Kearney Br. 312	4,336
Columbus Br. 1043	6,000
Scottsbluff Br. 1836	1,700

NEVADA	
Reno Br. 709	142,723
Las Vegas Br. 2502	158,400
Sparks Br. 2778	51,055
Elko Br. 2862	4,270

NEW HAMPSHIRE	
New Hampshire Mgd. Br. 44 ..	62,669
Portsmouth Br. 161	4,000
Nashua Br. 230	59,060
Keene Br. 590	3,436
Rochester Br. 990	3,600

NEW JERSEY	
New Jersey Mgd. Br. 38	811,052
Elizabeth Br. 67	16,044
Princeton Br. 268	7,160
Atlantic City Br. 370	11,041
Trenton Br. 380	17,466
Bergen Co. Br. 425	14,250
Garden State Mgd. Br. 444 ..	24,350
Vineland Br. 534	21,108
Camden Merged Br. 540	55,757
Cranford Br. 754	10,350
Somerville Br. 768	6,920
Cherry Hill/Haddonfield Br. 769 ..	45,000
Cape Atlantic Br. 903	70,968
South Jersey Br. 908	98,000
Freehold Br. 924	34,500
Riverside Br. 1908	10,300
Toms River Br. 2128	54,000
Scotch Plains Br. 4102	18,125
Brick Town Br. 5420	40,000
Willingboro Br. 5801	8,703

NEW MEXICO	
Las Vegas Br. 823	1,800
Santa Fe Br. 989	6,977
Roswell Br. 1069	10,100
Las Cruces Br. 2905	21,263
Hobbs Br. 3727	7,500
Alamogordo Br. 3994	20,378
Los Alamos Br. 4112	4,400
Farmington Br. 4377	5,558

NEW YORK	
Albany Br. 29	61,205
New York Br. 36	273,038
Oneonta Br. 97	7,736
Syracuse Br. 134	1,968
Oswego Br. 190	6,968
Rochester Br. 210	186,032
Flushing Br. 294	20,000
Thousand Islands Br. 302	90,741
Owego Br. 303	2,680
Binghamton Br. 333	110,034
Northeastern NY Br. 358	238,786
Utica Br. 375	66,408
Westchester Mgd. Br. 693	32,000
Deposit Br. 1299	1,113
Valley Stream Br. 2189	1,050
Sidney Br. 3050	3,600

Vestal Br. 5151	8,856
NORTH CAROLINA	
Asheville Br. 248	87,000
Winston Salem Br. 461	47,179
Greensboro Br. 630	33,677
New Bern Br. 780	13,199
High Point Br. 936	33,204
Hickory Br. 1250	28,045
Henderson Br. 1286	5,950
Gastonia Br. 1512	10,735
Lumberton Br. 1670	4,143
Asheboro Br. 2560	15,228
Eden Br. 3712	3,249
Madison Br. 5529	1,148

NORTH DAKOTA	
Fargo-West Fargo Br. 205	93,306

OHIO	
Cleveland Br. 40	107,300
Columbus Br. 78	85,900
Toledo Br. 100	92,331
Lima Br. 105	13,067
Mansfield Br. 118	12,800
Findlay Br. 143	11,740
Akron Br. 148	19,300
Steubenville Br. 164	4,206
Dayton Br. 182	189,149
Portsmouth Br. 184	1,762
Elyria Br. 196	17,000
Newark Br. 281	8,589
Youngstown Br. 385	167,750
Wooster Br. 480	6,247
Ashtabula Br. 482	111,982
Lorain Br. 583	41,500
Coshocton Br. 647	5,847
Barberton Br. 897	2,980
Barnesville Br. 1354	1,575
Cuyahoga Falls Br. 1629	17,196
Willoughby Br. 3688	81,000

OKLAHOMA	
Oklahoma Cty Br. 458	848,689
Enid Br. 858	39,553
Tulsa Br. 1358	92,536
Norman Br. 1491	69,957

OREGON	
Pendleton Br. 909	1,430
Eugene Br. 916	38,372
The Dalles Br. 954	1,944
Corvallis Br. 1274	5,343
Medford Br. 1433	11,445
Roseburg Br. 1518	5,022
Tillamook Br. 2558	2,679
Ontario Br. 3750	2,214
Lincoln City Br. 6418	706

PENNSYLVANIA	
Scranton Br. 17	80,520
New Castle Br. 22	112,050
Williamsport Br. 50	38,300
Pittsburgh Br. 84	552,482
Wilkes-Barre Br. 115	32,625
Philadelphia Br. 157	72,000
Pittston Br. 162	25,189
Hazleton Br. 253	5,000
Bethlehem Br. 254	7,200
Reading Br. 258	119,911
Lancaster Br. 273	42,572
Lehigh Valley Br. 274	10,233
Erie Br. 284	108,583
Bradford Br. 293	970
Easton Br. 389	10,280
Johnstown Br. 451	65,000
Harrisburg Br. 500	153,539
York Br. 509	25,400
Uniontown Br. 520	13,550
Norristown Br. 542	4,400
Southeast PA Br. 725	54,746
Bux-Mont Br. 920	67,046
State College Br. 1495	13,000
Saint Mary's Br. 1500	230

Lansdowne Br. 1929 1,000
 Weatherly Br. 2248..... 997
 Morrisville Br. 2572 25,450
 Shippenville Br. 2657 2,800
 Willow Grove Br. 2771 1,877
 Great Valley Mgd. Br. 4317 ... 49,000
 Langhome Br. 4931 23,959
 Levittown Br. 4973 25,204

PUERTO RICO
 San Juan Br. 869 2,964,000

RHODE ISLAND
 Pawtucket Br. 55 20,055
 Newport Br. 57 27,057
 W. Warwick Br. 3166 10,167

SOUTH CAROLINA
 Greenville Br. 439 45,368
 Sumter Br. 904 7,968
 Lancaster Br. 2533 3,604
 Whitmire Br. 4119 1,072
 Cayce-W. Columbia Br. 4616... 5,492
 Myrtle Beach Br. 4645 11,562

SOUTH DAKOTA
 Sioux Falls Br. 491 69,458
 Mitchell Br. 498 1,409
 Hot Springs Br. 1480 783
 Sturgis Br. 3597 1,415

TENNESSEE
 Nashville Br. 4 62,916
 Memphis Br. 27 52,720
 Chattanooga Br. 62 47,980
 Clarksville Br. 364 14,411
 Knoxville Br. 419 40,184
 Greeneville Br. 1079 6,990
 Morristown Br. 1256 15,086
 Murfreesboro Br. 1402 3,000
 Athens Br. 1897 4,288
 Dyersburg Br. 1994 4,200
 Cleveland Br. 1995 10,776
 Kingsport Br. 1999 7,572
 Sweetwater Br. 2684 5,000

TEXAS
 Galveston Br. 23 857
 Dallas Br. 132 436,265
 Austin Br. 181 16,295
 Denison Br. 251 8,421
 Laredo Br. 354 6,000
 Waco Br. 404 11,422
 San Antonio Br. 421 156,972
 Tyler Br. 493 11,168
 El Paso Br. 505 186,000
 Temple Br. 643 4,283
 Weatherford Br. 697 4,038
 Abilene Br. 950 31,669
 Amarillo Br. 1037 15,613
 San Angelo Br. 1203 28,749
 Wichita Falls Br. 1227 56,134
 McAllen Br. 2130 7,464
 Del Rio Br. 2511 4,150
 Lubbock Br. 2589 21,828
 New Braunfels Br. 2805 9,751
 Dalhart Br. 3096 536
 Navasota Br. 3318 200
 Plano Br. 4065 39,200
 Stephenville Br. 4100 1,950
 Richardson Br. 4784 7,800
 Copperas Cove/Lampasas
 Br. 5734 3,936

UTAH
 Salt Lake City Br. 111 1,409

Springville Br. 2821 15,226
 Cedar City Br. 3574 14,766
 Roosevelt Br. 4789 3,266

VERMONT
 Brattleboro Br. 37 8,711
 Bennington Br. 252 6,140
 Burlington Br. 521 17,945

VIRGINIA
 Hampton Br. 247 26,330
 Lynchburg Br. 325 39,785
 Petersburg Br. 326 8,225
 Norfolk Br. 456 7,412
 Richmond Br. 496 8,103
 Staunton Br. 513 7,267
 Charlottesville Br. 518 119,996
 Roanoke Br. 524 188,657
 Danville Br. 595 15,000
 Newport News Br. 609 14,515
 Fredericksburg Br. 685 39,812
 Winchester Br. 694 18,695
 Suffolk Br. 1112 4,458
 Pulaski Br. 1793 2,125
 Franklin Br. 2091 682
 Hopewell Br. 2153 1,500
 Cape Charles Br. 2500 418
 Virginia Beach Br. 2819 14,277
 South Boston Br. 3170 5,237
 Woodstock Br. 3376 2,292
 Northern VA Br. 3520 52,440
 Onancock Br. 3882 609
 Christiansburg Br. 4292 7,350
 Altavista Br. 4581 4,581
 Chincoteague Br. 4989 1,500
 Smithfield Br. 5447 1,200
 Woodbridge Br. 5921 24,341
 Chesapeake Br. 6066 10,049

WASHINGTON
 Seattle Br. 79 455,617
 Olympia Br. 351 87,349
 North Sound Br. 450 748,948
 Snohomish Co. Br. 791 159,158
 Yakima Br. 852 23,875
 Vancouver Br. 1104 294,937
 Puyallup Br. 1484 75,107
 Lynden Br. 4132 7,910

WEST VIRGINIA
 Huntington Br. 359 75,000
 Clarksburg Br. 817 20,990
 Bluefield Br. 880 5,387

WISCONSIN
 Sheboygan Br. 102 30,000
 Superior Br. 337 8,352
 Racine Br. 436 51,303
 Janesville Br. 572 17,890
 Watertown Br. 649 35,500
 Merrill Br. 778 8,523
 Beaver Dam Br. 944 10,300
 Marshfield Br. 978 15,270
 Mayville Br. 2186 3,100

WYOMING
 Sheridan Br. 1006 3,034
 Rock Springs Br. 1372 2,392
 Casper Br. 1681 14,528
 Torrington Br. 3670 1,000
 Wheatland Br. 4387 1,225
 Worland Br. 5384 786
 Riverton Br. 5923 3,700
 Green River Br. 6175 1,804

1. Vineland, NJ Br. 534
2. Cherry Hill/Haddonfield, NJ Br. 769
3. Cleveland, OH Br. 40
4. Brooklyn, NY Br. 41
5. Easton, PA Br. 389

6. Levittown, PA Br. 4973
7. Northeast Florida Br. 53
8. Monterey, CA Br. 1310
9. Avon, IN
10. Dalton, GA Br. 1833
11. Pasadena TX Br. 3867



DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2022.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2022.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2023. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2023.

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

- Winners may accept other college scholarship assistance in addition to the NALC award.

- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.

- A transcript of grades must be forwarded to the committee at the end of each school year.

- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.

- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.

- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

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

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.

- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2022-23 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No.

Signature of branch officer

Printed name of branch officer

Title Date

This form must be returned no later than December 31, 2022, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

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 finds unconscious man in middle of road

On May 21, 2021, Bux-Mont, PA Branch 920 member **Michael Till** was driving his vehicle while delivering mail on his route when he saw an unconscious man lying in the middle of the roadway. The carrier immediately made a U-turn and went over to check on the man, who it turned out was barely breathing.

"It sounded like he was snoring," Till said.

The carrier called 911 and told the operator that the man was breathing, but not normally, and the operator told him to begin CPR. When Till said he didn't know CPR, "they said, 'put your phone on speaker,' and they walked me through it," he recalled. With the help of the 911 operator, Till administered chest compressions, and the man began to breathe normally again.

Paramedics soon arrived on the scene and took over; the man was taken to the hospital and survived. Till later met the man, who expressed his gratitude.

Till's rescue was covered by Fox News 29. "I just did what I thought I had to do. Hopefully someone would be there if they found me laying in the street, too," Till told the news station.

The carrier was also recognized by Rep. Brian Fitzpatrick (D-PA) as a "Hometown Hero of the week." "I don't

feel like a hero," Till said. "All I was doing was helping someone out."

Group effort saves woman

Davida Peele was driving home in her personal vehicle on May 5 after a day of delivering the mail. Waiting at a red light, she saw a car rolling into her side of the road.

At first, the eight-year carrier and West Palm Beach, FL Branch 1690 member thought the car had been knocked to the wrong side of the road after a collision, but then she heard yelling and saw people gathering around the car and realized that the driver was incapacitated. Peele put on her brake and hazard lights and joined several good Samaritans who had left their cars to help the driver, a woman having a medical emergency. Peele immediately began directing traffic so that approaching cars would not collide with the errant car or with the people helping the woman.

After other Samaritans pushed the car off the road and called for help, Peele went home. The actions of Peele and the other helpers were captured on a traffic camera and broadcast on local TV news stations.

Later that month, on Mother's Day, Peele's thoughts turned to the woman she had helped. "It could have been much worse than what it was," she told ABC affiliate WPBF-TV, "but because we all banded together, no matter how big or small, she got to celebrate Mother's Day."

Peele said she doesn't think that she deserves much praise. "If it were me, I would hope a whole lot of people would stop, too," she said.

Patron pinned by car

As Northeastern New York Branch 358 member **Ann Beatty** was delivering on her route in February, she

passed a customer, Jason Duell, fixing his car. The car was propped up on a jack, and one of the back tires was off while Duell worked under the car.

As Beatty went by, they exchanged a few words, with Duell telling her that he was replacing the car's brakes. As the carrier got back in her LLV and prepared to drive away, she saw the back end of Duell's car come down, and she heard a scream.

Beatty said that she immediately "knew what had happened"—the jack had slipped, allowing the back end of the vehicle to fall on Duell. The carrier ran to help her customer. When she reached Duell, she saw that his ankle was pinned by the car.

Beatty tried to get the jack back in place, but the car had come down too far for her to brace it back into position. Looking around, the carrier spotted a shovel that she thought could be used to pry the car off of Duell's leg.

As she ran back with the shovel, "the gentleman by then had pushed the car off his leg with all his strength," she said, just enough to free his ankle.

Once free, he asked the carrier to check his ankle. Beatty didn't see any blood, but suggested that they call 911 for assistance. Because he had left his phone inside his house, she called emergency services and waited with Duell until they arrived. While they waited, Beatty also called Duell's girlfriend to let her know about the accident.

The customer received medical attention, and it was determined that his ankle was badly bruised; thankfully, no bones were broken. The Duell family sent Beatty flowers the next day to thank her for her help.

The carrier denied having a major part in the rescue. "Jason was the true hero, lifting the car up as he endured the excruciating pain," she said. "I just happened to be there." **PR**



Davida Peele



Ann Beatty

The Remote Encoding Center

Where bad addresses go to get better

Letter carriers know how hard it can be to read poorly written addresses on the mail, but for one group of postal workers, it's their job to stare at—and decipher—these puzzles for their entire shift, every day.

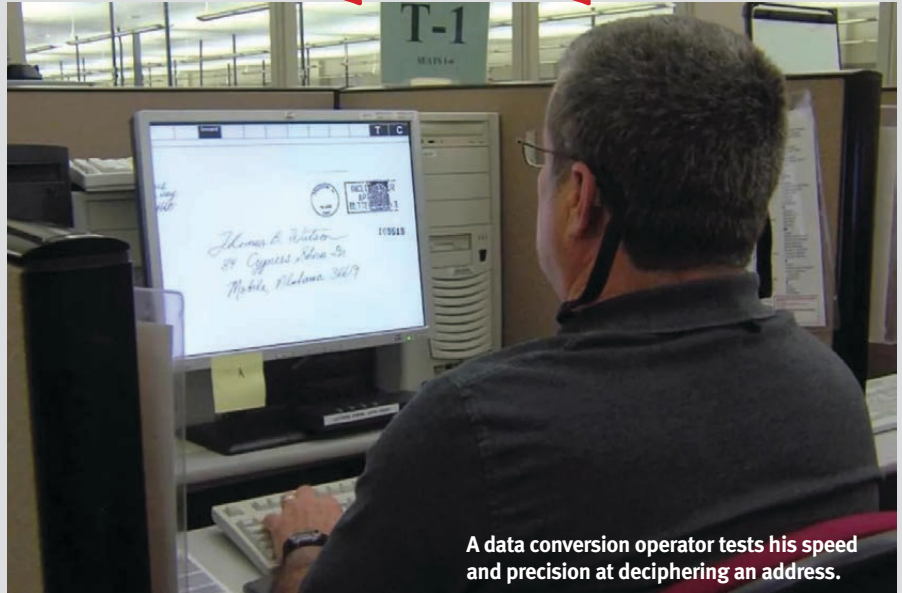
In Salt Lake City, UT, at the Postal Service's Remote Encoding Center (REC), a cavernous 75,000 square-foot building, shifts of hundreds of data conversion operators (DCOs), also known as "keyers," sit in front of computer screens in silence 24 hours a day, seven days a week, fixing the addresses to help the mail go where it was intended.

Established in 1994, the Salt Lake City REC was the first of 55 similar facilities across the country. At one time, the RECs employed about 32,000 keyers, but over the years, computers have gotten much better at recognizing human handwriting and the need for so many facilities diminished. Today, the one in Salt Lake City remains the last still in operation, employing about 870 keyers. But don't write the REC off just yet; it's in the process of hiring 100 more keyers.

The process works as follows: An image of the address taken by a robot that couldn't read it at a processing facility is electronically sent to the REC. A keyer decipheres it and types in computer codes that send it to a letter carrier somewhere to be delivered. The REC receives an average of 3 million images of mail each day from all over the United States and its territories, including Puerto Rico and Guam. A keyer processes an average of 879 images an hour.

"With the machine getting the easier mail to read, the keyers were left with images that took a little more time to decipher," REC Manager Barbara Batin said.

"Using the human intelligence of the data conversion operator, more images can be resolved to the finest depth of



A data conversion operator tests his speed and precision at deciphering an address.

sort, allowing more of your letters and flats, where applicable, to be put into delivery point sequence," Batin added. "Customer service units can use the keying results to create dynamic routes for delivering packages. The REC also processes customs declarations so our customers' packages can leave the country. We have also been involved in revenue protection efforts and image tagging for artificial intelligence."

The amount of mail images is dropping—it averaged 4.7 million images per day last year—as the computers get better at deciphering handwriting. However, some handwriting can still fool the computer.

"N's can be R's and H's can be N's," Amber Morris, a veteran employee of the REC, told Salt Lake City NBC affiliate KSL-TV a few years ago. She said that she had seen it all: "Scribbles, chicken scratches."

While illegible handwriting can be a problem, it's not the only one. Some of it is simple human error that the computers can't figure out, such as when people put the address in the wrong order. People from overseas often aren't familiar with USPS's format,

and might put it out of order, as, for example:

**City, state, ZIP Code
Person's name
Residence number and street**

Another error is when the address is printed, but the information runs to the wrong line:

**John Smith 123
45 Main Street New Y
ork, NY, 222
22**

But some addresses aren't able to be deciphered because they're missing necessary information, such as a child addressing an envelope to "Grandma." One keyer saw the address, "The yellow house across from the gas station and next to the drugstore." But rather than send it back to the processing plant as a dead letter, since it had a ZIP code, the keyer sent it along to that station, thinking that someone there might be able to figure out the address from the physical description.

The keyers must be able to type at least 32 words per minute and be able to process one poorly written address every 4.1 seconds. They're tested twice



weekly on speed and accuracy. After passing the probationary period, they are allowed to listen to audiobooks, podcasts or music, provided that they use earphones to maintain the silence of the work area.

The DCO craft is represented by the American Postal Workers Union (APWU). The REC operates around the clock, with shifts for keyers starting every 15 minutes throughout the 24-hour period. Career keyers bid on their shifts the same way letter carriers bid on their routes.

“Our highest period for keyers is after noon with our staffing dipping its lowest at 4 a.m.,” Batin said.



The Remote Encoding Center in Salt Lake City, UT

Working at the REC is not for everyone, as it can be monotonous and not very social, but many employees work there for decades, often saying they like not having to work with customers.

Few other countries use RECs. Batin said that representatives from Canada Post once visited to learn the method and decided that it wasn't for them. Instead, Canada Post decided

to require customers to print their addresses.

She doubts that USPS will do that. She also says that she thinks USPS's customers appreciate something that is handwritten. “It's Grandma's letter that was sent to little Billy,” Batin said, “and maybe Grandma, in a couple of years, isn't around anymore, and to have a handwritten letter means more than something that was typed.” **PR**

Is handwriting getting worse?

Since 2013, the requirement to learn cursive has been left out of core standards for many states' elementary school programs. As cursive is taught less and typing and swiping on phones increases, many people believe that handwriting is getting worse.

Some are doing what they can to keep the art alive. Jan. 23 is National Handwriting Day (it's based on John Hancock's birthday) sponsored by a writing-instrument trade group to remind Americans of the joy of penmanship.

Studies have shown that students who are taught both script and print writing do better on reading tests, and that cursive writing uses a unique part of the brain.

But others tell us that handwriting is a fluid art and doesn't have to be

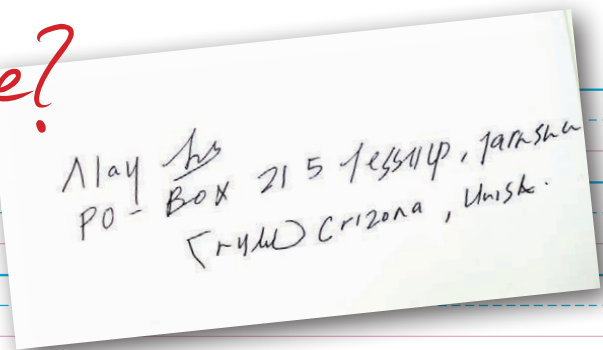
thought of as synonymous with cursive.

Marjorie Wall Hofer, a career coach, spent years studying handwriting and comparing it from one generation to another. What she found was that, by and large, handwriting has adapted over time.

“The Silent Generation are those born between 1924 and 1945,” she said. “This group of adults has a distinctive handwriting style [and] use exclusively cursive writing.”

As the generations move forward, cursive and print start to be combined until Generation Y or Millennials, born between 1981 and 1996.

“[T]heir writing is marked exclusively by printing,” Wall Hofer said.



“Millennials, though still young, showcase a print style different than any of the other [generations]: not a hint of cursive, and larger spaces than ever.”

Whether handwriting is getting worse or is simply decreasing its use of cursive, it's a good thing that Postal Service computers are constantly improving. No matter what the handwriting looks like, the computers—and remote encoding center keyers—will have to adapt to make sure the mail continues to go where it's supposed to. **PR**

New MOUs to convert CCAs to career status and directly hire career letter carriers in select locations



**Brian
Renfroe**

In late May, we reached agreement with the Postal Service on two new memorandums of understanding (MOUs) to adjust staffing, maintain compliance with the contractual caps on city carrier assistant (CCA) employment in several districts, and move to an all-career model in select installations.

Let me start by describing these agreements and then offer my take on what these agreements affect immediately, and most importantly, what we need in the future.

The first agreement is the MOU Re: City Delivery Staffing Adjustment – Conversions to Part-time Flexible and Full-time Regular Status.

It has been assigned Materials Reference System number M-01985 and is available on the NALC website. This MOU is designed to maintain compliance with the contractual CCA caps and adjust staffing through conversions to career status. The agreement includes conversion of part-time flexible (PTF) letter carriers to full-time regular (FTR) status and conversion of CCAs to FTR career status in select 200-workyear installations, as well as conversion of CCAs to PTF career status. The MOU has an attachment that identifies the number and classification for conversion in each installation included in the agreement.

One question that comes up often is why there are conversions to FTR in some 200-workyear installations and to PTF in others. This agreement was a combination of addressing districts that were over the CCA contractual caps and converting to career status in other installations. In districts that were over the cap, some conversions in 200-workyear offices were converted to FTR, maintaining consistency with the ways we have addressed situations where the Postal Service was over the CCA caps in the past. In districts that were not out of compliance with the CCA caps, all conversions under this agreement are to PTF status.

The second agreement is the MOU Re: City Delivery Staffing Adjustment – Hiring Part-time Flexible City Letter Carriers (M-01986). It requires conversion of all CCAs to PTF career status and moves the 22 installations included in the agreement to an all-career workforce. All CCAs currently on the rolls in the listed offices will be

converted to part-time flexible career status no later than 60 days from the date of the agreement (May 24, 2022). These conversions will take place shortly after you receive this edition of *The Postal Record*. After these conversions have taken place, the Postal Service will hire new city letter carriers as PTFs until the number of PTFs listed for each installation has been reached and maintained.

This agreement should improve staffing in the 22 locations where the Postal Service was willing to implement the concept. While it will improve staffing, it is not a silver bullet that will result in these 22 installations being appropriately staffed. We will monitor the ability to hire PTF city carriers in these 22 installations.

These agreements provide for conversion of thousands of CCAs to career status. That is a good thing. The second MOU will improve staffing, at least to some degree, and that is a positive for the letter carriers in those offices who have worked and continue to work long hours without days off. Make no mistake—these agreements do not go far enough. In the installations included in these agreements and hundreds more across the country, the city carrier craft is understaffed.

Over the last 15 months, NALC branches have provided mountains of information on delayed mail, non-delivery of mail, contract violations and more that allows me and our staff at NALC Headquarters to clearly demonstrate to our counterparts at the Postal Service the staffing issues and the effects they have on NALC members and our ability to serve our customers. These agreements are a step in the right direction, but they are only the first step. Much, much more is needed to remedy the existing staffing issues.

Recently, each national business agent (NBA) put out a call for information on where routes are going undelivered and/or contractual workhour limits are being violated. I am thankful for all of the information that the branches have provided previously and urge you to continue to provide this to your NBA. As we continue working with our counterparts to address the widespread staffing issues across the country, this information is invaluable.

Postal Service representatives have committed to taking action where needed to fix staffing issues. We will paint a clear picture of where these issues exist and what the fix must be. I am hopeful that our USPS counterparts do as they say and come to agreement with us to remedy these staffing issues. If they do not, we will exhaust every possible avenue to address them.

The mission is...



James D. Henry

John Qunicy Adams once said, “Find a mission that you can give yourself over to and then spend your days moving that mission forward. Man is made so that when anything fires his soul the impossibilities vanish. The influence of each human being on others in this life is a kind of immortality.”

Once I became a union activist, I found the mission that I could give myself over to, and I’ve spent my life since moving that mission forward. While the mission is multifaceted, at the heart is the preservation and advancement of letter carriers’ contractual rights, dignity and respect in the workplace, and the entitlement to committed representation. As the NALC vice

president, that is not only my responsibility, but my duty.

In accomplishing the mission, it is necessary to identify areas of concern that plague letter carriers’ quality of work life and have become an impediment to contractual enforcement. Effective representation is thwarted by management’s tendency to let financial gain supersede its obligation to adhere to the collective-bargaining agreement (CBA).

Contractual violations occur so frequently and consistently, that it would appear there’s no respect by management for the contract. In particular, the violation of exceeding maximum work-hour limits of 12/60 has reached epidemic proportions nationwide. Despite the innumerable grievances filed and the multitude of arbitration awards, Step B decisions and local settlements in the union’s favor, management routinely resists compliance with Article 8.5.G.

However, the more management resists, the more the union will insist on contract compliance to protect letter carriers’ rights. The goal for my office is to work closely with the national business agents (NBAs) and collaborate on methods to adequately address this matter. Just know that we see and hear your concerns.

We also must make management honor and adhere to grievance settlements, be it Informal A, Formal A, Step B decisions or arbitration awards. Article 15.3.A of the CBA requires “good faith observance,” but management often does not act in good faith. All too often, if an agreement calls for payment over the supervisor/manager’s personal limit, payment is delayed or ignored. If the agreement calls for an instructional resolution of “cease and desist,” management simply continues violating. If the settlement calls for a disciplinary action to be rescinded and the carrier made whole, it often gets delayed.

I will work closely with the NBAs to identify and expose those in management who deliberately fail to comply with grievance settlements/decisions and hold them accountable. One way to do that is to consistently hold upper management responsible for its subordinates through interventions, labor-management meetings and the grievance procedure.

There is an old adage, “happy wife, happy life.” How one interacts with your principal partner makes a difference in the quality of your life. USPS management’s principal partners are the letter carriers. Daily, letter carriers contend with management about 3996 workload estimates or simply needing time off because of the long work hours due to staffing issues. This results in low morale and needless confrontation on the workroom floor. It also causes some supervisors/managers to ignore the dignity and respect of carriers in an attempt to meet time and budgetary constraints.

No letter carrier deserves to be treated in a hostile manner, bullied, harassed, disrespected or treated with a lack of dignity. We must unequivocally demonstrate that we will not stand idly by when that happens. Moreover, we must show management that we will enforce the Joint Statement on Violence and Behavior in the Workplace, which states, “Those whose unacceptable behavior continues will be removed from their positions.”

We should work locally, by bringing the dispute resolution teams (DRTs) back to what they were initially intended to achieve. The Dispute Resolution Process is and was intended to be “joint.” The union and management team members were to work autonomously and to decide grievances based solely on the facts in the file. The Step B decisions were intended to be informative for resolving similar cases. Unfortunately, that’s been mostly discarded. Now, the decisions made by the DRT often influence whether a case goes to arbitration.

With the original guiding principles being abandoned by management, cases are impasse that should be resolved, and often when cases are resolved, the resolutions lack the informative component to aid in future disputes. Helping the DRT members adapt to today’s labor-management climate will mean working closely with the NBAs, but also working with USPS management at the headquarters level.

Management may not be receptive to what we have to say, and we may not be able to change the direction of the wind, but we can adjust our sails to reach our destination. We must believe in our mission and work toward its success. It won’t be fast or easy, but we will remain steadfast and use any opportunity when it occurs.

The mission is to protect letter carriers’ interests. That is at the heart of what we do as a union. Simply and unequivocally, the mission is... *you!*

‘Sweet Home Chicago’



**Nicole
Rhine**

As you know, the 72nd biennial convention of the NALC will be held this August in Chicago.

What you may not know is that ever since our founding meeting in Milwaukee in August of 1889, NALC members have met in national convention to set the policy and direction of the national union. The first national convention was held in Boston in 1890 and, at the time, NALC held annual conventions. It wasn't until 1903 that the convention went to a biennial format.

It was in 1946 that the NALC went to even-numbered years for the biennial convention. The 1946 convention was held in Detroit, following the 1943 convention in Denver. As you may have already guessed, the NALC skipped one year during World War II.

Biennial conventions were held every two years like clockwork from the 1946 convention in Detroit to the 2018 convention in Detroit, but the 2020 convention had to be canceled because of the pandemic.

This will be the third time that the national convention has been held in Chicago, which previously hosted national conventions in 1978 (the 51st biennial convention) and 2000 (the 62nd biennial convention). This year's Chicago convention was scheduled to be the 73rd biennial convention but instead will be the 72nd.

I can attest that lots of folks at Headquarters and at Branch 11 in Chicago, the convention's host branch, have been working very hard for many months now to put together the convention.

I want to remind all delegates of a few important items concerning the national convention:

Registration—The registration procedure at the national convention will be the same format as the last two conventions. As was reported in the Convention Call sent to all branches and state associations last fall, all delegates to the national convention will be required to register individually. All delegates will also be required to show a photo ID when they register and, for this convention, proof of vaccination as well.

Registration of delegates will be held in the West Center lobby on the third level of McCormick Place convention center on Saturday, Aug. 6, from noon to 5 p.m.;

Sunday, Aug. 7, from 9 a.m. to 5 p.m., and Monday, Aug. 8, from 8 to 10 a.m. There will be signs at McCormick Place directing you to the registration area.

As has been the practice in the past, once the registration area closes on Monday, delegates may still register at the NALC Headquarters office, located in McCormick Place.

Delegates—Delegates are reminded that the credential cards sent to branch secretaries must be signed by both the branch president and branch secretary before being presented at registration. Delegate-at-large credential cards must also be signed by the state president and state secretary before being presented at registration.

Branch secretaries (or another branch officer if the secretary is not attending the convention) should also bring with them to the convention their delegate eligibility list and any correspondence related to delegate registration.

Alternate delegates—Alternate delegates who replace registered delegates need to bring to the convention their letters of authorization to be presented at registration. Under the *NALC Constitution*, before an alternate delegate is registered as a replacement for a regular delegate, written evidence must be presented stating that the duly elected delegate is unable to attend the convention.

Article 4, Section 3 of the *NALC Constitution* reads in part:

An alternate delegate before being admitted to the National Convention shall present either his/her certificate of election or written evidence from the Secretary of his/her Branch, or from the delegate for whom he/she is elected alternate, that the elected delegate is unable to attend the meeting of the National Association.

Convention sessions—Business sessions of the national convention are scheduled at McCormick Place from 10 a.m. to 3 p.m. Monday through Thursday, and then 8 a.m. to noon on Friday.

Workshops—Workshops are held at McCormick Place from 7:30 a.m. to 9 a.m., Monday through Thursday, prior to the business sessions, and from 3:15 to 4:45 p.m., Monday through Thursday, after the business sessions. (A full list of workshops is in this edition of *The Postal Record*.)

General wisdom—If this will be your first national convention this summer, welcome! You should know that most delegates dress casually at the convention. But be aware that it can sometimes get cold on the convention floor and in workshops, so you may want to think about bringing along a light jacket, sweatshirt or sweater. Also, seasoned delegates will tell you to wear comfortable shoes, as you will do a lot of walking—McCormick Place is the largest convention center in the United States.

Extinguishing the flames of burnout



**Paul
Barner**

This was an extraordinary two years—a period unlike any other in our lifetimes. As a result of all that we have been through, you likely know of a loved one or friend who is struggling with high stress or who is a high risk for “burnout.” Burnout is usually associated with “too much” of something, such as work or another activity. While that is true, the underlying issue is usually from the *absence* of something, such as a lack of control (in your schedule and workload), a lack of personal and/or professional support (at home or at work), or little to no work-life balance.

