

Volume 136/Number 4 April 2023

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue

President's Message	1
National Officers	30
Branch Election Notices	50
Branch Items	54

Fundraising for MDA



Back in the swing of things

—PAGES 12-18





Install the free NALC Member App for your iPhone or Android smartphone

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.

The app's features include:

- Workplace resources, including the National Agreement, *JCAM*, MRS and CCA resources
- Instantaneous NALC news with personalized push notifications and social media access
- Interactive Non-Scheduled Days calendar
- Much more
- Legislative tools, including bill tracker, individualized congressional representatives and PAC information

Go to the App Store or Google Play and search for "NALC Member App" to install for free

At the table or on the menu



Brian L. Renfro

Nearly four months into my presidency, I find myself reflecting on where our union is and how we reached this important period of transition. Going from executive vice president to president of the world's greatest union has been transformational for me. Every day, I am in awe of our members, especially as we negotiate what I believe will be a successful and beneficial contract.

In the four short months since the installation, I've had the chance to travel across the country and visit with our members at regional trainings and other events. I've had countless conversations with our folks, and the energy of this union feels positive and hopeful. We opened negotiations with the Postal Service and our bargaining

committees are working tirelessly to ensure that our goals are met.

The dust has settled on postal reform, and the financial stability that we said the law would provide is now visible. While we still have important priorities on Capitol Hill and will continue to use our opportunities to advance these goals, for the first time in decades we don't have a "fight" on our hands. However, that can change quickly, as history has taught us. We must always remain ready by continuing to strengthen and grow our legislative and political networks to defend our rights.

In this reflective period, we can plan for the future on all fronts. This is particularly true for the Letter Carrier Political Fund (LCPF), our political action committee (PAC). Those of you who have heard me speak at your state or regional meetings this year have heard me explain our broad agenda. At top of my mind is our power and what we can achieve when united. As I have said, nearly 94 percent of city letter carriers choose to join our union. It makes us one of the most well-organized unions in the labor movement. That strength and solidarity are at the heart of our union. It is what motivates me every day to push for ultimate success in all of our union's business.

Our extraordinary success in organizing, and in countless other union activities, prompts the question: Why is it that only 10 percent of our members give to LCPF? Do people not want to? Do our political efforts not attract contributors? Is it too hard to sign up?

The answer to all of these questions is a resounding no.

I believe that the reason a majority of our members do not give to LCPF is because they have never been asked. I am confident that when we ask our brothers and sisters, most of them participate. It comes down to educating our fellow members on the LCPF and how it is used to increase our influence and ensure that letter carrier priorities are addressed with urgency.

While we have been successful with only 10 percent of members contributing to LCPF, I think of all that would be possible if that percentage increased even slightly. In the 2022 election cycle, the top labor PAC brought in \$90 million—yes, you read that right—\$90 million, compared to our \$6.8 million. If we could get even close to that larger number, regenerate the funds of LCPF, and continue to support and build our relationships on both sides of the aisle, NALC would have an even louder and even more impactful voice in Washington.

We all know the old saying, "If you're not at the table, then you're on the menu." It takes all of us contributing to LCPF to stay off that menu and at the table. I call on everyone reading this article to help. Every branch should make a short- and long-term plan to increase participation. This is the mission of our legislative and political organizers (LPOs). You will hear and see them at your upcoming state conventions providing more information about LCPF. Likewise, you will hear and see me and the other members of the Executive Council talking about this too, because growing the LCPF translates to security for letter carrier jobs and health and retirement benefits.

This time next year, I hope to proudly report that our 10 percent LCPF participation has become 20, 30 or even 40 percent. That's dependent on all of us, so let's commit to doing this together.

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

Have questions or need additional resources? Contact your LPO.

- **John Beaumont**
Regions 1, 2 and 4 (AZ, CO, WY)
beaumont@nalc.org
- **Matt Tanner**
Regions 3, 4 (AR, OK), 6 and 8
tanner@nalc.org
- **Anthony Mitchell**
Regions 5, 7 and 10
mitchell@nalc.org
- **Eileen Ford**
Regions 9 and 13
eford@nalc.org
- **Marc Ashmon**
Regions 11, 12, 14 and 15
ashmon@nalc.org



National Association of Letter Carriers, AFL-CIO

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

100 Indiana Ave. NW
Washington, DC 20001-2144
202-393-4695 | nalc.org

RESIDENT OFFICERS

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Assistant Secretary-Treasurer

CHRISTOPHER JACKSON
Director of City Delivery

MANUEL L. PERALTA JR.
Director of Safety and Health

DAN TOTH
Director of Retired Members

JAMES W. "JIM" YATES
Director of Life Insurance
Mutual Benefit Association
202-638-4318

STEPHANIE M. STEWART
Director, Health Benefit Plan
Health Benefit Plan
888-636-6252

BOARD OF TRUSTEES

LAWRENCE D. BROWN JR.
774 Valencia St.
Los Angeles, CA 90017

SANDRA D. LAEMMEL
1400 Trumbull
Detroit, MI 48216-1945

CHARLES P. HEEGE
347 W. 41st St., 2nd Floor
New York, NY 10036

NATIONAL BUSINESS AGENTS

Region 1: MARKEISHA LEWIS
(California, Hawaii, Nevada, Guam)
3105 E. Guasti Road, Suite 200
Ontario, CA 91761
909-443-7450

Region 2: NICK VAFIADES
(Alaska, Utah, Idaho, Montana, Oregon, Washington)
5115 NE 94th Ave., Suite A
Vancouver, WA 98662
360-892-6545

Region 3: MICHAEL B. CAREF
(Illinois)
4979 Indiana Ave., Suite 203
Lisle, IL 60532-3848
630-743-5320

Region 4: DAN VERSLUIS
(Arizona, Arkansas, Colorado, Oklahoma, Wyoming)
12015 E. 46th Ave., Suite 550
Denver, CO 80239
720-828-6840

Region 5: DAVE TEEGARDEN
(Missouri, Iowa, Nebraska, Kansas)
1828 Craig Road
St. Louis, MO 63146
314-985-8040

Region 6: DAVID MUDD
(Kentucky, Indiana, Michigan)
43456 Mound Road, Suite 501
Sterling Heights, MI 48314
586-997-9917

Region 7: PATRICK JOHNSON
(Minnesota, North Dakota, South Dakota, Wisconsin)
Broadway Place West
1300 Godward St. NE, Suite 2600
Minneapolis, MN 55413
612-378-3035

Region 8: STEVE LASSAN
(Alabama, Louisiana, Mississippi, Tennessee)
160 Commissioner Drive
Meridianville, AL 35759-2038
256-828-8205

Region 9: EDDIE DAVIDSON
(Florida, Georgia, North Carolina, South Carolina)
1101 Northchase Parkway SE, Suite 3
Marietta, GA 30067
678-942-5295

Region 10: SHAWN BOYD
(New Mexico, Texas)
23760 Hwy. 59 North
Kingwood, TX 77339
281-540-5627

Region 11: MARK CAMILLI
(Upstate New York, Ohio)
2500 W. Erie Ave.
Lorain, OH 44053-1056
440-282-4340

Region 12: BRIAN THOMPSON
(Pennsylvania, South and Central New Jersey)
4 Neshaminy Interplex Drive, Suite 111
Trevose, PA 19053
215-824-4826

Region 13: VADA E. PRESTON
(Delaware, Maryland, Virginia, West Virginia, Washington, DC)
P.O. Box 2660
Ashburn, VA 20146
703-840-2010

Region 14: RICHARD J. DICECCA
(Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)
33 Boston Post Road W., Suite 360
Marlborough, MA 01752-1813
617-363-9299

Region 15: BRUCE DIDRIKSEN
(Northern New Jersey, New York, SW Connecticut, Puerto Rico, Virgin Islands)
347 W. 41st St., Suite 102
New York, NY 10036-6941
212-868-0284

Contents

Volume 136/Number 4 April 2023

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 30 **Executive Vice President**
- 31 **Vice President**
- 32 **Secretary-Treasurer**
- 33 **Assistant Secretary-Treasurer**
- 34 **Director of City Delivery**
- 35 **Director of Safety and Health**
- 36 **Director of Retired Members**
- 37 **Director of Life Insurance**
- 38 **Director, Health Benefit Plan**
- 39 **Contract Talk**
- 41 **Staff Reports**
- 42 **Annuity charts**
- 45 **Veterans Group**
- 46 **Honor Roll**
- 49 **State Summaries**
- 50 **Retiree Reports/Election Notices**
- 52 **Nalcrest Update**
- 53 **In Memoriam**
- 54 **Branch Items**
- 59 **Cost-of-living adjustment**
- 63 **Auxiliary Update**
- 64 **Mutual Exchange ads**

Features

- 4 **News from Washington**
The Social Security Fairness Act and the PRO Act are reintroduced in Congress; meanwhile, the White House releases its FY 2024 budget proposal
- 8 **Negotiations continue**
Since negotiations opened in February, bargaining committees have been meeting on specific issues as main-table discussions continue
- 11 **Food drive set for May 13**
Letter carriers are once again preparing for the largest single-day food drive in the country next month
- 12 **Back in the swing of things**
NALC branches eagerly renew their in-person fundraising events for the Muscular Dystrophy Association
- 20 **State association membership**
You're a member of your state association, which works on legislative and political efforts to secure the future of the Postal Service and our jobs

Delivering the message



Philip
Dine

This column is a hybrid, with a section about language and words that follows on two columns last year on writing, and a segment about the twin elements of discipline and vigilance in dealing with the media that we highlighted last month. The common feature, of course, is getting our message out effectively.

First, some writing thoughts. The overall theme here is to write tight. Flabby wording or redundancies rob you of space you could use more productively; they also encourage the reader to question what you're saying or even to turn away. As usual, these are merely examples of things I've noticed on the job; apply the notions more broadly, if you will.

Don't say "There are two more training sessions that are scheduled for later this year," but rather "Two more training sessions are scheduled later this year." Instead of "Some of the findings may not be surprising to you," write "Some of the findings may not surprise you." Small revisions like these can reduce your word count by 20 to 30 percent, giving you space for other ideas.

Two problems with this: "Some features unique only to the new equipment include..." First, "unique" and "only" are redundant—drop the "only." Meanwhile, "some" and "include" also are redundant; each indicates that what follows is a partial list. So, drop the "Some," as in, "Features unique to the new equipment include..."

Worse, I've seen "some" or "include"—or even both—used when the list that follows is indeed complete. You would never write, "Some of the U.S. states include..." and then list all 50 (you'd say, "The U.S. states are..."), so why do it elsewhere?

Finding the best verb produces more efficient writing. Rather than saying "The new equipment gives letter carriers the chance to develop certain skills," say "The new program allows (or enables) letter carriers to develop certain skills."

Don't say "in regard to" when you can write "as regards" or simply "regarding."

I've said this before, but it bears repeating—almost every time you think of using the word "different," think again. It's usually not only redundant but nonsensical as well. Consider, "He tried to represent letter carriers in a variety of different ways." Obviously, if they weren't different, there'd be only one way. But beyond simply dropping the "different," try this: "He tried to represent letter carriers in various ways." You're using 25 percent fewer words to convey a sim-

ple thought; the reader benefits, as do you.

This one isn't about wordiness, but it's worth noting. Don't say that someone was elected "during the convention," because that implies a continual action, as in "The meeting room was cold during the convention." Say that he was elected "at" the convention.

Now, to discipline and vigilance, in that order.

Whether we respond to media requests depends on various factors—the reporter, the outlet, the timing and the topic. On the latter, the matter of staffing shortages has been useful as we've addressed delivery issues and letter carrier safety in recent months. But with the start of NALC's negotiations with the Postal Service over a new collective-bargaining agreement, we don't want to discuss subjects that will likely arise during bargaining, such as staffing issues. So, for now, staffing shortages are *not* something to talk about with the media.

What to do, though, if asked by a reporter? Simply forward such requests to your branch president and/or to me to handle. If reporters ask you directly—in person or on the phone—don't say "No comment," because a reporter can turn that right into a comment, as in "Letter carrier John Smith refused to comment." Instead, say that you're in the middle of something and will try to get back to them. Then inform us.

Here's a good example of vigilance. Doug Jaynes of Denver Branch 47, who's carried mail for three decades and who serves as president of the Colorado State Association of Letter Carriers, alerted me weeks ago that ABC's Denver affiliate had reported on local delivery snafus, with the anchor expressing puzzlement given that USPS had a huge \$56 billion profit in 2022, more than all competitors combined. (She was erroneously conflating the ending of the pre-funding mandate with a revenue surge.) Doug alerted me, then contacted the news director at the TV station—which in subsequent reports on delivery issues has not repeated that misinformation.

Thanks to Doug, and thanks to all of you who are helping deliver the message or watching for reporting that should be corrected. This is a team effort, and working as a team we will prevail.

EDITORIAL STAFF:
Director of Communications and Media Relations Philip Dine
Managing Editor Mike Shea
Writer/Editor Rick Hodges
Writer/Editor Jenessa Wagner

The Postal Record (ISSN 0032-5376) is published monthly by the National Association of Letter Carriers. Periodicals postage paid at Washington, DC, and at additional mailing offices.

POSTMASTER: Send address changes to Membership Department, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Subscription included in membership dues. First-class subscription available for \$20 per year (contact Membership Department).

© 2023 by the National Association of Letter Carriers.

Circulation: 287,000. Union-printed using soy-based inks.

CHANGE OF ADDRESS? Contact the Membership Department.

Follow us on Facebook, Twitter, Instagram and YouTube by going to NALC.org.





News from Washington

Social Security Fairness Act reintroduced in Senate



On March 3, Sens. Susan Collins (R-ME) and Sherrod Brown (D-OH) reintroduced the bipartisan Social Security Fairness Act (S. 597) in the Senate.

The bill, which is identical to legislation introduced in the House (H.R. 82) in January by Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA), would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). The GPO and WEP are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System (CSRS) letter carriers.

WEP reduces earned Social Security benefits for CSRS employees and for Federal Employees Retirement System (FERS) employees who also receive a public pension from another job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees, if the job is not covered by Social Security. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension.

As this magazine was going to print, the legislation had 33 co-sponsors—26 Democrats, four Republicans and three Independents.