Burnout triggers a full physical response such as high blood pressure, vulnerability to illness and insomnia. If left unchecked, some folks may find coping with the regular functions of daily life very difficult. In addition, the impact can remain even after someone recovers.

Symptoms

Burnout can manifest in many ways and can result in various symptoms, including the inability to cope with the normal stresses in life, exhaustion, and a feeling of unease or emptiness. Burnout can also have similar symptoms of mental health conditions, such as depression. Some other potential signs of burnout include the following:

- An increase in irritability or conflict
- A pessimistic outlook or marked lack of interest
- Decreased productivity or quality of work
- Restlessness
- Increase in physical discomfort
- Isolation or avoidance in the workplace
- Decision fatigue
- Concentration or memory issues

Prevention

Avoiding burnout may seem unattainable and unrealistic, but remember that it starts with *you!* Believe in yourself and your proven abilities, and understand your limits. Identify what you would like to realistically accomplish with your time, including your work, activities and relationships. Knowing exactly what you want the outcome to be will help you confidently make good decisions about these areas of your life.

Find an outlet to release your creative energy and distract you from the normal stressors in your life. Whether it’s a gardening or house project, sports activity, art class or new hobby, finding another outlet for your time will allow you to refocus and reenergize.

And, don’t forget about self-care, which plays a key role in preventing burnout. This can take a variety of shapes and forms, including taking a relaxing walk through nature, starting a new workout routine, increasing your sleep and rest periods, improving your diet, or simply pampering yourself with a massage or other relaxation activity. The better you feel as the result of self-care, the better you will be able to manage your stress and keep from burning out.

Treatment

If you’re experiencing the stress of burnout, please know that there are a number of things you can do to help you through this situation. Taking an honest assessment of your situation is the first step. A professional, such as a therapist, can help you accomplish this in a big way. Although mental health professionals are hard to find these days, you can also lean heavily on the Employee Assistance Program (EAP) and seek help and support wherever you can find it, whether it’s friends, family members or co-workers.

“In the end, there are a number of ways you can rest and recover. Find something that works for you and use it to balance your stress levels. Above all, this important act will work toward avoiding burnout so that you can perform at your best when it counts.”

Don’t forget to take allotted breaks during your workday, regardless of how hard that may be. Breaks will help you refocus and reenergize, usually resulting in more productivity at the end of the day. If you feel stressed, take a deep breath before reacting.

In the end, there are a number of ways you can rest and recover. Find something that works for you and use it to balance your stress levels. Above all, this important act will work toward avoiding burnout so that you can perform at your best when it counts.

TIAREAP training



Christopher Jackson

On May 10, the Postal Service and NALC agreed to a new joint route evaluation and adjustment process memorialized in the Memorandum of Understanding (MOU) Re: Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). Under this new memorandum, the parties have agreed to work together, in partnership, to evaluate and adjust city routes until the end of 2023.

TIAREAP contains many provisions like previous joint processes, with the added use of new, improved USPS technologies. One new USPS system being used when evaluating street time is Digital Street Review (DSR). DSR uses GPS breadcrumb data obtained

from the Mobile Delivery Device (MDD) to create a daily, virtual PS Form 3999. This data is then reviewed and interpreted by the route evaluation and adjustment teams for use in street evaluation and creation of a manual PS Form 3999-DSR. For a detailed explanation of the entire process and DSR technology, read the TIAREAP article found on page 17.

As with any new joint process, NALC and USPS conduct joint training sessions to educate the new team members. I want to use this month's column to talk about these joint training sessions.

The first TIAREAP joint training session was held June 7-9 in Fort Lauderdale, FL. The training was conducted by the National Oversight Team, the Headquarters joint route adjustment subcommittee members, the USPS DSR technology team, and four Headquarters-appointed joint route evaluation and adjustment teams. The four Headquarters-appointed teams have been instrumental in the development of the process, testing of the technology, and creation of this training. There were approximately 150 attendees at the three-day training conference. One NALC district lead team (DLT) member from each of the 50 postal districts attended the training with their USPS DLT partner. These 100 DLT participants got acquainted with their new partners and worked as a team for three full days, learning about the TIAREAP process and the innovative technology.

Each of NALC's 15 regional offices has a representative identified as part of the joint Area/Regional Team (ART). These 15 ARTs also were invited to attend and participate in the joint training. Also in attendance were USPS labor representatives and delivery operations personnel.

Each day of the training covered topics related to the joint route evaluation and adjustment process. The morning of day one included training modules explaining the TIAREAP MOU,

the guidelines developed by the parties for application of the terms of the MOU, and the structure and responsibilities of the teams at various levels of the process.

Once all participants were given an overview of the TIAREAP MOU, the USPS DSR team provided a video overview and comprehensive presentation on the new DSR system to familiarize everyone involved with the application. The DSR team provided live demonstrations of the system and explained the overall features, editing capabilities, and reports that the teams will use in the route evaluation and adjustment process. Five modules, lasting approximately six hours total, were conducted explaining in detail how DSR data is defined and compiled. Day One of the training concluded with the USPS DSR team then answering all of the questions participants posed on how the application works.

Day Two of the training began with a recap of everything from the Day One and an opportunity for the participants to ask any additional questions. After fielding all of the remaining questions, Headquarters TIAREAP facilitators began training the DLTs, ARTs and other attendees on how historical data from a variety of USPS programs and the DSR application is used in TIAREAP.

During these modules, the facilitators guided everyone through selection and compilation of the seven random weeks of historical data, communication and scheduling with route evaluation and adjustment teams (REATs) and local office contacts (LOCs), and the analysis of the historical workhour workload and DSR data. A live role-play exercise was conducted to illustrate to the teams how the communication with the LOCs might occur in a virtual environment.

After a recap of Day Two, Day Three of the training included modules that explained the Live Week of data collection, carrier consultations, adjustments, and development of the PS Form 3999-DSR. While conducting each of these modules, the participants were offered opportunities to practice with the data evaluation spreadsheets and the DSR system. Days Two and Three of training were aimed to guide the DLTs through the process of evaluating and adjusting routes from start to finish. Throughout all three days of the training, there was a great deal of open discussion and many opportunities for everyone to ask questions. Additional training sessions will be conducted for the REATs and their back-up team members.

I am very excited for this new joint venture with USPS. A special thank-you to all of the NALC and USPS subcommittee members and Headquarter teams for making this training successful. This new agreement provides NALC with equal involvement in the route evaluation and adjustment process, resulting in better adjustments for city carriers. However, as with any new process, the parties will have specific details that will need to be addressed and resolved while implementing the TIAREAP MOU. Please read my column each month in *The Postal Record* for all the latest TIAREAP updates.

When management ignores a hazard



**Manuel L.
Peralta Jr.**

Last month my column addressed the improper use of information against you. The emphasis was to make sure that your employer does not use stale or expunged records against you in support of discipline.

As a follow-up to that column, this month I want to address what happens when you have an accident or injury and discover that you were not the first to be involved in the event causing the accident or injury.

Imagine, if you will, the following series of events.

You load your vehicle, return your hamper to its assigned location, use the facilities, then get into your vehicle to drive away.

The parking lot is behind the post office, as is common throughout the country. You fasten your seat belt, start the engine and drive down the alley at the side of the building. When you get near the street, you slow down to make sure you see the traffic before proceeding. Your view to the left is obstructed by a large bush that has not been trimmed in a long time. You can't see what traffic is coming, so you're apprehensive, but you have to nudge forward to see if it is safe to pull out. You move forward another few inches, hoping it's even safe to look, when a passing vehicle clips the front end of your vehicle. *Crap!*

Your mind is flooded with the idea that you are going to be admonished and blamed, and that management is going to treat you like %\$@#. You notice that for whatever reason, the driver of the other vehicle did not stop. You park and secure the vehicle, then call your supervisor to tell them you are out front, that you were just involved in an accident and that you need to know what you should do. Well, no one answers the phone. Not a surprise.

You walk down the same alley you used moments ago, enter the rear of the building and find your supervisor in the break room telling jokes to another supervisor, which explains why no supervisor answered the phone. You break up the party by asking for instructions, and you become the victim of a tirade. Management does what it thinks is necessary for an investigation and it instructs you to turn over your keys, as you will not be allowed to drive until re-training. You feel dejected, get your belongings and leave, since you were told that there were no non-driving duties available for you, although you know better.

You call your branch president, who is at the union hall, and are invited to come by to talk about what happened.

The following morning, you report to work and notice that your president is out front taking pictures of the bushes from your view as a driver, wanting to preserve the evidence that will be used to protect your interests in the event that action is later taken against you. The president follows you into the building and waits until you clock in and go to your route to advise you that you will be meeting with the union in the investigation of the event.

Your president used to carry mail at your office while also serving as a steward and the union's designee on the safety committee. Prior experience guides your president to request copies of all accident reports dealing with the same hazard that obstructed your view, discovering a number of accidents at the same spot. Taking a close look at the reports leads to the conclusion that this is an anticipated hazard that should have been prevented had management done its job.

Next the president interviews the NALC's safety committee designee, finding out that management does not want to take the time to review the accident reports during the meetings, although it is a required task of the installation safety committee. This information is later confirmed by the postmaster, who suggests that it is a waste of time. Bingo!

A number of days later, following input and guidance from labor relations, management issues you a letter of warning charging you with inattention and failure to prevent an accident. You stay calm, because your president had warned you of this possibility.

In its information request, the union requests copies of all the minutes of the safety committee to match up with the accidents that were earlier discovered. The employer provides what it has, noting that there were no references to reviews of the accidents experienced.

The union raises the failure of management to comply with the requirements of the *Handbook EL-809*, which would have pointed to the hazard causing the accidents in this location. The employer recognizes its failure and agrees to rescind the discipline, as the postmaster does not want to be outed over management's failure to adhere to its responsibilities on the safety committee and true root cause accident investigation.

As a refresher to this subject, please review my May 2013, March 2014 and May 2015 Safety and Health columns, available on my safety page.

Keep them honest and keep an eye on each other.

Postal reform and Medicare integration



Dan Toth

The Postal Service Reform Act of 2022 (PSRA), which passed with strong bipartisan support in both the House and the Senate, puts the Postal Service back on a track of financial stability by repealing the onerous pre-funding mandate established by the Postal Accountability and Enhancement Act of 2006. The PSRA will save the Postal Service billions of dollars every year. This piece of legislation is an incredible achievement, and credit goes to the rank-and-file letter carriers who got the message out to co-workers and the public through discussions and writing to publications, and of course for advocating to their repre-

sentatives. I sincerely thank all of you for your role to restore the Postal Service and protect our jobs.

The Medicare integration component of the PSRA has raised many questions from our current retirees. The PSRA will restructure the Federal Employees Health Benefit (FEHB) program to create postal-only versions to account for the integration of Medicare. All the major plans now available to participants—Blue Cross Blue Shield, NALC HBP, Kaiser, etc.—would continue to be offered to postal employees and retirees as a postal-only version of their FEHB plans within FEHB. This will allow these postal-only plans to account for the coordination of benefits provided through Medicare and increase the efficiency of such a system.

The reason it makes sense to create postal-only plans within FEHB and to maximize Medicare participation is that it will reduce health care costs for both the Postal Service and postal participants in the federal insurance program. Because Medicare is the first-payer insurer for its enrollees, the costs covered by postal-only FEHB plans will be reduced, thereby reducing costs for postal employees. This also would reduce the Postal Service's health care expenses by hundreds of millions of dollars annually, and reduce its future liability for retiree health benefits by approximately \$40 billion.

Annuity holders and active employees who retire before Jan. 1, 2025, and any active employee at least 64 years of age as of Jan. 1, 2025, will get to decide whether they want to enroll in Medicare (or not) when they become eligible. Current annuity holders who did not enroll in Medicare Part B when first eligible will get a one-time opportunity to enroll without facing the 10 percent-per-year

late enrollment penalty (see the January 2021 retirement column for more information regarding the late enrollment penalty). Generally, this late enrollment penalty is so severe that after a few years it becomes unaffordable. For those annuity holders who did not enroll in Part B when first eligible, this will be a tremendous opportunity to reconsider Medicare Part B when the one-time opportunity arrives. The special enrollment will be a six-month period beginning on April 1, 2024.

Future annuity holders retiring after Jan. 1, 2025 (and under age 64 as of Jan. 1, 2025) who choose to maintain their FEHB coverage into retirement will be required to enroll in Medicare Parts A and B when eligible. Approximately 80 percent of postal annuity holders already elect to enroll in Medicare, as this helps to cover additional (if not all) out-of-pocket expenses and brings more comprehensive coverage than a lone FEHB plan.

Not all future annuity holders will be required to enroll in Medicare. There are exceptions for those enrolled in TRICARE (health care benefits provided by the Department of Veterans Affairs) or Indian Health Services, as well as those who reside outside of the United States.

The PSRA requires the Postal Service to establish a Health Benefits Education Program that will provide Postal Service annuity holders and employees a description of the health care options available, enrollment provisions, and any requirements to be enrolled in Medicare. The Postal Service also must respond and provide answers to inquiries from employees and annuity holders. The Health Benefits Education Program must be established no later than 18 months after the signing of the law on April 6, 2022.

Additionally, the PSRA directs the Office of Personnel Management, the government agency in charge of administering the FEHB, to issue the implementing regulations no later than one year after the signing of the law. These implementing regulations will help fill in the details that are not expressly provided for in the law. The one-year deadline is soon enough that letter carriers should have plenty of time to make an informed decision prior to the special enrollment period and the enactment of the postal-only FEHB plans on Jan. 1, 2025.

Our health insurance benefits through the FEHB, along with the Postal Service's 72 percent contribution for annuity holders, are not going anywhere. There will continue to be an annual Open Season that will allow participants to shop around and change their plans as they see fit. Current annuity holders can remain comfortable knowing they'll be able to continue with what they have, or after understanding their Medicare options and the special enrollment period, customize their coverage.

Group insurance



**James W.
“Jim” Yates**

An often-forgotten benefit of being a member of the National Association of Letter Carriers (NALC) is the Group Accidental Death policy (G-001). This insurance policy is administered by the U.S. Letter Carriers Mutual Benefit Association (MBA). The premium for the policy is paid by the NALC, so the coverage is provided free of charge to all members in good standing. This includes all active and retired members, career and non-career alike. The coverage amount on this policy is \$5,000.

Benefits are paid under this group policy in the unfortunate event where an NALC member dies as a result of an accident. The proceeds

are paid in equal shares to the surviving person(s) in the first of the following categories: widow/widower, children, parents, brothers/sisters, executors/administrators. The insured member may elect to designate a beneficiary other than as stated above by filing out the designation of beneficiary form for the Group #G-001 policy, which can be found on our website or be obtained by calling our office.

This policy remains in force as long as you are an NALC member in good standing. It does not build a cash value. All new members of the NALC are mailed an official notification and certificate of participation in the NALC Group Accidental Death Benefit policy, as required by law. They should place the Group Insurance Certificate of participation with their other insurance policies. It is a valuable document the same as any other insurance policy documents.

Additional group accidental death and group term life insurance

Individual NALC branches may purchase additional group accidental death and/or term life insurance for their active members. These plans are also administered by the MBA and come in many benefit levels to fit into a branch’s budget. This additional group coverage only covers active members (career and non-career) of the branch; retired members may not be covered. Currently, MBA administers 165 group policies for 136 branches.

The process for a branch to purchase additional group supplemental accidental death or term life coverage is simple. Once a branch has made the determination to purchase this additional coverage, it should contact MBA. MBA will send a group supplemental application to be completed by the branch

president. The branch will then send the completed application and a check for the first month’s premium payment to the MBA. Coverage will become effective the first day of the following month after MBA has received the application and first month’s premium. MBA will bill NALC for the branch’s future monthly premiums. NALC Headquarters will deduct the monthly premium amount from the branch’s dues reimbursement check.

A branch that has elected to purchase additional supplemental group coverage must include every active member of the branch. Additionally, all covered members must be provided the same level of coverage. The following explains the plans coverage:

- **Supplemental accidental death coverage:** Branches may elect to cover their active members with additional accidental death coverage. This coverage costs as little as 3 cents per month, per active member, per \$1,000 of coverage. Coverage is available in nine benefit levels. Benefits are paid under this coverage when the member’s death is the result of bodily injuries sustained directly by accident and independently of all other causes.
- **Supplemental term-life insurance:** Branches may elect to cover their active members with group term life insurance. This coverage can be purchased through the MBA at low group rates. These rates start at as low as 44 cents per month, per active member, per \$1,000 of coverage. Any group term coverage more than \$5,000 per month costs only 33 cents for each additional \$1,000 of coverage per month, per active member. Coverage is available in 16 benefit levels. This coverage pays for all causes of death, whether accidental or natural.

The chart below shows an example of the cost to a branch for supplemental accidental and term life coverage.

Supplemental Accidental Death		Supplemental Term Life	
Coverage amount	Monthly premium per member	Coverage amount	Monthly premium per member
\$1,000	\$0.03	\$1,000	\$0.44
\$5,000	\$0.15	\$5,000	\$2.20
\$15,000	\$0.45	\$15,000	\$5.50
\$20,000	\$0.60	\$20,000	\$7.15

These benefits can help letter carriers provide a secure future for their family members, should the unforeseen happen, at a very small cost to NALC branches.

For more information regarding any of the MBA group insurance or any of the MBA products, please call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m., or 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.

Check in on your health



Stephanie Stewart

Each month, as I write another article, I once again realize how quickly time is passing. It seems as if it was only yesterday when we were entering a new year and talking about resolutions, goals and the newness of 2022.

If you are like me, you may have good intentions at the start of each new year, which may include saving money, spending more time with the family, planning an exotic vacation, or taking extra time for self-care. Although we all start with good intentions, more often than not, the plans we carefully create in our minds do not happen the way we envision. Too often, we

get caught up in the mad rush of life, and the appointment we meant to schedule is placed on the back burner. Before we realize it, a year or two has passed by. Luckily, we all have triggers that bring us back to those plans.

An example of this just happened to me when I reviewed my *Postal Record* archives to determine the last time I wrote about preventive care. To my dismay and shock, I learned that the last article was in 2020.

So, with that in mind and more than half of this year gone, there is no better opportunity than now for us all to check in. How is your health? Do you have any health concerns? And are you scheduling preventive care?

As we all know, having timely or regular checkups can help detect problems at an early stage and are essential to our overall well-being.

With that said, let's go over a few of the benefits we offer to make sure that you are checking in on your health needs.

In 2022, we cover the following at 100 percent when you use a PPO provider:

- Routine physical exam—one annually, age 22 and older
- Biometric screening—one annually; including
 - Calculation of body mass index
 - Waist circumference measurement
 - Total blood cholesterol
 - Blood pressure check
 - Fasting blood sugar
- Routine mammogram for women ages 35 and older, as follows:
 - Age 35-39, one during this five-year period
 - Age 40 and older, one every calendar year
- Routine pap smear test for females age 21-65—one

every three years

- Initial office visit associated with a covered routine sigmoidoscopy or colonoscopy screening test
- Osteoporosis screening, limited to:
 - All postmenopausal women younger than age 65 who are at increased risk as recommended by the U.S. Preventive Service Task Force (USPSTF)
 - Women age 65 and older
- Basic and comprehensive metabolic panel blood test—one annually
- Colorectal cancer screening for adults age 45-85—one every 10 years
- High blood pressure screening as recommended by USPSTF
- Prostate specific antigen screening for eligible adults age 40-69 per USPSTF guidelines

Please keep in mind that these are only highlights of some of the adult preventive care benefits; you should refer to our brochure for a comprehensive list.

I think we can agree that routine examinations and staying healthy are important for adults, but we also need to make sure that children receive their routine care, too. Good habits start at a young age and children are not immune to health issues.

Remember, when a PPO provider is used, we cover the following routine well-child visits, examinations and immunizations as described in the Bright Futures Guidelines provided by the American Academy of Pediatrics at 100 percent.

- Initial examination of a newborn child covered under a family enrollment
- Well-child care—routine examinations through age 2
- Routine physical exam (including camp, school and sports physicals)—one annually age 3-21
- Examinations done on the day of covered immunizations, age 3-21

To review a complete list and determine coverage for immunizations, such as DTaP, polio, measles, mumps and more, visit the Centers for Disease Control and Prevention website. You can also find a complete list of preventive care services recommended on the USPSTF website.

In closing, I implore you not to wait another day, month or year to schedule an appointment or practice self-care for you and your family. I don't want another year to pass by while letting this subject remain quiet. Let's be mindful of our health, complete our preventative care checklists, and set ourselves up to begin the next year with a healthy start. We have six months remaining in 2022; let's make the most of our health journey.

Contract Administration Unit

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

Voluntary transfer process

The May 2021 Contract Talk explained the contractual provisions that apply to career employees who want to voluntarily transfer from one installation to another or to another bargaining-unit craft. This month's article will explain the process a career letter carrier should use to request a transfer, the criteria that management may consider when reviewing an employee for reassignment, and what steps should be taken if a transfer request is denied.

There are three types of voluntary transfers available to career letter carriers. The first type is when a letter carrier wants to transfer to another installation within the letter carrier craft. The second type is when a career letter carrier wants to transfer to another craft in another installation. The last type is when a letter carrier wants to transfer to another craft within his or her current installation. This last type of reassignment includes part-time regular letter carriers who want to become a full-time letter carrier within his or her current installation. While part-time regular letter carriers are part of the letter carrier craft, these reassignments are handled in the same manner as a career letter carrier transferring to another bargaining-unit craft.

All three options are available only to career letter carriers, both full and part time, as long as they have met the mandatory lock-in period as defined in Article 12 of the National Agreement. Former city carrier assistants (CCAs) who have been converted to career status must serve the appropriate lock-in period prior to requesting a transfer, regardless of the type of reassignment. This requirement is explained on page 12-51 of the 2022 *Joint Contract Administration Manual (JCAM)*, which states:

A CCA who is converted to career status is required to serve a lock-in period for transfers, just like any other newly hired career letter carrier is required to serve.

A copy of the 2022 *JCAM* is available on the NALC website at nalc.org/workplace-issues/body/2022-JCAM.pdf.

For a detailed explanation of the lock-in period, please see the May 2021 Contract Talk article, which is available on the NALC website at nalc.org/news/the-postal-record/2021/may-2021/document/CT.pdf.

When an employee wishes to reassign, the first step is to submit a request. Letter carriers wishing to reassign to another installation have two options for submitting their request: They can either submit a written request to USPS Human Resources or submit the request online using the eReassign application. Both options are available when letter carriers want to transfer to another installation, whether they want to reassign within the craft or to another bargaining-unit craft.

To access eReassign, an employee will need to first log in to LiteBlue (liteblue.usps.gov/wps/myportal) using his or her employee identification number (EIN) and password. The eReassign application includes a list of frequently asked questions that employees can access if they need additional information about the use of eReassign.

Even though employees are not required to use eReassign to submit their request, this is the best method since there would be an electronic record of the request. If an employee decides to submit a written request to Human Resources, the request will be entered into eReassign once it is received by the Postal Service. Article 12, Section 6.B of the National Agreement obligates management to acknowledge the request in writing. This section states:

Providing a written request for a voluntary transfer has been submitted, a written acknowledgment shall be given in a timely manner.

An electronic copy of the 2019-2023 National Agreement can be found on the NALC website at nalc.org/workplace-issues/body/2019-2023-National-Agreement-Bookmarked.pdf.

Employees who have submitted their requests in writing should ensure that they receive this written acknowledgement, and should keep a copy for their records. If a letter carrier does not receive this acknowledgement, or if the request is not entered into eReassign, the carrier should contact his or her shop steward or local branch officer so they can investigate the situation.

The process for submitting a request using eReassign is more extensive and includes several steps. After signing in to LiteBlue, select the "My HR" tab at the top of the home page. The link to eReassign is located on the main Human Resources page. After clicking the link to eReassign, the letter carrier will have to sign in again using his or her EIN and the same password. From the main eReassign page, employees can search for installations by city or state. The search will also show which crafts are available for transfer. If a craft does not appear in the search, then there are no jobs within that craft in the installation. The only exception pertains to the rural letter carrier craft. Career letter carriers cannot voluntarily transfer to the rural craft, so this craft will not be displayed in the search. The search function will not show the vacancies in the installation, just the crafts in the office.

There are no limits to the number of active requests an employee may request; however, each request is only active for one year from the date it is received and must be renewed before it expires. For requests submitted using eReassign, the

(continued on next page)

Voluntary transfer process (continued)

date a request is submitted is the same as the date it is received. As explained above, requests submitted in writing to HR will be entered into eReassign by the Postal Service, so the received date may be different than the submission date. Employees can renew their requests beginning 90 days before the expiration date by clicking on the “Extend Button” on the bottom of the “Request” tab. Employees should keep track of their requests and the expiration date to ensure that they do not expire, since transfer requests are considered based on the date they are submitted. You may want to set a reminder on your phone so that you do not forget the expiration date. Keep in mind, submitting a new request is not the same as extending an existing request. Failing to renew a request could cause an employee to lose an opportunity to transfer.

When letter carriers want to transfer to another craft within the installation, or if a part-time regular letter carrier wants to become a full-time letter carrier, there is only one option for submitting the request. These requests must be submitted in writing to the installation head, usually the postmaster of the city. These requests will not be entered in eReassign, so the employee should sign and date the request and keep a copy for the records in case there are any questions about when the request was submitted. Since these requests are not entered into eReassign, there is no requirement to renew them each year. Like requests to transfer to another installation, requests to reassign to another craft within the installation are considered in order, based on the date they are submitted.

Once a letter carrier is being considered for transfer, management is limited in the criteria that it can consider when determining whether to accept the employee or not. According to the Memorandum of Understanding (MOU) Re: Transfers, the Postal Service may review the work, attendance and safety records of letter carriers being considered for reassignment. This provision, found in Section 1.D of the MOU Re: Transfers, states in pertinent part:

Managers will give full consideration to the work, attendance, and safety records of all employees who are considered for reassignment. An employee must have an acceptable work, attendance, and safety record and meet the minimum qualifications for all positions to which they request reassignment. Both the gaining and losing installation head must be fair in their evaluations. Evaluations must be valid and to the point, with unsatisfactory work records accurately documented.

The national parties’ joint understanding of this provision is found on page 12-49 of the 2022 *JCAM*:

In evaluating transfer requests managers will give full consideration to the work, attendance, and safety records of all employees who are considered for reassignment. However,

local managers may not add additional criteria for accepting transfer requests. For example, a policy of only accepting transfer requests from within the district would be a violation of the memorandum.

Evaluations must be fair, valid, and to the point, with unsatisfactory work records accurately documented. They must be based upon an examination of the totality of an employee’s individual work record. Evaluations based on the application of arbitrary standards such as a defined minimum sick leave balance do not meet this standard.

This language makes it clear that management must consider the entirety of a letter carrier’s work history based on the three criteria. The Postal Service also is barred from adding additional aspects of an employee’s work records when accepting or denying an employee for reassignment.

In the event that a letter carrier receives a letter stating that he or she was denied a transfer, the carrier should immediately contact the shop steward or local branch officer and provide them with a copy of the denial letter so that they can investigate the denial and initiate a grievance if necessary. Even though the installation head of the gaining office is the person who denied a transfer, any grievance initiated over the denial must be filed in the letter carrier’s current installation. The national parties’ joint understanding of this requirement is found on page 12-47 of the 2022 *JCAM*:

The denial of a transfer request is a grievable matter. When the denial of a transfer request is grieved, the disputed decision is by the Postmaster of another installation. Nevertheless, any grievances concerning the denial of a transfer request must be filed with the aggrieved employee’s immediate supervisor as required by Article 15.2. Arbitrators from one region have the authority to order Postmasters in another region to accept a transfer request.

When filing a grievance regarding a denial of transfer, the shop steward should request copies of all the information management used as the basis for the denial. As stated earlier, both the losing and gaining installations must make fair and accurate evaluations of the employee, so it may be necessary to interview management in both offices when investigating the violation.

Letter carriers with questions about voluntary transfers, including the process for submitting requests or how to file a grievance over a denial, should speak to their shop steward, local branch officer or the national business agent (NBA) who represents their region. Contact information for the 15 NBAs can be found on the NALC website at nalc.org/union-administration/nalc-regions.

2022 NALC/MDA national campaigns



Christina Vela Davidson



Brothers and sisters, here is the link to the 2022 NALC/MDA website: mda.donordrive.com/event/nalc2022. Again, if you are participating in the July Branch Challenge, please register your branch if it is not already registered. If you need help, call Dana Nolan at 312-392-1100 or email nalc@mdausa.org.

Below are the links for the upcoming 2022 NALC/MDA national campaigns. If you join, donate or buy, the full

amount will be credited to your branch for your yearly numbers.

The 2022 Tough Mudder will be held on Oct. 15. To participate or make a donation, go to mda.donordrive.com/participant/ToughMudder.

Also, don't forget about the MDA outing at the national convention in Chicago next month:

A Hawaiian Night to Remember

Aug. 8

7 p.m.–10 p.m.

Only 1,500 tickets/spots available.

Tickets are \$100 each.

You can buy tickets at mda.donordrive.com/participant/convention or by check or money order. Please bring your receipt to the MDA booth to receive your entry ticket if you paid in advance.

Your entry ticket gets you in the door and then you will receive the following:

1. A welcome lei
2. A clear goodie bag that contains an MDA T-shirt, two MDA poker

chips, an MDA tumbler cup, an MDA lanyard, an NALC envelope opener, an NALC container opener, Cigna hand sanitizer, and an NALC Deliver the Cure suitcase tag

3. A chance to participate in a raffle

4. Plus, entertainment, music, food, drinks and fun

Just a reminder: If you want any of your branch events to be shared, please send them to mda@nalc.org or c davidson@nalc.org to be posted on social media.

Remember to send me copies of all items sent to MDA so that I can properly give the branch correct credit for the 2022 calendar year.



Items in the MDA goodie bag, available with the purchase of a ticket to the A Hawaiian Night to Remember event at the national convention in Chicago in August.

Emergency preparedness kit



Assistant to the President for Community Services
Christina Vela Davidson

As we all know, it is hurricane season, and between the hurricanes and the dangerous, crazy storms that come out of nowhere and catch us by surprise, sisters and brothers, we need to be prepared.

Disasters and emergencies can happen at any time. Preparing for a disaster can reduce the fear, anxiety and losses that disasters cause. A disaster can be a natural disaster, such as a hurricane, tornado, flood or earthquake. It might also be man-made, such as a bioterrorist attack or chemical spill. You should know the risks and danger signs of different types of disasters.

You should also have a disaster plan. Be ready to evacuate your home and know how to treat basic medical problems. Make sure you have the insurance you need, including special types, such as flood and flood content insurance.

Below is information to help with your emergency readiness. This information will help you build a disaster supply kit. Once you have planned for the safety of yourself, your family and your possessions, you will have peace of mind and be able to help others. Every family is different, and each will have its own needs and concerns. As you prepare your kit, consider any unique needs, including mobility, disability, special needs and other medical needs for your family.

Preparations for natural and man-made disasters are similar in some ways. Make sure your emergency kit is stocked with the items on the checklist below. It is important to have an emergency supply kit, a communication plan, plans for your records, plans for each family member and plans for your pets. Defining your risk will help you develop an appropriate preparedness plan.

After an emergency, you may need to survive on your own for several days. Being prepared means having food, water and other supplies to last for at least 72 hours. A disaster kit is a collection of basic items your household may need in the event of an emergency.

To assemble a disaster kit, store items in airtight plastic bags and put your entire disaster supplies kit in one or two easy-to-carry containers, such as plastic bins or a duffel bag.

A basic emergency supply kit could include the following recommended items (not limited to):

- Water—one gallon of water per person per day for at least three days, for drinking and sanitation
- Food—at least a three-day supply of non-perishable food
- Battery-powered or hand crank radio and a NOAA weather radio with tone alert
- Flashlight

- First aid kit
- Face mask
- Hand sanitizer
- Extra batteries
- Whistle to signal for help
- Dust mask to help filter contaminated air
- Plastic sheeting and duct tape to shelter in place
- Moist towelettes, garbage bags and plastic ties for personal sanitation
- Wrench or pliers to turn off utilities
- Manual can opener for food
- Local maps
- Cell phone with chargers and a backup battery

You may also want to add these additional emergency supplies to your kit based on your individual needs:

- Prescription medications
- Non-prescription medications such as pain relievers, anti-diarrhea medication or antacids
- Glasses and contact lens solution
- Infant formula, bottles, diapers, wipes and diaper rash cream
- Pet food and extra water for your pet
- Cash or traveler's checks
- Important family documents such as copies of insurance policies, identification and bank account records saved electronically or in a waterproof, portable container
- Sleeping bag or warm blanket for each person
- Complete change of clothing appropriate for your climate, and sturdy shoes
- Household chlorine bleach and medicine dropper to disinfect water
- Fire extinguisher
- Matches in a waterproof container
- Feminine supplies and personal hygiene items
- Mess kits, paper cups, plates, paper towels and plastic utensils
- Paper and pencil
- Books, games, puzzles or other activities for children

You should maintain your kit. Store your kit in a cool, dry place. You will also want to make sure your boxed food is in a tightly closed plastic or metal container. Remember to replace items that are expired as needed.

Just remember that your disaster kit and plan should include scenarios for different types of disasters.

I suggest that everyone get some kind of weather or emergency alert system. Find tools and information to help get your home, family and business ready to deal with disasters and emergencies.

You may want to rethink and update your kit to meet your family's needs. Natural or man-made disasters can cause emotional distress. Recovery can take time. If you are affected by a natural disaster, please contact the NALC Disaster Relief Foundation at 100 Indiana Ave. NW, Washington, DC 20001-2144 or DisasterReliefFoundation@nalc.org, or visit the website at nalc.org/disaster.

OWCP Form 1032



Assistant to the President
for Workers' Compensation
Kevin Card

An injured letter carrier receiving wage loss compensation from the Office of Workers' Compensation Programs (OWCP) is required to provide medical and financial information on a regular basis to prove entitlement to benefits. Injured workers who file CA-7s for wage loss compensation must declare any income received as wages.