Despite bipartisan support in the House and the Senate, the legislation has been difficult to advance due to the price tag. NALC is committed to working on both sides of the aisle in the House and Senate to gain support for

the Social Security Fairness Act so letter carriers can receive the full benefits they have earned.

PRO Act reintroduced in House and Senate

The Richard L. Trumka Protecting the Right to Organize (PRO) Act (H.R. 20/S. 567) was reintroduced in Congress on Feb. 28. Sen. Bernie Sanders (I-VT) introduced the bill in the Senate, and Reps. Bobby Scott (D-VA) and Brian Fitzpatrick (R-PA) introduced the legislation in the House.

The PRO Act would strengthen protections under the National Labor Relations Act, ensuring workers of their right to organize and bargain for better wages, benefits and working conditions. The bill also would create a mediation and arbitration process to ensure that corporations and newly formed unions reach a first contract, authorize unions and employers to negotiate agreements that allow unions to collect fair-share fees that cover the costs of representation, and protect the integrity of union elections against coercive “captive audience” meetings.

Additionally, the PRO Act would streamline the National Labor Relations Board’s procedures to effectively prevent violations by establishing penalties on corporations that violate workers’ rights, and by combatting the misclassification of workers as supervisors and independent contractors.

The PRO Act passed in the House in the 117th Congress but was not considered in the Senate.

“Every worker in this country deserves the right to organize and bargain for a better workplace and benefits,” NALC President Brian L. Renfroe

News from Washington (continued)

to increase worker protections through increased funding for the Labor Department's Occupational Safety and Health Administration and its Wage and Hour Division. The budget calls for \$137.9 billion for the Department of Veterans Affairs, a \$3 billion increase from FY 23.

The budget request would offset spending and aim to preserve Medicare by increasing taxes for corporations and the highest-earning Americans. The proposal calls for those making \$400,000 or more to pay a 5 percent tax on all investment and business incomes and an additional 5 percent Medicare tax. Additionally, it calls for a minimum 25 percent tax rate on the 0.01 percent of America's top earners,

raising an estimated \$436 billion. Also, it calls for a 4 percent tax on stock buybacks, raising an estimated \$237 billion.

The presidential budget proposal is released annually and reflects the administration's priorities. It must be reviewed and approved by members of Congress, who control the budget and appropriations process. With a divided Congress, various provisions included in the budget request are unlikely to advance. The House Republican caucus has announced that it will release a budget proposal in the coming weeks. It is expected to contrast starkly with President Biden's proposal.

NALC will update letter carriers as the House and Senate begin their budget considerations.

President Biden nominates Julie Su as labor secretary

On March 1, President Biden nominated Julie Su to serve as secretary of the Department of Labor. Su has served as the deputy secretary of labor since July 2021.

Su, a Stanford University and Harvard Law School graduate, has specialized in legal work focused on civil rights and workers' rights. She served as the California labor commissioner from 2011 to 2018. She later served as the secretary for the California Labor and Workforce Development Agency before being confirmed as the deputy secretary of labor.

Su's nomination requires Senate approval. If confirmed, Su would replace Marty Walsh, who announced in February that he would step down as the agency's leader in mid-March for an opportunity to lead the National Hockey League Players Association.

IT TAKES ALL OF US



LETTER CARRIER POLITICAL FUND

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

Join the LCPF at nalc.org/pac



“On behalf of NALC, I congratulate Julie Su on this important nomination,” President Brian L. Renfroe said. “She is a strong supporter of unions and has been a lifelong defender of workers’ rights. She has the background and vision to successfully lead the agency.

“We also thank our union brother Secretary Walsh for his service. American workers are better positioned thanks to his leadership. We have enjoyed working with him and look forward to continuing to work with Julie Su. We urge the Senate to confirm her nomination swiftly.”

House and Senate reintroduce bill to expand vote-by-mail

On March 8, an updated version of the Vote at Home Act was reintroduced in the House by Rep. Earl Blumenauer (D-OR) and in the Senate by Sen. Ron Wyden (D-OR). The bill, first introduced in 2017, would make it easier for Americans to vote by mail.

The bill would provide funding for the Postal Service to cover the costs

associated with mailing ballots to and from voters in federal elections. It also would simplify and promote vote-by-mail by mailing ballots to all registered voters in the weeks leading up to Election Day. Additionally, the legislation would include automatic voter registration for citizens who provide identifying information to the Department of Motor Vehicles.

“Vote-by-mail numbers have skyrocketed in the last two elections,” President Brian L. Renfroe said. “NALC is proud that letter carriers and the Postal Service make it easy for Americans to vote safely and securely by mail. We support this legislation, which would expand vote-by-mail and make it easier for all Americans to participate in the democratic process.”

NALC fact sheets

Stay informed with this QR code, which directs you to NALC’s fact sheets. If you have district meetings planned with your members of Congress, bring the QR code with you and share it so that information on NALC’s key issues is available at everyone’s fingertips. You can find a printable version at nalc.org/fact-sheets. **PR**



Bargaining committees meet as negotiations continue

As reported in last month's issue of *The Postal Record*, the National Association of Letter Carriers and the United States Postal Service formally opened negotiations for a new collective-bargaining agreement on Feb. 22. Since that ceremony, discussions have continued as various bargaining committees meet on specific issues while main-table negotiations take place.

Members of the NALC Executive Council—officers, national business agents (NBAs) and trustees—along with letter carrier staff members from NALC Headquarters are each assigned to bargaining committees.

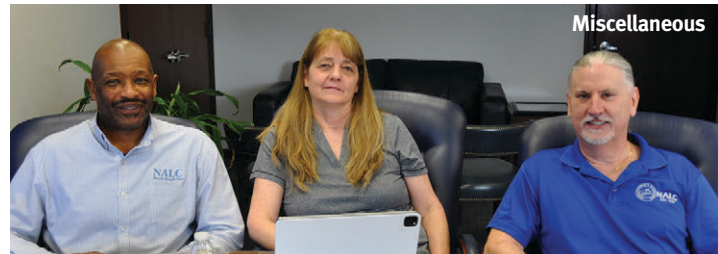
The bargaining committee assignments are:

Main Table: President Brian L. Renfro.

(The following committees are pictured below and on the opposite page; members are not listed in order.)

City Delivery: Director of Retired Members Dan Toth, Region 3 NBA Mike Caref, Region 13 NBA Vada Preston, Region 14 NBA Rick DiCecca, Region 15 NBA Bruce Didriksen, Special Assistant to the President Doug Lape, Assistant to the President for City Delivery Stephen Stewart, and Assistant to the President for City Delivery Oscar Ferreira.





Contract Administration Unit: Vice President James Henry, Region 2 NBA Nick Vafiades, Region 9 NBA Eddie Davidson, Region 10 NBA Shawn Boyd, Assistant to the President for Contract Administration Greg Dixon, Assistant to the President for Contract Administration Danielle Fake-Moorman, and Assistant to the President for Contract Administration Jazmin Correa.

Route Structure and Adjustment: Director of Health Benefits Stephanie Stewart, Region 6 NBA David Mudd, Region 12 NBA Brian Thompson, Special Assistant to the President Michelle McQuality, and Assistant to the President for Administrative Affairs Ron Osborne.

Safety: Director of Safety and Health Manuel L. Peralta Jr., Assistant Secretary-Treasurer Mack I. Julion, Trustee Charles P. Heege, Region 1 NBA Keisha Lewis, Region 7 NBA Patrick Johnson, and Assistant to the President for Administrative Affairs Chris Henwood.

Uniforms: Director of Life Insurance Jim Yates, Special Executive Assistant to the President Tim McKay, and Assistant to the President for Administrative Affairs Chris Henwood.

Workplace Issues: Trustees Chairperson Larry Brown (not pictured), Region 4 NBA Dan Versluis, Region 5 NBA David Teegarden, Region 8 NBA Steve Lassan, Region 11 NBA Mark Camilli,

Special Executive Assistant to the President Tim McKay, and Assistant to the President for Administrative Affairs Tamara Twinn.

Miscellaneous: Executive Vice President Paul Barner, Secretary-Treasurer Nicole Rhine, Assistant Secretary-Treasurer Mack I. Julion, and Trustee Sandra D. Laemmel (not pictured).

The current agreement between NALC and USPS is set to expire at midnight May 20. If the parties fail to reach an agreement by then, federal law establishes a system of mediation and binding arbitration to resolve disputes. The law forbids strikes by postal employees. **PR**

EAP offers help when you need it most



Life happens. Stress from work, school or home can make coping difficult for a letter carrier or family member of a carrier. Fortunately, the U.S. Postal Service provides a resource for facing life's many challenges—for free. The Employee Assistance Program (EAP) is a confidential program that offers assessment, consultation, counseling, life coaching or training for any postal employee who needs help. Family members of employees are eligible as well, and EAP can even advise a concerned employee on how to help a co-worker.

EAP is jointly administered by NALC, the American Postal Workers Union (APWU), the National Postal Mail Handlers Union (NPMHU) and USPS. All EAP counselors have at least a master's degree in counseling or social work, are licensed in their state and have experience in dealing with a wide range of personal and workplace concerns.

Reasons a postal employee might seek help from EAP include difficulties with family, children, marriage, divorce, care of an elderly person, child care, depression or anxiety, grief or loss, substance abuse, job performance problems, or personal or work relationship problems.

Discussions with EAP professionals are protected by strict federal and state confidentiality laws and regulations, and by professional ethics standards for counselors, even when they relate to work. EAP services are provided by an independent contractor.

"EAP is an incredible resource for all sorts of problems letter carriers may face," NALC President Brian L. Renfroe said. "Don't hesitate to use it."

One NALC member, who asked to remain anonymous, told *The Postal*

Record that he had turned to EAP to get help for himself and his family when his wife was diagnosed with cancer. "It was just a matter of calling the 1-800 EAP number and then talking with someone," he said. Sometimes he talked on the phone with counselors; other times he visited therapists whom EAP had referred him to in his area. He also went to EAP counselors located in postal facilities, using measures that ensure privacy. His wife, who also sought help from EAP to deal with her health crisis, later recovered from her illness.

In addition to helping a postal employee or family members, EAP also can help postal employees support each other or deal with the repercussions of other people's challenges. If you notice a co-worker who appears to need help, you can contact EAP for assistance. An EAP counselor will help you size up the problem and help you decide how to approach that person to offer help, including the option of referring the co-worker or family member to EAP.

Technology has opened up the opportunities for communicating with EAP. In addition to person-to-person or phone communication, employees or family may use video counseling or even messaging through a phone or tablet using the EAP's privacy-protecting portal. The EAP's website, eap4you.com, is also a rich resource for getting help—you can find articles, locators, assessment tools, training, webinars, calculators, advice, videos and recipes there.

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

Food drive set for May 13

Once again, letter carriers are preparing for the largest single-day food drive in the country. The Letter Carriers' "Stamp Out Hunger" Food Drive is Saturday, May 13.

One in 8 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. Letter carriers have helped meet the need by collecting food that postal patrons leave near their mailboxes on the second Saturday of each May.

NALC branches deliver the food to local food banks, which often face shortages in spring and summer because holiday donations have been depleted. And when summer comes, most school meal programs are not available, so the need for food grows. That makes the timing of the letter carrier food drive crucial.

Since the first national food drive in 1993, active and retired letter carriers, with the help of volunteers from their communities, have collected a total of 1.82 billion pounds of food.

"Letter carriers go out on their routes and see, up close, what their communities need," NALC President Brian L. Renfro said. "We step up to meet these needs by filling the shelves of local food pantries. After 30 years, our commitment to the largest one-day food drive in the United States is intact and, in fact, still growing."

Our national partners help make the annual food drive possible. The 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. These partners help through such ac-

tions as sponsoring the specially marked post cards, donating thousands of pounds of food and thousands of dollars to food pantries, donating bags that letter carriers distribute to customers to put their contributions in, gathering volunteers, or getting out the message about the food drive. Since the food drive relies on volunteers all working together on a single day, publicizing the event is a big part of its success. NALC Headquarters and branch food drive coordinators use various means of communication to publicize the event.

The digital communications team at Headquarters is already busy spreading news and reminders on social media, including the event's official social media accounts on Facebook at facebook.com/StampOutHunger and on Twitter at @StampOutHunger. To find or send messages about the food drive on either platform, use #StampOutHunger.

NALC's Communications and Media Relations Department also promotes news media coverage about the food drive before, the day of, and after the event by distributing news releases and through individual outreach to newspapers, television stations and radio outlets nationwide. Meanwhile, branch food drive coordinators promote the effort on the local level.

The COVID-19 pandemic caused the cancellation of the in-person collection of food in 2020 and 2021 before it resumed last year. In its place, NALC held virtual donor drives, creating



online donation and promotion tools for branches. The virtual donor drive was so successful that it will continue as a supplement to the traditional food collection. For more information about the virtual drive and how to get involved, including tools that make raising funds online easy, go to nalc.org/community-service/food-drive/2023-donor-drive.

After the big day, it'll be time to measure our success. To do that, branches need to report the pounds of food they collected to NALC Headquarters by June 1. The official results form can be found on the Food Drive Tool Kit page at nalc.org/food, in the "For Food Drive Coordinators" section, along with information on sending photos.

Letter carriers who have questions about the food drive should contact their branch or regional food drive coordinator. Food drive coordinators with questions may contact Christina Vela Davidson, assistant to the president for community services, at 202-662-2489 or at cdavidson@nalc.org. **PR**



Fundraising for MDA[®]



Northeastern New York Branch 358 MDA Ambassador Derek Murphy and his parents

Back in the swing of things

Whether they are on their daily routes or giving back to the community, letter carriers just keep going. No wonder we have kept our commitment to NALC's official charity, the Muscular Dystrophy Association (MDA), for more than 70 years.

Even when the COVID-19 pandemic made most in-person fundraising events impossible, we found a way forward with virtual fundraising. Now that the risks are lower, branches are eagerly renewing their in-person MDA events, while the virtual tools remain in place, boosting fundraising success.

“Our partnership with MDA has never wavered—it has only become stronger,” NALC President Brian L. Renfroe said. “Even the pandemic didn’t stop us. That’s a testament to our tenacity and creativity. Now that the pandemic is losing its grip, branches are going all-in with their support for MDA.”