Section 3 of the CA-7 states:

You must report **any and all** earning from employment (**outside** your federal job); include any employment for which you receive a salary, wages, income, sales commissions, or payment of **any** kind during the period(s) claimed in Section 2. Include self-employment, odd jobs, involvement in business enterprises, as well as service in the military. Fraudulently concealing employment or failing to report income may result in forfeiture of compensation benefits and/or criminal prosecution. **Have you worked outside your federal job for the period(s) claimed in section 2?**

This language has been broadly interpreted to include income from garage sales, real estate rentals, eBay sales, and any form of reimbursement for volunteer work, including pastoral duties. To protect yourself from any allegations of fraud and/or criminal prosecution, injured workers should report every outside source of income to OWCP at the time it is received.

Income should be reported by uploading a letter explaining the source of the income to OWCP claims via ECOMP. Once the letter is uploaded, make a follow-up phone call to your claims examiner to verify that he or she has reviewed it.

Some outside income is allowed if the injured worker was earning the income concurrently with their letter carrier wages. For example, if you suffered an injury while working as a letter carrier and also had a part-time job at the ticket window at a local sports venue, you would be entitled to continue receiving that income as long as it complies with your medical restrictions and you report it to OWCP.

Injured workers suffering long-term injuries may be placed on OWCP's periodic rolls. An injured worker placed on the periodic rolls no longer has to file CA-7s, and OWCP will pay those workers every four weeks.

Being placed on the periodic rolls does not absolve the injured worker from reporting any income in line with the requirements of Section 3 of the CA-7.

On a yearly basis, OWCP will send Form CA-1032 to injured workers who have been placed on the periodic rolls. It is vitally important that Form CA-1032 be re-

turned to OWCP within 30 days from the date on the letter, not from the date you received the letter in the mail.

The CA-1032 has sections requesting information regarding employment income, volunteer work, dependents, other federal benefit payments including retirement, Social Security and VA benefits, and third-party settlements. The CA-1032 also asks for information regarding fraud offenses related to OWCP claims and periods of incarceration.

Each of the questions on the CA-1032 needs to be answered completely. When it comes to Social Security benefits, be sure to list any benefits, including those for disability or retirement. Writing "N/A" as an answer to any question is unacceptable and could lead to suspension of benefits.

If the CA-1032 is not received within the 30 days allotted, compensation benefits may be suspended until the report is received. OWCP procedures for suspended benefits were recently changed in a way that may make it harder for injured workers to get benefits reinstated.

When form CA-1032 has not been submitted within 30 days, OWCP claims examiners should first examine the file to determine whether extenuating circumstances exist. (For example, the claimant is hospitalized or has just moved and had no time to notify the office.) The claims examiner should also verify whether the form was sent to the correct address.

When the CA-1032 is not received within 30 days, the claims examiner will review the file. If the claims examiner believes that the medical evidence is not sufficient to support continued entitlement of compensation, the claims examiner can delay suspending benefits and proceed with medical development.

If the claim has been suspended for failure to complete the CA-1032, and there is no current medical evidence in the file, the claims examiner can propose to terminate benefits if the injury-related disability has ceased.

To avoid delays in compensation, injured workers need to schedule routine doctor's evaluations at least every three months and respond to OWCP letters immediately. The doctor should complete a CA-17, Duty Status Report at every appointment. Copies of the CA-17 should be sent to both OWCP and the USPS.

Injured workers can avoid problems by checking their ECOMP dashboard daily. The "Letters" tab displays four additional tabs: "Overdue Response," "Response Required," "Completed Response" and "Informational Letters." CA-1032 letters will be in the "Response Required" tab. You can download the form there, fill it out and return the form as a picture or a PDF.

Monthly CSRS annuity payments for letter carriers who retire on Oct. 1, 2022

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Sept. 1, 2022. Estimates are computed by using the given high-3 aver-

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

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

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$67,868			CC Grade 2 / High-3 Average ¹ : \$69,294		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,050	\$183	\$1,868	\$2,093	\$187	\$1,906
21	2,163	194	1,969	2,209	198	2,010
22	2,276	205	2,071	2,324	210	2,114
23	2,390	216	2,173	2,440	221	2,218
24	2,503	228	2,275	2,555	233	2,322
25	2,616	239	2,377	2,671	245	2,426
26	2,729	250	2,478	2,786	256	2,530
27	2,842	262	2,580	2,902	268	2,634
28	2,955	273	2,682	3,017	279	2,738
29	3,068	284	2,784	3,133	291	2,842
30	3,181	296	2,886	3,248	302	2,946
31	3,294	307	2,988	3,364	314	3,050
32	3,408	318	3,089	3,479	325	3,154
33	3,521	330	3,191	3,595	337	3,258
34	3,634	341	3,293	3,710	349	3,362
35	3,747	352	3,395	3,826	360	3,466
36	3,860	364	3,497	3,941	372	3,569
37	3,973	375	3,598	4,057	383	3,673
38	4,086	386	3,700	4,172	395	3,777
39	4,199	397	3,802	4,288	406	3,881
40	4,312	409	3,904	4,403	418	3,985
41	4,426	420	4,006	4,519	429	4,089
41+11 months & over ⁵	4,525	430	4,095	4,620	439	4,180

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2019, and Sept. 30, 2022, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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

Monthly FERS annuity payments for letter carriers who retire on Oct. 1, 2022

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Oct. 1, 2022. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$67,868			CC Grade 2 / High-3 Average ¹ : \$69,294		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,131	\$113	\$1,018	\$1,155	\$115	\$1,039
21	1,188	119	1,069	1,213	121	1,091
22	1,244	124	1,120	1,270	127	1,143
23	1,301	130	1,171	1,328	133	1,195
24	1,357	136	1,222	1,386	139	1,247
25	1,414	141	1,273	1,444	144	1,299
26	1,470	147	1,323	1,501	150	1,351
27	1,527	153	1,374	1,559	156	1,403
28	1,584	158	1,425	1,617	162	1,455
29	1,640	164	1,476	1,675	167	1,507
30	1,697	170	1,527	1,732	173	1,559
31	1,753	175	1,578	1,790	179	1,611
32	1,810	181	1,629	1,848	185	1,663
33	1,866	187	1,680	1,906	191	1,715
34	1,923	192	1,731	1,963	196	1,767
35	1,979	198	1,782	2,021	202	1,819
36	2,036	204	1,832	2,079	208	1,871
37	2,093	209	1,883	2,137	214	1,923
38	2,149	215	1,934	2,194	219	1,975
39	2,206	221	1,985	2,252	225	2,027
40	2,262	226	2,036	2,310	231	2,079
Each additional year ⁵	56.56	5.66	50.90	57.74	5.77	51.97

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2019, and Sept. 30, 2022, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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

Veterans' legislation roundup

During the 117th Congress, several pieces of legislation have been introduced and moved through Congress that would affect NALC's veteran members. These bills address some of the top issues for veterans, including health care, resources for addressing sexual harassment and assault, toxic exposure and assistance for low-income veterans. Below is a sampling of some of these bills as well as legislative news for our veteran members.

New laws supporting veterans

On June 7, President Biden signed nine bills regarding veterans' education and health into law. Those include the following:

Veterans Rapid Retraining Assistance Program Restoration and Recovery Act of 2022—S. 4089

S. 4089, introduced by Sen. Dick Durbin (D-IL), passed in the House following Senate passage on April 26. This law will restore entitlement to educational assistance under the Veteran Rapid Retraining Assistance Program in cases of a closure of an educational institution or a disapproval of a program of education.

Making Advances in Mammography and Medical Options (MAMMO) for Veterans Act—S. 2533

S. 2533, introduced by Chairman Tester, Sens. John Boozman (R-AK), Mazie Hirono (D-HI) and Collins, passed in the House following passage in the Senate on March 10. This law will upgrade mammography technology at VA facilities and establish a pilot program for veterans who cannot easily access screening services.

Dr. Kate Hendricks Thomas Supporting Expanded Review for Veterans in Combat Environments (SERVICE) Act—S. 2102

S. 2102, introduced by Sen. Boozman, passed in the House following

passage in the Senate on March 24. This law will require the VA to provide mammograms to veterans who served in locations associated with exposure to burn pits.

On Nov. 30, 2021, President Biden signed four bipartisan bills into law that promote equity, provide more employment and educational opportunities and improve health care for veterans:

Public Law 117-66

This law, which was introduced by Sen. Raphael Warnock (D-GA), will require the Government Accountability Office to conduct a study on disparities associated with race and ethnicity with respect to certain benefits administered by the secretary of Veterans Affairs.

Hire Veteran Health Heroes Act of 2021—Public Law 117-67

This law, which unanimously passed in both chambers of Congress, was introduced by Sens. Mike Braun (R-IN) and Maggie Hassan (D-NH), and Reps. Kathleen Rice (D-NY) and Bob Latta (R-OH). It will require the Department of Veterans Affairs (VA) to work with the Department of Defense to actively recruit and hire medical personnel to federal health care positions after their military service is complete.

Colonel John M. McHugh Tuition Fairness for Survivors Act of 2021—Public Law 117-68

Introduced by Senate Committee on Veterans' Affairs Chairman Jon Tester (D-MT) and Ranking Member Jerry Moran (R-KS), Reps. Barry Moore (R-AL) and David Trone (D-MD), this law will require public colleges and universities to provide in-state tuition to the families of service members who die or become disabled, or the institution will not receive VA educational benefits. The law was signed by the



president after passing unanimously in both chambers of Congress.

Protecting Moms Who Served Act of 2021—Public Law 117-69

Sens. Tammy Duckworth (D-IL) and Susan Collins (R-ME), as well as Rep. Lauren Underwood (D-IL), introduced this law, which codifies the maternity care coordination programs at the VA.

Bipartisan deal reached on toxic exposure legislation

On May 18, Chairman Tester and Ranking Member Moran announced a bipartisan agreement on a comprehensive toxic exposure package that would provide relief, health care and other benefits for veterans who have been exposed to burn pits. The Sergeant First Class Heath Robinson Honoring Our Promise to Address Comprehensive Toxics (PACT) Act of 2022 builds on legislation that was introduced last year by House Veterans' Affairs Committee Chairman Mark Takano (D-CA).

Now that a bipartisan deal has been announced, text of this bill and passage in both chambers are expected as this subject matter has become a

major bipartisan priority as evidenced by 18-plus related bills being considered during the 117th Congress.

House passes bills supporting veterans

On May 18, in honor of fallen veterans in advance of Memorial Day, the House of Representatives passed several bills that address a variety of veterans' unique needs. These include:

Lactation Spaces for Veteran Moms Act—H.R. 5738

This bill, introduced by Reps. Elaine Luria (D-VA), Chrissy Houlahan (D-PA) and Jaime Beutler (R-WA), would require the inclusion of a lactation space in each medical center of the VA.

Military Sexual Trauma (MST) Claims Coordination Act—H.R. 7335

Reps. Luria and Mariannette Miller-Meeks (R-IA) introduced this bill. H.R. 7335 would require the Veterans Benefits Administration to coordinate with the Veterans Health Administration to provide paperwork to service members who have submitted compensation claims related to military sexual trauma.

Dignity for MST Survivors Act—H.R. 6961

H.R. 6961 was introduced by Rep. Frank Mrvan (D-IN). It would improve hearings before the Board of Veterans' Appeals regarding claims filed that involve military sexual trauma.

H.R. 6064

Rep. Troy Nehls (R-TX) introduced H.R. 6064, which would require the VA to enter into an agreement with the National Academies of Sciences, Engineering, and Medicine to complete a comprehensive review of the military sexual trauma disability exam process.

VA Peer Support Enhancement for MST Survivors Act—H.R. 2724

This bill, introduced by Reps. Antonio Delgado (D-NY) and Nancy Mace (R-SC), would direct the secretary of Veterans Affairs to provide peer support specialists for claimants who are survivors of military sexual trauma.

Department of Veterans Affairs Office of Inspector General Training Act of 2021—H.R. 6052

Reps. Lauren Underwood (D-IL) and David McKinley (R-WV) introduced this bill, which would require the VA to develop and implement employee training programs on reporting issues to the Office of Inspector General.

House bills to help low-income veterans

More than 15 bills that aim to help veterans facing financial hardship have been introduced in the House. These bills propose a variety of programs and assistance for low-income veterans, including free legal services at VA facilities for civil matters associated with health care or other benefits, a pilot program to build homes for veterans who experience homelessness, the establishment of a new Office of Food Insecurity at the VA, a pilot program that would establish an alternative credit-scoring process for veterans, and increased military spousal support.

Confirmation vote for VA undersecretary stalled

The VA's top medical position, the undersecretary of health, has not been filled by a Senate-confirmed appointee for five years. In May, President Biden's nominee, Dr. Shereef Elnahal, was expected to be confirmed. Elnahal is the president and chief

executive officer of University Hospital in Newark, NJ. He previously served as New Jersey's health commissioner. Prior to that, he was the assistant deputy undersecretary for health and quality, safety and value at the VA.

Despite a smooth advancement vote from the Senate Committee on Veterans' Affairs, when Elnahal's confirmation was brought to the Senate floor, Sen. Rick Scott (R-FL) turned it into a partisan matter by blocking the vote and questioning the president's ability to appoint "qualified individuals." Chairman Tester said that Scott's obstruction of the vote was hindering veterans from receiving the health care that they deserve. As this magazine was going to print, the position remained vacant.

NALC will continue monitoring these bills as well as other new pieces of legislation and programs that are introduced that will affect our veteran members. For updates, check the "Government Affairs" section on nalc.org.

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 their military service and membership in NALC.

If you are interested in joining the group, complete the sign-up card at nalc.org/veterans.

State Summaries



The Texas State Association recently held a West Texas cookout, hosted by Odessa Branch 3964 and Midland Branch 3792. Pictured (l to r) are Region 10 Regional Administrative Assistant Shawn Boyd, Region 10 National Business Agent Javier Bernal, Branch 3964 President Julian Alvarez and State President Carlos Rodriguez Jr.

California

So the results are in for the California primary elections, and yes, history repeated itself—good and bad!

First, the bad. In my home county, Fresno, roughly 16 percent of registered voters mailed or turned in their ballot (at a drop box), or bothered to show up at a polling place if they did not have enough options already! *Sixteen percent!*

The good news is that our friends of both political parties made it to the November ballot. Won't mean anything if you don't vote. I mean, for heaven's sake, how hard is it? How much time does it take to fill out your ballot, which is mailed to each and every one of you if you live in a vote-by-mail state?

For those who believe vote-by-mail is rife with fraud, consider this. My oldest son, who voted for the first time, did not use his official, recognized signature on file in his voter record and as a result received a letter from the county clerk telling him that his ballot was rejected as a result. So yes, vote-by-mail works and is safe.

Again, what is it with midterms? Why is it that only a fraction of voters who vote in general elections turn in their ballots two years later? Do you think that by sitting out the election coming up in November that your hopes, dreams and desires will be realized?

While President Biden signed postal reform into law several months ago, we still have unfinished business. Non-career time served after 1988 not counting toward retirement for FERS letter carriers, and our CSRS brethren having most of their Social Security taken from them, still need to get fixed. Do you think that handing Congress over to the president's opponents will get the aforementioned items passed and signed into law? Fuhgeddaboutit!

Eric Ellis

Florida

The 2022 Letter Carriers' Food Drive is complete. While collections weren't as plentiful

as in previous years, the amounts collected were notable and happily received by the food banks we serve. The Tampa Bay area, consisting of St. Petersburg, Tampa and Clearwater, collected more than 2 million pounds compared to 3.7 million pounds in 2019. Florida collected 7 million pounds in 2019. While we don't have total figures for this year, it may total 5 million pounds. Florida has been one of the leaders in the yearly food drives and we hope to continue this trend.

History of the FSALC (continued); In 1969, the Mary Lou Jackman/William Corbeau Scholarship was established. This was the brainchild of then-FSALC President William Corbeau of Central Florida Branch 1091 and FSALC Auxiliary President Mary Lou Jackman. Eligibility requirements are that the student must have graduated from an accredited high school or have a GED. The student must be a dependent of a FSALC member or spouse of a deceased member who has not remarried. They must enroll full time in an accredited college or university and submit proof of enrollment. Over the years, minor changes have been made and the amounts have been increased. Yearly, four scholarships of \$2,000 each are awarded, two for males and two for females. The award of these scholarships is by random drawings in August each year.

There is another scholarship program with a Florida association, the Costas G. Lemonopoulos Scholarship Trust. This trust awards scholarships to children of NALC members (from anywhere in the USA) attending four-year colleges or universities supported by the state of Florida or the St. Petersburg, Florida Junior College (no private colleges/universities or other junior colleges). This scholarship trust was established in 1985 by retired letter carrier Costas G. Lemonopoulos of West Coast Florida Branch 1477.

O.D. Elliott

Kentucky

Across the commonwealth of Kentucky, our delegates to the national convention in Chicago this August are still getting prepared. It is a national election year; classes will provide a strong info base for union leaders; the business of NALC will be conducted by President Rolando on the convention floor. Is that not enough reason to get amped up for this convention? Oh, and throw in the great city of Chicago, the "monster of the Midwest," and there is potential for a great union experience indeed. There is entertainment, food and exciting venues.

All of Kentucky's branches should mandate and encourage all delegates to attend the classes that occur before and after the sessions.

The strength of the union starts in the branches, from holding management's feet to the fire and fostering union fellowship for all. Our NALC is as democratic as any union across USA, so any member can participate.

So please come to Chicago, visit the NALC legislative booth, and brush up on our latest priorities. This includes the Social Security Fairness Act and the Federal Retirement Fairness Act. Our NALC legislative and political organizer, Anna Mudd, will greet you there!

Bob McNulty

Michigan

Greetings from Michigan. Election fraud has finally been uncovered in the Great Lakes State. Five Republican candidates for governor, including the presumed front-runner, have been blocked from the primary ballot after signatures the candidates submitted included forgeries. The candidates appealed the decision to the courts and were denied. The Michigan Supreme Court has declined to hear the case, thus upholding the unanimous appeals court decision.

The State Bureau of Elections reported: "Although it is typical for staff to encounter some signatures of dubious authenticity scattered within nominating petitions, the Bureau is unaware of another election cycle in which this many circulators submitted such a substantial volume of fraudulent petition sheets consisting of invalid signatures."

Five GOP candidates remain and will appear on the ballot; however, one of the leading candidates was arrested by the FBI for his role in the insurrection on Jan. 6, 2021.

Nationally, we grieve for the victims of another mass shooting in a school in Uvalde, TX, which has left 19 children and two teachers dead. I had originally planned on listing all of the mass school shootings that have occurred since Columbine, but *The Postal Record* limits us to 300 words and the list would be so long that I would need the assistance of three other state associations to publish it in full. Please keep that in mind when you consider your ballot this fall.

This May, we were saddened to learn of the passing of Rick "Harley" Davidson. For many years, Rick served NALC members as both a state officer and as president of Grand Rapids Branch 56 over his 46-year-long career. As regular readers may recall, Rick also filled the pages of *The Postal Record* many times as the state association's scribe. May he rest in peace.

John Serwach

New Jersey

President Richard O'Connell Jr. and the entire executive board of the New Jersey State Association of Letter Carriers proudly congratulate Emily Mawhinney as the recipient of the 2022 Richard P. O'Connell Sr. Scholarship. Emily is the daughter of Branch 903 letter carrier Jeffrey Mawhinney. Emily has a grade point average of 5.16. Emily will be attending Cornell University to major in Environment and Sustainability at Cornell's School of Agriculture and Life Sciences this coming fall. We all wish Emily the best of luck in her college endeavors.

Emily was selected from a very qualified list of applicants entering their freshman year of college in the fall. The applicants submitted SAT scores, class rank, honors, clubs, achievements, and an essay to compete for the scholarship. The professor who reviewed and made the final determination of the applicants determined that "there were a number of very strong candidates with great recommendations and high levels of academic success. There were many fine candidates to choose from."

President Richard O'Connell Jr. is also proud to announce the NJSALC seminar to be held at

the Caesars Atlantic City Hotel and Casino Sept. 25-27. All branch presidents should have received their registration packets in the mail. All information regarding the convention is posted at njsalc.com.

Christine A. Strasser

Texas

Greetings, everyone. The summer is heating up, and we must stay hydrated and diligent as we make our appointed rounds. As this writing makes it into your mailbox, the NALC and the TSALC have kicked into full gear on H.R. 4268, the Federal Retirement Fairness Act. On June 9, seven new co-sponsors supported H.R. 4268, including Texas Rep. Vicente Gonzalez (D-15). He is the first co-sponsor from Texas. There are currently 60 co-sponsors, and we look forward to adding more. Now is a great time to call your representative at 202-224-3121. Tell them you want them to support H.R. 4268, the Federal Retirement Fairness Act.

Recently, I had the honor to speak at the inaugural West Texas cookout, hosted by Odessa Branch 3964 and Midland Branch 3792. Julian Alvarez, president of the Odessa branch, pro-

posed a West Texas barbecue and NALC legislative education. I told him it was a great idea. He also brought in the big guns, NALC Region 10 National Business Agent Javier Bernal, Regional Administrative Assistant Shawn Boyd and Legislative and Political Organizer Brent Fjerestad. They road-tripped in from the New Mexico state training.

Good food, awesome hospitality, and a great education. If your branch would like the Texas State Association of Letter Carriers to join you and speak at an event, feel free to contact me at carlos.tsalc@gmail.com. We would be glad to assist and educate our members whenever possible.

As I close, I pray everyone heading to the national convention travel in grace, and I hope to see you all there.

In solidarity—

Carlos Rodriguez Jr.

Wisconsin

President Joe Biden was in Superior, WI, on Wednesday, March 2. Not including the press, there were about 100 people. It was definitely an honor to be invited.

In attendance with the president was his

wife, Dr. Jill Biden, Wisconsin Gov. Evers, Minnesota Gov. Walz, U.S. Sens. Amy Klobachar, Tina Smith and Tammy Baldwin, U.S. Rep. Ron Kind, and the Superior, WI, mayor and Duluth, MN, mayor. All but Mr. Kind spoke. President Biden was there to speak about the infrastructure bill and what it would do for our region.

After the speeches, Mr. Biden stuck around and greeted us for nearly an hour. I had the chance to shake his hand and briefly speak with him. I asked the president about the postal reform bill, and he assured me he would sign it immediately after the Senate passage. He also thanked me for attending and said he believes the Postal Service is critical infrastructure as well.

I had the chance to speak with all three senators together. I thanked Ms. Baldwin for her longtime support of letter carriers, and all three of them enthusiastically assured me they would get the reform bill done. I asked them to make sure there were no amendments added. Sen. Klobachar told me she would fight against any amendments herself.

It truly was a once-in-a-lifetime event, and I was proud to be there and represent the NALC. Thank you very much for this opportunity.

Jerry Paine

Anchorage, Alaska

Don't forget that the branch picnic is July 24. Same place and time as the last few years.

I just don't understand how the Alaska District has 10 times the amount of auxiliary assistance now compared to a decade or more ago, yet regular carriers are still forced into massive overtime and working their day off. The Service hired all these CCAs, but they have the same number of vehicles to deliver mail in. That's like the grocery store hiring 10 times the amount of cashiers, but having the same amount of cash registers. Management's incompetence in scheduling is mind-boggling. They mandate carriers overtime who don't want it while having the CCAs sitting at home.

At branch meetings, a grievance report is read and the cumulative dollar amount of monies settled for in the decisions is reported. It is astounding to hear \$40,000, \$50,000, \$60,000 in remedy being paid out from month to month. Yet, what is not reported is anyone in management being held accountable for the money being paid out. But a carrier goes over a few minutes over on their break, or takes longer on the street than estimated, and their heads explode.

Lastly, I had to testify at arbitration today on a grievance wherein management failed to comply with a settlement (shocking, I know). The settlement not complied with was an agreement to establish a grievance compliance team to ensure that settlements are complied with. The team was to meet on a monthly basis, or more if needed. That's right; management didn't want to comply with an agreement to ensure that grievances were complied with. How

ironic that management didn't want to comply with a settlement to ensure grievance compliance. But hey, that's the Alaskan postal management way.

Smile and file, brothers and sisters.

Jim Raymond, Branch 4319

New Orleans, Louisiana

Tick...tick...tick...till Tuesday, Nov. 8, for the possible end of democracy.

Branch 124 retirees had our annual seafood boil, which had double our normal attendance.

This is attributed to the fact that New Orleans and surrounding parishes flat-out have some of the best carriers and food. If you can carry mail in 108 degrees with the heat index, you're special and the abundance of good food and good people are *lagniappe*.

Mr. Sie and Mr. Arnaud, who normally coordinate this event, were under the weather, but we still carried on. Miss both of you guys and hope to see you soon.

The branch's annual branch picnic was a resounding success after a two-year hiatus, thanks to Loletha Foster. Good job, Low.

Region 8 LPO Anna Mudd was in attendance and provided us with vital info on the passage relieving the Postal Service of the pre-funding of retirees' health benefits. This will help alleviate the financial straits USPS has been in. This process took 12-plus years to overcome with bipartisan effort; this was possible through lobbying/money and boots on the ground to get message out.

For all the naysayers, watch us now. WEP and GPO are next up.

Retiree Reports

I'll dive into Juneteenth's meaning in a further column. Having grown up in Ft. Worth/San Antonio, I thought everyone knew the significance of the date. It was a long struggle to establish that day to remind us of the progress we've made and how far we still have to go.

"There will be a day when trump is gone, but your dishonor will remain." —Wisconsin Rep. Liz Cheney to a majority of her Republican cohorts.

Lawd if you live long enough, all things are possible!

See you in Chicago; keep the faith! Donate to the Letter Carrier Political Fund; your pension and benefits are at stake.

In solidarity—

Stanley L. Taylor, Branch 124

Paterson, New Jersey

With postal reform and the National Agreement on the back burner (congrats to all who have accomplished these very important tasks), now may be a good time to look into the retaining and retraining of new employees.

We have noticed that employment as a letter carrier is becoming a revolving door. Many of our new employees come through our doors with an emphasis on staying as a career, but within a short time appear to be discouraged at choosing this career path. Letter carriers notice that those in charge of our postal system, rather than putting an emphasis on making sure a letter carrier succeeds, gives them more work upon doing a good job.

We can only hope that someone sees these issues and makes this a better place to work.

Joseph Murone, Branch 100

In Memoriam

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

Thomas M. Russell	Br. 530	Birmingham, AL	Haye B. Chan	Br. 213	Stockton, CA	Jack L. Watkins	Br. 1071	South Florida
Chase B. Schulte	Br. 892	Florence, AL	Tangone Rodriguez	Br. 213	Stockton, CA	John W. Williams	Br. 1071	South Florida
Sunnie J. Bowman	Br. 4491	Fairbanks, AK	Jenoveva Becerra	Br. 2902	Tri-Valley, CA	Herbert P. Allebaugh	Br. 2689	Spacecoast Florida
Christian G. Gibson	Br. 1902	Arizona Merged	Michael H. Longres	Br. 2902	Tri-Valley, CA	Robert B. Barwell	Br. 2689	Spacecoast Florida
Robert J. Savastano	Br. 1902	Arizona Merged	Dennison J. Parolini	Br. 1742	Turlock, CA	Bobbie L. Medlin	Br. 2689	Spacecoast Florida
Paul F. Sweeney	Br. 1902	Arizona Merged	Betty L. Hayes	Br. 2462	Van Nuys, CA	Ray J. Plymale	Br. 2689	Spacecoast Florida
Michael E. Blanton	Br. 576	Phoenix, AZ	Brett Hobson	Br. 866	Visalia, CA	Alan P. Sarge	Br. 2689	Spacecoast Florida
Christina M. James	Br. 576	Phoenix, AZ	Clayton S. Loss	Br. 857	Watsonville, CA	Herbert Wheeler	Br. 2689	Spacecoast Florida
Rudolph E. Mavis	Br. 576	Phoenix, AZ	Frank Cacciatore	Br. 5996	Centennial, CO	George S. Chivily	Br. 5480	Venice, FL
Utpal H. Thaker	Br. 576	Phoenix, AZ	James T. Brumley	Br. 47	Denver, CO	Charles D. Kent	Br. 5480	Venice, FL
Heather Ward	Br. 6156	Sun City, AZ	Cory C. Cic	Br. 47	Denver, CO	Ruddy M. Moccia	Br. 5480	Venice, FL
Ronnie M. Bertschy	Br. 704	Tucson, AZ	Lee L. Coleman	Br. 47	Denver, CO	William F. Moran	Br. 1477	West Coast Florida
Kevin Ramos	Br. 704	Tucson, AZ	Robert J. Ertle	Br. 47	Denver, CO	David A. Viera	Br. 1690	W. Palm Beach, FL
Michael T. Sullivan	Br. 3706	Benton, AR	Dave N. Oliver	Br. 47	Denver, CO	Christopher J. Crump	Br. 4040	Albany, GA
Terence L. Caffey	Br. 35	Little Rock, AR	Marvin J. Smith	Br. 47	Denver, CO	Joseph C. Head	Br. 73	Atlanta, GA
Jackie L. Maddox	Br. 35	Little Rock, AR	Donald A. Snyder	Br. 47	Denver, CO	Alton H. Jordan	Br. 73	Atlanta, GA
Joshua D. Essary	Br. 3671	Springdale, AR	James F. Thomas	Br. 47	Denver, CO	Mary E. Smith	Br. 73	Atlanta, GA
Amy E. Harton	Br. 3730	Warren, AR	Albert Ward	Br. 47	Denver, CO	Joaquim Rozelle	Br. 263	Augusta, GA
Angenette D. Smith	Br. 6069	West Helena, AR	Warren B. Parker	Br. 324	Greeley, CO	Charles D. White	Br. 546	Columbus, GA
Tonya M. Courson	Br. 782	Bakersfield, CA	Harold F. Block	Br. 1105	Longmont, CO	Eddie L. Battle	Br. 2225	Decatur, GA
Stephen T. Ivory	Br. 782	Bakersfield, CA	Ralph E. Blood	Br. 229	Pueblo, CO	Norman M. Roescher	Br. 2225	Decatur, GA
Connie H. White	Br. 782	Bakersfield, CA	Carl B. Weinheimer	Br. 229	Pueblo, CO	Henry L. Stone	Br. 578	Savannah, GA
Ernest V. Vasquez	Br. 2704	Brawley, CA	John P. Cammarano	Br. 32	Bridgeport, CT	Bobby R. Crawford	Br. 2809	Thomaston, GA
Andrea N. Hockett	Br. 231	Central California	David F. Bishop	Br. 109	Derby, CT	Ashley S. Darley	Br. 998	Valdosta, GA
Raymond A. Sosa	Br. 231	Central California	Norman H. Smith	Br. 109	Derby, CT	William J. Lewis	Br. 998	Valdosta, GA
Juan D. Perez	Br. 52	Central CA Coast	Faustino Aviles III	Br. 86	Hartford, CT	Brenda A. Figueroa	Br. 860	Honolulu, HI
Lloyd L. Summers	Br. 52	Central CA Coast	Robert E. Johnston Jr.	Br. 86	Hartford, CT	Arlene K. Manners	Br. 860	Honolulu, HI
James W. Adams	Br. 2525	Escondido, CA	John F. Mogielnicki	Br. 86	Hartford, CT	Clarence J. Sasaki	Br. 860	Honolulu, HI
Albino M. Carrillo	Br. 1100	Garden Grove, CA	Wayne J. Bostin	Br. 19	New Haven, CT	David B. Metzger	Br. 1409	Nampa, ID
Lynda A. Giroux	Br. 1100	Garden Grove, CA	Frank T. Costanzo	Br. 19	New Haven, CT	Harold B. Maxwell	Br. 522	Bloomington, IL
Hector Gonzalez	Br. 1100	Garden Grove, CA	J. M. Kacey	Br. 19	New Haven, CT	Raymond T. Bartosik	Br. 11	Chicago, IL
David E. Haberland	Br. 1100	Garden Grove, CA	Toshica T. Pollard	Br. 19	New Haven, CT	Daniel A. Bravine	Br. 11	Chicago, IL
Ronald G. Lucio Jr.	Br. 1100	Garden Grove, CA	Peter F. Passarelli	Br. 147	Norwalk, CT	James R. Collins	Br. 11	Chicago, IL
Robert J. Miller	Br. 1100	Garden Grove, CA	Lewis K. Wroten	Br. 906	Southern Delaware	Clarence E. Dienberg Jr.	Br. 11	Chicago, IL
Virginia G. Reyes	Br. 1100	Garden Grove, CA	William C. Edelin	Br. 191	Wilmington, DE	Jeffrey L. Gaddis	Br. 11	Chicago, IL
William R. Sandefur	Br. 1100	Garden Grove, CA	Homer E. Smith	Br. 191	Wilmington, DE	Steven M. Henderson	Br. 11	Chicago, IL
Taneya K. Williams	Br. 1100	Garden Grove, CA	Loretta D. Blackman	Br. 142	Washington, DC	Wanda A. Killingsworth-H	Br. 11	Chicago, IL
Howard Jay	Br. 1111	Greater E. Bay, CA	James A. Blue	Br. 142	Washington, DC	Jerry B. Krug	Br. 11	Chicago, IL
Mary T. Laudel	Br. 1111	Greater E. Bay, CA	David I. Bryant	Br. 142	Washington, DC	Marvin G. Lloyd	Br. 11	Chicago, IL
Angel Vaughn	Br. 1111	Greater E. Bay, CA	Phillip Elliott	Br. 142	Washington, DC	Paul L. May	Br. 11	Chicago, IL
Louis V. Washington Jr.	Br. 1111	Greater E. Bay, CA	Anthony C. Hill	Br. 142	Washington, DC	Carl L. Robinson	Br. 11	Chicago, IL
Gilbert E. Baca	Br. 1100	Garden Grove, CA	Keith Mims	Br. 142	Washington, DC	Phillip C. Sauleiko	Br. 11	Chicago, IL
Raymond C. Chang	Br. 24	Los Angeles, CA	Robert G. Mutchler	Br. 142	Washington, DC	George Turner Jr.	Br. 11	Chicago, IL
William E. Jones	Br. 24	Los Angeles, CA	John P. Scott	Br. 142	Washington, DC	Theodore J. Tjma	Br. 11	Chicago, IL
Jerry D. Stephens	Br. 24	Los Angeles, CA	Kareem Sligh	Br. 142	Washington, DC	Marvin R. White	Br. 11	Chicago, IL
Cynthia E. Tiller	Br. 24	Los Angeles, CA	Thadine V. Wise	Br. 142	Washington, DC	Robert D. Hughes	Br. 317	Decatur, IL
Stephen R. Manchester	Br. 1291	Modesto, CA	Linda M. Crawford	Br. 1091	Central Florida	James R. Isome	Br. 317	Decatur, IL
Clifford E. Meyer Jr.	Br. 1291	Modesto, CA	Vernon C. Feddersen	Br. 1091	Central Florida	Clarence E. Leigh	Br. 317	Decatur, IL
Gilbert M. Sakima	Br. 1291	Modesto, CA	Harry E. Haen	Br. 1091	Central Florida	Byron V. Westerfield	Br. 317	Decatur, IL
Louis R. Flores	Br. 1310	Monterey, CA	Dallas C. Howell	Br. 1091	Central Florida	Duane J. Snyder	Br. 223	Freeport, IL
Thomas M. Ryan	Br. 4149	Palm Springs, CA	Kermit E. Huff	Br. 1091	Central Florida	Earl H. Wyatt	Br. 223	Freeport, IL
Edward A. Thompson III	Br. 2200	Pasadena, CA	Darrell D. Pursell	Br. 1091	Central Florida	Jacob L. Erdman	Br. 88	Galesburg, IL
David Diaz	Br. 133	Sacramento, CA	Lilly A. Russell	Br. 1091	Central Florida	Michelle M. Bills	Br. 3092	Lockport, IL
Gerald M. Edwards	Br. 133	Sacramento, CA	Louis B. Shader	Br. 1091	Central Florida	John W. Cambra	Br. 2183	Melrose Park, IL
Ernest E. Gardner	Br. 133	Sacramento, CA	Frederick Stephens	Br. 1091	Central Florida	Richard A. Wells	Br. 318	Moline, IL
Ignacio P. Parino	Br. 133	Sacramento, CA	Louis T. Epifano	Br. 2008	Clearwater, FL	Wayne W. Pahr	Br. 1151	Naperville, IL
Victor J. Schiro	Br. 133	Sacramento, CA	William L. Harrod	Br. 2008	Clearwater, FL	Jack L. Biehler	Br. 31	Peoria, IL
Jesus G. Contreras	Br. 411	San Bernardino, CA	Harvey Gross	Br. 2550	Fort Lauderdale, FL	Robert L. Fischer	Br. 31	Peoria, IL
Jack R. Potter	Br. 70	San Diego, CA	Joda J. Brun	Br. 2072	Fort Myers, FL	Burdette F. Maske	Br. 31	Peoria, IL
George W. Preston	Br. 70	San Diego, CA	Robert F. Cavalluzzi	Br. 53	Northeast Florida	Frank A. D'Antone	Br. 245	Rockford, IL
Donald L. Darby	Br. 214	San Francisco, CA	Owen R. Hillier	Br. 53	Northeast Florida	Garry N. Forde	Br. 245	Rockford, IL
Romeo B. Del Puerto	Br. 214	San Francisco, CA	James E. Joyce	Br. 53	Northeast Florida	David C. Picchioni	Br. 245	Rockford, IL
Michael Knorr	Br. 214	San Francisco, CA	William A. Key	Br. 53	Northeast Florida	William M. Pigatti	Br. 245	Rockford, IL
Edmond B. Serchia	Br. 214	San Francisco, CA	Kent R. Rawski	Br. 53	Northeast Florida	Donald A. Hilliard	Br. 4016	S. Suburban Mgd., IL
Michael G. Harding	Br. 193	San Jose, CA	Romone A. Rudolph Sr.	Br. 53	Northeast Florida	Shawn A. Nix	Br. 4016	S. Suburban Mgd., IL
Kathleen R. McKenna	Br. 193	San Jose, CA	Robert F. Spence	Br. 53	Northeast Florida	Nichole E. Wiley	Br. 4016	S. Suburban Mgd., IL
Emmanuel Flee	Br. 1427	Santa Clara, CA	James W. Thomason	Br. 53	Northeast Florida	Maureen E. Wilcox	Br. 80	Springfield, IL
Ferdinand C. Manuel	Br. 1427	Santa Clara, CA	Willie R. Trotter	Br. 53	Northeast Florida	Jamel A. Miller	Br. 4739	Wheeling, IL
Andrew L. LaCasse Jr.	Br. 183	Santa Rosa, CA	Peggy R. Tull	Br. 53	Northeast Florida	William E. Acobert	Br. 377	Evansville, IN
			Lee N. Mattern	Br. 3367	Panama City, FL	David E. Daugherty	Br. 377	Evansville, IN
			Issau M. Pierson	Br. 3367	Panama City, FL	Mary M. Lenn	Br. 377	Evansville, IN
			Aurelio Alvarez	Br. 1071	South Florida	Lanny J. Taylor	Br. 377	Evansville, IN
			Carolyn Johnson	Br. 1071	South Florida	Willard H. Coop	Br. 39	Indianapolis, IN
			David G. Marshall	Br. 1071	South Florida	Frances B. Harrington	Br. 39	Indianapolis, IN
			Marilyn M. Ray	Br. 1071	South Florida	James A. Spelbrink	Br. 39	Indianapolis, IN
			Ishieka E. Smith	Br. 1071	South Florida	Warren M. Cole	Br. 466	Lafayette, IN