NALC has played a central role in MDA's success since the charity was founded in 1950. It started with letter carriers raising funds for the new group on the local level. By 1952, NALC had adopted MDA as its official charity and become its first national sponsor. Branches nationwide took their commitment to MDA into their communities, and the communities responded



with donations that soon reached into the millions each year.

In March of 2020, when COVID-19 caused the cancellation of most in-person fundraising events, NALC branches quickly pivoted to online fundraising to keep funds flowing to MDA. Last year, branches began returning to traditional MDA events—bowlathons, golf and poker tournaments, fill-the-satchel drives and the like. But many continued to rely on online appeals to supplement their success. The fundraising tools NALC created for branches to raise funds for MDA online remain in place.

“The online fundraising tools we set up during the pandemic are still available for branches to supplement their traditional MDA events,” Assistant to the President for Community Services Christina Vela Davidson said. “Many branches have found success with internet-based fundraising, so consider putting it in your MDA tool kit.”

As always, branches came up with creative ways in 2022 to support children and adults with neuromuscular diseases, as well as their families, who depend on MDA for medical research and support, and this is NALC’s time to recognize them. On pages 17-18, you’ll find the MDA Honor Roll, listing branches that collected the most donations for MDA, along with the list of what each contributing branch brought in. And *The Postal Record* talked to several of these successful branches about their MDA fundraising last year to give you some ideas on how to start or improve your branch’s fundraising efforts.

New ideas boost fundraising

Carlos Villalobos is no longer president of Arizona Merged Branch 1902, but he remains the branch’s unofficial MDA coordinator. As the pandemic

eased, Villalobos took the opportunity to boost his branch’s results by strengthening its bedrock event, a Veterans Day golf tournament, and a quartet of Texas Hold ’em games, but he also looked toward some new ideas.

With his leadership, the branch held a variety of events that enjoyed the support of the members. “Everybody pitched in,” he said. “People showed up.” With many different events, there was something for everyone. The branch held a yard sale at the union hall. A large-screen TV raffle, held leading up to the Super Bowl, netted an easy \$1,700 for MDA, and tickets for each Arizona Cardinals home football game produced a total of more than \$2,000. The branch even held a bar-game Olympics with corn hole, beer pong and Jenga competitions.

Most of all, the golf tournament came roaring back, earning about \$12,000 for MDA thanks to 117 golf players, 34 hole sponsors, 68 raffle prizes and a silent auction. The combined efforts put Branch 1902 at first place among branches with 1,000 to 1,499 members in 2022—the branch raised \$20,529.25 for MDA.

Golf, golf, pubs

Retired Northeastern New York Branch 358 member **Mike Curran**





Northeast Florida Branch 53's golf tournament

signed up to organize MDA events for his branch nearly two decades ago when he was still an active carrier. A few months later, he learned that his nephew, Derek, had Duchenne muscular dystrophy, a common form of the disease. “It was like it was meant to be” that Curran worked to raise money for MDA, he said.

Curran’s efforts landed his branch at the top of the branches with 700 to 999 members last year. The branch relied on its three annual events—two golf tournaments and a pub crawl—to raise \$18,283 for MDA.

The branch puts on two golf tournaments because it serves a wide geographical area. Holding two at different locations maximizes participation. In both tournaments, the branch nets about \$20 to \$30 per participant for MDA, while hole sponsors add to the total, with all of the proceeds of hole sponsorship going to MDA. Both tournaments are reliable events for the branch. “We have a regular following every year,” he said, raising a combined \$16,000 or more annually. Low premiums help to keep loyal followers: “We give everyone who signs up something right off the bat—a hat, a cooler,” he said.

A few years ago, the branch added a “poker pub crawl” to the mix. After buying tickets in advance, participants hit six or seven bars. “They visit each bar and play a quick hand of poker at the last bar,” he explained. The winner gets a prize.

“That was pretty successful because it’s not just letter carriers doing it,” with friends and family joining in, Curran said. The pub crawl also goes at each participant’s own pace. They can go to every bar or just a few, wherever

they are having a good time. “Everybody just goes out with their friends,” he said. The pub crawl attracted about 200 people last year and raised about \$3,000.

When COVID-19 forced the cancellation of in-person events, the branch held virtual fundraisers. The experience taught Curran that online ticket sales are much easier than the old system of selling tickets at the bars participating in the pub crawl. He also simplified the ending by switching to a raffle drawing instead of poker.

Curran’s nephew has acted as MDA ambassador at many of the branch’s events over the years. He’s now 22, and he and his family still benefit from MDA’s medical research and family support.

Keeping things interesting

Northeast Florida Branch 53 also has relied on a golf tournament as a bedrock MDA fundraiser for many years, but the branch never stops thinking of ways to build on it.

“One of the things we did this year to make things more interesting is to call the fire department,” Branch President **Jim Thigpenn** said. The firefighters were a natural partner since they also support MDA, so the branch held a raffle involving numbered golf balls dropped from the top of a ladder truck at the golf event. The first ball in the hole won a raffle prize.

The branch has used poker runs and other traditional events, and when COVID-19 hit, members supported MDA through the annual MDA Muscle Walk and with simple pass-the-hat donation drives. But as with other branches, the pandemic sparked creativity. Last year, the branch simply printed and sold

copies of the *Joint Contract Administration Manual (JCAM)* to letter carriers to benefit MDA. The *JCAM* is available for free online, but a printed copy is a convenient addition to a letter carrier's library. At \$20 each, the sale netted about \$2,000 for the charity.

The branch is thinking big about golf, which is a popular pastime for Floridians and for NALC branches in Florida raising funds for MDA. He has begun to discuss a new idea with nearby branches and the Florida State Association.

"We're talking about an MDA championship tour," Thigpenn said. Letter carriers could attend golf functions in Florida for more than their own branch, expanding the reach of every event, he said, and golfers could earn points while "on tour" and win prizes.

Getting results

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

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

During the last two summers, COVID-19 compelled the camps to go

An MDA ambassador helps the winners celebrate at Northeast Florida Branch 53's golf tournament.



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

MDA is the nation's largest nonprofit supporter of research on neuromuscular diseases, funding hundreds of physicians and scientists in the struggle to free children, and the families who love them, from the harm caused by muscular dystrophy and by more than 40 related muscle-debilitating diseases, including amyotrophic lateral



An MDA Muscle Walk

sclerosis (ALS). MDA's efforts have contributed to numerous major advances in muscle biology and therapy development.

MDA has been involved in research into basic muscle and nerve biology since its inception, when little was known about how muscles were formed or how they functioned. Since then, thousands of published scientific papers have explained how the tissues work and what goes wrong in neuromuscular diseases, building a knowledge base for finding treatments. MDA funding supported the research that led to the identifica-

tion of the genetic causes of dozens of diseases, starting with the discovery of the dystrophin gene in 1986. This research is paying dividends as new medications and therapies are being developed.

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

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

MDA Honor Roll

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

The combined efforts of letter carriers who organized and participated in online and in-person events resulted in a grand total of \$875,665.56 raised for MDA in 2022.

"I am proud of all my sisters and brothers," NALC's Davidson said. "We have beaten last year's total by more than \$100,000. Your hard work has paid off. Thank you and keep it up! Always remember, you never know when it may be you who may need help. So always give a little."

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

"One of the best things about supporting MDA is that anyone can do it," President Renfroe said. "There's always room for any letter carrier to step up and volunteer to help with an existing fundraiser or to dream up a new one, or you can do your part by attending an event or donating whenever you can. There's no limit to what we can do for MDA when we all work together. Letter carriers should be proud of the difference they've made in the lives of people affected by neuromuscular diseases." **PR**

2022 MDA Honor Roll

Category 1 (2,000+ members)

New Jersey Mgd. Br. 38	\$49,096.51
Boston, MA Br. 34	\$31,300.00
Pittsburgh, PA Br. 84	\$12,392.00

Category 2 (1,500-1,999)

Portland, OR Br. 82	\$14,450.00
Hartford, CT Br. 86	\$10,757.76
Seattle, WA Br. 79	\$8,259.11

Category 3 (1,000-1,499)

Arizona Mgd. Br. 1902	\$20,529.25
Tampa, FL Br. 599	\$12,953.01
Salt Lake City, UT Br. 111	\$9,690.00

Category 4 (700-999)

Northeastern NY Br. 358	\$18,283.00
Royal Oak, MI Br. 3126	\$16,801.68
Western MA Br. 46	\$7,735.36

Category 5 (500-699)

Colorado Springs, CO Br. 204	\$11,273.00
Mid-Michigan Br. 256	\$9,864.00
Grand Rapids, MI Br. 56	\$7,000.00

Category 6 (350-499)

Spokane, WA Br. 442	\$14,338.95
Snohomish Co., WA Br. 791	\$11,202.60
Erie, PA Br. 284	\$10,000.00

Category 7 (200-349)

South Central Indiana Br. 828	\$16,506.62
Saginaw, MI Br. 74	\$8,749.00
Mansfield, OH Br. 118	\$7,957.00

Category 8 (100-199)

Greeley, CO Br. 324	\$7,719.88
Waterloo, IA Br. 512	\$6,495.08
Westfield, NJ Br. 1492	\$5,600.00

Category 9 (50-99)

Manitowoc, WI Br. 490	\$12,015.00
Midland, MI Br. 2317	\$4,590.60
Jefferson City, MO Br. 127	\$4,226.00

Category 10 (1-49)

Thermopolis, WY Br. 4456	\$1,300.00
Roxboro, NC Br. 4122	\$800.00
Vicksburg, MS Br. 94	\$800.00

Alabama

Huntsville Br. 462	\$7,353.68
Birmingham Br. 530	\$3,500.00
Florence Br. 892	\$1,100.00
Dothan Br. 1630	\$2,779.65

Alaska

Fairbanks Br. 4491	\$200.00
--------------------	----------

Arizona

Phoenix Br. 576	\$486.00
Tucson Br. 704	\$200.00
Arizona Mgd. Br. 1902	\$20,529.25
Sun City Br. 6156	\$2,431.50

Arkansas

Fort Smith Br. 399	\$750.00
Hot Spgs. Natl. Park Br. 543	\$900.00
Jonesboro Br. 1131	\$2,000.00

California

Los Angeles Br. 24	\$2,400.00
Central CA Coast Br. 52	\$4,075.00
San Diego Br. 70	\$9,180.00
Sacramento Br. 133	\$400.00
Santa Rosa Br. 183	\$5,943.20
San Jose Br. 193	\$1,430.00
Stockton Br. 213	\$3,456.00
San Francisco Br. 214	\$200.00
Santa Barbara Br. 290	\$50.00
San Bernardino Br. 411	\$260.12
Garden Grove 1100	\$200.00
Greater East Bay Br. 1111	\$7,000.00
Santa Clara Br. 1427	\$4,614.69
Hayward Br. 1707	\$660.00
Burbank Br. 2086	\$2,200.37
Upland Br. 2168	\$500.00
Pasadena Br. 2200	\$1,509.92
Hemet Br. 2901	\$100.00
Canoga Park Br. 4006	\$100.00
Lancaster Br. 4430	\$100.00

Colorado

Denver Br. 47	\$965.00
Colorado Springs Br. 204	\$11,273.00
Greeley Br. 324	\$7,719.88
Fort Collins Br. 849	\$2,015.00
Centennial Br. 5996	\$1,100.00

Connecticut

New Haven Br. 19	\$2,504.30
Connecticut Mgd. Br. 20	\$8,210.00
Bridgeport Br. 32	\$708.00
Stamford Br. 60	\$8,000.00
Hartford Br. 86	\$10,757.76
Norwalk Br. 147	\$911.00

District of Columbia

Washington Br. 142	\$1,250.00
--------------------	------------

Delaware

Southern DE Br. 906	\$50.00
Newark Br. 1977	\$1,375.00

Florida

Northeast FL Br. 53	\$2,240.00
Tampa Br. 599	\$12,953.01
South FL Br. 1071	\$2,674.56
Central FL Br. 1091	\$640.00
W. Palm Beach Br. 1690	\$5,288.02
Lakeland Br. 1779	\$325.00
Cleawater Br. 2008	\$345.00
Deland Br. 2591	\$1,036.00
Spacecoast FL Br. 2689	\$100.00
Panama City Br. 3367	\$500.00
Emerald Coast Br. 4559	\$600.00
Naples Br. 4716	\$2,000.00
Apopka Br. 5192	\$320.00

Georgia

Atlanta Br. 73	\$300.00
Augusta Br. 263	\$400.00
Columbus Br. 546	\$300.00
Savannah Br. 578	\$1,313.00
Marietta Br. 1119	\$100.00
Roswell Br. 4862	\$100.00

Guam

Agana Br. 4093	\$300.00
----------------	----------

Hawaii

Honolulu Br. 860	\$300.00
------------------	----------

Illinois

Chicago Br. 11	\$11,963.04
Peoria Br. 31	\$600.00
Springfield Br. 80	\$2,387.00
Galesburg Br. 88	\$300.00
Aurora Br. 219	\$2,170.00

Rockford Br. 245	\$6,650.00
Rock Island Br. 292	\$211.00
Joliet Br. 305	\$1,196.00
Decatur Br. 317	\$665.00
E. St. Louis Br. 319	\$1,156.00
Bloomington Br. 522	\$3,375.30
Oak Park Br. 608	\$400.00
De Kalb Br. 706	\$500.00
Elmhurst Br. 825	\$6,107.14
Naperville Br. 1151	\$1,487.00
Downers Grove Br. 1870	\$1,390.00
Des Plaines Br. 2076	\$4,450.08
South Suburban Mgd. Br. 4016	\$8,635.50
Palatine Br. 4268	\$500.00

Indiana

Indianapolis Br. 39	\$910.00
Muncie Br. 98	\$2,008.00
South Bend Br. 330	\$1,530.00
Evansville Br. 377	\$1,045.00
Anderson Br. 489	\$3,941.00
Jeffersonville Br. 553	\$186.00
Hammond Br. 580	\$270.00
S. Central IN Br. 828	\$16,506.62
Carmel Br. 888	\$1,068.00
Greenwood Br. 2421	\$220.00

Iowa

Sioux City Br. 69	\$300.00
Clinton Br. 126	\$500.00
Central IA Mgd. Br. 352	\$100.00
Mason City Br. 471	\$100.00
Waterloo Br. 512	\$6,495.08