Jeffrey C. Fowlkes 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.

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

Edward A. McNickle	Br. 98	Muncie, IN	Fredrick Scott Jr.	Br. 1	Detroit, MI	Anthony N. Terranova	Br. 540	Camden, NJ Merged
Jerrold A. Kronewitter	Br. 330	South Bend, IN	Dale C. Troupe	Br. 1	Detroit, MI	Carl E. Zuchlinski	Br. 540	Camden, NJ Merged
John V. Welsh	Br. 828	South Central IN	Marvin J. Wells	Br. 1	Detroit, MI	S. L. Decasien	Br. 903	Cape Atlantic, NJ
Michael A. Pavlides	Br. 753	Valparaiso, IN	Amos L. Allgyer	Br. 246	Kalamazoo, MI	Thomas Kuhs	Br. 903	Cape Atlantic, NJ
Larry P. Surowiec	Br. 753	Valparaiso, IN	Donald E. Day	Br. 246	Kalamazoo, MI	Leo G. Brackney	Br. 769	Chery Hill/Haddonfield, NJ
David H. Johnson	Br. 3429	Belmond, IA	Brunnell D. Malcom	Br. 246	Kalamazoo, MI	Michael T. Depierr	Br. 769	Chery Hill/Haddonfield, NJ
Hiram J. Putney	Br. 805	Charles City, IA	Jeffrey L. Dennis	Br. 122	Lansing, MI	Charles R. Flexon	Br. 769	Chery Hill/Haddonfield, NJ
Teddy A. Rogers	Br. 352	Central IA Merged	Douglas F. Stephens	Br. 122	Lansing, MI	Robert L. Flexon	Br. 769	Chery Hill/Haddonfield, NJ
Danny D. Sease	Br. 352	Central Iowa Merged	Robert J. Paris	Br. 249	Menominee, MI	J. T. Dwyer	Br. 67	Elizabeth, NJ
William S. Slane	Br. 1055	Chanute, KS	Genova T. Campbell	Br. 654	Mount Clemens, MI	William L. Pastor	Br. 24	Freehold, NJ
Robert E. Blain	Br. 1412	Garden City, KS	Joseph E. Cole	Br. 256	Mid-Michigan	Philip J. Aiello Sr	Br. 928	New Jersey Merged
John V. Hughes	Br. 104	Lawrence, KS	Norman P. Kiger	Br. 256	Mid-Michigan	Vincent J. Colpaert	Br. 38	New Jersey Merged
Galen H. White	Br. 104	Lawrence, KS	Edward H. Langley	Br. 256	Mid-Michigan	Harry J. Cucciniello	Br. 38	New Jersey Merged
James A. Cox	Br. 5521	Shawnee Mission, KS	Gerard L. Sirois Jr.	Br. 256	Mid-Michigan	Robert M. Dilley	Br. 38	New Jersey Merged
Tasha K. Conway	Br. 10	Topeka, KS	Barbara N. Ledbetter	Br. 3126	Royal Oak, MI	Thomas C. Ditrani	Br. 38	New Jersey Merged
Paul N. Allen	Br. 201	Wichita, KS	Samuel V. Stinson	Br. 3126	Royal Oak, MI	Herman J. Morabito	Br. 38	New Jersey Merged
Aemil J. Ast	Br. 201	Wichita, KS	Charles D. Storeng	Br. 3126	Royal Oak, MI	Myles K. Stanish	Br. 38	New Jersey Merged
Merle L. Curtis	Br. 201	Wichita, KS	William P. Sullivan	Br. 3126	Royal Oak, MI	John E. Straniero	Br. 38	New Jersey Merged
Fred L. Davis	Br. 201	Wichita, KS	Alfred D. Belill Jr.	Br. 74	Saginaw, MI	George Terembes	Br. 38	New Jersey Merged
Raymond A. Holmes	Br. 201	Wichita, KS	William B. Allen	Br. 4374	South Macomb, MI	John R. Troast	Br. 38	New Jersey Merged
William E. Rouse	Br. 201	Wichita, KS	John C. Criswell	Br. 4374	South Macomb, MI	Charles R. Allocco	Br. 908	South Jersey, NJ
Ralph W. Albaugh	Br. 361	Lexington, KY	Thomas R. Miller	Br. 4374	South Macomb, MI	Alfred N. Hulme	Br. 908	South Jersey, NJ
Andrew J. Butts	Br. 361	Lexington, KY	Mary V. Barton	Br. 2184	Western Wayne Co., MI	John W. Lex Jr.	Br. 908	South Jersey, NJ
Robert N. Elam	Br. 361	Lexington, KY	George R. Douglas	Br. 2184	Western Wayne Co., MI	Merdic Green Jr.	Br. 380	Trenton, NJ
Lewis W. Gibson	Br. 361	Lexington, KY	Daryl E. Blatzheim	Br. 9	Minneapolis, MN	Angela M. Jarkowski	Br. 380	Trenton, NJ
Robert C. Mann	Br. 361	Lexington, KY	Jerome D. Bona	Br. 9	Minneapolis, MN	Joseph A. Tryba	Br. 380	Trenton, NJ
Arthur N. McClanahan Jr.	Br. 361	Lexington, KY	Robert I. Gossler	Br. 9	Minneapolis, MN	John C. Wintermute	Br. 380	Trenton, NJ
Allen W. Richards	Br. 361	Lexington, KY	Gordon L. Hannah	Br. 9	Minneapolis, MN	Ben G. Carrillo	Br. 504	Albuquerque, NM
Walter R. Robinson	Br. 361	Lexington, KY	Andro Hiben	Br. 9	Minneapolis, MN	Teofilo Chavez	Br. 504	Albuquerque, NM
Michelle R. Rogers	Br. 129	Baton Rouge, LA	Gilberto Justiniano Jime	Br. 9	Minneapolis, MN	Jerod P. Gallegos	Br. 504	Albuquerque, NM
Charmaine Wolfe	Br. 129	Baton Rouge, LA	Arthur H. Kujawa	Br. 9	Minneapolis, MN	Joseph J. Gutierrez	Br. 504	Albuquerque, NM
Elbert B. Blackmon	Br. 124	New Orleans, LA	Donald W. McVeigh	Br. 9	Minneapolis, MN	Manuel J. Herrera	Br. 504	Albuquerque, NM
Wallace A. Joseph	Br. 124	New Orleans, LA	Maurice L. Savoye	Br. 9	Minneapolis, MN	Domonic A. Sena-Caravero	Br. 504	Albuquerque, NM
Robert C. Anderson	Br. 92	Maine Merged	Lynne D. Shafrenski	Br. 9	Minneapolis, MN	Joe B. Clements	Br. 1069	Roswell, NM
Charles M. Howe Jr.	Br. 92	Maine Merged	Delmont R. Stokke	Br. 9	Minneapolis, MN	Ray S. Langdon	Br. 1069	Roswell, NM
David B. West	Br. 92	Maine Merged	Robert E. Yost	Br. 9	Minneapolis, MN	Donald J. Morrison	Br. 1069	Roswell, NM
William P. Blueford	Br. 176	Baltimore, MD	Harry R. Anderson	Br. 28	St. Paul, MN	Charles V. Brooks	Br. 29	Albany, NY
Jessie L. Boyd	Br. 176	Baltimore, MD	Dave A. Barclay	Br. 28	St. Paul, MN	Akbarkhon Burkhonov	Br. 41	Brooklyn, NY
James L. Jiggetts Sr.	Br. 176	Baltimore, MD	William T. Howard I	Br. 1374	Gulf Coast Mgd., MS	Roland J. Cannizzaro	Br. 3	Buffalo-Western NY
Charles P. McConville	Br. 176	Baltimore, MD	Cornelius Brown	Br. 217	Jackson, MS	Thomas R. Hodge	Br. 3	Buffalo-Western NY
Frank A. Peaker	Br. 176	Baltimore, MD	Billy M. Hughes	Br. 217	Jackson, MS	Vernon P. James	Br. 3	Buffalo-Western NY
George Webbert Jr.	Br. 176	Baltimore, MD	Floyd L. Jurden	Br. 217	Jackson, MS	W. J. Karasek	Br. 3	Buffalo-Western NY
Louise B. Stewart	Br. 902	Eastern Shore, MD	Mary A. Hofstetter	Br. 5050	Ballwin, MO	William C. Liddell	Br. 3	Buffalo-Western NY
Chad E. Richards	Br. 2611	Silver Spring, MD	James S. Burks	Br. 763	Columbia, MO	Donald B. Loder	Br. 3	Buffalo-Western NY
Steven B. Byrd Sr	Br. 6545	Upper Marlboro, MD	Marvin Heffron	Br. 450	Crystal City, MO	Richard J. Miller	Br. 3	Buffalo-Western NY
Gregory L. Ashe	Br. 34	Boston, MA	John W. Gaines Jr.	Br. 30	Kansas City, MO	Jerome J. Peck	Br. 3	Buffalo-Western NY
Alfred J. Connell	Br. 34	Boston, MA	Jason P. Wingate	Br. 30	Kansas City, MO	George A. Ross	Br. 3	Buffalo-Western NY
Patricia A. Hardiman	Br. 34	Boston, MA	Heraclio G. Almanza	Br. 195	St. Joseph, MO	W. E. Smith	Br. 3	Buffalo-Western NY
John J. Killoran	Br. 34	Boston, MA	John D. Gallagher	Br. 195	St. Joseph, MO	John R. Spampinato	Br. 3	Buffalo-Western NY
James J. Rooney	Br. 34	Boston, MA	Alvin C. Hyder	Br. 195	St. Joseph, MO	Bartolo S. Stancampiano	Br. 3	Buffalo-Western NY
Donald S. Shea	Br. 34	Boston, MA	Joseph V. Appelbaum	Br. 343	St. Louis, MO	Joseph J. Tuccio	Br. 3	Buffalo-Western NY
Gerald E. Hannafin	Br. 51	Fall River, MA	Ronald W. Elder	Br. 343	St. Louis, MO	Donald F. Wahl	Br. 3	Buffalo-Western NY
Cesar J. Rodrigues	Br. 51	Fall River, MA	Clyde E. Griffith	Br. 343	St. Louis, MO	Theodore M. Podgorny	Br. 21	Elmira, NY
Frank J. Noonan	Br. 334	Framingham, MA	Nicholas J. Letizia	Br. 343	St. Louis, MO	Luis A. Afanador	Br. 294	Flushing, NY
Roger E. Bellerose	Br. 7	Lynn, MA	Jabari J. Perkins	Br. 343	St. Louis, MO	Thomas P. Loftus	Br. 294	Flushing, NY
Douglas A. Parker	Br. 25	MA Northeast Merged	Kiara R. Powell-Sims	Br. 343	St. Louis, MO	eonard F. Iarocci	Br. 137	Hudson Valley Mgd., NY
Christophe Walton	Br. 25	MA Northeast Merged	Joseph P. Regan	Br. 343	St. Louis, MO	Eugene M. Motyka	Br. 137	Hudson Valley Mgd., NY
Dennis B. Dansereau	Br. 18	Southeast MA Merged	Charles W. Gooden	Br. 139	Sedalia, MO	Aida L. Ortiz	Br. 137	Hudson Valley Mgd., NY
Leonard M. Fontaine	Br. 46	Western MA	Robert C. Conner	Br. 366	Southwest Missouri	Henry J. Tortora	Br. 562	Jamaica, NY
Joseph H. Gaunt Jr.	Br. 46	Western MA	Harold E. Sapp	Br. 815	Billings, MT	Fredrica S. Williams	Br. 562	Jamaica, NY
Timothy J. Kennedy	Br. 46	Western MA	George B. Heisler	Br. 650	Great Falls, MT	James L. Crawford	Br. 357	Long Island City, NY
John Nascimento	Br. 46	Western MA	Bryce W. Buza	Br. 593	Nebraska City, NE	Gregory J. Medoro	Br. 357	Long Island City, NY
Robert A. Veronesi	Br. 46	Western MA	John J. Basilevac	Br. 5	Omaha, NE	Thomas J. Bonaccorso	Br. 6000	Long Island Mgd., NY
Cherie L. Williams Brown	Br. 46	Western MA	Rex E. Daywalt	Br. 5	Omaha, NE	J. Buck Jr.	Br. 6000	Long Island Mgd., NY
David E. Ducharme	Br. 12	Worcester, MA	Glenn F. Grage	Br. 5	Omaha, NE	Frank W. Cantone	Br. 6000	Long Island Mgd., NY
Gordon R. Maccabee	Br. 12	Worcester, MA	Leonard J. Potter	Br. 5	Omaha, NE	William T. Collins	Br. 6000	Long Island Mgd., NY
Christopher J. Hickman	Br. 262	Battle Creek, MI	Chester A. Peluso	Br. 1836	Scottsbluff, NE	Gerald F. Fitzgibbon	Br. 6000	Long Island Mgd., NY
Mark A. Brown	Br. 1	Detroit, MI	Farrell M. Chinen	Br. 2502	Las Vegas, NV	Seymour H. Wenowsky	Br. 6000	Long Island Mgd., NY
Salvatore Castiglione	Br. 1	Detroit, MI	Arnold H. Mortensen	Br. 2502	Las Vegas, NV	William C. Wesley	Br. 6000	Long Island Mgd., NY
Patrick J. Dudley	Br. 1	Detroit, MI	William U. Heath	Br. 72	Concord, NH	Eddie J. Brown	Br. 36	New York, NY
Charles P. McCormick Jr.	Br. 1	Detroit, MI	Paul M. Wallace	Br. 44	New Hampshire Mgd.	Frederick J. Bub	Br. 36	New York, NY
Veronica M. McDuffie	Br. 1	Detroit, MI	Stephen P. DiSalvo	Br. 425	Bergen Co. Mgd., NJ	Gasper C. Diperi	Br. 36	New York, NY
Shariva McGrew	Br. 1	Detroit, MI	Clifford J. Lake Jr.	Br. 425	Bergen Co. Mgd., NJ	Matthew R. Dunner	Br. 36	New York, NY
Kasson L. Pecore	Br. 1	Detroit, MI	Luther J. Toon	Br. 425	Bergen Co. Mgd., NJ	Alexander L. Jones	Br. 36	New York, NY
Joyce L. Pike	Br. 1	Detroit, MI	Joseph J. Hayes	Br. 540	Camden, NJ Merged	Pedro J. Lanzar	Br. 36	New York, NY
Jack A. Rasey	Br. 1	Detroit, MI	Henry Sills	Br. 540	Camden, NJ Merged	Anthony Laurretta	Br. 36	New York, NY

In Memoriam

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

Ralph J. Levy	Br. 36	New York, NY	Richard A. Weis	Br. 40	Cleveland, OH	Dana Harris	Br. 84	Pittsburgh, PA
Vincent M. Panchuk	Br. 36	New York, NY	Clyde J. White	Br. 40	Cleveland, OH	A. H. Keebler	Br. 84	Pittsburgh, PA
Derrick E. Spencer	Br. 36	New York, NY	Fabrice A. Djenini	Br. 78	Columbus, OH	B. H. Miller	Br. 84	Pittsburgh, PA
Yajaira Torres	Br. 36	New York, NY	Keith A. Fekete	Br. 78	Columbus, OH	M. J. Puglisi	Br. 84	Pittsburgh, PA
Edwin R. Swiersz	Br. 661	N. Tonawanda, NY	Ronald L. Hessler	Br. 78	Columbus, OH	Stephen S. Rice	Br. 84	Pittsburgh, PA
Robert D. Winter	Br. 661	N. Tonawanda, NY	Jamie L. Marple	Br. 78	Columbus, OH	John A. Simeone	Br. 84	Pittsburgh, PA
Kenneth Ellsworth	Br. 358	Northeastern NY	Arthur L. Murray	Br. 78	Columbus, OH	Lewis J. Villa	Br. 84	Pittsburgh, PA
Milton L. Horning	Br. 358	Northeastern NY	Marcellus A. Alsop	Br. 182	Dayton, OH	Thomas J. Walsh	Br. 84	Pittsburgh, PA
Anthony V. Schiano	Br. 358	Northeastern NY	Joseph C. Bauer	Br. 182	Dayton, OH	Louis G. Zell	Br. 84	Pittsburgh, PA
Williard H. Stearns	Br. 358	Northeastern NY	Ronald J. Conyers	Br. 182	Dayton, OH	Thaddeus A. Malecki Jr.	Br. 258	Reading, PA
John C. Aulenbacher	Br. 210	Rochester, NY	Gilbert L. Fitzgerald	Br. 182	Dayton, OH	Robert Herne	Br. 17	Scranton, PA
John W. Bayley	Br. 210	Rochester, NY	William J. Fitzgerald	Br. 182	Dayton, OH	Louis J. Minello	Br. 17	Scranton, PA
Joseph Bianchi	Br. 210	Rochester, NY	Clark C. Lease	Br. 182	Dayton, OH	Donald F. Coughlin	Br. 725	Southeast PA Mgd.
Vincent W. Ejchorst	Br. 210	Rochester, NY	Robert W. Longnecker	Br. 182	Dayton, OH	Martin D. Hollis	Br. 725	Southeast PA Mgd.
Donald W. Fingar	Br. 210	Rochester, NY	Roger L. Loy	Br. 182	Dayton, OH	Leonard R. McCoy	Br. 725	Southeast PA Mgd.
Joseph Grizzanti	Br. 210	Rochester, NY	John H. Millhoan	Br. 182	Dayton, OH	F. G. Richards	Br. 725	Southeast PA Mgd.
Richard V. Hussar	Br. 210	Rochester, NY	Jack E. Munch	Br. 182	Dayton, OH	Ronald Hall	Br. 520	Uniontown, PA
David Konopski	Br. 210	Rochester, NY	James E. Peed	Br. 182	Dayton, OH	Robert L. Deitrick	Br. 50	Williamsport, PA
George A. Leach Jr.	Br. 210	Rochester, NY	John S. Powell	Br. 182	Dayton, OH	James F. Francis	Br. 50	Williamsport, PA
Martin Levitt	Br. 210	Rochester, NY	James W. Riddle	Br. 182	Dayton, OH	Paul R. Fullmer	Br. 50	Williamsport, PA
Leo R. Marchand	Br. 210	Rochester, NY	William D. Schneberger	Br. 182	Dayton, OH	Donald L. Koons	Br. 50	Williamsport, PA
Firpo M. Montagliano	Br. 210	Rochester, NY	Fredrick Wilcher	Br. 182	Dayton, OH	William J. Matalavage Jr.	Br. 50	Williamsport, PA
Richard J. Nardone	Br. 210	Rochester, NY	Frank A. Young III	Br. 182	Dayton, OH	Robert I. Pidcoe Jr.	Br. 50	Williamsport, PA
Raymond P. Baron	Br. 134	Syracuse, NY	Ronald L. Alexander	Br. 426	Hamilton, OH	Carl W. Schramm	Br. 50	Williamsport, PA
Leo L. Labrake	Br. 134	Syracuse, NY	Daniel J. Biondo	Br. 426	Hamilton, OH	Aquaya J. Wright	Br. 509	York, PA
Paul G. St. Amand	Br. 134	Syracuse, NY	Gerald H. Hodapp	Br. 426	Hamilton, OH	Carlos M. Gonzalez	Br. 826	Ponce, PR
C. R. Wilcox	Br. 134	Syracuse, NY	Charles H. Rogers	Br. 426	Hamilton, OH	Gabriel A. Rivera	Br. 826	Ponce, PR
Konstantin Voultios	Br. 134	Syracuse, NY	Thomas A. Thieman	Br. 426	Hamilton, OH	Carlos E. Rivera	Br. 869	San Juan, PR
Walter W. Kalynycz	Br. 375	Utica, NY	George C. Weber	Br. 426	Hamilton, OH	Giovanni Rivera	Br. 869	San Juan, PR
Samuel V. Paolozzi	Br. 375	Utica, NY	Charles W. Austin	Br. 4195	Mentor, OH	Roberto D. Roche-Flores	Br. 869	San Juan, PR
John T. Cothren	Br. 693	Westchester Mgd., NY	Donella Crenshaw	Br. 100	Toledo, OH	Arthur S. Richardson	Br. 55	Pawtucket, RI
Peter A. Savage	Br. 693	Westchester Mgd., NY	Xiao Lu	Br. 100	Toledo, OH	Paul T. Willet	Br. 55	Pawtucket, RI
Bartee W. Scott Jr.	Br. 693	Westchester Mgd., NY	Ricky A. Madden	Br. 100	Toledo, OH	Vincenzo B. DiPippo	Br. 15	Providence, RI
Leonard A. Stephens	Br. 693	Westchester Mgd., NY	Patsy A. Diana	Br. 385	Youngstown, OH	Donald S. Owen	Br. 15	Providence, RI
William G. Brown	Br. 248	Asheville, NC	Donald A. Jones	Br. 385	Youngstown, OH	Jorge L. Sosa Lopez II	Br. 15	Providence, RI
Reece H. Morgan Jr.	Br. 545	Charlotte, NC	Angelo A. Pangio	Br. 385	Youngstown, OH	Melvin E. Nelson	Br. 3166	Warwick, RI
Edgar T. Rose	Br. 382	Durham, NC	Theodore G. Popovich Sr.	Br. 385	Youngstown, OH	Richard N. Thornlimb	Br. 3166	Warwick, RI
Jamie M. Smith	Br. 1512	Gastonia, NC	Jonathan E. Wolf	Br. 385	Youngstown, OH	Rene J. Davis	Br. 1782	Orangeburg, SC
William C. Capel Jr.	Br. 936	High Point, NC	Frank Yukon Jr.	Br. 385	Youngstown, OH	Lou O. Williams	Br. 2745	Winnboro, SC
Charles H. McLawhorn	Br. 1044	Kinston, NC	Jimmy L. Banther	Br. 458	Oklahoma City, OK	Norman E. Knickrehm	Br. 498	Mitchell, SD
William J. Heidt	Br. 780	New Bern, NC	David R. Senn	Br. 458	Oklahoma City, OK	D. C. McKee	Br. 491	Sioux Falls, SD
Fred W. Brown	Br. 459	Raleigh, NC	Teresa D. Parks	Br. 1358	Tulsa, OK	James R. Goode	Br. 1110	Johnson City, TN
Paul R. Brenner	Br. 1321	Rocky Mount, NC	Connor J. Peck	Br. 1358	Tulsa, OK	Hal E. Sherrod	Br. 419	Knoxville, TN
Earl A. Hill Jr.	Br. 1321	Rocky Mount, NC	Rebecca J. Robinson	Br. 1358	Tulsa, OK	Carl N. Snyder	Br. 419	Knoxville, TN
Wilmoth G. Burton	Br. 461	Winston-Salem, NC	Mark R. Turner	Br. 1358	Tulsa, OK	Demetria Dortch	Br. 27	Memphis, TN
Roy L. Money	Br. 461	Winston-Salem, NC	Russell L. Wheeler	Br. 1358	Tulsa, OK	Johntra Haley	Br. 27	Memphis, TN
D. B. Regan	Br. 461	Winston-Salem, NC	Stephen C. Jacobson	Br. 1937	Central Oregon	James W. Bloss	Br. 4	Nashville, TN
W. H. Shouse	Br. 461	Winston-Salem, NC	Leonard K. Galer	Br. 916	Eugene, OR	Ronald L. Erland	Br. 4	Nashville, TN
Fred W. Smith	Br. 461	Winston-Salem, NC	Ronald A. Carver	Br. 82	Portland, OR	Donald A. Ford	Br. 4	Nashville, TN
Moses Williams	Br. 461	Winston-Salem, NC	Melvin L. Fessler	Br. 82	Portland, OR	Glen B. Pittman	Br. 950	Abilene, TX
Dennis M. Williams	Br. 238	Canton, OH	Marlo B. Foster	Br. 82	Portland, OR	Gary P. Branch	Br. 1037	Amarillo, TX
Kevin P. Cosgrove	Br. 43	Cincinnati, OH	Destiny Johnson	Br. 82	Portland, OR	Jackie L. Eytcheson	Br. 1037	Amarillo, TX
Edward A. Faehr	Br. 43	Cincinnati, OH	Roland J. Clarke	Br. 1518	Roseburg, OR	Paul A. Fleming	Br. 1037	Amarillo, TX
Clarence O. Fath	Br. 43	Cincinnati, OH	Maurilio Rodriguez	Br. 347	Salem, OR	Carroll W. Lewis	Br. 1037	Amarillo, TX
John A. Koch	Br. 43	Cincinnati, OH	Axel E. Vong	Br. 954	The Dalles, OR	Lydia P. Griffin	Br. 842	Beaumont, TX
Thomas J. O'Brien	Br. 43	Cincinnati, OH	Kenneth E. Mandes	Br. 920	Bux-Mont, PA	Donald E. Fine	Br. 3844	Borger, TX
Chester J. Aleck	Br. 400	Cleveland, OH	John W. Manney	Br. 920	Bux-Mont, PA	Victor Garza	Br. 1259	Corpus Christi, TX
Donald E. Barksdale	Br. 400	Cleveland, OH	Paul E. Agostini	Br. 284	Erie, PA	Thomas E. Allen	Br. 132	Dallas, TX
Charles C. Calhoun	Br. 40	Cleveland, OH	Thomas A. DiRienzo	Br. 284	Erie, PA	John A. Brooks	Br. 132	Dallas, TX
Timothy Croskey	Br. 400	Cleveland, OH	William H. Doyle III	Br. 4317	Great Valley Mgd., PA	Gerald J. Kudronowicz	Br. 132	Dallas, TX
Francis A. DeLuca	Br. 400	Cleveland, OH	Richard C. Clark	Br. 500	Harrisburg, PA	Desmond L. Person	Br. 132	Dallas, TX
Leo Dowdell Jr.	Br. 40	Cleveland, OH	Ronald L. Matio	Br. 500	Harrisburg, PA	David Archuleta	Br. 505	El Paso, TX
Sherry E. Glenn	Br. 400	Cleveland, OH	Donald E. Camut	Br. 451	Johnstown, PA	David H. Dominguez	Br. 505	El Paso, TX
Ronald C. Goodman	Br. 40	Cleveland, OH	John M. De Angelis	Br. 273	Lancaster, PA	Emmanuel Marquez	Br. 505	El Paso, TX
Joseph W. Graff Jr.	Br. 40	Cleveland, OH	Luther E. Ochs	Br. 274	Lehigh Valley, PA	Amado D. Padilla	Br. 505	El Paso, TX
Robert F. Hlava	Br. 400	Cleveland, OH	Paul V. Jones Sr	Br. 4973	Levittown, PA	Roman B. Aguiano	Br. 226	Fort Worth, TX
Daniel J. Kochman	Br. 40	Cleveland, OH	Harry J. Shuler Jr.	Br. 22	New Castle, PA	Glenn E. Ash	Br. 226	Fort Worth, TX
Richard E. Maudsley	Br. 40	Cleveland, OH	Edward D. Cuthbert	Br. 157	Philadelphia, PA	Aubrey J. Holmes	Br. 226	Fort Worth, TX
Robert Merkle	Br. 40	Cleveland, OH	Joseph E. Krohn	Br. 157	Philadelphia, PA	Ben R. Pierce	Br. 4065	Garland, TX
Richard F. Mitchell	Br. 400	Cleveland, OH	Robert J. McCann	Br. 157	Philadelphia, PA	James M. Fletcher	Br. 283	Houston, TX
John G. Pelka	Br. 40	Cleveland, OH	Washington Webb	Br. 157	Philadelphia, PAAL-	E. A. Jurek	Br. 283	Houston, TX
James F. Plucinski	Br. 40	Cleveland, OH	fred G. Bruno	Br. 84	Pittsburgh, PA	Raul Linares	Br. 354	Laredo, TX
Louie Riddle	Br. 40	Cleveland, OH	Louis W. Eshenbaugh	Br. 84	Pittsburgh, PA	Fred J. Coopwood Jr.	Br. 421	San Antonio, TX
Charles Robinson Jr.	Br. 400	Cleveland, OH	William J. Fuchs	Br. 84	Pittsburgh, PA	Daniel A. Montalvo	Br. 421	San Antonio, TX
Frank L. Slaughter	Br. 40	Cleveland, OH	Patrick A. Guerriero	Br. 84	Pittsburgh, PA	Timothy L. Moreno Jr.	Br. 421	San Antonio, TX
Kenneth F. Szymanski	Br. 400	Cleveland, OH	Charlie A. Hamilton Jr.	Br. 84	Pittsburgh, PA	Johnnie O. Rodriguez	Br. 421	San Antonio, TX

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

Armando J. Trevino Br. 421 San Antonio, TX
 Richard L. Zick Br. 421 San Antonio, TX
 Harold G. Pirelo Br. 404 Waco, TX
 Ralph F. Allen Br. 111 Salt Lake City, UT
 Eugene E. Bankhead Br. 111 Salt Lake City, UT
 Barrie B. Frankland Br. 111 Salt Lake City, UT
 Douglas K. Hardy Br. 111 Salt Lake City, UT
 Vernal E. Jenkins Br. 111 Salt Lake City, UT
 Norman L. Wright Br. 595 Danville, VA
 Charles M. Bailey III Br. 325 Lynchburg, VA
 Gerald W. Hunter Br. 325 Lynchburg, VA
 Wiley V. Johnson Jr. Br. 325 Lynchburg, VA
 Robert A. Delelle Br. 3520 Northern Virginia
 Ray Edwards Br. 3520 Northern Virginia
 Wilber B. Johnson Br. 3520 Northern Virginia
 Kimberly L. Henry Br. 496 Richmond, VA
 Alfred D. Byrd Br. 247 Tidewater Virginia

Cornelius E. Harding Jr. Br. 247 Tidewater Virginia
 Joseph R. Wright Br. 247 Tidewater Virginia
 Kenyatta M. Carter Sr. Br. 2819 Virginia Beach, VA
 Guy D. Hawes Br. 450 North Sound, WA
 Randy L. Levison Br. 351 Olympia, WA
 Henry J. Maurer Br. 351 Olympia, WA
 Ronald A. Engen Br. 79 Seattle, WA
 Kenneth L. Hicks Br. 79 Seattle, WA
 Richard L. McFadden Br. 79 Seattle, WA
 David Yi Br. 79 Seattle, WA
 Ernest I. Turner Br. 442 Spokane, WA
 Ernie J. Reda Br. 130 Tacoma, WA
 Augustus L. Degray Jr. Br. 852 Yakima, WA
 Stanley G. Huntington Br. 852 Yakima, WA
 Robert D. Nowlin Br. 852 Yakima, WA
 Loretta J. Caris Br. 983 Antigo, WI
 Mary A. D'Amato Br. 983 Antigo, WI

James L. Conway Br. 822 Appleton, WI
 Jeanette B. Brehmer Br. 4811 Brookfield, WI
 Kerri D. Lippert Br. 574 Kenosha, WI
 John E. Callies Br. 507 Madison, WI
 Thomas E. Massey Br. 507 Madison, WI
 Robert H. Cargile Jr. Br. 2 Milwaukee, WI
 Marvin B. Fry Br. 2 Milwaukee, WI
 Fortas Hazelwood Br. 2 Milwaukee, WI
 Ralph D. Hoffman Br. 2 Milwaukee, WI
 Rudolph L. Kaifesh Br. 2 Milwaukee, WI
 Kenneth W. Chivington Br. 173 Oshkosh, WI
 Roland J. Strasser Br. 173 Oshkosh, WI
 Paul K. Peters Br. 5354 Prescott, WI
 Inez R. Llanas Br. 397 Waukesha, WI
 Douglas J. Sykora Br. 397 Waukesha, WI

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 (FEGLI)
 - 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 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the 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.

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:

75-year pins

William J. Igoe	Oak Park, IL	Br. 608
Robert H. Hutches	Rapid City, SD	Br. 1225
Cecil T. Nuxoll	Spokane, WA	Br. 442

70-year pins

Raymond M. Breshock	Hammond, IN	Br. 580
Edwin C. Spiller Jr.	Central IA Merged	Br. 352
James L. Tonsi	Central IA Merged	Br. 352
Joseph E. Campbell	Detroit, MI	Br. 1
Leroy J. Miller	Mankato, MN	Br. 90
Billie L. Crabtree	Columbia, MO	Br. 763
Harold M. Bush	Las Vegas, NV	Br. 2502
Horace W. Parrish	Raleigh, NC	Br. 459
Roger A. Watkins	Raleigh, NC	Br. 459
Donald G. Gause	Pittsburgh, PA	Br. 84
Robert G. Wilson	Pittsburgh, PA	Br. 84
Donald D. Uhazie	Harrisburg, PA	Br. 500
George E. Gilliam	Dallas, TX	Br. 132

65-year pins

John Gurley	Sacramento, CA	Br. 133
Raymond L. Pagel	Sacramento, CA	Br. 133
Robin M. Sevilla	Santa Clara, CA	Br. 1427
Joseph J. Burns	Hartford, CT	Br. 86
Raymond J. Decker	Hartford, CT	Br. 86
Anthony J. Denicola	Hartford, CT	Br. 86
Douglas P. Hodlin Jr.	Hartford, CT	Br. 86
Albert W. Macmonegle	Hartford, CT	Br. 86
Benedict J. Menillo	Hartford, CT	Br. 86
Marvin L. Workman	Decatur, IL	Br. 317
Richard E. Barnard	Hammond, IN	Br. 580
William A. Garvey	Hammond, IN	Br. 580
Joseph R. Pressnell	Hammond, IN	Br. 580
Kenneth Timmons	Hammond, IN	Br. 580
Robert L. Wright	Hammond, IN	Br. 580
Charles A. Babineau	Boston, MA	Br. 34
Fred C. Brown Jr.	Boston, MA	Br. 34
Herbert G. Ferran	Boston, MA	Br. 34
Dan D. Bulbuk	Detroit, MI	Br. 1
Albert R. Jannette	Detroit, MI	Br. 1
George F. Lee	Detroit, MI	Br. 1
Frank J. Matynowski	Detroit, MI	Br. 1
Robert J. Rudolph	Detroit, MI	Br. 1
Frank R. Wisniewski	Detroit, MI	Br. 1
Ralph U. Kehr	Grand Rapids, MI	Br. 56
Robert M. Jackson	Bay City, MI	Br. 187
Marlin D. Holm	Minneapolis, MN	Br. 9
Glen W. Novinger Jr.	Columbia, MO	Br. 763
Ronald A. Hayes	Somerville, NJ	Br. 768
Jack M. Harshbarger	Findlay, OH	Br. 143
Henry C. Olszewski	Steubenville, OH	Br. 164
Robert E. Slivka	Steubenville, OH	Br. 164
Tim A. Thomas	Steubenville, OH	Br. 164
Jessie A. Haynes	Tulsa, OK	Br. 1358
Jackson L. Tanner	Tulsa, OK	Br. 1358

J L. Melchior	Bux-Mont, PA	Br. 920
Joe E. Davis	Spartanburg, SC	Br. 628
Carl A. Sante Jr.	Redfield, SD	Br. 1673
Gerald F. Deroos	Fort Worth, TX	Br. 226
Richard J. Maloney Jr.	Fort Worth, TX	Br. 226
Ira A. Smith	Fort Worth, TX	Br. 226
Sidney J. Matchette	Houston, TX	Br. 283
Herbert T. Molina	Houston, TX	Br. 283
Clifton B. Powell Jr.	Lynchburg, VA	Br. 325
Herman L. Graham	Richmond, VA	Br. 496
John R. Valentine	Richmond, VA	Br. 496
Thomas O. Buckingham	Milwaukee, WI	Br. 2

60-year pins

Robert H. Amis	Birmingham, AL	Br. 530
Roy M. Cleveland	Birmingham, AL	Br. 530
Charles L. Smith	Birmingham, AL	Br. 530
Lloyd W. Stephenson	Birmingham, AL	Br. 530
Roger H. Helliwell	Carmichael, CA	Br. 4494
Harold L. Powdrill	Los Angeles, CA	Br. 24
Stuart B. Friedman	Sacramento, CA	Br. 133
Ray D. Hosoda	Sacramento, CA	Br. 133
Jess S. Razo	Sacramento, CA	Br. 133
Major A. Samford Jr.	Sacramento, CA	Br. 133
Victor J. Schiro	Sacramento, CA	Br. 133
Jesse H. Swan II	Sacramento, CA	Br. 133
Vince R. Casella	Santa Clara, CA	Br. 1427
Richard R. Figueroa	Santa Clara, CA	Br. 1427
David O. Fitzpatrick	Santa Clara, CA	Br. 1427
Ruben S. Gonzalez	Santa Clara, CA	Br. 1427
Dennis Kanazawa	Santa Clara, CA	Br. 1427
James E. McDougall	Santa Clara, CA	Br. 1427
John R. Novotny	Santa Clara, CA	Br. 1427
Bunda L. Dillard	Stockton, CA	Br. 213
Ray A. Arguellez	Tri-Valley, CA	Br. 2902
Donald P. Bach	Tri-Valley, CA	Br. 2902
Charles W. Barnes	Tri-Valley, CA	Br. 2902
Normnd J. Bisailon	Hartford, CT	Br. 86
Albert J. Diprato	Hartford, CT	Br. 86
William Kochanowski Jr.	Hartford, CT	Br. 86
Rosario J. Lombardo	Hartford, CT	Br. 86
Ignatius J. Maniscalco	Hartford, CT	Br. 86
Roy H. Sossin	Hartford, CT	Br. 86
Burdett F. Webb Jr.	Hartford, CT	Br. 86
John H. Winters Jr.	Hartford, CT	Br. 86
Orbe H. Andux	Tampa, FL	Br. 599
Kenneth S. Nuehs	Alton, IL	Br. 309
Floyd L. De Clercq	Decatur, IL	Br. 317
Duane T. Maloney	Peoria, IL	Br. 31
Dennis E. Swanson	Rockford, IL	Br. 245
Doyle E. Butts	Evansville, IN	Br. 377
John H. Edger	Hammond, IN	Br. 580
John T. Elsmere	Hammond, IN	Br. 580
William A. Garvey	Hammond, IN	Br. 580
Johnnie C. Gay	Hammond, IN	Br. 580
David L. Giotte	Hammond, IN	Br. 580
John M. Halkitis	Hammond, IN	Br. 580
Frederick V. Hammond	Hammond, IN	Br. 580

John C. Hantz	Hammond, IN	Br. 580
Lewis R. Hill	Hammond, IN	Br. 580
Ernest L. Hopson	Hammond, IN	Br. 580
Michael Jacko	Hammond, IN	Br. 580
William R. Kaurich	Hammond, IN	Br. 580
John R. Kwilas	Hammond, IN	Br. 580
Anthony P. Lissy	Hammond, IN	Br. 580
John A. Polak Jr.	Hammond, IN	Br. 580
James W. Sapyta	Hammond, IN	Br. 580
Orville E. Van dyke	Hammond, IN	Br. 580
Robert E. Woerpel	Hammond, IN	Br. 580
George Wolotka	Hammond, IN	Br. 580
Edward A. Dodson	Coffeyville, KS	Br. 766
Charles E. Davis	Baton Rouge, LA	Br. 129
William H. McWhirk	Lynn, MA	Br. 7
Robert J. Blouin	Boston, MA	Br. 34
Daniel P. Burke	Boston, MA	Br. 34
William P. Caton	Boston, MA	Br. 34
Martin F. Connolly	Boston, MA	Br. 34
Robert F. Depietro	Boston, MA	Br. 34
Wallace J. Forrest	Boston, MA	Br. 34
James T. Griffin	Boston, MA	Br. 34
Joseph J. Guazzerotti	Boston, MA	Br. 34
Richard J. Intravaia	Boston, MA	Br. 34
John S. Kelly	Boston, MA	Br. 34
Fred F. MacQueen	Boston, MA	Br. 34
J. J. Nee	Boston, MA	Br. 34
John E. Roberts	Boston, MA	Br. 34
William R. Scott	Boston, MA	Br. 34
Doyle R. Delong	Muskegon, MI	Br. 13
Howard J. Koning	Kalamazoo, MI	Br. 246
Kent E. Moon	Battle Creek, MI	Br. 262
Lawrence G. Buckmister	Mankato, MN	Br. 90
Gerald L. Webb	Mankato, MN	Br. 90
Andrew O. Dyrdal	Albert Lea, MN	Br. 718
Roland H. Green	Albert Lea, MN	Br. 718
Davis R. Johns	Jackson, MS	Br. 217
Condon E. Story	Southwest MO	Br. 366
Joseph W. Bommarito	Florissant, MO	Br. 4839
James R. Drysdale	Florissant, MO	Br. 4839
Edward Gruenloh	Florissant, MO	Br. 4839
Joseph G. Gruenloh	Florissant, MO	Br. 4839
David L. Hackmeister	Florissant, MO	Br. 4839
Jimmie A. Howell	Florissant, MO	Br. 4839
William J. Kaatman	Florissant, MO	Br. 4839
Walter O. Kaiser	Florissant, MO	Br. 4839
Daniel J. Travers Sr.	Florissant, MO	Br. 4839
Edward R. Bay	Ballwin, MO	Br. 5050
Charles W. Brewster	Portsmouth, NH	Br. 161
Gerald O. Philbrick	Portsmouth, NH	Br. 161
Paul A. Boissonneault	Nashua, NH	Br. 230
Thomas A. Rodier	Nashua, NH	Br. 230
Richard Knochel	Freehold, NJ	Br. 924
R. A. Amatucci	Somerville, NJ	Br. 768
Robert L. Gleason	Albuquerque, NM	Br. 504
Joseph Rael	Albuquerque, NM	Br. 504
Jose E. Romero	Albuquerque, NM	Br. 504
Robert L. Bonardi	Long Island City, NY	Br. 357
Ralph P. Campisi	Long Island City, NY	Br. 357

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

Donald R. Chiossone	Long Island City, NY	Br. 357	Jesse A. Jones	Santa Clara, CA	Br. 1427	Edward A. Cole	Boston, MA	Br. 34
Joseph E. Monaco	Staten Island, NY	Br. 99	Terry J. Murphy	Santa Clara, CA	Br. 1427	Raymond Dinitto	Boston, MA	Br. 34
Lawrence DeMayo	Westchester Mgd., NY	Br. 693	Ronald E. Ruminer	Santa Clara, CA	Br. 1427	George L. Doherty	Boston, MA	Br. 34
Marshall A. Lucanera	Westchester Mgd., NY	Br. 693	Steven C. Schrang	Santa Clara, CA	Br. 1427	Lawrence P. Donohue	Boston, MA	Br. 34
John J. Lyons	Westchester Mgd., NY	Br. 693	John M. Spencer	Santa Clara, CA	Br. 1427	Thomas V. Dunn	Boston, MA	Br. 34
Thomas Valko	Westchester Mgd., NY	Br. 693	Donald M. Evans	Stockton, CA	Br. 213	Frank D. Fazzina	Boston, MA	Br. 34
Myron F. Vancszska	Westchester Mgd., NY	Br. 693	Walter L. McKean	Stockton, CA	Br. 213	Joseph P. Fontana	Boston, MA	Br. 34
Leo E. Dayer	Tulsa, OK	Br. 1358	Rene Ornelas	Stockton, CA	Br. 213	Herman P. Greenberg	Boston, MA	Br. 34
Jerry M. Smith	Tulsa, OK	Br. 1358	Ernest H. Russell	Stockton, CA	Br. 213	Chalres J. Innis Jr.	Boston, MA	Br. 34
Edward S. Wilson	Tulsa, OK	Br. 1358	Stephen M. Trucco	Stockton, CA	Br. 213	R. W. Mackie	Boston, MA	Br. 34
Louis T. Caracciolo	Pittsburgh, PA	Br. 84	Gary S. Tyrrell	Stockton, CA	Br. 213	John A. Maguire	Boston, MA	Br. 34
Richard A. Clark	Pittsburgh, PA	Br. 84	Donald L. Weber	Stockton, CA	Br. 213	John J. Marco	Boston, MA	Br. 34
Frank A. Degasperri	Pittsburgh, PA	Br. 84	Charles A. Bates	Tri-Valley, CA	Br. 2902	Leo A. Mazzucco	Boston, MA	Br. 34
P. J. Gorman	Pittsburgh, PA	Br. 84	John J. Broderick Jr.	Tri-Valley, CA	Br. 2902	James H. McDermott Jr.	Boston, MA	Br. 34
Richard E. Oxley	Pittsburgh, PA	Br. 84	Mercedes R. Conley	Tri-Valley, CA	Br. 2902	John J. Messina	Boston, MA	Br. 34
Mark Patterson	Pittsburgh, PA	Br. 84	Alfonso V. Covarrubias	Tri-Valley, CA	Br. 2902	John M. Needham	Boston, MA	Br. 34
Francis J. Rapp	Pittsburgh, PA	Br. 84G.	Richard L. Dutcher	Tri-Valley, CA	Br. 2902	John J. Nerino	Boston, MA	Br. 34
A. Whitehair	Pittsburgh, PA	Br. 84G.	Michael V. Jewett	Tri-Valley, CA	Br. 2902	Robert J. Norris	Boston, MA	Br. 34
W. Yeckel	Pittsburgh, PA	Br. 84	James M. Yamamoto	Tri-Valley, CA	Br. 2902	Henry A. Rattenbury Jr.	Boston, MA	Br. 34
Robert S. Fogal	Harrisburg, PA	Br. 500	Rosalie Gifford	Bridgeport, CT	Br. 32	John E. Roberts	Boston, MA	Br. 34
Frank F. Kobi	Harrisburg, PA	Br. 500	Domenic D. Mancuso	Bridgeport, CT	Br. 32	Leonard J. Suslowicz	Boston, MA	Br. 34
Paul W. Laudig	Harrisburg, PA	Br. 500	Charles F. Sharpe	Bridgeport, CT	Br. 32	Joseph J. Tiano	Boston, MA	Br. 34
Gerald K. Miller	Harrisburg, PA	Br. 500	James F. Sinclair	Bridgeport, CT	Br. 32	Joseph E. Tighe	Boston, MA	Br. 34
Charles A. Saul	Harrisburg, PA	Br. 500	Ronald A. Ullrich	Bridgeport, CT	Br. 32	Ralph P. Vozzella	Boston, MA	Br. 34
John F. Staub	Harrisburg, PA	Br. 500	John R. Allison Jr.	Hartford, CT	Br. 86	John J. Wiemert	Boston, MA	Br. 34
Frank A. Swartz	Harrisburg, PA	Br. 500	Clifford L. Bishop	Hartford, CT	Br. 86	G. Zardas	Boston, MA	Br. 34
Ernest F. Swenson Jr.	Harrisburg, PA	Br. 500	Salvatore A. Carnemolla	Hartford, CT	Br. 86	Robert A. Ambs	Battle Creek, MI	Br. 262
Phillip R. Quirk	Bux-Mont, PA	Br. 920	J. P. Danis	Hartford, CT	Br. 86	David C. Bunce	Battle Creek, MI	Br. 262
George W. Weideman	Bux-Mont, PA	Br. 920	Walter L. Dillard	Hartford, CT	Br. 86	Kenneth G. Hutchison	Detroit, MI	Br. 1
John A. Pate	Warwick, RI	Br. 3166	Franklin W. Hall	Hartford, CT	Br. 86	Cleops C. Jackson	Detroit, MI	Br. 1
J. N. Picard	Warwick, RI	Br. 3166	James P. Jeffrey	Hartford, CT	Br. 86	Lawrence M. Kern	Detroit, MI	Br. 1
Dan L. Crawford	Greenville, SC	Br. 439	L. L. Kempton	Hartford, CT	Br. 86	Kenneth R. Mitchell	Detroit, MI	Br. 1
Thomas E. Whitmire	Greenville, SC	Br. 439	Joseph Leo	Hartford, CT	Br. 86	James J. Paull	Detroit, MI	Br. 1
Jack S. Jennings	Spartanburg, SC	Br. 628	Robert Martin	Hartford, CT	Br. 86	Johnnie Pruitt	Detroit, MI	Br. 1
James W. Dixon	Huron, SD	Br. 751	John P. Murphy	Hartford, CT	Br. 86	Joseph J. Sheaver	Detroit, MI	Br. 1
Donald L. Austin	Rapid City, SD	Br. 1225	Robert A. Rymarzick	Hartford, CT	Br. 86	Theofil J. Szydlowski	Detroit, MI	Br. 1
David C. Smith	Rapid City, SD	Br. 1225	R. K. Schrage	Hartford, CT	Br. 86	Thomas E. Trakul	Detroit, MI	Br. 1
James L. Buchanan	Dallas, TX	Br. 132	Dennis T. Schwalbendorf	Hartford, CT	Br. 86	James P. Black	Grand Rapids, MI	Br. 56
Don H. Moffitt	Dallas, TX	Br. 132	John E. Varney	Hartford, CT	Br. 86	Roger Honder	Grand Rapids, MI	Br. 56
Robert L. Reynolds	Dallas, TX	Br. 132	Allen J. Wind	Hartford, CT	Br. 86	Paul J. Polega	Grand Rapids, MI	Br. 56
Ruben W. Thornhill	Dallas, TX	Br. 132	Roy D. Best	Washington, DC	Br. 142	Andrew O. Dyrdal	Albert Lea, MN	Br. 718
Calvin C. Vessels	Dallas, TX	Br. 132	Lewis M. Bivins	Washington, DC	Br. 142	Roland H. Green	Albert Lea, MN	Br. 718
Gary K. Cummings	Fort Worth, TX	Br. 226	Ronald G. Brown	Washington, DC	Br. 142	Arwin D. Grinnell	Joplin, MO	Br. 366
Edd L. Liles	Fort Worth, TX	Br. 226	Ronald G. Conger	Central Florida	Br. 1091	Orval J. Lewis	Ballwin, MO	Br. 5050
Trinidad Meza	Fort Worth, TX	Br. 226	Pauline Jordan-Harvey	Central Florida	Br. 1091	Lawrence W. Malone	Ballwin, MO	Br. 5050
Herold O. Swaim	Fort Worth, TX	Br. 226	Robert D. Ellenberg	Atlanta, GA	Br. 73	Clarence H. Arbaugh	Fremont, NE	Br. 89
William M. Dunn Jr.	Houston, TX	Br. 283	Edwin D. Filipczuk	Columbus, GA	Br. 546	Larry J. Pearson	Fremont, NE	Br. 89
S. E. Arthur	Lynchburg, VA	Br. 325	Thomas J. Lee	Columbus, GA	Br. 546	Robert K. Berghuis	Las Vegas, NV	Br. 2502
Sanford L. Ferguson	Lynchburg, VA	Br. 325	Donald Goodwin	Alton, IL	Br. 309	A. R. Marcus	Las Vegas, NV	Br. 2502
Armenious J. Jeffers Jr.	Richmond, VA	Br. 496	Robert L. Novak	Decatur, IL	Br. 317	Roland F. Patterson	Las Vegas, NV	Br. 2502
Ernest L. Cephas	Northern VA	Br. 3520	Stanley G. Taylor	Decatur, IL	Br. 317	Sylvester Payton Jr.	Las Vegas, NV	Br. 2502
James E. Taylor	Northern VA	Br. 3520	Lawrence W. Martin	East Saint Louis, IL	Br. 319	Paul D. Rooks	Las Vegas, NV	Br. 2502
James A. Morrison	Spokane, WA	Br. 442	Michael L. Matuciana	Oak Park, IL	Br. 608	Paul A. Boissonneault	Nashua, NH	Br. 230
Delmar W. Mosset	Spokane, WA	Br. 442	John C. Moran	Oak Lawn, IL	Br. 4016	Edward R. Jean	Nashua, NH	Br. 230
Robert E. Sijpl	Spokane, WA	Br. 442	Charles L. Noack	Peoria, IL	Br. 31	Martin R. Petersen	Nashua, NH	Br. 230
Anthony R. George	Milwaukee, WI	Br. 2	Percy W. Barnett	Hammond, IN	Br. 580	David E. Coughenour	Atlantic City, NJ	Br. 370
Robert J. Lemke	Neenah, WI	Br. 700	William A. Garvey	Hammond, IN	Br. 580	James M. Davis	Atlantic City, NJ	Br. 370
Clarence J. Loehning	Neenah, WI	Br. 700	David L. Giotte	Hammond, IN	Br. 580	William E. Tweedle	Atlantic City, NJ	Br. 370
Orville E. Cussins	Cheyenne, WY	Br. 555	John C. Hantz	Hammond, IN	Br. 580	Joseph R. Miller	New Jersey Merged	Br. 38
			Defoird R. Hogan	Hammond, IN	Br. 580	Gerald J. Pepe	Somerville, NJ	Br. 768
			Anthony P. Lissy	Hammond, IN	Br. 580	Peter P. Rabosky	Somerville, NJ	Br. 768
			Kenneth C. Maginot	Hammond, IN	Br. 580	John C. Cuellar	Albuquerque, NM	Br. 504
			Euliss E. Royal	Hammond, IN	Br. 580	Martin Giron	Albuquerque, NM	Br. 504
			James W. Sapya	Hammond, IN	Br. 580	Clodovio Herrera	Albuquerque, NM	Br. 504
			Earl G. Wilson	Hammond, IN	Br. 580	Alford J. Williams	Albuquerque, NM	Br. 504
			George Wolotka	Hammond, IN	Br. 580	Peter J. Petrella	Buffalo-Western NY	Br. 3
			Richard A. Randol	Central IA Merged	Br. 352	R. Blum	Long Island City, NY	Br. 357
			John A. Anastos	Boston, MA	Br. 34	Antonio Perez	Long Island City, NY	Br. 357
			Thomas G. Andersen	Boston, MA	Br. 34	Joseph Giuseppetti	North Tonawanda, NY	Br. 661
			Gerald L. Berren	Boston, MA	Br. 34	Edward R. Woodward	Westchester Mgd., NY	Br. 693
			Robert J. Bradley	Boston, MA	Br. 34	Gerald D. Catlette	Raleigh, NC	Br. 459
			Guido R. Brandolini	Boston, MA	Br. 34	Floyd E. Graham	Raleigh, NC	Br. 459
			Robert A. Campanelli	Boston, MA	Br. 34	Daniel B. Ritchie	Raleigh, NC	Br. 459
			R. J. Carney	Boston, MA	Br. 34	David W. Hinson	Kinston, NC	Br. 1044
			Frederick W. Cavanagh	Boston, MA	Br. 34	Steve Streharsky	Cuyahoga Falls, OH	Br. 1629
			Gerald J. Cocuzzo	Boston, MA	Br. 34	Rodney E. Brown	Lima, OH	Br. 105

55-year pins

David A. Blacknall	Birmingham, AL	Br. 530
James D. Nolen	Birmingham, AL	Br. 530
Roger D. Pickle	Birmingham, AL	Br. 530
Charles M. Tracy Jr.	Birmingham, AL	Br. 530
Oscar C. Pierce	Los Angeles, CA	Br. 24
Ronald D. Burkholder	Sacramento, CA	Br. 133
James H. Meints	Sacramento, CA	Br. 133
Michael J. Munson	Sacramento, CA	Br. 133
Thomas J. Ramos	Sacramento, CA	Br. 133
Jess S. Razo	Sacramento, CA	Br. 133
Cliffrd R. Wilson	Sacramento, CA	Br. 133
Denis G. Bloomquist	Santa Clara, CA	Br. 1427
James L. Dillon	Santa Clara, CA	Br. 1427
Clifford J. Johnson Jr.	Santa Clara, CA	Br. 1427

Honor Roll

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

Donald J. Donnelly	Lima, OH	Br. 105	Ronald D. Williams	Northern VA	Br. 3520	Peter J. Miksich Jr.	Hammond, IN	Br. 580
Ned E. Truex	Lima, OH	Br. 105	Raymond Eldridge	Richmond, VA	Br. 496	Patricia J. Parent	Hammond, IN	Br. 580
Ronald G. Wilkerson	Lima, OH	Br. 105	John D. Gant	Richmond, VA	Br. 496	John A. Percy	Hammond, IN	Br. 580
Danny L. King	Marietta, OH	Br. 154	Donald W. Hall	Richmond, VA	Br. 496	Ronald E. Richter	Hammond, IN	Br. 580
James B. Uline	Marion, OH	Br. 280	R. L. Purdie	Richmond, VA	Br. 496	Andrew D. Sunderland	Hammond, IN	Br. 580
Harry R. Hosey	Tulsa, OK	Br. 1358	Lloyd N. Wallace	Richmond, VA	Br. 496	James A. Wilson	Hammond, IN	Br. 580
Donald W. Johnson	Tulsa, OK	Br. 1358	Andrew J. Teri	Virginia Beach, VA	Br. 2819	Ronald C. Winski	Hammond, IN	Br. 580
Robert R. Mayberry	Tulsa, OK	Br. 1358	Thomas W. Pugh Jr.	Winchester, VA	Br. 694	Cathy J. Yanke	Hammond, IN	Br. 580
Vernon R. Ryan	Tulsa, OK	Br. 1358	James E. Anderson	Huntington, WV	Br. 359	Roger A. Zellers	Hammond, IN	Br. 580
John B. Supernaw	Tulsa, OK	Br. 1358	Gerald R. Bennett	Huntington, WV	Br. 359	Michael D. Morris	Hutchinson, KS	Br. 485
Jack R. Dale	Bux-Mont, PA	Br. 920	James D. Miller	Huntington, WV	Br. 359	Alan D. Peters	Hutchinson, KS	Br. 485
Raymond R. Flack	Bux-Mont, PA	Br. 920	Richard V. Bogdanow	Madison, WI	Br. 507	Wendell K. Snowbarger	Hutchinson, KS	Br. 485
Howard G. Freeman Jr.	Bux-Mont, PA	Br. 920	Ronald P. Berry	Marshfield, WI	Br. 978	Robert J. Gildea Jr.	Southeast MA Mgd.	Br. 18
N P. Hagenbuch	Bux-Mont, PA	Br. 920				James S. York	Bay City, MI	Br. 187
William A. Hessler	Bux-Mont, PA	Br. 920				Joseph DiMaggio	Detroit, MI	Br. 1
Thomas W. McGowan	Bux-Mont, PA	Br. 920				Andrew J. Johnson	Detroit, MI	Br. 1
Horst N. Schwaiger	Bux-Mont, PA	Br. 920				Richard A. Johnson	Detroit, MI	Br. 1
Vernon W. Brashear	Harrisburg, PA	Br. 500				Joseph A. Lewandowski	Detroit, MI	Br. 1
Milton E. Buchanan	Harrisburg, PA	Br. 500				Frederick Martin	Detroit, MI	Br. 1
Richard G. Donmoyer	Harrisburg, PA	Br. 500				John W. Patterson	Detroit, MI	Br. 1
Sam L. Fry	Harrisburg, PA	Br. 500				Rodney A. Rounke	Detroit, MI	Br. 1
Charles E. Hummel	Harrisburg, PA	Br. 500				Walter A. Stanlonis	Detroit, MI	Br. 1
E. R. Hummel	Harrisburg, PA	Br. 500				Jeffrey W. Bartlett	Grand Rapids, MI	Br. 56
Thomas M. Keyack	Harrisburg, PA	Br. 500				Kathy A. Beurkens	Grand Rapids, MI	Br. 56
Robert R. Kiessling	Harrisburg, PA	Br. 500				Wayne B. Chapman	Grand Rapids, MI	Br. 56
O. N. Laubenstine	Harrisburg, PA	Br. 500				Daniel L. Markowski	Grand Rapids, MI	Br. 56
David G. McNaughton	Harrisburg, PA	Br. 500				David J. Benedict	Muskegon, MI	Br. 13
Richard L. Nelson	Harrisburg, PA	Br. 500				Douglas L. Campbell	Muskegon, MI	Br. 13
Timothy W. Quinn	Harrisburg, PA	Br. 500				Karl L. Konarski	Muskegon, MI	Br. 13
Robert G. Reed	Harrisburg, PA	Br. 500				Robert L. Adams	Lansing, MI	Br. 122
Ernest G. Shetter	Harrisburg, PA	Br. 500				Alexander M. Geborkoff	Houghton, MI	Br. 5785
Dennis A. Sieber	Harrisburg, PA	Br. 500				Edward J. Verran	Houghton, MI	Br. 5785
Thomas L. Siemons	Harrisburg, PA	Br. 500				Allan L. Brattrud	Mankato, MN	Br. 90
Terrance L. Adams	Reading, PA	Br. 258				Dennis L. Hoehne	Mankato, MN	Br. 90
Herbert C. Mertz	Reading, PA	Br. 258				Joel M. Hultgren	Mankato, MN	Br. 90
Dallas F. Schick	Reading, PA	Br. 258				Milo B. McClain	Mankato, MN	Br. 90
Charles S. Costello	Warwick, RI	Br. 3166				Wesley G. Strausser	Mankato, MN	Br. 90
Edwin F. Gardiner III	Warwick, RI	Br. 3166				Harold L. Weed	Mankato, MN	Br. 90
John A. Pate	Warwick, RI	Br. 3166				Lois K. Young	Mankato, MN	Br. 90
J. N. Picard	Warwick, RI	Br. 3166				Hollis L. Grorud	Albert Lea, MN	Br. 718
William T. Beavers Sr.	Greenville, SC	Br. 439				Richard A. Lindell	Albert Lea, MN	Br. 718
Frank R. Godbey	Greenville, SC	Br. 439				Terry L. Vandersnick	Albert Lea, MN	Br. 718
Albert T. Harlow II	Greenville, SC	Br. 439				J. C. Bayne	Jackson, MS	Br. 217
Ralph L. Landreth	Greenville, SC	Br. 439				William P. Eldridge	Jackson, MS	Br. 217
Jerry O. Putnam	Greenville, SC	Br. 439				Stephen A. Dennis	Saint Joseph, MO	Br. 195
Dennis E. Hall	Spartanburg, SC	Br. 628				Bobby L. Roberts	Saint Joseph, MO	Br. 195
Luther A. Lippert	Spartanburg, SC	Br. 628				Robert G. Row	Saint Joseph, MO	Br. 195
Richard K. Horton	Huron, SD	Br. 751				James W. Chavanu	Kearney, NE	Br. 312
Robert C. Orelup	Rapid City, SD	Br. 1225				Miles M. Gibo	Las Vegas, NV	Br. 2502
W. P. Burkett	Abilene, TX	Br. 950				Robert P. Gallant	Nashua, NH	Br. 230
Edward L. Walls	Abilene, TX	Br. 950				Brian A. Houle	Nashua, NH	Br. 230
Robert H. Feagin	Dallas, TX	Br. 132				Charles M. Venne	Nashua, NH	Br. 230
Donald M. Fears	Dallas, TX	Br. 132				Albert J. Zarbetski	New Jersey Merged	Br. 38
Calvin R. Jordan	Dallas, TX	Br. 132				Ming C. Lee	Long Island City, NY	Br. 357
Oscar R. Rand	Dallas, TX	Br. 132				Charles A. Rubin	Long Island City, NY	Br. 357
Lawrence A. Rizzotto	Dallas, TX	Br. 132				Peter W. Vogus	Long Island City, NY	Br. 357
Jack Walker	Dallas, TX	Br. 132				Richard H. Heitmeyer	Findlay, OH	Br. 143
Angus M. Baker	Fort Worth, TX	Br. 226				James O. Keck	Akron, OH	Br. 148
Gary G. Bedford	Fort Worth, TX	Br. 226				Jim C. Wise	Akron, OH	Br. 148
Morris E. Bishop Jr.	Fort Worth, TX	Br. 226				Larry E. Julian	Cuyahoga Falls, OH	Br. 1629
Alvin D. Carter	Fort Worth, TX	Br. 226				David R. Oblisk	Cuyahoga Falls, OH	Br. 1629
David L. Carter	Fort Worth, TX	Br. 226				Merle O. Grubbs	Hamilton, OH	Br. 426
Gary K. Cummings	Fort Worth, TX	Br. 226				Geo C. Weber	Hamilton, OH	Br. 426
John W. Donohue	Fort Worth, TX	Br. 226				Roosevelt Andrews Jr.	Steubenville, OH	Br. 164
Ronald W. Hammond	Fort Worth, TX	Br. 226				Frank J. Fomsaglio Jr.	Steubenville, OH	Br. 164
Elmer D. Lott	Fort Worth, TX	Br. 226				Frank W. Lotzgeselle	Steubenville, OH	Br. 164
Floyd G. Morrow Jr.	Fort Worth, TX	Br. 226				Thomas W. Biddle	Tulsa, OK	Br. 1358
Kenneth R. Potter	Fort Worth, TX	Br. 226				Nicholas J. Romano	Easton, PA	Br. 389
Robert R. Silva	Fort Worth, TX	Br. 226				Lewis E. Beddow	Harrisburg, PA	Br. 500
Ralph B. Wright	Bristol, VA	Br. 807				Daniel E. Bender	Harrisburg, PA	Br. 500
Carl B. Gibson	Charlottesville, VA	Br. 518				William J. Bender	Harrisburg, PA	Br. 500
Charles E. Via	Charlottesville, VA	Br. 518				Richard R. Benesh	Harrisburg, PA	Br. 500
David W. Weddle	Charlottesville, VA	Br. 518				Steven E. Bowen	Harrisburg, PA	Br. 500
Lawrence B. Wooten	Charlottesville, VA	Br. 518				David N. Clark	Harrisburg, PA	Br. 500
Aubrey W. Booth	Lynchburg, VA	Br. 325				Ray L. Conley	Harrisburg, PA	Br. 500
Delmus Y. Phelps	Lynchburg, VA	Br. 325				John C. Cook	Harrisburg, PA	Br. 500