Kansas

Lawrence Br. 104	\$4,147.90
Wichita Br. 201	\$808.00
Hutchinson Br. 485	\$285.00
Dodge City Br. 1579	\$100.00

Kentucky

Louisville Br. 14	\$8,226.00
Lexington Br. 361	\$797.00
Northern KY Br. 374	\$301.00

Louisiana

New Orleans Br. 124	\$2,000.00
Baton Rouge Br. 129	\$468.00

Lake Charles Br. 914	\$2,000.00	Westfield Br. 1492	\$5,600.00	Tennessee	
Houma-Thibodaux-Lockport Br. 2464	\$1,452.00	Toms River Br. 2128	\$50.00	Nashville Br. 4	\$550.00
Maryland		Linden Br. 2876	\$400.00	Memphis Br. 27	\$2,918.00
Baltimore Br. 176	\$3,076.00	Scotch Plains Br. 4102	\$300.00	Knoxville Br. 419	\$1,400.00
Annapolis Br. 651	\$125.00	Brick Town Br. 5420	\$900.00		
Silver Spring Br. 2611	\$100.00	Willingboro Br. 5801	\$300.00	Texas	
Massachusetts		New Mexico		Dallas Br. 132	\$4,400.00
Lynn Br. 7	\$2,221.00	Albuquerque Br. 504	\$4,683.67	Houston Br. 283	\$25.00
Worcester Br. 12	\$1,695.50	New York		Waco Br. 404	\$1,188.96
Southeast MA Mgd. Br. 18	\$4,952.31	Buffalo-Western NY Br. 3	\$3,216.63	San Antonio Br. 421	\$2,813.00
MA Northeast Mgd. Br. 25	\$672.00	Elmira Br. 21	\$200.00	Amarillo Br. 1037	\$400.00
Boston Br. 34	\$31,300.00	Brooklyn Br. 41	\$5,539.01	Wichita Falls Br. 1227	\$200.00
Western MA Br. 46	\$7,735.36	Staten Island Br. 99	\$85.00	Utah	
Michigan		Syracuse Br. 134	\$7,910.00	Ogden Br. 68	\$3,045.03
Detroit Br. 1	\$290.00	Hudson Valley Mgd. Br. 137	\$2,653.00	Salt Lake City Br. 111	\$9,690.00
Grand Rapids Br. 56	\$7,000.00	Rochester Br. 210	\$8,512.00	Vermont	
Saginaw Br. 74	\$8,749.00	Long Island City Br. 357	\$2,000.00	Rutland Br. 495	\$50.00
Lansing Br. 122	\$4,000.00	Northeastern NY Br. 358	\$18,283.00	Virginia	
Jackson Br. 232	\$1,593.00	Yonkers Br. 387	\$9,975.00	Tidewater Br. 247	\$373.00
Kalamazoo Br. 246	\$295.10	Long Island Mgd. Br. 6000	\$7,100.00	Lynchburg Br. 325	\$500.00
Mid-Michigan Br. 256	\$9,864.00	North Carolina		Roanoke Br. 524	\$1,310.00
N. Oakland Co. Br. 320	\$2,625.00	Durham Br. 382	\$3,160.00	Newport News Br. 609	\$1,049.00
Escanaba Br. 438	\$250.00	Raleigh Br. 459	\$6,606.40	Fredericksburg Br. 685	\$1,500.00
Port Huron Br. 529	\$1,022.50	Winston-Salem Br. 461	\$700.00	Hopewell Br. 2153	\$200.00
Adrian Br. 579	\$2,344.50	Charlotte Br. 545	\$1,611.00	Northern VA Br. 3520	\$9,200.00
Holland Br. 601	\$20.00	Kinston Br. 1044	\$100.00	Washington	
Mount Clemens Br. 654	\$390.00	Gastonia Br. 1512	\$850.00	Seattle Br. 79	\$8,259.11
Western Wayne Co. Br. 2184	\$6,100.00	Burlington Br. 2262	\$518.00	Tacoma Br. 130	\$2,923.00
Midland Br. 2317	\$4,590.60	Jacksonville Br. 3984	\$55.00	Spokane Br. 442	\$14,338.95
E. Lansing Br. 2555	\$759.00	Roxboro Br. 4122	\$800.00	Snohomish Co. Br. 791	\$11,202.60
Royal Oak Br. 3126	\$16,801.68	North Dakota		Vancouver Br. 1104	\$100.00
S. Macomb Br. 4374	\$604.00	Grand Forks Br. 517	\$1,250.00	Kitsap Peninsula Br. 1414	\$201.00
Minnesota		Bismarck Br. 957	\$3,049.00	West Virginia	
Minneapolis Br. 9	\$350.00	Ohio		Charleston Br. 531	\$100.00
St. Cloud Br. 388	\$1,578.00	Cleveland Br. 40	\$1,363.00	Wisconsin	
Rochester Br. 440	\$812.00	Cincinnati Br. 43	\$4,238.00	Milwaukee Br. 2	\$2,000.00
Mississippi		Zanesville Br. 63	\$163.00	Waukesha Br. 397	\$2,646.86
Vicksburg Br. 94	\$800.00	Columbus Br. 78	\$300.00	Racine Br. 436	\$370.00
Hattiesburg Br. 938	\$200.00	Lima Br. 105	\$50.00	Manitowoc Br. 490	\$12,015.00
Missouri		Mansfield Br. 118	\$7,957.00	Kenosha Br. 574	\$3,075.00
Jefferson City Br. 127	\$4,226.00	Dayton Br. 182	\$1,338.00	Eau Claire Br. 728	\$200.00
Springfield Br. 203	\$2,448.00	Elyria Br. 196	\$3,700.00	Appleton Br. 822	\$4,582.00
St. Louis Br. 343	\$10,900.00	Youngstown Br. 385	\$4,400.00	Wyoming	
Columbia Br. 763	\$300.00	Hamilton Br. 426	\$482.00	Wheatland Br. 4387	\$200.00
St. Charles Br. 984	\$809.00	Lorain Br. 583	\$200.00	Thermopolis Br. 4456	\$1,300.00
Cape Girardeau Br. 1015	\$25.00	Oklahoma		State Associations	
Crystal City Br. 4050	\$100.00	Oklahoma City Br. 458	\$100.00	Arizona	\$398.00
Ballwin Br. 5050	\$1,880.00	Tulsa Br. 1358	\$400.00	California	\$2,650.00
Hazelwood Br. 5847	\$500.00	Oregon		Florida	\$937.00
Montana		Portland Br. 82	\$14,450.00	Georgia	\$400.00
Big Stack Br. 650	\$475.00	Astoria-Seaside OR Br. 295	\$100.00	Hawaii	\$605.00
Nebraska		Eugene Br. 916	\$4,527.00	Illinois	\$900.00
Omaha Br. 5	\$115.43	Albany Br. 959	\$200.00	Indiana	\$3,057.00
Lincoln Br. 8	\$4,400.00	Pennsylvania		Iowa	\$100.00
Kearney Br. 312	\$240.00	Scranton Br. 17	\$90.00	Maryland	\$1,281.00
Grand Island Br. 390	\$1,200.00	New Castle Br. 22	\$150.00	Michigan	\$2,310.00
Nevada		Williamsport Br. 50	\$100.00	Minnesota	\$12,523.00
Reno Br. 709	\$1,430.00	Pittsburgh Br. 84	\$12,392.00	Missouri	\$3,525.71
New Hampshire		Philadelphia Br. 157	\$5,335.10	Montana	\$5,484.42
New Hampshire Mgd. Br. 44	\$1,113.00	Reading Br. 258	\$3,902.00	New Hampshire	\$4,187.15
New Jersey		Erie Br. 284	\$10,000.00	Oklahoma	\$155.00
New Jersey Mgd. Br. 38	\$49,096.51	Johnstown Br. 451	\$1,700.00	Pennsylvania	\$1,033.00
Jersey City Br. 42	\$900.00	Harrisburg Br. 500	\$6,108.00	Rhode Island	\$50.00
Elizabeth Br. 67	\$2,065.00	Uniontown Br. 520	\$3,200.00	South Carolina	\$165.00
Paterson Br. 120	\$2,200.00	Bux-Mont Br. 920	\$100.00	South Dakota	\$700.00
Morristown Br. 272	\$300.00	State College Br. 1495	\$390.15	Washington	\$4,900.00
Atlantic City Br. 370	\$90.00	Great Valley Mgd. Br. 4317	\$555.00	Wisconsin	\$2,000.00
Trenton Br. 380	\$1,200.00	Rhode Island		Regions	
Plainfield Br. 396	\$1,200.00	Providence Br. 15	\$50.00	Region 6	\$8,381.00
Bergen Co. Mgd. Br. 425	\$100.00	Pawtucket Br. 55	\$5,810.00	Region 7	\$2,127.75
Garden State Mgd. Br. 444	\$25.00	Newport Br. 57	\$485.00	Region 9	\$175
Camden Mgd. Br. 540	\$9,324.00	South Carolina		Region 10	\$720.00
Cranford Br. 754	\$30.00	Columbia Br. 233	\$50.00	Headquarters	
Somerville Br. 768	\$800.00	Greenville Br. 439	\$1,196.00	NALC Headquarters	\$8,920.00
Cherry Hill/Haddonfield Br. 769	\$385.00	Greer Br. 2553	\$100.00	Grand Total	\$875,665.56
Cape Atlantic Br. 903	\$1,000.00	South Dakota			
South Jersey Br. 908	\$1,289.00	Sioux Falls Br. 491	\$2,995.00		

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

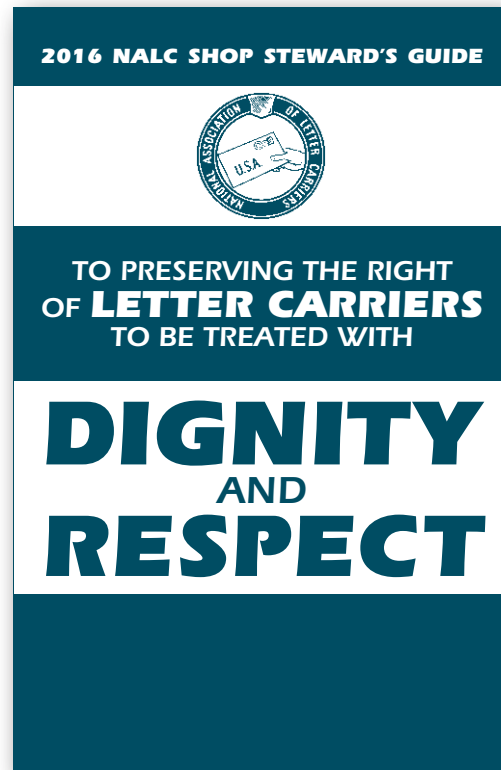
On Workers Memorial Day, Friday, April 28, the world will remember workers who have been killed or injured on the job. This year's commemoration marks the 52nd anniversary of the enactment of the Occupational Safety and Health Act. Signed by President Richard Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthy workplaces for their employees. Workers Memorial Day is held on April 28 in observance of the day that the Act took effect in 1971 and that the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

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

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

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

The guidebook contains the Joint Statement on Violence and Behavior in the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom



floor that may later be used to support grievances. It also walks stewards through the five key elements required to handle grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

“Unfortunately, there are too many instances of mistreatment of letter carriers,” NALC President Brian L. Renfroe said. “It was the parties’ intent that all postal employees be able to work in a safe environment where they would receive the respect they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment.” **PR**

You're a member of your state association

If you are new to NALC, you may not realize that you automatically belong to your state association.

State associations exist in every state except Alaska, and they play a key role in NALC's legislative activities. State associations work closely with branches, national business agents (NBAs) and NALC Headquarters on legislative and political issues. These efforts are important to our efforts in the halls of Congress to secure both the future of the Postal Service and our jobs.

While state associations have been in existence since 1892, 17 years ago the NALC membership voted that state associations should reprioritize their activities to focus on legislative and political matters that affect letter carriers. In 2006, the delegates to the 65th biennial convention in Las Vegas amended Article 1, Section 2 of the *NALC Constitution for the Government of State Associations* to read as follows:

Sec. 2. The objects of this Association are to assist the National Association of Letter Carriers in maintaining a more perfect organization and improving the Postal Service; to organize all letter carriers within the State; and to guide and direct all activities relating to legislation within the State. This Association shall have the authority to coordinate with the National Business Agent regarding seminars and training schools on State, District, and Branch levels, which shall be financed by the NALC and directed by the National Business Agent. Effective September 1, 2006, State Association financial resources previously expended on seminars and training shall be expended in pursuance of and consistent with the

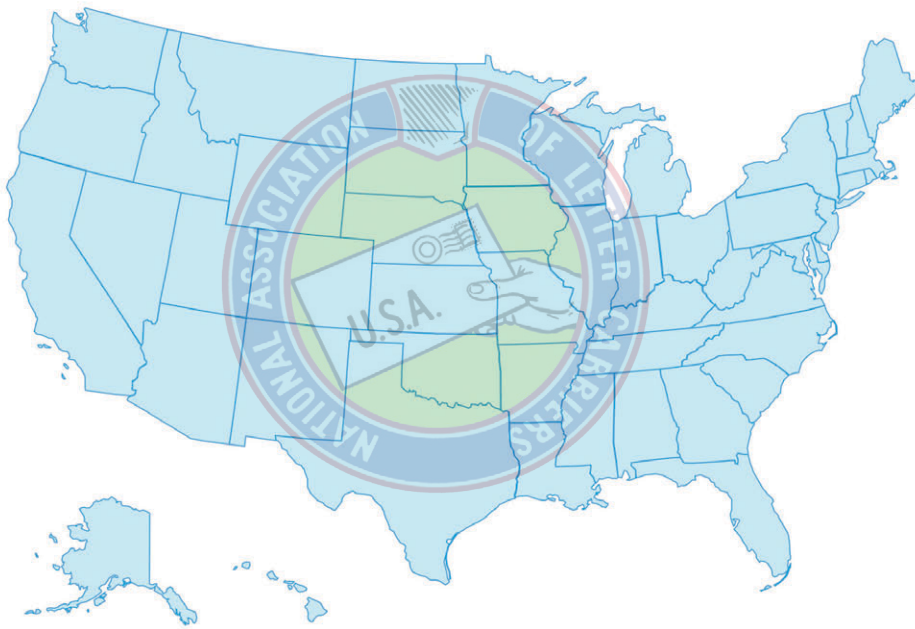
object stated above: 'to guide and direct all activities relating to legislation within the state.'

Prior to this change, training and education were the primary function of the state associations. Of course, a change like this required many states to make internal adjustments to best position each association for its new primary objective. In the years since the 2006 constitutional amendment, many of our state associations have made these necessary changes, and that process continues.

Let's look at how state associations fit into our legislative and political network. Headquarters officers and the Executive Council oversee everything our union does from the national level, including legislation. Branches are involved in legislative activities as well, but typically prioritize other representational responsibilities.

State associations are the entities within NALC whose primary focus is legislation. State associations work on developing valuable, positive relationships with each member of Congress within the states. There is no better way to educate and influence members of Congress to support letter carriers than having lawmakers hear our message from letter carriers who live and vote in their states or congressional districts.

To accomplish this, state associations have letter carrier congressional liaisons (LCCLs) in place. In some states, these positions are elected, and in others they are appointed. Regardless of how these individuals are chosen, the important part is that our legislative and political network, primarily the state association, provides LCCLs and other members with the knowledge and resources needed to



develop and foster relationships with their members of Congress and their staffs at the local level.

The NALC president also appoints legislative and political organizers (LPOs) to assist state associations in promoting and protecting letter carrier interests on Capitol Hill. LPOs help develop and implement plans specifically designed for the legislative challenges within each state. They assist with the education and training of other letter carriers, officers and rank-and-file activists to help carry out the plans.

In 2023, most of our state associations will be holding conventions. These conventions usually include education on pending congressional resolutions or bills, on how letter carriers can participate in legislative activities, and on how the overall political environment affects our jobs, the workplace and the Postal Service. However, the primary purpose of these conventions is to chart the course for the state association until the next convention, just as the national convention does for the national union. All state officers and delegates to each state convention should view it as an opportunity to improve their association. One example is taking a close look at a state association's bylaws. If changes are needed to better position the state association for success, use the process and the convention to propose, debate and ultimately decide what changes are needed.

Over the last two decades, our state associations have worked relentlessly

to educate lawmakers on the urgent need for postal reform to improve the financial stability of the Postal Service. With frequent visits to congressional leaders, phone and text-messaging initiatives, letter writing and social media campaigns, as well as interaction with the media and letters to the editor, state association members have labored to convince representatives in Congress to support legislation to accomplish this goal. As a culmination of those efforts, in April 2022, the Postal Service Reform Act of 2022 (H.R. 3076) was signed into law. This law was a victory for letter carriers and for all Americans who depend on the Postal Service for affordable and high-quality universal service. As you can see, NALC state associations are crucial to our legislative efforts.

NALC members vary widely in our political views. This is a strength of our union and has allowed us to develop relationships with members of Congress in both parties, in the nation's capital and at the local level. Letter carriers have a strong voice on Capitol Hill because of the work done over the years in Washington, DC.

You can be a part of that voice; participation with your state association will provide you with training and information on local and statewide political efforts. New members bring fresh perspectives, renewed energy and unique ideas to these activities. Reach out to your local branch or state association to see how you can get involved. **PR**

SMASHIN'

Desiree Miller and her husband, Matt, started planning in 2019 to open their own entertainment business, such as an axe-throwing venue, but they weren't sure what type until they saw a "smash room" featured on a therapy TV show, which led to their "aha" moment. Event businesses like escape rooms were starting to catch on in their area, but a smash room was different from anything available nearby.

"I was like, how awesome would that be if there was someplace around here where you could take your frustrations out in a safe manner, and you don't have to worry about people get-

ting hurt or going to jail?" the Lincoln, NE Branch 8 member said.

To prepare, they went to the closest existing smash room in Omaha, about 60 miles away, to see how it was set up and how things were run.

"Based off of that and our research of other smash places around the country, we just kind of followed suit, and it became our own entity," Miller said. They rented a space and applied with the city of Lincoln to start a business. "We got approved for everything, and here we are, two and a half years later, with an ever-thriving business."

Smashin' It 402 opened in July 2020, during the early months of the COVID-19 pandemic. In light of potential lockdowns, the Millers were proactive and contacted the health department, explaining that they owned an amusement business, and "they gave us the things that we needed to do in order to stay open," Miller said. Because the business operates on a reservation system, she added, they were able to keep people separated.

"It was one of the few places that people could come to for entertainment during that time where they didn't have to worry about being within the [required] 6 feet of other people," she added, "so it was a real individualized experience for our customers."

The concept is simple: People ages 8 and up book a slot and pay online at its website, smashinit402.com (though for ages 8-18, a parent/guardian signature is required and they must be present). It costs \$35 for a small-group smash for up to three people for a 20-minute session on up to \$180 for a large smash of up to six people, which includes extra items and a half-hour



Customers are given protective gear before they start smashing.



session. There are also party packages for eight-plus people.

Once the person or group arrives, they are brought to a smash room.

Participants are given a milk crate full of breakable glass items to smash during their allotted time frame and a whole bunch of bigger items, as well as some electronics like speakers or computer screens, Miller said, adding that keyboards are a favorite, as well as printers for fans of the 1999 movie about workplace frustrations, "Office Space." Customers use baseball bats or hammers or other tools to do the smashing.

"They go in for about 20 minutes or so and destroy everything as much as they possibly can within that time," the carrier explained. "When they're all done, they come out a hot, sweaty mess, and hopefully they feel better about whatever reason it was that brought them in. We try to make anger management as fun as possible and help you with all your frustration needs."

Smashers are asked to sign a waiver prior to participating, and are provided with lab coats, goggles or face shields, and gloves for their safety—as well as pants or overshoes in the summer if necessary.

"We don't just go sending people in there willy-nilly," Miller said. "We do provide them with some sort of protective gear, because, of course, there's flying glass, some plastic and sometimes metal and stuff."

She added: "We try to protect people as much as possible," although on occasion people do come out with nicks on their hands, face or legs, for which the Millers provide first-aid supplies, such as Band-Aids.

Miller, who has delivered mail since 2014, makes the business work for her



Desiree Miller

around her postal schedule. She and Matt both head to Smashin' It 402 just after their day jobs, and they accept the first reservations at 6 p.m. each evening Wednesday through Friday, and starting at noon on Saturday, its busiest day. The last smash session each night is 10 p.m.

For now, it is solely the two of them as employees, along with their god-daughter, who helps on Fridays and Saturdays when she's not in school.

They source items to smash from a variety of places, such as breakable items from local thrift stores that haven't been selling. The state and public school systems have auctions

SMASHIN' IT

for things that they can't use anymore. Local technology companies ALLO and Nelnet provide unwanted electronics. There are also Facebook free pages where the Millers can express interest in posted items that they then can pick up, and they also put out word that they accept donations for unwanted stuff. Participants can increase the amount of items to smash during their bookings by bringing their own things into the facility at no extra charge.

And, of course, being a letter carrier means that Miller has eyes and ears on the street. "I have a bunch of people at my station that find stuff just sitting on the side of the road, and they'll send me pictures, and I'll go pick it up after I get off of work," she said.

They keep all these items in a large storage room, attached to the main floor of the facility, from which they can wheel carts in and out.

After the smashers come through, the Millers take 15 to 30 minutes to clean up and restage, assessing the leftover materials and debris. They tear the electronics apart, separating metals from plastics and so on for recycling purposes. The metal goes to a recycler who sometimes gives them various items that he doesn't need anymore, or that are broken and can't be used.

"We try to recycle as much as we possibly can," Miller said. "Otherwise it just goes back into the trash can, but at least it's in a million little pieces."

Miller says the feedback she's received has been nothing but positive, and they've seen a lot of repeat customers, such as one group of buddies who come in every other week.

"It's really rewarding when you get to see the people that come in who have heard from various other people

who have already been in there, just because they were looking for something to try to help their friends with whatever frustrations it is that they have," Miller said.

She added: "We've had quite a few people come in who have had deceased loved ones, and they've been brought in to help them out—and they will turn around and like it so much that they'll bring their children in, and then those children will bring their friends in. So word of mouth has been really, really good for us."

They've done only a little bit of advertising—TV and radio commercials when they first opened, and some Facebook and Instagram ads. "My husband just recently got his truck wrapped with our logo, and that's probably been our biggest marketing pull-in," Miller said. "People [are] seeing that and being like, 'Oh my gosh, I didn't realize we had one of those here' and then they look us up."

While they don't have a lot of individual smashers, the carrier mentioned one cool experience recently where a woman came in after being gifted a session by her husband who was in California for work. She was able to set up her phone using a phone holder in the room and FaceTime him while she smashed.

The smash-room concept has proven popular not only with those needing an outlet to vent pent-up frustrations, but also for bigger team-building events and fundraisers. Smashin' It is also currently in talks with a local college sorority for a rush week event. And the couple promotes the public good when they can.

"Desiree and her husband worked with our branch to hold a fundraiser to benefit MDA" in September, Lincoln



Smashin' It 402 gets lots of groups doing team-building activities.

Branch 8 President **Trey Jensen** said. “It was their first [huge] group event and a fun experience for our members.”

Miller said it was nice to do an event with NALC and be able to give back to the Muscular Dystrophy Association, adding that they’d like to do it again if possible. She added that her co-workers have been really supportive of her business, whether through encouraging comments, spreading the word or other ways.

For now, Miller said they are happy going in the direction that Smashin’ It 402 has been taking them, though they have plenty of ideas.

“We are hoping that eventually we can open up to a bigger facility to potentially add a couple more smash rooms to make it a little more seamless,” she said, noting that they don’t currently accept walk-ins, but that this is an option they’d like to get to.

They also foresee their future entertainment funplex having additional activities like Nerf gun wars, a splatter room with paint where people can decorate their own canvases, and a wet room where participants can do seasonal

smashes like watermelons or pumpkins.

“We’re trying to think of out-of-the-box ideas for children and high school kids to do,” Miller said, adding that due to the pandemic, “everything just seems to be closing down anymore. And everything is just the same—there’s nothing tantalizing.”

There also are talks about opening other locations—in bigger towns in Nebraska like Kearney and Grand Island, or potentially opening in Colorado Springs, CO, which is 550 miles away but where they have a contact who could provide inventory.

Miller loves her business for dual reasons. “One, because it’s mine,” she says, “and two, because I very much enjoy seeing people’s reactions when they come out of the rooms.

“Just seeing the help that it gives people is something that really drives me to want to keep going and seeing how far we can get,” she added. “That’s my main push, the relief I see on my customers’ faces. I hope that when people come that it fulfills them in one way, shape or form.” **PR**

Letter carriers and the mail on social media

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

New York carrier muscles through freezing weather

The city of Syracuse, NY, nestled southwest of Lake Ontario, is a cold and snowy place in the winter. In early February, when a local TV station decided to warn residents about how to protect themselves against the elements, the reporter turned to Branch 134 member **Dan Reed**—as the station said, “There may not be much better people who know how to deal with the weather this time of year than a mail carrier.”

Reed said his primary line of defense is multiple layers—and to stay on your feet. “I got an extra hoodie on, gloves, the hat, the pullover hat, and you keep moving so that keeps you warm.” He also told viewers to bring supplies.

“You just prepare. I brought some extra hot chocolate and some little chips to keep the fuel going because, at the end of the day, it will beat the heck out of you.”

Reed also emphasized the mental aspect, as well as the gratitude from customers. “You just can’t quit because it’s cold, so you just keep that in mind and you power through,” he said. “You have to set your mind to it sometimes, especially knowing a storm is coming. People are always saying ‘Thank you’ or ‘I can’t believe you are out here,’ and ‘You are doing great,’ and, you know, it’s nice to hear that.”

Oregon carrier keeps his dance partner

In the early days of the pandemic, Portland, OR, carrier **Ian Simon** delivered daily to a home where a little girl named Avalina lived. Avalina would watch through the living room window and delightedly dance upon spotting the letter carrier. The Branch 82 member began mirroring her dance moves—he would dance up to the front stoop, wave to Avalina and dance away merrily, waving goodbye—until the next day.

The girl’s father, David, was quoted in the June 2021 issue of *The Postal Record* as saying that the joy Simon delivered along with the mail “meant a lot to me and my family.” He said the world “needed something to feel good about” while so many were quarantining at home.

Fortunately, there is something more to feel good about—on Feb. 3, David posted a video montage of the pair dancing through the seasons from 2020 on up to this year, revealing that the toddler and the letter carrier are “still friends... and they’re still danc-



Dan Reed

And they're still
Dancing...



Ian Simon and Avalina

ing.” The tweet added that the whole thing “reminds us to be grateful for the little things that bring us joy.”

Within a few days, the video had garnered 50,000 views and dozens of positive comments. It appears that the dance parties between Avalina and Simon are warming many more hearts than just their own.

Beloved Missouri ‘mail lady’ retires

On March 4, Sedalia, MO, carrier **Julie Taylor** retired after 29 years with the Postal Service. Taylor, known to many residents as the “mail lady,” holds the record for the longest tenure of any female city carrier at the Sedalia Post Office, according to *The Sedalia*

Democrat. “For a while,” she said, “I had ‘mail lady’ on my license plate. I’ll go into Walmart, and people will say, ‘Hi, mail lady.’”

The *Democrat* inquired about Taylor’s experience, and the Branch 82 member explained that mail delivery isn’t as easy as it looks, and the Postal Service is ever-changing. Taylor reminisced on the early days of her career, noting that “We had more first-class letters and magazines. That was the bulk of our mail... so, skip ahead now to today, and we have a lot less first-class mail, but what we focus on most is the packages now. So, that’s why it’s gotten harder, because you have all these heavy packages.”

After getting a business degree with a management major from the former Central Missouri State University in Warrensburg, Taylor applied for a job at the Sedalia Post Office, considering a career in management. She spent a year working as a carrier, during which she fell in love with the job and decided to stick with it. “I was like, I love this job too much. I don’t want to get into management. Call me crazy, but that’s all I’ve done now.”

For the past decade, Taylor has also been involved with helping organize the local Stamp Out Hunger Food Drive, and has served as branch treasurer.