50-year pins and gold cards

Mittie Davis	Los Angeles, CA	Br. 24
Clifton K. Forsyth	Sacramento, CA	Br. 133
Maximiano Salinas	Sacramento, CA	Br. 133
Gary L. Simon	Sacramento, CA	Br. 133
Richard W. Araujo	Santa Clara, CA	Br. 1427
Walter B. Benson	Santa Clara, CA	Br. 1427
William O. Bricker	Santa Clara, CA	Br. 1427
Maree R. Creed	Santa Clara, CA	Br. 1427
Edward M. Frigerio	Santa Clara, CA	Br. 1427
Larry L. Jones	Santa Clara, CA	Br. 1427
Gary L. Luck	Santa Clara, CA	Br. 1427
Alexander S. Martinez	Santa Clara, CA	Br. 1427
Joseph V. Mercado	Santa Clara, CA	Br. 1427
Daniel Nicholson	Santa Clara, CA	Br. 1427
Joan A. Reeves	Santa Clara, CA	Br. 1427
Michael D. Rovella	Santa Clara, CA	Br. 1427
Michael D. Smith	Santa Clara, CA	Br. 1427
Robert S. Edgar	Stockton, CA	Br. 213
Buford R. Kenton	Stockton, CA	Br. 213
John M. Munoz	Stockton, CA	Br. 213
Robbie L. Roberts	Stockton, CA	Br. 213
Marcelo L. Rodriguez	Stockton, CA	Br. 213
Roger L. Sable	Stockton, CA	Br. 213
John W. Snow	Stockton, CA	Br. 213
Arden L. Thompson	Stockton, CA	Br. 213
Gale Aldrich	Tri-Valley, CA	Br. 2902
Garry D. Aldrich	Tri-Valley, CA	Br. 2902
Juan Ambriz Jr.	Tri-Valley, CA	Br. 2902
Ronald A. Auld	Tri-Valley, CA	Br. 2902
James A. Beauchemin	Tri-Valley, CA	Br. 2902
Robert A. Benson	Tri-Valley, CA	Br. 2902
Nathan J. Blank	Tri-Valley, CA	Br. 2902
Dago A. Bretado	Tri-Valley, CA	Br. 2902
Paul R. Decareau	Tri-Valley, CA	Br. 2902
Jose M. Dominguez	Tri-Valley, CA	Br. 2902
Jack E. Dunn	Tri-Valley, CA	Br. 2902
Rodney R. Hill	Tri-Valley, CA	Br. 2902
Ralph I. Hilton Jr.	Tri-Valley, CA	Br. 2902
John W. Coppola	Derby, CT	Br. 109
Philip A. Guillet	Derby, CT	Br. 109
Paul F. Roy	Derby, CT	Br. 109
Thomas E. Tabb	New Castle, DE	Br. 4015
John S. Hemphill Sr.	Wilmington, DE	Br. 191
James H. Cook	South Florida	Br. 1071
Donald A. Groscoft	Columbus, GA	Br. 546
Robert McDuffie Sr.	Columbus, GA	Br. 546
James O. Alsbury	Oak Park, IL	Br. 608
Theodore J. Arnold	Oak Park, IL	Br. 608
Edmund B. O'Brien	Oak Park, IL	Br. 608
Daniel C. Sharpe	Oak Park, IL	Br. 608
David S. Lessenberry	Evansville, IN	Br. 377
Thomas R. Mason	Evansville, IN	Br. 377
Daniel A. Epler	Lafayette, IN	Br. 466
Julia B. Barbour-Fowler	Hammond, IN	Br. 580
William R. Bingham	Hammond, IN	Br. 580
Laura J. Daley	Hammond, IN	Br. 580
Barbara D. Howard	Hammond, IN	Br. 580
Barbara N. Jones	Hammond, IN	Br. 580
Larry S. Letterer	Hammond, IN	Br. 580
Carol A. Logan	Hammond, IN	Br. 580

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

Robert C. Crovella	Harrisburg, PA	Br. 500	C. L. Bray	Dallas, TX	Br. 132	W. H. Leake	Dallas, TX	Br. 132
Frederick G. Culp	Harrisburg, PA	Br. 500	Roland L. Brockington Jr.	Dallas, TX	Br. 132	John E. Lemons	Dallas, TX	Br. 132
Robert P. Euker	Harrisburg, PA	Br. 500	John L. Broughton	Dallas, TX	Br. 132	Anita F. Livingston	Dallas, TX	Br. 132
Kenneth E. Fisher	Harrisburg, PA	Br. 500	Bobby W. Brown	Dallas, TX	Br. 132	George D. Lovett	Dallas, TX	Br. 132
Mark A. Glazewski	Harrisburg, PA	Br. 500	Randall R. Bruner	Dallas, TX	Br. 132	Archie W. Lynch	Dallas, TX	Br. 132
R. J. Harrison	Harrisburg, PA	Br. 500	David D. Bunn	Dallas, TX	Br. 132	Kenneth R. Mahone	Dallas, TX	Br. 132
James R. Hertzler Jr.	Harrisburg, PA	Br. 500	Bobby E. Burley	Dallas, TX	Br. 132	James E. Malone	Dallas, TX	Br. 132
Lester P. Hockenberry	Harrisburg, PA	Br. 500	C. T. Burrus	Dallas, TX	Br. 132	William J. Manganilla	Dallas, TX	Br. 132
James E. Hoover	Harrisburg, PA	Br. 500	Norman W. Burton	Dallas, TX	Br. 132	E. M. Martin	Dallas, TX	Br. 132
Harvey L. Krebs	Harrisburg, PA	Br. 500	Leon Calloway	Dallas, TX	Br. 132	Donald R. May	Dallas, TX	Br. 132
Earl H. Lippert	Harrisburg, PA	Br. 500	Donald L. Cannon	Dallas, TX	Br. 132	Lucky P. Mayfield	Dallas, TX	Br. 132
Robert Long	Harrisburg, PA	Br. 500	Ricardo Cantu	Dallas, TX	Br. 132	Ronnie L. Mayo	Dallas, TX	Br. 132
G. L. McAfee	Harrisburg, PA	Br. 500	Armando Castilleja	Dallas, TX	Br. 132	Melvin H. McCoy	Dallas, TX	Br. 132
Patrick A. McClain	Harrisburg, PA	Br. 500	Charles E. Chambers	Dallas, TX	Br. 132	Alfonso McCuen Jr.	Dallas, TX	Br. 132
Juan Morales	Harrisburg, PA	Br. 500	Milton E. Chatman	Dallas, TX	Br. 132	Bobby J. McGowan	Dallas, TX	Br. 132
F. L. Mowen	Harrisburg, PA	Br. 500	William J. Chraстеcky	Dallas, TX	Br. 132	Leland B. Melrose	Dallas, TX	Br. 132
Walter L. Orstein	Harrisburg, PA	Br. 500	Ray M. Clark	Dallas, TX	Br. 132	Albert Menefee Jr.	Dallas, TX	Br. 132
Richard L. Rudy	Harrisburg, PA	Br. 500	Clark O. Clay	Dallas, TX	Br. 132	Douglas L. Merchant	Dallas, TX	Br. 132
Edmond Sanders Jr.	Harrisburg, PA	Br. 500	James F. Clay	Dallas, TX	Br. 132	Glynis Y. Mims	Dallas, TX	Br. 132
James E. Schmick	Harrisburg, PA	Br. 500	Melvin H. Clay	Dallas, TX	Br. 132	Teddy U. Mitchell	Dallas, TX	Br. 132
Raymond C. Schuetrumpf	Harrisburg, PA	Br. 500	Jack B. Clower	Dallas, TX	Br. 132	Wade D. Mitchell	Dallas, TX	Br. 132
Oliver F. Schutt Jr.	Harrisburg, PA	Br. 500	Willard J. Cook	Dallas, TX	Br. 132	Jimmy R. Mohon	Dallas, TX	Br. 132
Frederick G. Souders	Harrisburg, PA	Br. 500	Marc G. Covington	Dallas, TX	Br. 132	James R. Montgomery	Dallas, TX	Br. 132
Rodney R. Varner	Harrisburg, PA	Br. 500	David L. Crews	Dallas, TX	Br. 132	Robert W. Moody	Dallas, TX	Br. 132
Donald L. Wilson	Harrisburg, PA	Br. 500	Johnny J. Crowder	Dallas, TX	Br. 132	Billy R. Moore	Dallas, TX	Br. 132
Christophe L. Wincovitch	Harrisburg, PA	Br. 500	Leonard R. Davis	Dallas, TX	Br. 132	Curtis B. Moore	Dallas, TX	Br. 132
Harry R. Wisler	Harrisburg, PA	Br. 500	Roger L. Denton	Dallas, TX	Br. 132	Johnny B. Moore	Dallas, TX	Br. 132
Robert R. Wisotzkey	Harrisburg, PA	Br. 500	David W. Dressel	Dallas, TX	Br. 132	Richard E. Mosley	Dallas, TX	Br. 132
Terry D. Wolfe	Harrisburg, PA	Br. 500	Rodger W. Dudley	Dallas, TX	Br. 132	Bobby G. Moss	Dallas, TX	Br. 132
Danny C. York	Harrisburg, PA	Br. 500	A. D. Duke	Dallas, TX	Br. 132	Harold C. Munchrath	Dallas, TX	Br. 132
Gary C. Zerbe	Harrisburg, PA	Br. 500	James M. Eads	Dallas, TX	Br. 132	W. V. Munday Jr.	Dallas, TX	Br. 132
Perry E. Zinn	Harrisburg, PA	Br. 500	Don A. Edwards	Dallas, TX	Br. 132	Leandro S. Navarro Jr.	Dallas, TX	Br. 132
Goyard A. Auen Jr.	Pittsburgh, PA	Br. 84	Loyce Edwards	Dallas, TX	Br. 132	James W. Nelson	Dallas, TX	Br. 132
Clarence H. Cyphert	Pittsburgh, PA	Br. 84	J. K. Embry	Dallas, TX	Br. 132	Edward Neroes	Dallas, TX	Br. 132
D. L. Foehringer	Pittsburgh, PA	Br. 84	Sammy W. English	Dallas, TX	Br. 132	Alton W. Newton	Dallas, TX	Br. 132
William K. Kundrod	Pittsburgh, PA	Br. 84	Henry Estrada	Dallas, TX	Br. 132	Ray E. Noble	Dallas, TX	Br. 132
William B. McCreary	Pittsburgh, PA	Br. 84	Harper T. Evans Jr.	Dallas, TX	Br. 132	Alvin R. Odell	Dallas, TX	Br. 132
Nancy D. Spearline	Pittsburgh, PA	Br. 84	Thomas M. Fisher	Dallas, TX	Br. 132	Ben R. Ortiz	Dallas, TX	Br. 132
Joseph B. Veraldi	Pittsburgh, PA	Br. 84	Larry S. Fitzhugh	Dallas, TX	Br. 132	William E. Owen	Dallas, TX	Br. 132
Leo J. Breton Jr.	Reading, PA	Br. 258	Ezra M. Fleming	Dallas, TX	Br. 132	James E. Owens	Dallas, TX	Br. 132
Gary J. Bucher	Reading, PA	Br. 258	William G. Fletcher	Dallas, TX	Br. 132	Peter Panteli	Dallas, TX	Br. 132
James H. Hoffman	Reading, PA	Br. 258	William J. Flood	Dallas, TX	Br. 132	Willie G. Patterson	Dallas, TX	Br. 132
James A. Murray	Reading, PA	Br. 258	Barbara D. Fortenberry	Dallas, TX	Br. 132	Carl E. Payne	Dallas, TX	Br. 132
Scott R. Reichard	Reading, PA	Br. 258	Donald L. Fortune	Dallas, TX	Br. 132	Hubert D. Pearson	Dallas, TX	Br. 132
John E. Rundle	Reading, PA	Br. 258	J. N. Fox	Dallas, TX	Br. 132	Henry B. Penson	Dallas, TX	Br. 132
Richard A. Seibert	Reading, PA	Br. 258	Rodolfo Garcia	Dallas, TX	Br. 132	Joe S. Pesina	Dallas, TX	Br. 132
Joseph Smutek Jr.	Reading, PA	Br. 258	Frank E. Garver Jr.	Dallas, TX	Br. 132	Roy L. Phillips	Dallas, TX	Br. 132
Lloyd E. Stroman	Reading, PA	Br. 258	William E. Gordon Jr.	Dallas, TX	Br. 132	John R. Player	Dallas, TX	Br. 132
Ronald L. Tiderman	Reading, PA	Br. 258	Jerald D. Hamilton	Dallas, TX	Br. 132	Robert L. Pool	Dallas, TX	Br. 132
Thomas E. Weik	Reading, PA	Br. 258	Willard W. Hamilton	Dallas, TX	Br. 132	Victor F. Powell	Dallas, TX	Br. 132
Oscar L. Wiswesser	Reading, PA	Br. 258	Lloyd D. Hamm	Dallas, TX	Br. 132	Henry J. Pruitt	Dallas, TX	Br. 132
Robert W. Zellers	Reading, PA	Br. 258	Roy Hannah Jr.	Dallas, TX	Br. 132	Guy B. Pryor	Dallas, TX	Br. 132
Douglas W. Gemas	Uniontown, PA	Br. 520	Lloyd T. Harrod	Dallas, TX	Br. 132	Ralph B. Pyle	Dallas, TX	Br. 132
Dennis B. Gantt	Warwick, RI	Br. 3166	Eddie R. Hasty	Dallas, TX	Br. 132	Francisco P. Rabon	Dallas, TX	Br. 132
Fred W. Coggins Jr.	Spartanburg, SC	Br. 628	Arthur L. Henderson	Dallas, TX	Br. 132	Michael D. Rainey	Dallas, TX	Br. 132
James D. Pace	Abilene, TX	Br. 950	Billy J. Hennig	Dallas, TX	Br. 132	Sam B. Ramsire	Dallas, TX	Br. 132
Elma D. Allen	Dallas, TX	Br. 132	Kenneth G. Hetzel	Dallas, TX	Br. 132	Bobby J. Roach	Dallas, TX	Br. 132
Jerry D. Allen	Dallas, TX	Br. 132	N. L. Hinton	Dallas, TX	Br. 132	Dwight H. Roan	Dallas, TX	Br. 132
Rayford D. Allen	Dallas, TX	Br. 132	Wallace D. Horton	Dallas, TX	Br. 132	Thomas L. Robertson	Dallas, TX	Br. 132
Billy W. Amos	Dallas, TX	Br. 132	B. J. Hutton	Dallas, TX	Br. 132	Gary W. Robertson	Dallas, TX	Br. 132
Michael T. Armstead	Dallas, TX	Br. 132	Larry L. Jackson	Dallas, TX	Br. 132	David J. Robinson	Dallas, TX	Br. 132
A. W. Arnold	Dallas, TX	Br. 132	Vernon L. Jackson	Dallas, TX	Br. 132	Homero Rodriguez	Dallas, TX	Br. 132
Kenneth R. Bailey	Dallas, TX	Br. 132	Milton G. Jaresh	Dallas, TX	Br. 132	Ben T. Rowland	Dallas, TX	Br. 132
Clarence Baker	Dallas, TX	Br. 132	Tommy J. Jeffress	Dallas, TX	Br. 132	James G. Royman	Dallas, TX	Br. 132
Hubert C. Barker	Dallas, TX	Br. 132	Aubrey L. Johnson	Dallas, TX	Br. 132	Duane S. Russell	Dallas, TX	Br. 132
Ricky L. Barlett	Dallas, TX	Br. 132	Charles C. Johnson	Dallas, TX	Br. 132	Willie F. Russell	Dallas, TX	Br. 132
James E. Barr	Dallas, TX	Br. 132	Arthur L. Jones Jr.	Dallas, TX	Br. 132	Stephen H. Savage	Dallas, TX	Br. 132
August J. Bauch	Dallas, TX	Br. 132	Donald R. Kay	Dallas, TX	Br. 132	James H. Schmitz	Dallas, TX	Br. 132
Joe E. Beacham	Dallas, TX	Br. 132	Jerry W. Kelley	Dallas, TX	Br. 132	Wilfred J. Serignat	Dallas, TX	Br. 132
A. F. Boland	Dallas, TX	Br. 132	Arthur E. Kelm	Dallas, TX	Br. 132	James M. Serrroka	Dallas, TX	Br. 132
Donald W. Boles	Dallas, TX	Br. 132	Joe S. Kerr	Dallas, TX	Br. 132	Mickey L. Shaw	Dallas, TX	Br. 132
Michael H. Bookout	Dallas, TX	Br. 132	Charles R. Killion	Dallas, TX	Br. 132	Julius M. Sherrell	Dallas, TX	Br. 132
Jack W. Boswell	Dallas, TX	Br. 132	Orville C. Kimery	Dallas, TX	Br. 132	J. L. Shumaker	Dallas, TX	Br. 132
Hampton Bowens II	Dallas, TX	Br. 132	John J. King	Dallas, TX	Br. 132	David A. Simmons	Dallas, TX	Br. 132
Larry J. Bowman	Dallas, TX	Br. 132	Jack N. Lanier	Dallas, TX	Br. 132	Leo A. Sims	Dallas, TX	Br. 132
Sidney H. Bragg	Dallas, TX	Br. 132	Roy A. Latimer	Dallas, TX	Br. 132	Darius C. Smith	Dallas, TX	Br. 132

Honor Roll

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

Jurel F. Smith	Dallas, TX	Br. 132	Freddie L. Watson	Dallas, TX	Br. 132	Carmen C. Gisi	Fort Worth, TX	Br. 226
Paul E. Smith	Dallas, TX	Br. 132	William C. Watts	Dallas, TX	Br. 132	Ronald F. Hagen	Fort Worth, TX	Br. 226
James M. Spear	Dallas, TX	Br. 132	Fred Webb Jr.	Dallas, TX	Br. 132	Eldon R. Haile	Fort Worth, TX	Br. 226
Robert L. Stanley	Dallas, TX	Br. 132	Marvin H. Weeks	Dallas, TX	Br. 132	Rudy L. Hiatt	Fort Worth, TX	Br. 226
Glenn E. Stoffregen	Dallas, TX	Br. 132	Gary D. Wheeler	Dallas, TX	Br. 132	Elbert Johnson	Fort Worth, TX	Br. 226
Jack A. Stowe	Dallas, TX	Br. 132	John R. White	Dallas, TX	Br. 132	Joseph B. Martin	Fort Worth, TX	Br. 226
Alma L. Stroud	Dallas, TX	Br. 132	Archie L. Williams	Dallas, TX	Br. 132	Frank Mendez	Fort Worth, TX	Br. 226
Travis L. Summers	Dallas, TX	Br. 132	Doyce E. Williams	Dallas, TX	Br. 132	Travis J. Prescott Jr.	Fort Worth, TX	Br. 226
Gary T. Tarrant	Dallas, TX	Br. 132	Ancil L. Wilson Jr.	Dallas, TX	Br. 132	Terry L. Richburg	Fort Worth, TX	Br. 226
J. C. Taylor	Dallas, TX	Br. 132	Charles E. Wimberley	Dallas, TX	Br. 132	Daniel B. Rider	Fort Worth, TX	Br. 226
James D. Taylor	Dallas, TX	Br. 132	Lester E. Woolbright	Dallas, TX	Br. 132	Jimmy J. Simonds	Fort Worth, TX	Br. 226
Leonard R. Taylor	Dallas, TX	Br. 132	Gary C. Wraley	Dallas, TX	Br. 132	Frank P. Smith	Fort Worth, TX	Br. 226
Donald R. Therneau	Dallas, TX	Br. 132	Jimmy R. Youngblood	Dallas, TX	Br. 132	Alfred Uranga	Fort Worth, TX	Br. 226
Charles D. Thomas	Dallas, TX	Br. 132	Jerry A. Zmolik	Dallas, TX	Br. 132	Velda M. Walker	Fort Worth, TX	Br. 226
Robert W. Trotman Jr.	Dallas, TX	Br. 132	James G. Anderson Jr.	Fort Worth, TX	Br. 226	Gabriel P. Luna Jr.	Midland, TX	Br. 3792
Paul C. Trotter	Dallas, TX	Br. 132	Gary G. Bedford	Fort Worth, TX	Br. 226	Russell S. Smith	Waco, TX	Br. 404
Thomas H. Vines	Dallas, TX	Br. 132	John R. Cain	Fort Worth, TX	Br. 226	Maxwell F. Hausenfluck	Winchester, VA	Br. 694
Ozell G. Waddleton	Dallas, TX	Br. 132	Alfred M. Dennis	Fort Worth, TX	Br. 226	Robert A. McLean	Seattle, WA	Br. 79
Alvin G. Wade	Dallas, TX	Br. 132	Thomas E. Dunn	Fort Worth, TX	Br. 226	Arthur P. Carr	Moses Lake, WA	Br. 4573

Election Notices

Albuquerque, New Mexico

Nominations for Branch 504 officers (two-year term) and delegates for the 2023 state convention will be conducted during the branch meeting on Sept. 21 at the union hall, located at 123 Quincy St. NE, Albuquerque. Meeting time is 6:30 p.m.

Any write-in nominations for those unable to attend will be accepted by the branch secretary. Send to Connie Burns, NALC Branch 504, 124 Monroe St. NE, Albuquerque, NM 87108, or to connieburns.nalc@comcast.net up until 6:30 p.m. on Sept. 21.

Connie Burns, Sec., Br. 504

Austin, Texas

This is official notice to all Branch 181 members that nominations for all offices of the 2023-2026 term will open and close at the regular monthly meeting at 601 Williams St. on Sept. 15 at 7 p.m. The positions are president, vice president, recording-financial secretary, treasurer, newsletter editor, director of retirees, NALC Health Benefit Plan/Mutual Benefit Association representative, sergeant-at-arms and three trustee positions. Those nominated must be present or signify their acceptance in writing to the branch secretary.

The election will take place in November by secret mail ballot for every member in good standing, active and retired. Ballots shall be mailed to the last known address of the member obtained from the national office of the NALC.

Undeliverable returned ballots will be collected by the election committee members, who will contact the members to obtain correct mailing addresses.

Nomination of delegates to the 2023 Texas State Association of Letter Carriers convention will take place at the regular branch meeting, same time and place, on Oct. 20. Election of those delegates shall take place at the November meeting, unless the number of nomi-

nated delegates does not exceed the authorized number allotted to Branch 181, in which case the nominated delegates shall be elected by acclamation.

Annelise Myers, Sec., Br. 181

Bakersfield, California

Nominations for the election of officers of Branch 782 for the 2023-2026 term and delegates to the 2023 state convention will be held at the regular branch meeting on Sept. 28 at 7 p.m. at the Branch 782 union office, located at 2628 F St., Bakersfield.

Candidates must accept nominations at the time made or, if absent, in writing to the branch recording secretary within three days after the nomination is made. Nominations may be submitted in writing, provided that they are received by the branch recording secretary prior to the closing of nominations at the regular branch meeting in September. Candidates may accept nominations for only one office. Upon nomination, every nominee must certify that he or she had not served as a supervisor for the 24 months prior to being nominated.

Nominations will be held for president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, three trustees and MBA/health benefits representative. By virtue of the positions, the Branch 782 president and vice president shall be delegates to both the national and state conventions. The term of office will be three years, from January 2023 to January 2026.

The election will be conducted by secret ballot at the regular meeting on Nov. 16 at 7 p.m. at the Branch 782 union office, 2628 F St., Bakersfield.

Any member who, for any reason, will be unable to vote on Nov. 16 may obtain absentee ballots by submitting a signed written request to: Election Committee, Golden Empire Branch 782, 2628 F St., Bakersfield, CA 93301. Absentee ballots must be requested after nominations have been closed but no later than Nov.

2. Write-in votes are not permitted.

Mike Towery, Pres., Br. 782

Beaumont, Texas

This is the official notice to all members of Branch 842 that nominations for officers and the 2023 state convention delegates will be held on Oct. 20. The nominations will be held at the regular meeting place, 2315 North St., Suite 110. On Nov. 17, members will be able to vote on officers and the 2023 state convention delegates.

Any member in good standing is eligible for nomination. Members need not be present at the meeting to be nominated. All nominees must indicate their acceptance of the nomination to the branch secretary; this should be done prior to the branch meeting. You should provide a written notice indicating a desire to accept a specific nomination.

Kawana Hebert, Sec., Br. 842

Bloomington, Illinois

This is to serve as an official notice to all members of Branch 522 that nominations for delegates to the 2023 state convention shall be made at the regular meeting at 7 p.m. on Aug. 15.

Elections will be held at 7 p.m. at the regular meeting on Sept. 12.

Stephanie Jaeger, Sec., Br. 522

Brownsville, Texas

This is an official notice to all members of Branch 1456 in good standing that we will hold nominations and elections for two year terms at Golden Coral's meeting room at 4555 North Drive, Brownsville, for all officer positions. Nominations will be held on Oct. 19 during the monthly union meeting starting at 6 p.m.

We will have elections on Nov. 16 at the same location at 6 p.m.

William Garza, Sec., Br. 1456

Crystal City, Missouri

This is official notification that nomi-

nations for Branch 4050 will be held on the second Thursday in October, Oct. 13.

The election will be held the second Thursday in December, Dec. 8.

Patrick Henderson, Rec. Sec./V.P., Br. 4050

Decatur, Georgia

This is notification to the members of Branch 2225 that nominations for president, vice president, secretary, treasurer, trustees, health benefit representative and sergeant-at-arms will be held by mail in 2022 due to COVID-19 restrictions.

All nominations shall be in writing and must be addressed to Secretary Leigh Smith and arrive at Branch 2225, P.O. Box 1874, Decatur, GA 30031 no later than Sept. 1 by 5 p.m.

Members who have held, accepted or applied for a supervisory position are ineligible to hold office for a period of two years after serving as a supervisor. All nominees must verify in writing, upon nomination, that they have not served, accepted or applied for any supervisory position in the last 24 months.

The election will take place at the Nov. 3 branch meeting. Ballots with instructions will be mail to all members in good standing, and ballots will be counted at the November meeting.

Jacob Alston, Pres., Br. 2225

Eastern Shore, Maryland

Branch 902 announces that nominations for the following offices will be held at our regular meeting in October: the office of president, vice president, secretary-treasurer, three trustee positions and delegates to the state convention.

Election results will be announced at the following November meeting.

Joseph Sullivan, Sec., Br. 902

Fayetteville, North Carolina

This is an official notice to all members of Lewis M. Tucker Merged Branch 1128 that nominations of delegates for

the 2023 NALC North Carolina state convention and nominations for all branch officers and one branch trustee will be held during the October monthly membership meeting. If necessary, voting will be conducted by mail-in ballot.

The elected president, vice president, secretary, and treasurer must state they will be delegates to the national and state conventions. The results of election will be announced at the November monthly meeting.

Rodney L. Redding, Sec., Br. 1128

Garden State Mgd., New Jersey

This is official notification to all members of Branch 444 that nominations for the three-year term of president, vice president, secretary/treasurer, director of city delivery, sergeant-at-arms, director of retirees, NALC HBR/MBA rep, three trustees and delegates to the 2023 New Jersey State Association convention shall take place at the regular branch meeting on Wednesday, Oct. 12, at the American Legion post 148, 895 U.S. Hwy. 130, East Windsor. By virtue of their office, the president, vice president, secretary/treasurer and sergeant-at-arms are automatic delegates.

All members in good standing shall be eligible to run for office except a member who accepts or applies for a supervisory position in USPS, whether one day or fraction thereof, either detailed, acting, probationary or permanently, for a period of two years after termination.

The meeting commences at 7:30 p.m. Candidates accepting nomination must be present or submit an acceptance letter to the secretary/treasurer prior to the Oct. 12 meeting.

Election ballots will be sent to the last known address of each member after the Oct. 12 meeting. No write-in votes shall be accepted. Ballots must be received no later than 12 p.m. on Nov. 9 to be counted.

Earl R. Dorman, Sec./Treas., Br. 444

Honolulu, Hawaii

As a result of a vacated position, that

of health benefit/mutual benefit representative, nominations will be held at the regular branch meeting on Wednesday, Sept. 7, at 7 p.m. at Branch 860's office, located at 1001 Dillingham Blvd., #319, Honolulu.

All members in good standing must be present and/or signify, in writing their willingness to accept a nomination for this 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.

The election shall be conducted by secret mail ballot. Ballots must be returned by Wednesday, Oct. 5, by close of business of the receiving post office to be counted. All others will be voided.

The elected candidate will fulfill the remainder of the three-year term and serve as delegate to all state and national conventions during his/her term.

Terry Kaolulo, Rec. Sec., Br. 860

Hopkins, Minnesota

This is official notice to all members of Branch 2942 that nominations for one trustee position and delegates to the 2023 Minnesota state association convention shall be taken at the regularly scheduled branch meeting on Oct. 6.

Elections will be held during the meeting on Nov. 3.

Leanne Steinbrunn, Rec. Sec., Br. 2942

Joliet, Illinois

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 305 that nominations for president, vice president, secretary, treasurer, health benefit rep, sergeant-at-arms and three trustees will be held on Oct. 6 at the regular meeting. Nominations for delegates for the state convention will also be open. President, vice president, secretary, treasurer and health benefit rep will attend by virtue of their office.

Those wishing to be nominated must accept such nominations in person or must submit their willingness to be

Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the e-mail or as an attachment in Microsoft Word. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at 202-662-2851.

nominated in writing to the branch secretary prior to the October meeting.

The election shall be held by secret ballot mailed to the member's last known address. Update your address now. Ballots must be received by the election committee by Nov. 3, and the results of the election will be announced at the meeting. The meeting place is the Croatian Cultural Club, 1503 Clement St., Joliet.

Brenda Smith, Sec., Br. 305

Laurel, Maryland

In accordance with Article 5 of the NALC Constitution, this serves as official notice to all members of Branch 3755 that nominations and election for all branch officers will take place at the regular meeting on Aug. 25 at 6:30 p.m.

All nominations may be accepted or declined verbally at the nomination meeting, or in writing no later than seven calendar days after the close of nominations on Aug. 25. Failure to accept nominations as stated will result in an automatic decline.

The election will be conducted by secret ballot. Ballots will be mailed to each member in good standing at their last known address.

Michael A. Ruffin, Pres., Br. 3755

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for the election of officers and one trustee will be held at the regular November branch meeting on Nov. 4 at 7:15 p.m. at the union office, 10112 Chicot Road, Little Rock. Candidates must be present during the nominations to accept nomination of office or have in the hand of the secretary/treasurer written certification of acceptance for a specific office.

Nominations will be held for the following branch offices: president, vice president, secretary-treasurer, sergeant-at arms, health benefit representative (must be a member of the NALC Health Benefit Plan), and one trustee.

The terms of office will be two years (three for trustee), beginning on Jan. 2, 2023.