She especially enjoyed the constant exercise, as well as meeting the residents. When asked whether she would do it all



Julie Taylor

Photo by Faith Bemis / Sedalia Democrat

Social media (continued)

over again, Taylor smiled and promptly answered, “Yes.”

Britain’s Royal Mail says goodbye to Queen Elizabeth II stamps

Many Americans intently followed the life and passing of Queen Elizabeth II in Great Britain, but the postal side of the events slipped more under the radar.

For the past 57 years, the silhouette of the queen’s profile has been featured on all Royal Mail stamps, but the final set of stamps with the iconic silhouette was issued in late February. This final set of 12 stamps commemorates the 100th anniversary of the Flying Scotsman locomotive, the first train to make the nearly 400-mile trip from London to Edinburgh non-stop.

A Royal Mail spokesman said that all future special stamps will feature a silhouette of King Charles III, who succeeded his mother following her death in September. The New King Charles III Definitive Stamp goes on sale this month.

Postal Service issues floral stamps to celebrate spring

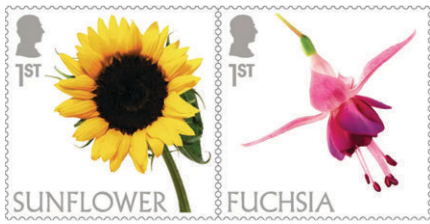
After a long, cold winter, everyone looks forward to a beautiful spring,

and the Postal Service is recognizing that desire by issuing the new Tulip Blossoms Forever stamps. The *Southern Maryland Chronicle* reported that the “first-day-of-issue event would take place at the Wooden Shoe Tulip Festival in Woodburn, OR, on April 5.”

The *Chronicle* explained some of the history of the tulip: a member of the lily family, it originated as a wildflower in Central Asia as early as 1000 A.D. Hundreds of years ago, Dutch immigrants to this country brought the first tulip bulbs; today, more than 1 billion tulip bulbs are imported to the United States annually.

The Tulip Blossoms Forever stamps feature closeup views of 10 tulips in a rainbow of colors, as “a celebration of spring and the enduring beauty of tulips, which continue to captivate and inspire us.”

The Tulip Blossoms Forever stamps aren’t the only stamps getting their day in the sun—in February, the Postal Service released Floral Geometry Stamps to celebrate the beautiful patterns present in nature. The stamps display geometric shapes arranged to resemble the symmetry flowers, and were created with watercolor paints and foil to add extra shimmer. **PR**



The first British stamps to feature King Charles III

The USPS’s new Tulip Blossoms Forever stamps



President Renfroe makes NALC regional appointments

NALC President **Brian L. Renfroe** appointed **David J. Barbuzzi** as a regional workers' compensation assistant (RWCA) for Regions 11 (upstate New York and Ohio) and 14 (central and eastern Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont).



David J. Barbuzzi

Barbuzzi started his career as a letter carrier in 1987, joining Massachusetts Northeast Merged Branch 25. He became a steward and sergeant-at-arms for his branch in 1992.

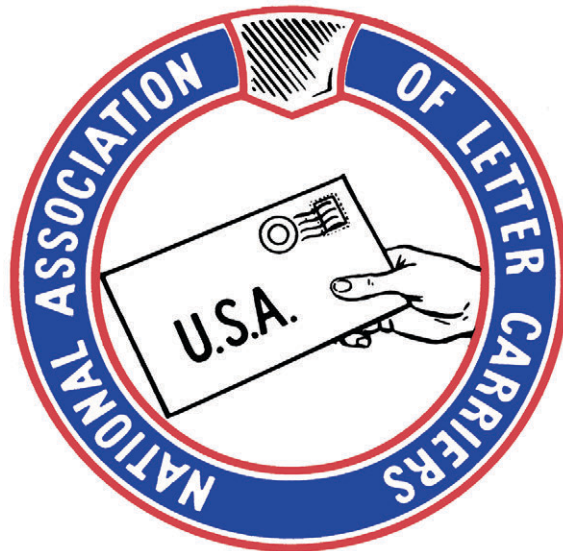
Barbuzzi went on to serve his branch as assistant secretary, secretary and executive vice president. He was elected branch president in 2011, a position he held until he began his job as RWCA in December. NALC President Vincent Sombrotto appointed Barbuzzi a district co-leader in the Joint Route Evaluation Program in 1993. He also served as an arbitration advocate and as a B Team backup member.

Renfroe appointed **Jen Self** as a regional office assistant (ROA) for Region 2 (Alaska, Idaho, Montana, Oregon, Utah and Washington).



Jen Self

Self began carrying the mail as a city carrier assistant in 2014 and converted to career in 2016. She has served her branch, Portland, OR Branch 82, as an assistant steward and then steward. She has taught classes on safety and OSHA at the Region 2 regional assem-



bly, served as an on-the-job instructor, and as a member of the safety task force.

The president appointed **Amie Gallo** a regional grievance assistant (RGA) for Region 2 (Alaska, Idaho, Montana, Oregon, Utah and Washington) effective April 3.

A member of Salt Lake City, UT Branch 111, Gallo began her carrier career in 2006 in Murray, UT. She became a steward in 2008, and then served as branch newsletter editor. She was appointed branch vice president in 2019 and then elected to the position in 2020. Gallo also has served



Amie Gallo

as an arbitration advocate, a dispute resolution team backup member, and as trustee and editor for the Utah State Association. She graduated from the NALC Leadership Academy in 2011. **PR**

Evaluating your daily workload



**Paul
Barner**

On a daily basis, nearly every letter carrier must go through the process of evaluating the workload of his or her assigned duties and estimate the time associated with completing those duties. When letter carriers believe that the route they were assigned to carry has more work than they can complete within eight hours, or they believe they cannot complete all of the work assigned to them for the day within their scheduled time, they are responsible for notifying management. Likewise, management is required to inform the letter carrier of what to do. Many times, the resulting evaluations culminate in disagreements.

Contractually enforceable provisions addressed in *Handbook M-39, Management of Delivery Services*; *Handbook M-41, City Carriers Duties and Responsibilities*; and several national-level settlements have defined a process that both letter carriers and managers are required to follow when a letter carrier determines that he or she will be unable to complete their daily assignment within the normally scheduled time frame. Additionally, specific information on the Delivery Operations Information System (DOIS); PS Form 3996, Carrier-Auxiliary Control; and PS Form 1571, Undelivered Mail Report can be found beginning on page 85 of the 2019 NALC *Letter Carrier Resource Guide* also available in the “Resources” section of the NALC website under “Workplace Issues.”

Here is some advice on how to handle these situations:

- 1. Orally inform management:** Section 131.41 of *Handbook M-41* requires letter carriers to orally inform management when they are of the opinion that they will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule, or when they will be unable to complete delivery of all mail.
- 2. Request PS Form 3996:** Section 122.33 of *Handbook M-39* requires management to provide, upon request by the employee, a PS Form 3996, after the supervisor has been told the reason for the request. The employee shall not be denied the form, and upon request, a duplicate of the completed form will be provided to the employee.

Remember, you must request the PS Form 3996 and orally inform the supervisor of the reason for the request. If management refuses to provide a PS Form 3996, immediately request to see your steward.

3. Fill out the PS Form 3996 completely: Instructions for completing the form can be found on the back of the PS Form 3996. In the “Reason For Use of Auxiliary” section of the form, identify why you believe you cannot complete your assignment in eight hours. Fully explain the reasons for your request. Provide as much specificity as possible in lieu of using more general comments such as “heavy volume” or “route overburdened.” Supervisors may deny your request using DOIS projections as their justification. Multiple national-level settlements (e.g., M-01664 and M-01769) have held that these time projections cannot be used as the sole determinant of daily workload. Keep in mind, you are the professional letter carrier tasked with performing the duties of the assignment, and nothing can replace your estimate of how long that will take.

4. Keep your cool: While being challenged can be frustrating and demeaning, there is no benefit to getting angry. The best course of action is to remain calm and professional while following the process outlined. If your manager denies the request, advise them that you will do the best you can. In a professional manner, ask the manager for instructions as to what to do in the event you are unable to complete the assignment in the approved allotted time frame.

5. Don’t argue: There is no reason to argue with your manager at this point. Request a copy of the PS Form 3996 and continue with your assigned duties. Always work professionally and safely. You should never skip breaks or lunch in order to complete your assignment.

6. Don’t make decisions: Management is obligated to make decisions in accordance with contractual provisions. Once you realize that you will not be able to complete your assigned duties within the time frame approved by management, you should place the decision-making burden back on them by notifying management and requesting further instructions in accordance with any local directives. If no local directives exist, try contacting management two hours prior to the expiration of the approved time, or as soon as reasonably possible after confirming your inability to complete the assignment within the allotted time. Notify management of your location and estimated time to complete the assignment. Again, ask management for further instructions and follow the instructions management gives you.

If management refuses to tell you what to do, or if you can’t finish your assigned duties in the amount of time initially specified by management, you should return to the office in the allotted time and ask for further instructions. Once again, you should follow whatever instructions management gives you.

Local memorandum of understanding



James D. Henry

If you stay ready, you don't have to get ready. The time has come to start planning a proper course of action to have successful local negotiations.

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

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

During the ratification of the 2016-2019 National Agreement between the NALC and the USPS, the memorandum of understanding (MOU) Re: City Carrier Assistants (CCA) Annual Leave was incorporated. Meaning that, under the provisions of Article 30 of the National Agreement, the MOU gave CCAs the right to plan for annual leave. Unfortunately, not every LMOU has included CCA annual leave. The language of the MOU, in Appendix B, pages 138-139 of the National Agreement, is as follows:

RE: City Carrier Assistant (CCA) Annual Leave

Article 30 of the National Agreement and Local Memorandum of Understanding (LMOU) provisions do not apply to city carrier assistant employees, except as follows:

In any office that does not have provisions in its current LMOU regarding annual leave selection for CCAs, the parties agree that, during the 2021 local implementation period, the local parties will, consistent with the needs of employees and the needs of management, include provisions into the LMOU to permit city carrier assistant employees to be granted annual leave selections during the choice vacation period and for incidental leave. Granting leave under such provisions must be contingent upon the employee having a sufficient leave balance when the leave is taken.

In the event a proposal(s) on this subject is appealed through the Article 30 impasse procedure, prior to a request for arbitration, such dispute(s) will be referred to an

Alternate Dispute Resolution (ADR) team established by the national parties. The expectation is that the ADR team will reach an agreement that will allow city carrier assistants to plan for leave use while accounting for city carrier assistant absences, including during scheduled five day service breaks.

Any office that currently has provisions in its LMOU regarding annual leave selection for CCAs will continue such provisions, unless modified during the upcoming local implementation period. Any impasses that arise under this paragraph will be processed in accordance with Article 30 of the National Agreement.

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

The LMOU is negotiated during a window of time after a new national agreement is ratified or arbitrated, and those dates will be contained in the new national agreement. While the 2019-2023 National Agreement is set to expire at midnight on May 20, the parties can choose to extend the negotiating deadline or move to the arbitration process. Because of that, the dates of local negotiations are not set yet and might not be set for a while.

What can you do to start preparing? Create an LMOU committee to review and create new proposals for the 22 subject items. Some branches might avoid opening local negotiations for fear of losing something that was previously accomplished or because they think that the language in their LMOU does not require updating. Success is not fed by fear! Rather, focus on the goals of what the branch is trying to obtain during local negotiations. With the right mindset and preparation, you can attain positive results. Furthermore, it is always important to brush up any language due to new memorandums, e.g., Re: City Carrier Assistants (CCA) Annual Leave located on pages 138-139 of the National Agreement.

Let us not become complacent because, "we have an oral agreement with management." The simple fact is, if you don't have it writing, *you don't have it!*

Also, do not take into consideration only the CCA annual leave provision. Get familiarized with all 22 items in Article 30 of the National Agreement. I will discuss these items and this process in subsequent articles.

Keep in mind, there is only a 30-day period in which the parties can negotiate at the local level. Being prepared will not only aid us in having successful local negotiations, but also will help ensure that the rights of the members are protected.

Branch audits: A guide for trustees



**Nicole
Rhine**

Article 6, Section 9 of the *Constitution for the Government of Subordinate and Federal Branches* states in part:

The Trustees shall examine and report to the Branch the condition of the books of the officers at least once every six months, compare the vouchers and records and see that they correspond with the collections and disbursements.

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

website at nalc.org, on the secretary-treasurer’s page.

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

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

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

Step 1: Trace canceled checks to the bank statements and disbursements journal.

Step 2: Scan the disbursements journal and record unusual entries.

Step 3: Trace the branch roster’s total dues deposited by NALC Headquarters on behalf of the branch to the receipts journal and bank statements.

Step 4: Confirm that receipts from all other sources (interest, rent, raffles, etc.) have been properly recorded and

deposited. Trustees may need to refer to the branch’s minutes to determine if raffle money was deposited.

Step 5: Identify all bank accounts, verify their ending balances, and review withdrawals and transfers. Verify that all withdrawals during the audit period from savings, money market accounts, or certificates of deposit were used for legitimate union purposes, as approved by the membership. Trustees may need to refer back to the branch’s minutes to confirm expenditures and transfers.

Step 6: Inventory fixed assets, such as computers, photocopiers, filing cabinets, etc. If a list does not exist, create one—either indicating their original cost, estimated current value, or value as carried in the branch’s books (if a list exists); as well as the asset’s location.

Step 7: Confirm that the annual LM report for the latest completed fiscal year was filed on time.

Step 8: Determine whether financial records were properly maintained. (For how long records must be maintained, see Chapter 6 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information. This guide can also be found on the NALC website on the secretary-treasurer’s page under “Resources.”)

Step 9: Ensure that all officers and employees who handle funds are adequately bonded. (Fiduciary officers may consult Chapter 5 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information.)

Step 10: Confirm that no officers or employees were loaned more than \$2,000 by the branch. Loans exceeding \$2,000 to an individual are prohibited by the Labor Management Reporting and Disclosure Act of 1959.

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

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

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

Updating your bylaws



**Mack I.
Julion**

Now that we have begun the collective-bargaining process with the United States Postal Service, I'm sure that many of our branch leaders and activists are anticipating beginning the process of local negotiations. This is the time that many turn their attention toward their own local bargaining and the provisions that directly affect members within the branch.

Well, that may not be anytime soon. Just because our current contract expires in May, an agreed-upon settlement or even an arbitration decision can be a long way down the road, and local negotiations don't begin until after that.

So, instead, right now is a good time to turn your attention toward updating your branch or state association bylaws. Unfortunately, very little attention is paid to the documents that govern our union until something happens and the question arises: Can they do that?

Our NALC Constitution, and our branch and state bylaws, provide the "instructions" on how our organization is run. We recently had a training in Los Angeles and many of our local leaders acknowledged that they spend much of their time focused on the contract, because they know this is how we protect our members. But it was explained to those in attendance that we need to understand and appreciate our Constitution and bylaws, because they, too protect our members by protecting the union.

Our *NALC Constitution* is made up of five separate constitutions: the *Constitution of the National Association of Letter Carriers*; the *Constitution for the Government of Subordinate and Federal Branches* (locals); the *Constitution for the Government of State Associations*; and the constitutions for our life insurance—the Mutual Benefit Association (MBA)—and the Health Benefit Plan.

The *NALC Constitution* also provides within it the guidelines on how these rules can be changed or amended. That's why it is wise to regularly look at your bylaws to make sure that they accurately reflect what you are doing, and to adjust them to reflect any changes that come about at our conventions.

Our national convention is the biennial meeting of the "supreme body" of our organization, which is made up of delegates who are elected to represent the members.

Often, there are changes that are adopted at the national convention that will directly affect the local membership.

For instance, it is now required that every branch have a representative for our life insurance (MBA). That was not required in the past, so there probably are many local branches that do not have a representative. This could make your local bylaws in conflict with the *NALC Constitution*. State and local bylaws cannot have provisions, changes or amendments that would be in conflict with the *Constitution*.

Sometimes, a bylaw change can be as simple as a change regarding your general membership meeting: the day, time, location or how you meet. If this is a permanent change, it requires a change to your bylaws. Those branches that now have the ability to stream meetings may have to update their bylaws if doing so affects the quorum, delegate selection or participation of the members.

The process of changing bylaws requires membership approval. Many branches have a bylaws committee whose job it is to make sure that the bylaws are always up to date. Then again, there are many other branches that may not be as familiar as they should be with what is in their bylaws. To the latter, no worries! It is not too late to get acquainted with the "instruction manual" that runs your local, the branch bylaws, or to make changes to bring the bylaws up to date.

By the time you are reading this article, the latest version of the *NALC Constitution* might be available to the membership on nalc.org. I suggest that you refer to it as a guide and make sure that any current language in your bylaws does not conflict with the *Constitution*.

Article 15 of the NALC Constitution provides the instructions on changing bylaws, and this process must be followed in order for any change or amendment to be approved by the Committee of Laws. Outside of items that may be specific to your local branch or state association, you can use the *Constitution's* language as a reference when revising your bylaws.

Proposed bylaws changes must be submitted to the Committee of Laws. You can do so by mail or electronically. For instructions on how to submit your changes, go to the assistant secretary-treasurer page on the NALC website and click on "Branch bylaw changes." You also can call my office with any questions and I will assist as much as possible.

City Delivery updates



**Christopher
Jackson**

Some time has passed since I last updated the membership on initiatives from the Postal Service. The Postal Service has been busy, and I believe now is a good time to catch up.

MDD Software Version 7.65

In a November notification, USPS detailed a recent software update to the Mobile Delivery Device (MDD-TR), Version 7.65. One feature of the update was the Collection Point Management System (CPMS) Carriage Bolt Survey. In the notice, the Postal Service explained that there are more than 45,000 locks on collection boxes that need to be replaced with new, more secure, electronic arrow locks (eArrow locks).

Headquarters Engineering Systems developed the eArrow lock for use on collection boxes and cluster box units (CBUs) as a solution to the ongoing problem of collection boxes and CBUs being compromised by lost, stolen or counterfeit arrow lock keys. The arrow lock key alone will no longer open the collection box or CBU. The carrier now must open the eArrow lock application on the MDD-TR, which will communicate with the eArrow lock on the collection box or the CBU, then use the Arrow lock key to open the lock on the collection box or CBU. The Postal Service hopes that the survey will help identify collection boxes that have specific types of carriage bolts securing the locks that are scheduled for replacement.

As part of a limited pilot test conducted in four offices, Version 7.65 also included a feature called “Scan Integrity.” With this MDD enhancement, employees were no longer able to access the “Delivered 01” scan event while within the geofence of the facilities. If a package was scanned as delivered within the Post Office geofence, the MDD displayed the message, “Delivery scans must be made when at the address on the package.” The “Scan Integrity” pilot concluded in November and at this time, USPS indicates that there are no plans to make any changes based on this pilot initiative.

Sorting and Delivery Center (S&DC) test—Athens, GA

Beginning in September, the Postal Service also sent notifications of its plans to conduct three pilot tests at the Sorting and Delivery Center (S&DC) in Athens, GA.

Electronic accountable lockers

USPS introduced this pilot with hopes to automate and increase security of the accountable process. A total of five locker banks with 156 available slots have been installed at the S&DC,

replacing the registry cages at the location. During the pilot, clerks load the lockers with accountable mail pieces, along with a PS Form 3867, before a carrier is set to collect and sign for them. To access the locker, carriers must either scan their employee badge or enter their employee identification number (EIN) into the kiosk screen. Upon entering their route assignment number for the day, the locker door for the assignment opens so the carrier can retrieve his or her accountable items. The Postal Service explains that a clerk is to be present when carriers retrieve accountable items from the locker and when carriers return at the end of the day to clear accountable items. The pilot test of the accountable lockers began in early October 2022.

Electronic arrow key cabinets

The Postal Service initiated this test, designed to automate and improve security of the arrow key process. Two cabinets have been installed at the location, replacing the previous arrow key system. This cabinet also requires a carrier to either scan his or her employee badge or enter his or her EIN into the display to gain access. Once the carrier has gained access, the cabinet’s screen will then indicate what key is available to them. After completion of the workday, the carrier again operates the electronic cabinet to return the arrow key to the slot from which it was obtained.

City carriers should be reminded that any testing of the above concepts does not change any National Agreement or USPS handbook provisions related to the handling of accountable items.

Electronic employee lockers

USPS presented this pilot, intended to update employee lockers with a permanent and more secure place to store their personal items. USPS explained that the lockers are electronic and will replace all existing personal item storage locations at the S&DC. Like the electronic accountable lockers described above, to access the employee lockers, carriers also must either scan their employee badge or enter their EIN into the kiosk screen. The door of the locker assigned to the carrier will open automatically and the kiosk screen will direct the carrier to where the door is in relationship to the kiosk. Postal management is responsible for programming the names of carriers into the locker system.

The Postal Service has not identified an end date for any of the tests being conducted at the S&DC.

There has been much to evaluate over these past months. I will continue to communicate with the Postal Service on these initiatives and make sure that there are no violations of any contractual provisions or postal handbooks and manuals. I will continue to update the membership on any effects these initiatives may have on city carriers and provide more information as it becomes available. Be sure to read my article each month and visit nalco.org for the latest updates.

Heat illness prevention



Manuel L. Peralta Jr.

In 2012, letter carrier John Watzlawick died as a result of the heat. He had returned to work following a long-term absence, and was assigned his normal duties in the midst of an extreme heat wave. The Occupational Safety and Health Administration (OSHA) issued a citation, the USPS appealed the citation, a hearing was held and the citation was upheld by the Occupational Safety and Health Review Commission (OSHRC) in 2014.

During the years that followed, OSHA conducted many inspections following employee complaints about safety and the heat. A number of those inspections resulted in issuance of OSHA citations. All of the cita-

tions were challenged and a number of them were grouped together for hearings held in 2018 and 2019 before the OSHRC. The judge denied our cases. The denial was appealed by the secretary of labor, resulting in decisions last month.

In four of the cases, the OSHRC appeal let the decision of the judge stand (although they recognized that the hazard of heat was proven) and, in one case (Des Moines, IA), the decision of the judge was vacated and remanded for further action.

The Des Moines decision contains the following important points:

...[T]he Secretary has established that an excessive heat hazard was present in this case. Accordingly, we reverse the judge on this element of the Secretary's burden.

...With regard to training, there is no dispute that the Postal Service provided heat safety training at the Des Moines station... the Secretary also specifically alleged that a supervisor in the Des Moines station had been given no heat safety training, despite having been a supervisor for more than six months, and that safety talks at the Des Moines station were held at a time when employees known as 'City Carrier Assistants' (CCAs) were not present. The Postal Service has not specifically addressed either of these claims below or on review...

...Specifically, the judge pointed to three incidents in which carriers from the Des Moines station had followed the Postal Service's practice of informing their supervisors that they were experiencing symptoms of a possible heat related illness. Apart from one supervisor providing water to a carrier and then leaving, the judge found that these supervisors took no action to assist the carriers, including the one who the Secretary alleged was never trained on heat safety. That supervisor, who assumed that role at the Des

Moines station in December 2015, was at the station on June 9, 2016, when one of the citation incidents occurred...

...At around 3 p.m., the carrier felt too ill to continue working and drove back to the Des Moines station without having finished her route. On the way, she vomited out the window of her vehicle. Three carriers who were at the station when she arrived described her appearance as 'extremely red,' 'dazed,' and 'shaking'; one said she looked "like she was going to die." The supervisor similarly acknowledged that the carrier looked 'flushed,' and said her collar was wet with sweat and that she indicated she was not feeling well. The supervisor told the carrier to sit down, asked why she did not inform her first before returning to the station, and then called the station manager. According to the supervisor, the station manager said to instruct the carrier to finish her route, which she did; the carrier then 'stormed out' to go speak to a union representative.

"If you have not received your annual Heat Illness Prevention Program (HIPP) training by the time you read this column, you should approach your union representatives to investigate and file a grievance if necessary."

After speaking with the union representative, the carrier went to an urgent care clinic. The supervisor testified that she had never been trained by the Postal Service on heat-related illnesses prior to this incident, apart from sometimes receiving emails with heat safety information and seeing a heat safety poster in the break-room. She said that '[a]ll the safety talks were performed in the morning before [she] reported to work.' According to the supervisor, her lack of training directly affected the way she responded to the carrier's complaints: 'Due to not being correctly educated on heat exposure, I wasn't aware of how it was affecting her.' None of this testimony was rebutted by the Postal Service.

The above decision is still unfinished business. We will keep you posted on the outcome.

If you have not received your annual Heat Illness Prevention Program (HIPP) training by the time you read this column, you should approach your union representatives to investigate and file a grievance if necessary. In our investigation we need to make sure that each and every city carrier delivery supervisor also has undergone the training. This is an annual requirement, with an annual deadline of April 1. Not a joke.

If you and your supervisor do not know the signs of heat illness, you may suffer a tragedy.

Keep an eye on each other.

OPM's retirement services web portal



Dan Toth

My office continues to receive numerous calls from members across the country complaining that even with repeated attempts to talk to a human being in the Office of Personnel Management (OPM) to assist with their issues, they are unable to do so. In this article, I will discuss OPM's web portal, which can help alleviate the customer service problems.

OPM is the government agency responsible for administering our retirement plans, the Civil Service Retirement System and the Federal Employees Retirement System. OPM promulgates the rules and

creates the retirement forms that are supplied by the Postal Service. After a letter carrier completes his or her retirement paperwork, the Postal Service will review the forms and send the application to OPM.

After OPM receives the retirement application, it will send the retiree a welcome letter, along with a retirement card that contains the retiree's Civil Service Active (CSA) number. Within a few days of the carrier receiving the welcome letter, OPM also sends the carrier a letter with a temporary password to access Services Online. The CSA number is a seven-digit number that will be included in all correspondence from OPM. Think of your CSA number as your retiree identification number. Spousal survivors who earn entitlement to an annuity upon a retiree's death will receive their own identification number (a Civil Service Final, or CSF).

“Once you are logged into your account, you can access several features that make up a majority of the tasks you'll ever need to do through OPM.”

Unlike “my Social Security,” OPM's “Services Online” is available only to retirees. When employees are still active with the Postal Service, OPM has no knowledge or record of the employee. But when new retirees first receive their CSA number from OPM, they can—and I recommend doing so—access their account at “Services Online.” Those who are retired and want to find their CSA

number should look at any correspondence received from OPM. This might include the retirement card, annuity payment statements or the 1099-R tax form.

The temporary password to “Services Online” for new retirees will expire after 30 days, so new retirees should be sure to sign in and create a new password, as well as set security questions and answers, before the temporary password expires. If the password has expired, contact OPM and the agency will send out a new temporary password. OPM manages all online account creations to protect annuitants' security.

Once you are logged into your account, you can access several features that make up a majority of the tasks you'll ever need to do through OPM. You can get your monthly annuity payment statement and annual summary of payment, verify your Federal Employees' Group Life Insurance enrollment, view your 1099-R tax form, adjust your federal and state income tax withholdings, view or print your retirement card, check your interim retirement pay status, start or change direct deposit, start or change an allotment, request a copy of your annuity booklet, or update your profile and contact information.

Even if you don't create an account or aren't logged into “Services Online,” you still can report a missing annuity payment or an annuitant death. You may want to inform your spouse about these services to help them should the need arise.

Remember to take the security of your “Services Online” account seriously. The last thing anyone wants is to check his or her bank account and see that a usual deposit hasn't been made. Some tips to keep your account secure are to never reveal your password to others, use different passwords for different accounts, use longer passwords, and add complexity with numbers and symbols.

Actions you won't be able to do on a “Services Online” account include anything to do with Social Security or the Thrift Savings Plan, each of which has its own portals and provide tools tailored to its services and benefits. These can be found at ssa.gov and tsp.gov, respectively.

If you are having problems with OPM's customer service, I recommend that you reach out to your congressional representative and explain your experience. It's just my opinion, but federal employees who spend years or even decades of their lives in service to the federal government and the country should receive prompt customer service and attention when they need to handle their hard-earned retirement benefits.

Hospital Plus



**James W.
"Jim" Yates**

The Mutual Benefit Association (MBA) Hospital Plus coverage provides cash when you need it most: when you're confined to a hospital. Hospital Plus will provide you with up to \$100 per day in daily cash benefits. These benefits begin the first day of your hospital stay and last up to one full year. They are not subject to federal income tax.