The election of officers (except trustee) will be held by secret mail ballot (if necessary). Ballots must be mailed back to the election committee and received by 5 p.m. on Dec. 2.

The election of one trustee will be held during the regular Branch 35 meeting on Dec. 2 at 7:15 p.m. at the union office, 10112 Chicot Road, Little Rock.

Chad W. Dollar, Pres., Br. 35

Modesto, California

Nominations for the election of officers of Branch 1291 will be held during the regular branch meeting at the Round Table Clubhouse, located at 3848 McHenry Ave., Modesto. Candidates must accept nominations at the time made or, if absent, in writing. Nominations may be made in writing but must be received by the branch secretary no later than Nov. 3. If mailing a nomination, please send to: Miriam Thomas, NALC Branch 1291 Secretary, P.O. Box 3559, Modesto, CA 95352-3559.

Nominations will be held for the following branch offices: president, vice

president, treasurer, secretary and three trustees. The term of office will be two years, beginning Jan. 1, 2023. Candidates may accept nominations for only one position. The candidates elected president and secretary in this upcoming election shall be automatic delegates to the national and state conventions that will take place during their terms of office.

The election will be conducted by secret ballot. Ballots will be available to members until 4 p.m. on Dec. 1. All ballots must be received by the election committee by 7 p.m. on Dec. 1. At this time, the election committee will collect the ballots and begin the tally. Write-in votes are not permitted.

Miriam Thomas, Sec., Br. 1291

Mt. Clemens, Michigan

In accordance with the NALC Constitution and the branch bylaws, this is official notice to all Branch 654 members that nominations for all positions for the two-year 2023-2024 term will take place at the regular branch meeting on Oct. 25 at 6:30 p.m. The meeting will be hybrid: in person at Grace Episcopal Church, 115 S. Main St., Mt. Clemens, and virtually via Webex.

If an election is necessary, ballots will be mailed to every member as soon as possible following the Oct. 25 regular branch meeting. If necessary, election results will be announced at the Nov. 22 meeting. The November meeting will also be hybrid: in person at Grace Episcopal Church, 115 S. Main St., Mt. Clemens, and virtually via Webex at 6:30 p.m.

Clarence Blaze III, Pres., Br. 654

New Braunfels, Texas

This is official notice to all active and retired members of Branch 2805 that nominations for elective officers and delegates for the 2023 Texas state convention will take place at the regular branch meeting on Oct. 12, held at 259 Loop 337, New Braunfels.

The election will be held in the same location during the regular branch meeting on Nov. 9.

Any member in good standing is eligible for nomination. A member need not be present to be nominated; however, they must submit written notice indicating their willingness to serve if elected.

Robert W. Tyo, Sec./Treas., Br. 2805

Norristown, Pennsylvania

This is an official notification of nominations and elections for Branch 542 for three-year terms for all branch officer positions: president, vice president, secretary, treasurer and sergeant-at-arms.

All members in good standing are invited to participate in the nomination and election process.

Douglas Avery, Sec., Br. 542

Rockville, Maryland

This is official notification to all members of Branch 3825 that nominations of all branch officers for the 2022-2023 term, as well as delegates to the 2023 state convention, will take place

Regarding Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., July's deadline is for the August publication.

To submit items by mail: Mail to The Postal Record, 100

Election Notices

at the regular monthly union meeting on Sept. 7 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

Nominations will be taken for the office of president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, health benefits rep, editor, director of retirees, distributor, mutual benefits rep and five trustees. All officers nominated and elected will serve a one-year term.

Members of the executive board shall automatically be delegates to the state and national conventions by virtue of their elected positions if they choose to attend said conventions.

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to members' last known address and will be counted at the Nov. 2 union meeting. The installation of elected officers will be conducted at the Dec. 7 branch meeting.

Kenneth Lerch, Pres., Br. 3825

Pasadena, Texas

This is the official notification to all members of Branch 3867 for the nominations and election of offices for president, vice president, secretary, treasurer, three trustees, health benefits representative, sergeant-at-arms and union stewards. Any member in good standing and current in the payment of their dues may run for office.

Nominations will be held at the union hall at 130 S. Munger St. in Pasadena during the regular monthly meeting at 7 p.m. on Oct. 18. Nominations may also be made in writing but must be received by the branch secretary no later than Oct. 14. Nominees must accept nomination at the time or, if absent, in writing. Upon nomination, candidates must certify that they have not served or applied in a supervisory for 24 months prior to nomination. Acceptance letters must be received by Nov. 11.

Election will be held by secret ballot, if necessary, at the regular monthly meeting on Nov. 15 at the union hall.

Lydia Amador, Sec., Br. 3867

Saginaw, Michigan

This shall serve as official notice to all members of Branch 74 that nominations for the following branch offices will be held on Oct. 4 at the general membership meeting at the branch office, 3175 Christy Way, Ste. 4, Saginaw, beginning at 7 p.m.: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, three trustees and health benefits representative; for steward(s) to represent each station; and for delegates to attend the national state conventions. (The president is a delegate by virtue of his/her office.)

The election will be held by secret mail ballot in accordance with the provisions of Article VI of the branch bylaws.

Any person nominated for office shall either be in attendance at said meeting or will have placed in writing with the branch secretary his/her wish to accept nomination.

Patricia Sedlock, Sec., Br. 74

South Macomb, Michigan

This is official notice that nominations for the election of the following officers for 2023-2025 will be held at the regular general membership meeting on Tuesday, Sept. 6, at 7:30 p.m. at the branch hall, located at 8124 E. Ten Mile Road, Center Line: president, vice president, secretary, treasurer, OWCP officer, sergeant-at-arms, three trustees, MBA/HBR officer and stewards. The terms of office will be three years, beginning Jan. 3, 2023.

The election will be done by mail, per the *NALC Regulations Governing Branch Election Procedures*, Section 14.0, Conducting Mail balloting, including individual steward balloting for each station. The election must be concluded at the regular general membership meeting on Tuesday, Nov. 1, at the same location as stated above.

Candidates may accept nomination at the branch meeting, but no later than Thursday, Sept. 8, by 4 p.m., close of business, at the branch office, located at 8124 E. Ten Mile Road, Center Line. All delegates must accept the nomination in writing by completing the official nomination form.

Candidates for any office or delegate must be a member in good standing and must not have served in a supervisory capacity, full or part time, during the last 24 months.

If an election is necessary, voting will be conducted by mail, per the *NALC Regulations Governing Branch Election Procedures*, Section 14.0, Conducting Mail balloting, including, individual steward balloting for each station. The election will be concluded at the regular branch meeting on Tuesday, Nov. 1, at the branch office address listed above. Write-in votes will not be accepted, nor permitted, and will be voided.

John Syacsure, Pres., Br. 4374

Toledo, Ohio

Nominations for the following Branch 100 officers will be at the regular monthly meeting on Oct. 5 at 7:30 p.m. at the Branch 100 union hall, 4437 Woodville Road, Northwood: president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms, three branch trustees, eight AFL-CIO council delegates, three Toledo Port Council delegates and 60 national and state convention delegates. By virtue of their office, the branch president, vice president, recording secretary, financial secretary, treasurer, health benefits representative shall be declared an elected delegate.

The length of term for office is three years. No member shall accept nomination for more than one office. To be nominated as a branch officer, the member must be present at the time of nomination or must have on file with the recording secretary a letter stating his/her acceptance if nominated. All nominees not elected by acclamation must accept the nomination in writing by the end of the business day on Oct. 7.

Elections will be conducted by secret mail-in ballot. Ballots will be mailed to each member's most current known address on Nov. 2. To be valid, ballots must reach the P.O. box address indi-

cated on the enclosed return envelope no later than noon on Tuesday, Dec. 6. Elections shall be conducted in accordance with Article 5 of the *NALC Constitution*.

Station steward(s) shall be nominated at each station for a three-year term and voted on by secret ballot between Dec. 15 and Dec. 31. One steward will be elected for each station with up to 49 employees and two stewards for each station with 50 to 99 employees. Station steward ballots shall be counted by the station-appointed election committee at the stations, with the results reported to the branch recording secretary.

Andy Adkinson, V.P., Br. 100

Toms River, New Jersey

This is to serve as official notice to the members of Branch 2128 that nominations for delegates to the 2023 New Jersey state convention will be held at our Nov. 8 general membership meeting at the Elks Lodge, 600 Washington St., Toms River, at 6 p.m. Any member in good standing is eligible for nomination. Members must be present to accept a nomination or have submitted an acceptance letter for nomination to the recording secretary in advance of the meeting.

Balloting for the nominees will take place at the December general meeting, if necessary.

Edward Sedillo, Sec., Br. 2128

Virginia Beach, Virginia

This will serve as the official notice to all members of Branch 2819 that nomination for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, health benefit rep and three trustees will be held at the regularly scheduled branch meeting on Sept. 27 at 6064 Indian River Road, Suite 203, Virginia Beach. Election for branch officers will be by mail ballot, as established by the election committee.

Nominations for the 72nd Virginia State Association of Letter Carriers convention delegates and alternates will also be held at the Sept. 27 regular branch meeting at the union hall. Elected are to be conducted at the Aragona Moose Lodge, 3133 Shipp's Corner Road, Virginia Beach, on Oct. 25 from 5 to 7 p.m.

To qualify for election of branch officers, any member in good standing shall be eligible to hold office. The term shall be for three years, beginning January 2023.

To qualify to be delegates and alternates to the Virginia State Association of Letter Carriers convention, any member in good standing who has attended eight of 10 meetings in the qualifying years shall be eligible to be funded.

Candidates must accept nominations at the time made or signify in writing to the branch secretary within three days their willingness to serve in the desired position.

Jamie Drayton-Bey, Sec., Br. 2819

Washington, DC

This is official notice, pursuant to Article 5 of the Branch 142 bylaws, of the nomination and election of delegates and alternate delegates to the 2023

MD/DC state convention. Nominations for all delegates will be made at the regular branch meeting on Oct. 5. The election of delegates and alternate delegates will take place at the regular branch meeting on Nov. 2. Capitol Branch 142 union meetings begin at 7:30 p.m. at 6310 Chillum Place NW, Washington, DC.

In the event of the COVID-19 pandemic and the social gathering guidelines from the Centers for Disease Control and Prevention changes and we are unable to have a regular branch meeting on Oct. 5, the membership will be notified by mail in reference to nominations and election for all delegates. If you have any questions about the nominations for delegates to the 2023 MD/DC state convention, please contact the union hall at 202-291-4930.

All members in good standing as defined in the *NALC Constitution* must be present or he/she has a member in good standing place his/her name in nomination. All members in good standing must signify his/her acceptance of nomination in writing to the recording secretary no later than 72 hours after the Oct. 5 nominating meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions. The nominee's written acceptance must also include that he/she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting. Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure that his/her faxed written acceptance has been received timely.

Dennis Wright, Rec. Sec., Br. 142

Wheeling, Illinois

This is official notice to all members of Branch 4739 that nominations for president, vice president, treasurer, health benefits rep/OWCP officer, safety officer, recording secretary, financial secretary, sergeant-at-arms and three trustees will be held at the general meeting on Sept. 20 at 700 N. McHenry Road, Wheeling.

If an election is necessary, it will be held at the same location on Oct. 18.

Branch stewards and winners of the election are automatically elected as delegates to the state and national conventions.

Dale Prechodko, Rec. Sec., Br. 4739

Wilmington, Delaware

This is official notice to all members of Branch 191 that nominations for the following offices will be taken at the November meeting: president, vice president, recording secretary, treasurer, sergeant-at-arms, one trustee and all shop steward positions. The November meeting will be held on Nov. 9 at 7 p.m. at the union office, 409 DuPont Road, Wilmington.

Elections will be held at the union office at the December monthly meeting on Dec. 14. Terms for the officers and stewards will be two years, beginning January 2023.

Brian J. Smith, Rec. Sec., Br. 191



From the Trustees

We'll see you there, in Chicago for the 72nd NALC biennial convention. Four years have passed since NALC has gathered for a national convention, and the Nalcrest crew is anxious to have the delegates be reintroduced to the one and only NALC union retirement facility.

Nalcrest will have a booth that will be staffed by the Nalcrest property manager and trustees throughout the convention. Stop by the booth to say hello and see how the NALC takes care of its retired union members.

Memorial Day is always a solemn day for the nation, remembering both those who died and the MIA/POW serving the U.S. military. At Nalcrest, a special ceremony is conducted in the Town Center by our American Legion Post, followed by a traditional hamburger and hot dog meal sponsored by Nalcrest for all to enjoy. There are more than 225 veterans living at Nalcrest.

Nalcrest's next event is a Fourth of July picnic, followed by Veterans Day celebrating all veterans, ending the year with the annual holiday lighting ceremony and parade in December.

If you are a retired NALC member and plan on living at Nalcrest, hurry up and wait! There are 250 applicants on the waiting list. I suggest sub-

mitting your application now if circumstances change; all deposits are refundable, no questions asked.

The Nalcrest trustees and staff are happy to welcome a newly elected Nalcrest trustee: Mack Julion, NALC national trustee and president of Chicago, IL Branch 11. Brother Julion was elect-

ed to fill a vacancy that occurred when Brother Mike Gill of South Florida Branch 1071 retired. Thanks, Mike, for all of the years as NALC national trustee and Nalcrest trustee.

Enjoy the summer and be safe.

Matty Rose



Apply to live at Nalcrest

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

Nalcrest Trustees

- NALC President Fredric Rolando
- NALC Secretary-Treasurer Nicole Rhine
- NALC Director of Retired Members Dan Toth
- NALC Trustee Mack Julion
- Nalcrest Trustees President Matty Rose
- Nalcrest Trustees Vice President Tom Young
- Nalcrest Trustees Vice President Don Southern



Clockwise from top l: Nalcrest residents enjoy the Memorial Day barbecue, John Todd leads a Memorial Day ceremony, and Matt McKelvey grills hot dogs.

Branch Items

Albany, New York

It has been a long struggle with staffing here in upstate New York. I filed a staffing grievance back in 2019 asking for, among other things, to hire PTFs instead of CCAs. We have had almost no luck at all hiring CCAs and retaining them. At each level of the grievance procedure, the management representative balked at the thought that hiring PTFs would help with staffing in any way. They fought long and hard for a non-career workforce and they were in absolutely no hurry to admit that, in some locations, it just doesn't work.

Recently, there have been two MOUs negotiated nationally (M-01985 and M-01986) that cover certain installations that could not hire and retain CCAs. These MOUs immediately convert all CCAs on the roles to PTFs and hire PTFs until the staffing inadequacies are fixed. The countless work hour violations and undelivered mail finally put the Post Office in a position where they had to recognize there was a problem with the current system. No one can see into the future and determine if this will solve all of the staffing issues, but at least we are trying something different than we have in the past. Recognition that there is a problem is the first step in solving the problem. Only time will tell but I think this is a huge step in the right direction not only for letter carriers but the Postal Service as a whole.

Norris Beswick, Branch 29

Boston, Massachusetts

It's been two months since a new board of officers has taken charge of Branch 34 and we're starting to implement some of the things we wanted to get done, such as:

Station visits, keeping the members informed of what's going on at the local and national level. If you haven't seen me in your station yet, you will soon enough as I've already been to about 20 stations so far.

Retirement Seminar, after more than three years without one, we have a retirement seminar scheduled for Sept. 25 at the Florian Hall in Dorchester. And we're already planning another one for the spring of 2023.

Training, we're training every steward who's come aboard the past three years with a structured training module that includes a Powerpoint and interactive learning so the new stewards are prepared to represent the members. We're already working on a more advanced training plan for our more experienced stewards for the fall. We firmly believe that more training including more structured, interactive training will result in better representation on the workroom floor and better results in the grievance/arbitration process.

Meetings, being proactive and having meetings with upper management to try to resolve issues at the highest level rather than just fight from station to station.

Grievances, overseeing the grievance process to make sure our case files are complete and give us the best results possible; taking responsibility for what we do and how we do it.

These are just a few of the things we are doing. As always if any member needs anything

they can call us Monday to Friday, 7 a.m. to 6 p.m. or Saturday, 7:30 a.m. to 4 p.m., where there's always a full-time officer scheduled to work.

Michael Murray, Branch 34

Camden, New Jersey Merged

Our branch is currently enjoying an upswing in attendance at our regular monthly meetings. In the past, this meant something was going on in a particular office and the carriers were upset and wanted something done. That's not what we're seeing here. We are seeing more of our newer members out at the meetings. These



Logansport-Monticello, IN Br. 323 installed new officers. Pictured (l to r) are Region 6 RAA Ronnie Roush, President Rick McGlothlin, Vice President and Treasurer Eric Shaffer, Sergeant-at-Arms Josh Stotlet and trustees Denise Hartman and Robert Pugh. (Not pictured: Secretary Earl Cottrell Jr. and trustee Scott Imler.)

recently converted career carriers are taking an interest in their futures and taking advantage of the education their union has to offer. Our CCAs are also coming out to the meetings and asking questions.

While there's nothing wrong with familiar faces, I enjoy seeing these new faces at our meetings. I enjoy watching the interaction between these newest of our members and the seasoned veteran carriers, and the even more seasoned retirees. I used to worry about the future of the branch. Not the immediate future; we have the next generation of our branch leaders lined up and ready to go. I was more worried about what came after that. Due to a hiring freeze while we were under Article 12, we had a big gap of time without any new people getting active. The CCAs' pathway to career status changed all that. We now have former CCAs in leadership positions and they are now mentoring the next batch behind them.

One of these former CCAs is Stacey Adams. Stacy was one of the first batch of CCAs to make regular. She became a shop steward, attended Leadership Academy and has held various positions in the branch...basically, wherever we needed her. She is currently our HBR. We received word that Stacey had been accepted to NALC's Advanced OWCP training. I know we're not supposed to gloat or anything here, but we're all very proud of her. Way to go, Stacey!

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy 4th of July. We hope that all our members and everyone around the country was able to enjoy celebrating our nation's birthday. We want to remind everyone that this is the hottest part of the summer and to make sure that every carrier is hydrating constantly at work and home. Please remember that you can use a 3996 during the summer for extra breaks to cool down. Also don't forget to use sunscreen, cooling towels, fans, and anything that can help cool you down during the "dog days of summer." Safety depends on you, and only you know your body!

We would also like to honor our fellow carrier Steve Burton on his recent retirement. Steve was a carrier at our Yorkmont Station and worked for the Postal Service for 28 years. We wish you the best in the next step of your life and thank you again for your service.

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

Justin Fraley, Branch 545

East Lansing, Michigan

I was a young carrier back in the mid '80s and early '90s when the Post Office had its own problems with gun violence. In 1986 a "disgruntled" postal employee in Edmond, OK, shot 20 coworkers, killing 16. Then in 1991 at nearby Royal Oak, MI, a postal worker killed five coworkers. Other postal shootings followed in quick succession, so much so that the infamous term "going postal" was coined. Wikipedia says of "going postal" that, "Excessive workplace stress caused 35 shooting deaths in 11 post office shootings since 1983." But then something strange happened. We got over it. While gun violence has increased exponentially in the rest of the country, it has almost ceased in the postal community. In fact, more violence is perpetrated *against* postal employees these days, and "going postal" now can be taken to mean "going after" postal employees. Did we do something right back then to reduce the violence within our ranks? And could we apply those lessons learned to the violence now plaguing the rest of the country?

It occurs to me that it helped a lot back then that so many people were addressing and acknowledging the problem. Things were done. Maybe some didn't work, but things were tried. We weren't afraid of failure! We didn't assume we already knew or anticipate any results. Security at facilities were increased but workers were not armed. Attitudes about violence and bullying behavior were openly discussed and consequences were implemented. One change made at that time were the surveys seeking input and ideas from workers about how to deal with violence.

If lawmakers cannot decide what to do about escalating violence, maybe they should ask the people which changes they would like to make. Maybe we should bring back a good old idea called democracy?

Mark Woodbury, Branch 2555

Emerald Coast, Florida

Every day that I go to work, something happens that shows that management is not in touch with the real world of the Postal Service. It begins with the morning planning of covering routes. It takes, most of the time, three supervisors to figure out where to assign the CCAs to work for the day. In the old days here, the T-6s would assign the carriers to case, split and deliver legs for the vacant routes. This has been suggested many times to eliminate the confusion at the board; the T-6s know the strings and would be the *best* people to decide. Each day, management is making up rules that are not in the National Agreement, nor the *JCAM*, which forces us to have to file because they don't understand a violation occurred.

Recently, I had a discussion with management concerning the contract and the *JCAM* and attempted to explain to them the purpose of the two items and informed them that this was an agreement between the union and USPS and if we were not going to abide by it, what was the purpose of having it? This also included the Step B decisions that we have received. I informed them that they were binding and not up for interpretation, and I was told that "We will agree to disagree," code for "We are still going to do it; file and we will pay." It should be embarrassing to them—they wind up paying the carriers cash and administrative leave for their troubles. If we all worked together, maybe we would get the mission done.

On behalf of our branch members, I would like to extend our deepest condolences to Sherry King and her family on the loss of her father.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Summer is upon us, a time for vacations, nice weather, and long days of sunlight. At the Postal Service, that means an increase in carriers on annual leave, leading to mandating and forcing carriers to work overtime. It's a time that those on the overtime list wanting to make extra money earn bank. Those only wanting to work their eight hours and go home will be required to put in longer days. CCA and PTF carriers will not have a choice but to endure many hours per week. This year, we have a limited number of CCAs, far short of the full complement. Like across the country, we do not have people begging to work at the Post Office; job fairs are turning up very few applicants or none at all. We need to eliminate the two-tiered system with new hires starting out as career from Day One. The way it used to be. Hire temporary help for peak season and December.

The route mess at Prairiewood was supposed to be fixed with an agreement between our district manager and our NALC business agent. Of course, nothing is that easy, as someone had

to get in the middle of things. I believe it is because that person does not want to admit management was wrong when they took too many routes from us originally. The locally agreed upon route adjustments have been complete and has been sent up for approval. We will see what happens.

Anyone who is interested in taking the step in getting involved in union duties, please talk with your steward or a union official. It is important for those with a long career ahead to get involved.

Brian Prisinzano, Branch 205

Fresno, California

Are some people in management that stupid? As it humanly possible? I wonder if it is a sick joke. Not all of management. But, there is definitely a zombie like virus that has infected them. They seem to not realize it. Perhaps they have all fallen down, hitting their heads on sharp or hard objects. I just do not know.

Examples:

- Giving direct order not to leave the case for the day. So much for the mail being delivered.
- Refusing to provide OWCP forms to injured employees 'til they clock on for work. Even if in the hospital.
- Flipping off an employee with their thumb. Can't even do that right.
- Ordering an employee suffering from heat exhaustion to drink some water, then get back out there. You look okay.
- Ordering a badly beaten employee to sit in a corner at work. This while the employee's face is swollen up, and drowsy from the pain medication.
- Directing a carrier on backing up a postal vehicle. Right into a parked vehicle.

The list goes on and on. The first instinct a human has is to survive, but not these guys. It's to be stupid, or act stupid. Do not even get me started on our postmaster general. We have all heard the saying, "a mind is a terrible thing to waste." More so when that wasted mind is in charge of workers. Of course, this is meant to help....

Brothers and sisters, work safely to avoid hazards and stupid people as best you can.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

Our membership has experienced NALC's first paid Juneteenth holiday. To deepen our appreciation of this day, here are some important historical facts:

Slave labor produced 90 percent of Texas' main cash crop, cotton. The 1860 Texas census listed only 355 free Blacks and almost 200,000 slaves. Moreover, as it was the western tip of the Confederacy during the Civil War, slave owners from Louisiana, Arkansas and Missouri sent an estimated 200,000 slaves to Texas so they could avoid the liberation of their human property by the Union Army.

President Lincoln's Emancipation Proclamation, issued on Sept. 22, 1862, only took effect on Jan. 1, 1863, and then only in states or coun-

ties or parishes in rebellion against the United States, i.e. where the Union Army was not in control. So no slaves were immediately freed by it! The issuance of Lincoln's proclamation, however, did make clear that the main Union war aim was now the abolition of human enslavement.

On April 9, 1865, Robert E. Lee surrendered the Confederate Army to Union General U.S. Grant. And more than two months later, on June 19, 1865, Union Major General Granger arrived in Galveston, TX, with his troops and his General Order No. 3 announcing "all slaves are free." They were greeted by large enthusiastic crowds. It was the enslaved people of Texas who originated the Juneteenth holiday through their rejoicing, jubilation and celebration upon hearing the news that they were free! One year later, in 1866, Dallas again held a Juneteenth celebration. And, by the end of the century, Juneteenth was celebrated all over Texas.

Today the national Juneteenth holiday exposes the white supremacist lie most of us were taught in school that "the slaves were happy on the plantation." Mutual respect, based on our true history, including Juneteenth, can only strengthen our NALC unity.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

I would like to start by correcting a mistake from last month. Last month, I erroneously wrote that Brooke Leizear had made PTF; however, I was mistaken and she was converted to unassigned regular. Hopefully by the time this publication comes out she will have been assigned to a route and have her own assignment, but regardless, congratulations on the accomplishment.

Once again, I implore all of the carriers to please continue to take appropriate measures to ensure that you are properly hydrated throughout the summer's heat. We are at the peak of the season now and it is of the utmost importance to take care of yourself to ensure you can make it through the hot days of summer by being properly hydrated. Like I stated last month, if you feel as though the heat is taking too much of a toll on your body do not hesitate to find an air-conditioned location and take the necessary time to cool yourself down. It is our responsibility to inform management that we are doing this, but know that there will not be any retaliation for taking care of your safety, nor should you feel intimidated into not taking care of yourself.

In closing, I have been hearing the murmurs around the office lately of a growingly hostile work environment. If you believe that an individual is creating a hostile work environment through their actions, please inform your union steward. The best way to do this would be to write a statement of what happened. I understand that this can be scary, but the best way to fix our environment and create a peaceful atmosphere is to stick together and ensure that nobody tries to bully us. We are only as strong as we are united.

In solidarity—

Jeremy Kessel, Branch 443

Branch Items

Jackson, Michigan

I am super excited about certain things the carriers do in Jackson and throughout the country. The list goes on and on, but most recently the food drive was awesome! I do not know how Jackson post compares to others, but it was outstanding the amount we accumulated.

Being my first time at this great event, I wasn't sure what to expect. One day, Josh talked in front of all the carriers and he explained the procedure. He was so organized with his little customer sheets, letting people know how and when this is going to take place. He then explained in detail how it all works and what to expect.

So, as the main day came, many volunteered, with Josh bringing his family to help. As each carrier pulled up, we emptied the cans and separated them into their respected bins. I'm not exactly sure how many times the forklift came and took the bins, but it was enough to where I lost track. It was such a great turnout. Shout out to Josh and Jackson! Job well done!

We also have taken care of our own. We have a great union president who dedicated herself in not just making Jackson better but in helping those in need. We recently had a young carrier who had a baby born with no kidneys and the events and money raised was amazing. Deb did an outstanding job, and I know Westin in heaven is watching over her and our post.

Things like these events make this job a little more bearable. It speaks volumes on what people can do to help others. We all can learn from these. We also can show every emotion—happy, sad and every other emotion you can imagine.

Thanks Josh, Deb, and Jackson post!

Mark Raczkowski, Branch 232

Kansas City, Missouri

I've recovered from my exposure to COVID Confinement Syndrome (isolation-nitis) since in-person branch meetings have resumed. I now have to "suffer" the after-effects, even though I'm vaccinated/boosted, take my vitamins and drink Emergen-C. Being in the company of other NALC members gives me power. I somehow couldn't get the hang of the teleconference branch meeting and wound up *one* meeting short of being a paid delegate. So, to miss the 72nd biennial convention in Chicago, IL, is like explaining to a child what happened to Herbie the hamster, while the child was away at summer camp. Surely, I'll miss creating new memories with Portland, OR Branch 82 members Sammy Smith and Randall B Hoxie III. Likewise, I'll miss the enormity of being in the presence of thousands of NALC members, hearing the roar of "hip, hip, hooray," missing out on the top-notch training presented and the amazing cross talk among the membership that occurs on the shuttle buses. I will not be able to proudly watch my fellow Branch 30 member and newly installed Region 5 NBA David Teagarden on the dais (with the big boys no less). However, the kicker will be missing the salute to George Anna Myers at the National Officer's Retirement Dinner. Not only has Ms. Myers performed admirably as the president of Auxiliary 4 (Branch 30), like forever, but she also served on the National Auxiliary Board,

holding the position of Secretary. To add insult to injury, I must also endure failing to attend the MOSALC convention, scheduled for September, conducted by...Region 5 NBA and Branch 30



Naples, FL Branch 4716 President Matt Naufel (I) honored prior President Al Micieli Jr. for his long-term service to the branch.

member David Teagarden!

Congratulations to the 2021-2022 scholarship winners, Carson Smith (Troy Smith), and Mya Ramsey (Roger Ramsey). Branch members are encouraged to keep Drenna Bryant-Gilmore and family lifted in prayer.

In unity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters! History repeats itself. Now that the pandemic has eased up, it is time for Route Evaluations and Adjustments to start up again, only it's a little different. So, what is the new process? It is called the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). It involves the establishment of multiple teams throughout the country, and within the Tennessee District. Both national parties (NALC/USPS) will appoint five joint route evaluation and adjustment teams in each district, who will be used to implement the route adjustment process. Branch presidents will establish local office contacts to assist these teams with the evaluation and adjustment of routes in their installation. Zone selections will be July 2022, October 2022 and May 2023. Data analysis review period will consist of a live week of data collection jointly selected by the district lead team plus seven additional weeks as determined by the random draw performed at the national level.

So, before this evaluation, ask yourself these questions: Is my route properly adjusted? How much time does it take you to case and pull your route each day? If you usually must wait for parcels, make a note of the amount of time you wait. How much time does it take you to deliver your route on the street? How about your closed businesses? Does this lead to an increase in street time on Monday? Do you complete a PS Form 3996 when you need overtime or auxiliary assistance? Do you complete a PS Form 1571

when you curtail mail in the morning or if you bring mail back in the afternoon? PS Form 3999 (Inspection of Letter Carrier Route) will be a primary document in these evaluations. Bottom line—keep a notebook based on your route!

Tony Rodriguez, Branch 419

Minneapolis, Minnesota

Back in the late '80s early '90s, President Emeritus Lenny Larson and an appointed committee were able to accomplish what other Branch 9 building committees had not—they bought a building for cash after some prudent investing and profitable Money Market CD investments. In 2018, that building, located at 2408 Central Avenue NE was, after a motion was made at a general membership meeting, renamed the Leonard A. Larson building. Unfortunately, as you all are aware, on March 22, 2020, a fire destroyed the 2408 building.

I am proud to announce that our new building has, by majority vote at our May 2022 general membership meeting, been renamed the Leonard A. Larson Building in honor of President Emeritus Lenny Larson.

Lenny Larson served as president of Branch 9 from 1986-1989 and from 1992-2007. Former President Pam Donato says it best: "Lenny's tenure as Branch 9 president spanned well over 20 years—itsself an extraordinary accomplishment. Issues during these years included fighting off a failed union-management process—"Employee Involvement"—automation of the letter carrier's sortation work, staffing shortages, the aftermath of 9/11 and ensuring letter carrier safety as anthrax was weaponized in the postal system and subcontracting letter carrier work as a whole. Lenny just didn't guide the branch through these challenges. He seized every opportunity to also build carrier morale and solidarity, all while connecting labor and community organizations, churches, and politicians to letter carrier issues and the public service we delivered."

Congratulations, Lenny! Naming the building after you is an honor well deserved. On behalf Branch 9, we thank you for all that you have done and continue to for this great union.

In solidarity—

Scott Bultena, Branch 9

Monterey, California

It has been a tough few weeks in our small town. Long time retired letter carrier Dennis Sprague passed away. Dennis was fondly called "Chicken Legs," as he came to work one day in shorts and his legs were so white he was called "Chicken Legs" from that day forward. Rest in peace, Chicken, you will be missed.

If that wasn't bad enough, our 37-year-old Supervisor Denni Ferrer passed away suddenly. Denni was going to be married in Hawaii in just two weeks. Denni transferred to Monterey from San Leandro, CA Branch 214. Denni was a very caring young man who loved life, smiled all the time and had a contagious laugh. His children, Jayden and Noah, were his pride and joy. He would show me videos of them being little kids. To his fiancé, Jonaliza, we offer our sincere con-

dolences. Rest in peace, Denni—the Post Office has lost a real jewel!

I'm kind of excited as our long awaited Route Inspection/Non Compliance grievances are close to arbitration. I will be happy when we are on the other side of this and the money owed to the carriers, is paid and routes properly adjusted. You all deserve it!!

Remember, being a professional carrier is part of your job. Keeping labels up to date, delivering parcels to the door and following all safety rules and regulation will keep you employed. Remember, if an inspection is held and a route lost, heaven forbid, the carrier on the bottom will be left unassigned. If management chooses to eliminate another route or assignment, all routes junior to that route go up for bid. (41.30)

Stay safe, enjoy your independence day and support each other. Life is short—make it count!!

United we bargain; divided, we beg.

Patty Cramer, Branch 1310

New Jersey Merged

We were very pleased to present four New Jersey Merged Branch 38 scholarship awards at our recent branch meeting. Garda Autumn Agugliaro, the daughter of Michael Agugliaro of the Holmdel Post Office, is the recipient of the Michael J. McTigue Scholarship. Scott Anderson is the son of Parsippany letter carrier Gerald Anderson and was awarded the Gil Hampton Scholarship. Leah Arrington is the daughter of Bloomfield letter carrier Wallace Arrington and was the recipient of the Richard P. O'Connell Scholarship. Gianna Santiago, the daughter of Wycoff letter carrier Johanna Espinal-Santiago, has been awarded the Tony Massa Scholarship.

Special thanks go out to NALC Secretary-Treasurer Nicole Rhine, Region 15 National Business Agent Larry Cirelli, Region 15 RAA Bruce Didriksen, New Jersey State Association of Letter Carriers President Richard O'Connell, and branch attorney Don Millman for joining us and adding to the celebration of these young people and their families.

On behalf of the officers and members of Branch 38, I want to wish all of the scholarship winners continued success during their college years and beyond. Congratulations to the students and their families.

Michael J. O'Neill, Branch 38

New Orleans, Louisiana

Greetings—

It has been harrowing for our nation with the gun violence that has occurred in many U.S. cities, Uvalde, TX, being latest in mass shootings carried out by persons 17-21. What's going on with this younger generation? Lack of love, disrespectful of peoples' rights and pursuit of happiness is the order of the day! What is the world coming to? There is no compromise in the Senate. Elected officials can't sit down and come to an intelligent agreement. They forgot they were elected to a job to do the will of the people. As we all know, they have been self-serving. Can't have a meeting of the mind on

gun control measures. Not disarming anyone. The Second Amendment is still in play. Come on guys, roll your sleeves up and compromise! Do it for your constituents. Don't be self-serving. For once, put politics aside. Do the right thing. Too many have died at the hands of domestic terrorism. Time to put it to rest.

There may be times when we plan to do things; perhaps building or buying a home, maybe traveling the world over. Let us not forget even with good intentions, time and unforeseen occurrences befall us all. We may fall ill or need a surgical procedure. Even with great intentions things come up beyond our control. Let us put our voices together and loudly proclaim, "enough!" Those legislators work for you, not the other way around.

We have an upcoming convention in August. Maybe you may have resolutions that you want heard. Do what you must, but be vigilant, watchful and alert. Continue to come to your branch meetings. Give to LCPF.

As always, yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Greeting from Mateo, NC. I'm on my last day of vacation and letting (like I had a choice) the wife do some shopping. Being away from work is so nice I don't want to go back, but I have to. I only have two years left (hopefully) to do what I want. The only thing I would miss is my coworkers who have worked in the trenches with me. Not managers or postmasters or district managers or even POOMs, and definitely not our PMG!

Management has lost the feel of the public and their employees. We don't wake up in the morning and say, "I want to work today," we do because we have to. I know I'm being redundant, being I've said this before, but you wish that we could have an atmosphere that was appreciative of our efforts. But we get taken in the office and threatened with suspension. The one that gets me is a carrier who has 40-some odd years in and never had any discipline over those 40 some years and did not know he was scheduled (because they changed the schedule) was threatened with suspension because he didn't call out on a day that was his day off. No PDI or discussion; right to suspension. Really? That is total lack of respect for a senior carrier who has been a model carrier for years!

Tricounty is a mess. Nobody wants to work there. How can upper managers not see this? No respect for the workers. Routes sitting on the floor not getting delivered, and somebody is worrying about uniforms. Management (I use that word comically), well, 204-b's who could carry mail to help out—oh, that's right, they couldn't handle it—are standing around doing nothing but stare at a computer screen trying to look busy!

Two years to go, hopefully.

Joel Stimmler, Branch 542

Northeast Florida

Branh 53 completed its 2022 Stamp Out Hunger food drive with 382,000 pounds col-

lected. Although we did not come close to the 2019 results, everyone is to be commended for their efforts. Special thanks go out to these officers, members and a spouse who helped in the preparation of this drive: Jim Thigpenn and his wife Sarah, Bob Broecker, Lonnie Guillory, Branch 53 office assistant Pam Quinn, Al Johnson, Chris Harris and Burnell Jean in the Jacksonville area. In our south offices, Kathy Todd, Kelly Rose, Marilyn McIntyre, Robin Hood and Steve Parris made that area successful. Thank you all for your hard work.

In Jacksonville in May, the postmaster and branch president met with CCAs throughout the city as part of the "Delivering for America Plan by Investing in Employee Excellence." CCAs were told that they would be facing a more friendly environment etc. Well, so much for that, CCAs are quitting regularly so much that Jax is in need of about 30 more to cover positions. Over-time is abundant. So much for a more friendly environment. Maybe a new message that is enforceable is in order.

We hope everyone has a safe 4th of July holiday.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

Food Drive again! After missing the past two years of our food drive, we came with a few glitches and a lot of hard work and once again the public responded to letter carriers. Locally, we collected more than 600,000 pounds of food to feed a lot of hungry kids in Oklahoma's 53 western and central counties, which includes the Oklahoma City metro area. Thanks to our customers, who once again gave generously. And thanks to all the letter carriers, their families and postal employees and postal supervisors who helped us make a difference.

It is somewhat good news that the unions and the Postal Service has reached an agreement on the CCA issue, but in my mind, it is not enough. Letter carriers and postal employees are professionals at what we do, we shouldn't have long term temporary employees. Letter carriers go through initial training that equips them to be valued employees—they shouldn't have to wait a year or more to become career employees. The Postal Service needs a committed career workforce, and the way to ensure that is to make the people they hire to deliver the mail and to sort the mail career employees ASAP.

When between 30 and 40 percent of new employees either quit or are let go within three or four months, how can the Service have a reliable committed workforce? It makes no sense. It doesn't take a year to know whether or not a letter carrier can do the job they have been hired to do.

Bob Bearden, Branch 458

Pawtucket, Rhode Island

War. Inflation. Pandemic. Global food supply chains have proven insufficient in the wake of these current "historic" times. According to Action Against Hunger, at least 811 million people go to bed hungry every night. 14 million children under the age of five worldwide suffer

Branch Items



Central Falls, RI, Police Chief Col. Anthony Roberson and Mayor Maria Rivera accepted donations from the food drive from Pawtucket, RI Br. 55 member Steve Yekelchik.

from severe acute malnutrition, also known as severe wasting. This will compromise immune systems, stunt growth and lead to senseless preventable tragedy. Here in Rhode Island, 25 percent of households with children struggle to afford adequate food, up from 9.1 percent in 2019. What wouldn't you do to help those families?

The return of the NALC food drive could not have come at a better time, though we did have roadblocks. The R.I. Community Food Bank informed Branch 55 they were unable to accept food donations this year due to renovations taking place at their warehouse. This left a mad scramble to secure drop off locations at churches, soup kitchens and other small organizations, but our carriers were up to the challenge. Blue postage-paid food bags were sent out on mounted routes while cards were dutifully delivered to customers on walking routes. Even rural carriers participated.

The results were staggering. LLVs were scratching the pavement, filled with blue sacks of food that were loaded into overflowing postal packs, as carriers, rurals, clerks, volunteers and managers alike pitched in. Some locations had to turn us away, as it was more than they could handle. Thanks to letter carriers like Jen Morgan, Brian Ranney, Roger Pinto, and Food Drive Coordinator John Mello, all donations were distributed within three days. We raised 20,055 pounds of food. That's more than 20,000 meals for hungry families in Rhode Island.

I'm proud of the work Branch 55 accomplished and say "thank you" to all letter carriers and volunteers who made it happen.

Kenny Cahoon, Branch 55

Petersburg, Virginia

On Saturday, May 14, Branch 326 held its 30th Annual Stamp Out Hunger Food Drive after a two-year hiatus due to the pandemic. City and rural mail carriers in Petersburg collected more than 8,400 pounds of food for those in need within our community. Thank you to all those who volunteered, donated and helped make the food drive a success!

Cara Neri, Branch 326

Pittsburgh, Pennsylvania

Congratulations to both new and existing members in the city of Pittsburgh on their career hires/conversions. While some of the information in this column is good practice for all, it is mostly for you.

The USPS LiteBlue portal should be the lifeblood of your employment. When you set up your LiteBlue login, you will have many tools at your disposal.

Use your virtual timecard regularly. Address your supervisor if there are any discrepancies. If management informs you that they have disallowed any portion of your time on the clock, contact the branch hall. There must be a PS Form 1017-A with a written reason (observance/proven knowledge) associated with each disallowance. It's probably good practice to check it every evening.

ePayroll normally posts on the Sunday/Monday prior to the coming payday. If you indeed kept track of your work hours, you will have the ability to compare information to detect any discrepancy.

FEGLI, or Federal Employees Group Life Insurance, is also accessible in PostalEASE through LiteBlue. The premium increases in tiers as you age, so max it out early while it is relatively inexpensive and decide if it is still feasible as your career progresses.

Finally, after 2010, USPS makes an automatic 3 percent contribution to the Thrift Savings Plan (think 401k) in a Lifecycle Fund closest to your eligible retirement date. You can change your amount and allocation of contributions, plus move any investments between funds according to your comfort of risk level.

At the time of writing, the USPS Human Resources department is more than two months behind on processing forms. If your immediate manager has been notified of your conversion to career and you do not receive a packet to elect these and other benefits, contact the branch hall and start a paper trail.

Good luck on a safe and prosperous career!

John Conger II, Branch 84

Plainfield, New Jersey

Last month's article was about new employees quitting the job even though there were many reasons not to. After the article was written but before it was published, five CCAs resigned.

The worst one was a hiring issue. The CCA lives in New York but only was offered central New Jersey. Tolls and gas was greatly diminishing his salary, also, the time to commute. Shop Steward Isaac offered to work on a transfer but the indication was the CCA reasoned that would take too long. Another CCA, this one from northern New Jersey, had a long commute, and with tolls, also gas at \$4.40 a gallon at the time, it was not worth the time and money. A third was a single parent who realized the attendance requirements could not be met. At least by quitting, future hiring to all three was still available.

Post Office Human Recourses must do a better job locating post offices that make sense to new employees. Our future depends on it.

Michael Breslin, Branch 396

Portland, Oregon

It is commonly known in Portland that you shouldn't even think about summer weather until the 5th of July, but it was only last June that we carried mail on that dreadful day that it reached 116 degrees: the heat dome. We are all hopeful that we won't experience another day like that. Right now, so much of the country is already experiencing drought and wildfires. We've certainly experienced that in Oregon, but here in Portland, as I write this in June, it is raining cats and dogs, and we'll take it.

It was also a year ago in June that we lost our beloved Jim Baxter, vice president of our branch and so much more to all who ever knew him. Whether you worked with him for 30 years or had just met him last week, the guy made an impact. We have gone on, as we must, but he is so terribly missed every single day.

We have delegates heading to Chicago, and it feels great to be going to another national convention with fellow like-minded letter carrier folks. There has been too much strife on the workroom floor, and that pours into the membership meetings. I'm ready for some solidarity. We can all agree that things are difficult right now, and there are many strong opinions about



Roosevelt Harris, age 100, received a 70-year plaque for membership in St. Louis, MO Br. 343. Pictured (l to r) are Branch Retiree Chairman Tom Schulte, Harris, Branch Vice President Marvin Booker and Region 5 NBA David Teegarden.

that, but we should be able to come together as letter carriers for the good of us all, collectively.

Cheers to Chicago! We'll see you next month.

Suzanne Miller, Branch 82

Providence, Rhode Island

As we enter the midst of the summer months, a big talking point is heat safety. It can be easy to tune management out when they give safety talks because they do it just because they have to, but there is some merit to doing as they say not as they do. I've unfortunately seen firsthand a case of heat illness that happened during work that was handled poorly by management, and that's the last thing we want to have to happen. So it's super important to stay hydrated on and off the clock, to find shade throughout the day, wear proper clothing and use sunscreen. There's a lot of pressure with staffing issues and now in the primetime vacation period, but you have to take care of yourself above everything else. I'll keep it short this

month but be sure to try and get out and enjoy the summer amidst the business of work life.

Also, the September union meeting will be held on Wednesday, Sept. 7, because Labor Day falls on the first Monday of the month.

Anthony Turcotte, Branch 15

Racine, Wisconsin

My kindergarten teacher, Mrs. Maltar, would hand out M&Ms at the end of the day if we were on our best behavior. We all looked forward to that because we got to pick the colors. Needless to say, we have to bring our own M&Ms to work.

Not a fan of talking politics in this format. However, in our heavily gerrymandered state of Wisconsin, every Republican running for office has kissed the ring at Mar-a-Lago. Republicans continue the call to de-certify the state's Electoral College votes for President Biden.

An article in the "National" section of the paper caught my eye. A new leader had been "elected" in Hong Kong. Hong Kong was a British colony up until it was reverted back to Communist China. A hardline security chief was elected as the city's next leader. John Lee, the new leader, was the *only* candidate. He won with over 99 percent of the votes, with nearly all 1,500 pro-Beijing committee members, vetted by the Beijing government, voting for him. The election followed major changes to election laws, one of which is that only "patriots" loyal to Beijing can hold office. The legislature was also reorganized (gerrymandered) to eliminate opposition. It was a pre-determined outcome. Good thing it was a secret ballot. Sure wouldn't want to try and de-certify that one. After the election, the new leader went on state-run (-controlled) TV and thanked his supporters, who didn't have a voting choice, or any choice, and promised a new chapter together building Hong Kong.

We are all entitled to our individual vote and opinions. No arguments here. Our system may not be perfect, but it works. Democracy as it should be.

Chris Paige, Branch 436

Rockville, Maryland

On March 8, the Senate passed H.R. 3076 (the Postal Service Reform Act of 2022) by a vote of 79-19. The bill was signed by President Biden on April 6 and now it is the law of the land. Some key provisions are that this bill would eliminate the mandate that the Postal Service pay approximately \$5.5 billion per year to pre-fund for future retiree health benefits, something that no other institution, public or private, is required to do. The bill also codifies six-day mail delivery into federal law and maximizes the integration of future postal annuitants into Medicare.

NALC, along with other unions, saved the Postal Service \$5.5 billion every year with the passage of this bill. The postal workers should be rewarded handsomely at contract time for our efforts! Also, our NALC leadership should be able to get some basic rights for our members since we just saved the USPS \$5.5 billion per year! I'm talking about the NALC forcing

management to hire enough management arbitration advocates so we can schedule an appropriate number of arbitrations. Currently, management states that they cannot agree to meet on arbitrations because they don't have the personnel. Why should the NALC accept that *nonsensical excuse*? Our members should not have to wait years for their arbitrations to be scheduled. *Justice delayed is justice denied!*

If USPS Headquarters insists on delaying our arbitrations, we should picket L'Enfant Plaza and Louis DeJoy's house. We are not partners with USPS management. Management has waged war on us and it seems the NALC continues to extend an olive branch to these management pigs.

Almost everything is impassed at Step B and then NALC cannot get arbitrations scheduled in a fair amount of time. This must end.

In the struggle—

Kenneth Lerch, Branch 3825



St. Paul, MN Br. 28 President Joe Malkush presented a 70-year plaque to Don Morehead.

St. Louis, Missouri

Following a nearly two-year hiatus due to COVID-19, we were finally able to gather, once again, to honor our retirees at our 93rd Annual O' Timers' Day celebration on June 4.

Following an impromptu gathering in November, where we only had a few honorees present to receive their awards and recognition, this year, we were able to assemble en masse and return to our yearly retiree celebration.

As chairman of the retirees, it was my pleasure to preside over the festivities, which included speeches from our Branch 343 President John McLaughlin, guest speaker, former Region 5 NBA Mike Weir and our guest of honor, NALC Director of Retired Members Dan Toth.

All three gentlemen spoke eloquently about the hard work and sacrifices each of our honorees made over the course of their careers to help secure the salaries and benefits all letter carriers enjoy today.

Following the luncheon and addresses we proceeded to recognize 40 retirees who received their 50-year gold cards, 55-year pins, 60-year awarddees, two 70-year plaques and one 75-year plaque.

Unable to attend our luncheon was Roosevelt Harris, who just turned 100 years old on May 19. On June 4, Region 5 NBA David Teegarden, RAA Larissa Parde, Branch 343 Vice President Marvin Booker and I took a trip to Mr. Harris's house to present his 70-year plaque.

We were pleasantly surprised to find brother Harris in great health, still driving and playing golf once a week.

At the luncheon, we were honored to have 97-year-old Tom Harman present with his wife and daughter along as he received his 75-year plaque. In addition, Tom, along with fellow retiree Donald Deves, were recognized as our 2022 Retirees of the Year for their dedication and commitment to this branch and especially to the retired members.

Tom Schulte, Branch 343

St. Paul, Minnesota

Rising humidity and a first-round Stanley Cup playoff exit for our beloved Wild means summer has officially come to Minnesota. This last month, I was able to take advantage of my most favorite of all our benefits—two straight weeks of annual leave! So, I've been a bit unplugged from what's happening down at the hall. I do know one big topic has been the most recent MOU converting all CCAs to PTFs. We were all elated to see that St. Paul was one of the cities

COLA: Cost-of-living adjustment

- ▶ Following the release of the May consumer price index (CPI), the sixth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$1,810 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 **7.3 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 **5.1 percent** following the release of the May 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

chosen to roll this out. I'm sure processing all these conversions won't be exactly smooth, but I'm excited for all our new career employees to start taking advantage of all the benefits we've fought for over the years. I hope that the success of this rollout is one of the first steps towards a fully career workforce. It seems that management has finally realized many of the changes we've pushed for in our recent contracts in order to help retain carriers and improve our conditions are good ideas. Hopefully they'll remember that for the next contract negotiations.

In less joyful news, we found out that due to recent rule changes, some of our delegates to the upcoming national convention will no longer be allowed to attend. People's personal choices and beliefs aside, it's unfortunate that a sudden rule change means some of our brothers and sisters will not be able to join in the fellowship of our biggest event and will not have their voices heard in person. I hope that perhaps they can have written statements read aloud on the floor by those who can attend. Hopefully, all our delegates will be able to stand together in the next convention and help forge the future of our union. Solidarity forever!

Kaylee Valerius, Branch 28

Salt Lake City, Utah

Greetings from Salt Lake City, the land of seagulls and bees.

Last month, I reported that we had a fatal accident when one of our mail trucks struck a child on her scooter. This month, we had a runaway/runaway accident on the same route about a block away from the previous accident. You can't make this stuff up. I can't remember a stronger wakeup call to be safe at work than what happened last month... until this month. It doesn't matter how fast we go. It never did. When my supervisor occasionally didn't agree with my estimate (and for some strange reason the disagreement was always for less time), I would say "My estimate is based on me going as fast as I can safely go...you're not asking me to be unsafe, are you?" I never had an affirmative response to that question, so that would always end the conversation. Managers should

How to submit items

Bbranch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the August issue, the deadline is 9 a.m. Monday, July 11. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.



Waco, TX Br. 404 raised \$600 for MDA in its fourth annual golf tournament.

never ask you to be unsafe. We have probably all heard the expression, "It takes what it takes" (when discussing how long our routes will be). However, it really should be, "It takes what it safely takes."

Here's wishing us all a safe summer, and may staffing improve to the point where overtime is once again "desired."

Michael Wahlquist, Branch 111

San Antonio, Texas

Greetings from the Alamo City. Branch 421 represents letter carriers in several cities and towns in South Texas. One of them is a town called Uvalde. So, the horrific events of May 24 directly affected some of our friends. Cesar Hernandez, the steward for Uvalde and other offices in surrounding towns, has a son who is a student at Robb Elementary. Cesar stopped by the union hall today while I happened to be there and he spoke with me about his experience that day. Strangely, when Cesar received the alert from the school board that the school was locked down, he wasn't terribly concerned because due to its proximity to the border such alerts are unfortunately not uncommon.

Cesar became concerned when a second message came regarding the reunification site for the children and their families. That's when he began receiving text messages about the shooter, so he alerted retired Branch 421 member Diane Luna because her grandson attends Robb. Ms. Luna rushed to the school and can be seen in videos guiding children to safety after they escaped through a window as off-duty Border Patrol Agent Jacob Albarado walks by with a borrowed shotgun on his way to enter the school.

Uvalde letter carrier Gilbert Zamora is a cousin of Joe Garcia, whose wife, Irma, was killed in the attack. Two days later, Joe Garcia suffered a fatal heart attack.

Uvalde is not such a small town that everyone knows each other, but it isn't a teeming metropolis either: There are only nine city routes and four rural routes. Cesar delivers mail to five families whose children were killed in the massacre. It's hard to imagine how difficult those deliveries are now.

Hug your children a little tighter when you get home today.

Uvalde Strong—

Jim Ruetze, Branch 421

Seattle, Washington

Workers aren't widgets. There's no load of "Go Go Gadgets" stuffed in along with the mail, they can't grow a third arm, or engineer an extra set of legs, and carriers can't teleport between routes. That said, there's nothing that says, "I quit!" like overloading a worker and pushing them out the door. At least be honest with the new hires. Honesty—something that management has always struggled with. These new hires, these postal ingénues, are anything but insincere—they're willing to give as good as they get, but when they're given far too much, too soon it's discouraging to where they just drop out. Screw it! I'm not doing this. It's a crazy maker. And management with their fear and harassment tactics, the only tools in their motivational toolbox, is driving the new workers away in droves.

The sink-or-swim method postal management provides for our new people is failing. It's failing to retain the new employees, ergo it's failing the Postal Service. No wonder so many drowned out. Too much! Too soon! We, my wife and I, watched some poor woman go belly up right before our very eyes. It was 6 o'clock at night, she pulled up in the dark, got out of her truck looking lost, being lost, and spinning like a dervish, revolving slowly to a stop, again in the dark—lost. Finally, three other postal vehicles show up to help, too late. Too much! Too soon! Our regular carrier later informed us that she went back that night and quit. Can you blame her? We need them more than they need us. Management has got to stop tossing these people out into the deep end and expecting them to figure it out on the fly—try being honest.

Don Nokes, Branch 79

Southeast Pennsylvania

Summertime, and the living is easy. This is the title to a song but for letter carriers, summertime is never easy. So, kudos to every carrier for the hard work you will endure this summer. It's also a badge of honor for us. That "rain, sleet and snow" mantra serves us well.

I always tell you in these articles how resilient you are (among other things). We just endured an unprecedented pandemic, and you led the way! Of course, we complained, but that's our inalienable right as carriers. Sometimes we get so bogged down with the complaints though that we deny ourselves an old-fashioned pat on the back.

Things are moving at a rapid rate now. The new route adjustment process has been agreed to and training is currently taking pace in Florida at the beginning of June. We will soon be doing our clock functions by our scanners. To me, anything we can do to minimize management affecting our times will be a benefit. Remember when management used to enter our times based on our 3996s? But they screwed that up and the result of an OIG audit resulted in us doing our own clock rings.

Our pandemic babies (those carriers who were hired during the pandemic) have no idea what is about to hit them. The count and inspections. The street observations. The one-day walks. The "hot issues." The "my boss is on me" speeches. The "let's stay under the radar" floor talks, etc.

I know you retirees are laughing. You are legends. But you know you secretly miss the pain on your bodies, the bleeding of your ears (caused by carrier complaints) and the pain in the asses that are postal management. Okay, I go too far. But you must admit....

#AllGreenLetsStayTogetherBecauseWeAllWeGot

Eric Jackson, Branch 725

Springfield, Ohio

When you call in sick, but you're not, or get medical restrictions under false pretenses, you're telling me that your time off is more important than my time off. Seriously? That's what you think? Well, you're wrong.

Am I saying not to use sick leave? No. If you're sick, take sick leave. That's what it's for. If you need medical restrictions, get medical restrictions. Your union fought hard to get you sick leave and medical restrictions to use when you, or a family member is sick or injured.

But that doesn't give you carte blanche to abuse the system, or your fellow carriers.

Let's say that you say you can't walk without crutches, and then you're seen walking around Walmart just fine. Or you say you have a migraine, and then post Facebook pictures of yourself at a party. Or you call in sick for a week, and then post pictures of yourself during opening week of hunting season with the deer you just bagged.

Besides doubting your credibility as a friend and coworker, there are repercussions because of your actions. Another carrier must carry your mail—a carrier who was looking forward to a date night with their spouse, or watching their kid's soccer game or just relaxing with a cold brew. But because of your selfishness, a coworker must do your job.

Working in Springfield is hard enough, but you don't have to be the devil's advocate and make things worse for everyone else. If you're not sick or injured, show up for work. And do your job so someone else doesn't have to.

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

At times, this branch feels ignored. But if you look at the record, we've done a pretty damn good job in representing our membership. For 2021, with most grievances resolved, more than \$3.5 million will be paid to carriers working for the branch. Carriers also received more than 12,000 hours in administrative leave. Since the beginning of the year, we have processed more than 1,150 grievances. With the five-year retention for records, we're going to have to add on more storage space to our building.

Our delegation to Washington, DC, wasn't ignored. They met with aides from both Kaptur's and Latta's offices. Both Marcy and Bob greeted our delegation. Marcy attended the festivities and spoke to the delegates gathered.

Our branch decided to attempt to conduct the Letter Carrier food drive. We had a late start for preparation due to the resurgence of COVID-19. We collected a modest amount of food for the local food pantries. We are looking



Western Wayne County, MI Br. 2184 members and family helped collect donations for the food drive.

at a record-setting year next year already.

Preparations were well underway for our festivities the last weekend of June. On Saturday, June 25, we planned to honor our gold card recipients from this year and the previous two years. With the large number of honorees, we chose to hold the event somewhere other than our union hall. The Toledo Club hosted the dinner this year. We received confirmation of some special guests who would be in attendance. On Sunday, June 26, we planned our fundraiser for MDA. The 37th Annual Charles Cohen Golf Scramble was planned for Eagle's Landing with steak dinner to follow.

A number of our delegates were still undecided about their attendance due to the COVID-19 restrictions now in place. We'll see you when we see you.

Ray Bricker, Branch 100

Tri-Valley, California

In June, I retired from USPS after an almost-38-year letter carrier career. I have also stepped down as president of Branch 2902 and have handed the reins to James C. Perryman Jr., who will be an outstanding president. There are a few changes in our current branch leadership, which I will now explain.

Senior Vice President (SVP) Alex Lopez declined the opportunity to become a full-time officer, so Albert Reyes is our new executive vice president, taking over James' job. Alex will remain in his position as SVP and former branch trustee Walter Williams is our new vice president. President Perryman has appointed me to complete Walter's trustee term until our next branch elections in December of 2023.

Being president of a branch our size has many challenges and I have enjoyed nearly all of them. What finally drove me to retirement was my frustration with the never-ending tsunami of grievances that we process, over and over. After 32 years of grievance handling, the fun has vanished, and I realized it was time for me to retire. Management has no intention of ever being contractually compliant and faces no accountability for the thousands of dollars it wastes on grievance payouts. Some of the mem-

bers love the "free money" they receive through grievance payouts and couldn't care less if management ever complies with the contract. Grievance payouts are great, but never serve to force management to comply with the contract. What about non-ODL carriers who don't give a rat's ass about grievance money but just want to work eight hours and go home? I have been a proud NALC representative since 1990 and have enjoyed serving the membership along the way, however it is time for me to go.

Goodbye, everyone—all hail President Perryman!

Ray Hill, Branch 2902

Western Wayne County, Michigan

Branch 2184's members have welcomed the warmer weather of late spring and summer in Michigan. On May 14, we were treated to a fine day for the return of the NALC food drive. Although this was a reset year for the food drive following a two-year pandemic absence, our members still collected more than 256,000 pounds of food, which helped to replenish badly depleted area food banks. We are already looking forward to next year's food drive.

The commitment of NALC and organized labor to the common good of our nation's people remains a beacon of positive light in a country increasingly divided by distrust and selfishness. Racism, bigotry, and political disinformation have increasingly poisoned our national unity. Letter carriers come from all ethnic and cultural backgrounds while providing a universal public service to the people of the United States, a visible symbol of the diversity which truly defines our nation.

Labor unions everywhere proudly stand for fairness, compassion, equity, and empathy, each of these a pillar of true patriotism. Unions seek to lift up all Americans up instead of dividing our nation by tearing others down. It is no coincidence that those in the United States that openly mock inclusiveness and a shared commitment to dignity and equality are typically opposed to labor unions.

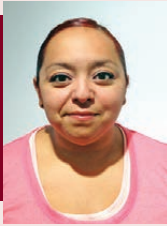
But even as these same political forces seek to attack and destroy our very democracy itself, organized labor is bringing American workers together in solidarity. Anti-union forces can disrupt us, but they can never stop organized labor's dedicated mission. Because unions tirelessly advocate for the common good, there will always be more Americans standing with us than against us.

Joe Golonka, Branch 2184

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.

Auxiliary Update



Linda Davis
Asst. Secretary

National Auxiliary Board

News and updates from the officers



Cythensis Lang
President



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Pam Fore
Treasurer

From the Assistant Secretary

Hello, brothers and sisters! What a crazy year it has been, from having a face mask over our mouth and noses to wanting to put one over my eyes every time I must gas up, lol. But here we are, you all are pushing through, and you never gave up and continued delivering the mail without missing a step. I am so proud of you all. Thank you, city letter carriers.

Finally, after a long two years, we got some normalcy back and had the 30th NALC food drive. Yakima Branch 852 collected about 25,000 pounds of food for our local food banks.

We will always strive to increase our food and donations year after year.

Washington state also had its state convention in Spokane, and it went very well. They had an art scholarship in honor of Danielle Harada. There were four paintings submitted from Washington state high school seniors of letter carriers. The paintings were auctioned off and raised \$12,000 for MDA. My daughter, Alessandra Davis, and state officer Tracy Cozad's daughter, Emily, each submitted a painting, and Emily won the inaugural Danielle Harada Art Scholarship. I am so proud of all of the artists, especially my daughter, as she will be pursuing a degree in psychology and study art therapy.

The NALCA is gearing up for the national convention in Chicago in August. Please email Crystal Bragg if you will be attending convention. We are just trying to get a head count. We will be having a Country Store, so if you have any items that you would like to donate, please bring them with you or mail to Crystal Bragg no later than Aug. 1, and please price your items. Your \$35 registration will be due at the convention. All delegates must be fully vaccinated against COVID-19 in order to attend any functions at the convention. We look forward to seeing you all there.

And always have a savory day.

Linda Davis

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NALCA Second Quarter Financial Report

The following report shows financial transactions from March 31 through June 7, 2022.

Balance 3/21/22	\$9,076.33
Deposits	2,310.00
Total	\$14,869.11

Expenditures

Payroll (three quarters)	7,200.00
Postage and supplies	202.28
CPA	130.00
F-941	1,212.87
Travel reimbursement	260.89

Total disbursements	\$9,006.04
Balance 6/7/22	\$5,863.07

Submitted by Pamela Fore, Treasurer



NALCA 72nd biennial convention in Chicago

Aug. 8-12, 2022

Name _____ Auxiliary# _____

Contact # () _____

I plan on attending the convention and I am ***interested*** / ***not interested*** (circle one) in attending a luncheon.

Luncheon suggestions: _____

Return form by mail to:

NALC Auxiliary
Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.

Mutual Exchanges

AL: Gadsden (11/95) to Austell, Cartersville, Dallas, Marietta, GA or surrounding areas. Regular carriers only. Lots of overtime available if wanted. Strongest union in the state. Great quality of life. Friendly co-workers and atmosphere. Outdoor paradise. Rick, 256-295-4382 (text) or restes1958@bellsouth.net.

CA: Glendale (9/15) to Las Vegas/Henderson, NV; San Diego, CA; NC, or SC. Nice area to work. Great management; four bidding offices with more than 100 routes to bid on. Close to the snow and the ocean. Plenty of OT. Joe, 323-286-2342 or jstevenson710@gmail.com.

FL: Fort Lauderdale (3/20) to Orlando, FL. Regular carriers only. Lots of OT. Looking to swap due to family

reasons. Edgardo, 407-978-3556 or ortiz.edgardo@hotmail.com

FL: Jacksonville (11/16) to Daytona Beach, FL or surrounding areas. Sixteen bidding offices, a large metro office with OT and close to beaches. John, 904-806-1841 (call) or jxholling@gmail.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.

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. Fifteen minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or reena2@hotmail.com.

IL: Zion (9/90) to Spartanburg, SC or surrounding areas. Seeking mutual exchange. Nice area of northern Illinois, close to Illinois State Beach. Short distance to most major conveniences and highway. Great office with lots of OT if desired. Eugene, 224-545-6985 or ecxman1967@gmail.com.

MD: Baltimore (6/89) to Orlando, FL or nearby areas. Regular carriers only. Strong local union, 30 bidding stations available and lots of OT. Priscilla, 443-838-1349 or pmailcarrier@yahoo.com.

MN: St. Paul (7/03) to Punta Gorda, Cape Coral, Fort Myers, FL or surrounding areas. Large office with lots of OT, if wanted. Tim, 612-267-1143 or dtkillam13@gmail.com.

NV: Las Vegas (8/00) to Spokane, Spokane Valley or Northeast WA. No state income tax. Keep all or most of your seniority. Fourteen bidding stations, lots of OT. Mike, 702-499-5577 or mzahm1701@cox.net.

NY: Glen Cove (11/14) to Pompano Beach, FL or nearby areas. Danielle, 516-319-9522 (call or text).

TN: Knoxville (8/11) to Wildwood, Clermont, Groveland, Leesburg, Tavares, Inverness, Ocala, Winter Garden, FL. Ten bidding offices; lots of OT. Regulars only. Evelyn, 787-479-1740 or efcope@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., July's deadline is for the August 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: 1162711

Chancelvie Mwepu



Missing Since: Jun 2, 2022
Missing From: Portland, ME
DOB: Oct 24, 2007
Age Now: 14
Sex: Female
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 5'7"
Weight: 110 lbs

Extra Photo



Both photos shown are of Chancelvie. She may still be in the local area or may travel to New York or Canada. When she was last seen her hair was styled in blue green cornrow braids. Chancelvie may go by the name Chana Manuelli and may use the alias date of birth 10/24/2008.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
South Portland Police Department (Maine) 1-207-874-8575



MISSING

HELP BRING ME HOME

NCMEC: 4451240

Deven Phuong



Missing Since: May 19, 2022
Missing From: Philadelphia, PA
DOB: Nov 21, 2004
Age Now: 17
Sex: Male
Race: Asian
Hair Color: Black
Eye Color: Brown
Height: 5'7"
Weight: 160 lbs

Deven was last seen at school on May 19, 2022 at approximately at 2:30 p.m. Although Deven is missing from Philadelphia, Pennsylvania the Delaware River Port Authority Police Department is interested in his whereabouts.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Delaware River Port Authority Police Department (New Jersey) 1-856-968-3301

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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.

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

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