Hospital Plus is not health insurance; it is a hospital-confinement policy. The benefits of Hospital Plus minimize the effects of non-medical expenses on a family's budget and help close the gap between health insurance coverage and the cost of a hospital stay.

Hospital Plus does not cover time spent in a skilled nursing facility (SNF).

Hospital Plus is designed to help NALC members pay for things that major medical insurance does not cover; things that may have nothing to do with hospital services, such as:

- Private transportation to and from the hospital, including gasoline and parking
- Extra groceries and other supplies for visiting family members
- Meals while visiting the hospital
- Books, games and magazines
- Entertainment and domestic help

With Hospital Plus, you choose the amount of coverage needed based on your financial situation: either \$100, \$75, \$50 or \$30 per day. You can also insure your spouse and eligible children. A spouse's coverage amount is the same as the member's. Children's coverage is 60 percent of the member's coverage, so \$60, \$45, \$30 or \$18 per day. NALC members may choose to insure only themselves; themselves and their spouse; themselves and their children; or themselves and their spouse and children.

The Hospital Plus premium is based on the NALC covered member's age when the policy is purchased. If you purchase the additional coverage for your spouse and/or children, the premium is still based on the member's age at the time of purchase.

All of the member's children are covered by the same premium, regardless of the size of the family. Covered children must be the insured's unmarried legal children

who are under the age of 19 and living with the insured, or between 19 and 23 years of age and a full-time student.

There is no age limit for members to purchase Hospital Plus. There is no medical exam when purchasing this policy and you cannot be turned down for health reasons. As with all MBA policies, there is no open season. NALC members may purchase any MBA policies at any time.

Hospital Plus premiums start as low as just \$1.60 bi-weekly (one member, age 18 to 24, \$30 per day benefit). Premiums may be paid through a convenient payroll deduction, electronic funds transfer, or by check monthly or annually. Members who want to pay their premiums monthly or annually can call the MBA office for help in calculating their premium amounts.

To receive benefits, members must complete and sign a one-page claim form, attach a copy of the hospital's itemized bill, and mail them to the MBA. Benefits will be paid based on a 24-hour hospital stay, for up to 365 days or as much as \$36,500, if a \$100-per-day benefit is chosen.

The Hospital Plus policy does not pay benefits for a pre-existing condition until the covered person has gone without further medical advice or treatment for 12 consecutive months, or one year from the effective date of the covered person, whichever is earliest. A preexisting condition is a condition for which a covered person has received medical advice or treatment during the 12 months before coverage became effective. Benefits apply to hospitalization due to pregnancy, provided the policy was in effect before the start of the pregnancy. With family coverage, a newborn would be included on the 16th day following the birth.

If you would like to apply for a Hospital Plus policy, please visit nalc.org/mba. Toward the bottom of the page, click on "MBA Brochures, Applications and Forms," which will allow you to see all of the plans and rates offered by the MBA. Scroll down to "Applications for U.S. Letter Carriers Mutual Benefit Association Policies," and then click either on the specific state in which you reside, or on the "All other states." From there, click on "Hospital Plus" to pull up the specific application. Complete and sign the application and send it to the MBA office.

Once you receive your policy, you'll have a full 30 days to examine it before deciding whether or not to keep it. There is no risk.

For more information about Hospital Plus or any of the MBA products, call the MBA toll-free at 800-424-5184, Tuesdays and Thursdays from 8 a.m. to 3:30 p.m.; or call 202-638-4318 Monday through Friday, 8 a.m. to 3:30 p.m., Eastern Standard Time.

Expanding our telehealth coverage



Stephanie Stewart

Whether they are standing in line at the grocery store, riding public transportation, sitting in a waiting room or passing each other on the sidewalk, it is obvious that people are tied to digital devices. With so many aspects of our lives—such as finances, health and social networks—linked by these devices, the rapid pace of technology can be overwhelming and can have a negative impact on our health if we don't take time to unplug.

However, technology also is bringing a positive health outcome, through what we now call telehealth.

- Insect bites
- Minor sprains, scrapes and bumps
- Pink eye
- Sinus infections
- Skin conditions
- Stomach flu
- Strep throat
- Urinary tract infections

If deemed appropriate by the online provider, they can write a prescription if the medical condition requires one. Also, similar to an in-person visit, the online provider can give a work-absence note upon request.

So how much does it cost you to use the Plan's telehealth program? A \$10 copayment per appointment.

Not only does this program provide affordability and convenience for those who are unable to squeeze in another commute or appointment, it now comes with additional services. The positive member feedback led us to expand our telehealth benefits for 2023.

What is telehealth?

Telehealth is a patient and provider virtual interaction, or more defined, it involves health care services obtained remotely, without in-person contact. This can happen through video conferencing with a laptop, tablet or smartphone device.

An article on mayoclinic.org cites the following goals of telehealth:

- Make health care easier to get for people who live in remote or rural communities.
- Keep you and others safe if you have an infectious disease.
- Offer primary care for many health conditions.
- Make access to services easier for people who have limited mobility, transportation or time.
- Improve communication and coordination of care between health care team members and a person getting care.
- Offer advice for self-management of health care.

So where does this leave you as an NALC Health Benefit Plan member?

The NALC Health Benefit Plan High Option Plan introduced telehealth through a partnership with American Well (Amwell) several years ago. I am happy to report that our High Option members have embraced this option and continue to report high satisfaction levels.

When members use the Plan's telehealth service, they can receive care for minor acute conditions anytime, anywhere. Some of the most common treated conditions include:

- Allergies
- COVID-19 symptoms
- Flu

Nutrition counseling

Now included for High Option members is virtual nutrition counseling. Through Amwell, members can receive nutrition plans from a trained registered dietician for a variety of chronic conditions and/or health concerns. Included with this program are personalized meal plans and recipes, in addition to a video chat feature that allows the dietician to support patients by jointly reviewing food labels and suggesting strategies for success.

Appointments are available seven days a week, including evenings, and the best news yet: This program does not have a copayment. It's completely free to our members.

Women's health services

There's more. Since we are in the business of keeping our members healthy and this program is convenient and cost effective, we asked ourselves, why not add another option? Through the NALCHBP telehealth program, we now offer specialized and convenient care for women throughout every state of life, from prenatal and postnatal support to menopause care. Clinicians are able to provide virtual treatment for a variety of health concerns including birth control, endometriosis, premenstrual syndrome and breastfeeding support by board-certified lactation consultants.

With Women's Health Month right around the corner, I believe there is no better time than now to introduce

(continued on page 40)

Contract Administration Unit

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

Violations of the maximum work-hour limits, non-compliance, remedies and grievance starters

Across the country, letter carriers are being forced to work in excess of the work-hour limitations found in the National Agreement as well as in the *Employee and Labor Relations Manual (ELM)*. This month's Contract Talk will explain these provisions and provide advice for branches when filing grievances on repetitive work-hour violations. There are two separate restrictions on the maximum number of hours a letter carrier craft employee may be required to work. These work-hour limits are stated in Article 8 of the National Agreement and the *ELM*.

One provision relating to work-hour limits is found in Section 432.32 of the *ELM*, which provides the following rule that applies to all employees, including city carrier assistants (CCAs):

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the PMG (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours.

Because this *ELM* provision limits total daily service hours, including work and mealtime, to 12 hours, an employee is effectively limited to 12 hours of work minus his or her meal period—normally 30 minutes. However, the *ELM* also permits the collective-bargaining agreement to create exceptions to this general rule, which was bargained for overtime desired list (ODL) employees as follows:

Full-time employees not on the "Overtime Desired list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked up to twelve (12) hours in a day or sixty (60) hours in a service week. Employees on the "Overtime Desired" list:

1. may be required to work up to twelve (12) hours in a day and sixty (60) hours in a service week (subject to payment of penalty overtime pay set forth in Section 4.D for contravention of Section 5.F); and
2. excluding December, shall be limited to no more than twelve (12) hours of work in a day and no more than sixty (60) hours of work in a service week.

The exception in Article 8, Section 5.G applies to full-time employees on both the ODL and work assignment list.

Excluding December, the above provision limits those employees to no more than 12 hours of work in a day and

no more than 60 hours of work in a service week. However, since the term "work" within the meaning of Article 8.5.G does not include mealtime, the 12 total hours of work in a day for carriers on the ODL may extend over a period of 12½ consecutive hours. Additionally, Article 8.5.G provides that the limits do not apply during December, when full-time employees on the ODL may be required to work more than 12 hours.

These exceptions do not apply to CCAs, part-time employees or full-time employees who are not on the ODL, all of whom are effectively limited to 11½ hours of work per day by *ELM* Section 432.32, even during December.

National Arbitrator Richard Mittenthal ruled in Case No. H4N-NA-C 21 "Fourth Issue" (C-06238) that the 12- and 60-hour limits are absolutes. Excluding December, a full-time employee may neither volunteer nor be required to work beyond those limits. This rule applies to all full-time employees on the ODL or work assignment list except during the penalty overtime exclusion period (December).

In Case No. H4N-NA-C 21 "Third Issue" (C-07323), National Arbitrator Mittenthal ruled that when a full-time employee reaches 60 hours in a service week, management is required to send the employee home—even in the middle of a scheduled day. He further held that in such cases, the employee is entitled to be paid the applicable eight-hour guarantee for the remainder of his or her scheduled day.

On Oct. 19, 1988, the national parties signed a memorandum of understanding (M-00859) to implement the above-mentioned Mittenthal awards. Part of that memorandum states:

The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week.

In those limited instances where this provision is or has been violated and a timely grievance filed, full-time employees will be compensated at an additional premium of 50 percent of the base hourly straight time rate for those hours worked beyond the 12 or 60 hour limitation.

The employment of this remedy shall not be construed as an agreement by the parties that the Employer may exceed the 12 and 60 hour limitation with impunity.

As a means of facilitating the foregoing, the parties agree that excluding December, once a full-time employee reaches 20 hours of overtime within a service week, the employee is no longer available for any additional overtime work. Fur-

(continued on page 40)

Violations of the maximum work hour limits (continued)

(continued from page 39)

thermore, the employee's tour of duty shall be terminated once he or she reaches the 60th hour of work.

In Case No. A90N-4A-C 94042668 (C-18926), National Arbitrator Carlton J. Snow ruled that the language in M-00859 limits the remedy for any violations of the Article 8.5.G maximum hour limits to an additional premium of 50 percent of the base hourly straight time rate. Even though this MOU explicitly states that letter carriers who have reached their 12 and/or 60-hour limit must have their tour terminated, management frequently attempts to shield themselves from liability for the violation based on National Arbitrator Snow's decision. This attempt by management ignores their obligation to instruct letter carriers who have reached the work hour limitations to end their tour. Any grievance filed alleging a violation of M-00859 should address management's failure to live up to this language.

Union representatives should keep in mind that Arbitrator Snow's award only addresses the additional remedies sought by the NALC. His award did not modify the terms of our agreement in M-00859 and the terms remain fully enforceable.

The Contract Administration Unit has created multiple new grievance starters, reflecting each category of employee, to assist branches when filing grievances on repetitive violations of the daily and weekly work hour limits. Additionally, an interview questionnaire has been developed so each affected carrier can provide an individualized im-

pact statement. Shop stewards should include these statements in the grievance file to demonstrate the reasons and the need to request remedies that enforce the right of letter carriers to not work past these work-hour limits.

There have been several regional arbitration awards that addressed the repeat and deliberate violation of work-hour limits and the impact on letter carriers. While the remedies that have been awarded vary, numerous arbitrators agree that management has a contractual obligation to send carriers home once they reach the work-hour limits and/or allow the carrier the right to refuse without fear of discipline.

The awards in favor of the above remedies may be due to the ability of the union to show the negative impact these violations have on the letter carriers through statements and testimony. Local branches should file timely grievances on each circumstance where a carrier is forced to work beyond the hour limits as stated above. Until your office has a precedential award saying otherwise, you should follow whatever instructions your supervisor or manager gives you.

The parties have agreed to mandatory work-hour limits, and the Postal Service must honor them. In the end, time is a precious resource that cannot be recreated, and a remedy must be fashioned to prevent the violation from recurring.

To access the grievance starters, which include the interview questionnaire, from the NALC website, log on to the Members Only portal, and click the "Member documents" button, where you will find the *Shop Steward's Guide* and the grievance starters in a drop-down menu.

Director, Health Benefits

Telehealth (continued)

(continued from page 38)

you to this program. Telehealth visits are available for women 18 years of age or older, and like the prior program discussed, the telehealth women's health services program does not have a copayment.

How to start your telehealth journey

Go to nalchbptelehealth.org on your desktop computer or download the NALCHBP telehealth app from your phone or

tablet's Google Play™ or Apple App Store. Once the app is downloaded and opened, enter your name and email and create a password. Next, enter your health plan ID. Lastly, choose the reason for the visit, whether "Urgent Care," "Women's Health," "Lactation Support" or "Nutrition Counseling." Once your selection is made, an online doctor is just a click away.

Keep in mind that you can also download the free NALC Health Benefit Plan Member Access Portal that also includes a single sign-on feature for the NALCHBP Telehealth program.

USPS Sorting and Delivery Centers



Special Assistant to the President Doug Lape

On March 23, 2021, the Postal Service announced its long-term strategic plan to stabilize mail delivery. This plan, called the Delivering for America Plan, includes the creation of large delivery units called Sorting and Delivery Centers (S&DCs) across the country. The establishment of these S&DCs involves moving city letter carriers from their current work location to a large facility that can accommodate hundreds of routes.

Whenever full-time letter carrier assignments or career letter carriers are moved from one office to another, the situation must be covered under one of the provisions of the National Agreement.

Currently, there are two possible scenarios when the Postal Service establishes an S&DC:

1. All of the assignments in the city letter carrier craft are moved from an independent, or losing, installation to the S&DC. The losing installation is not being discontinued or consolidated under this process since it remains an independent installation, which is separate from the S&DC. The retail and post office box operations remain under a postmaster in the losing installation.
2. A delivery unit is moved from the jurisdiction of an independent installation to the S&DC. The other delivery units within the original installation remain and do not move.

Article 12 of the National Agreement contains three distinct sections covering the movement of city letter carrier assignments from one installation to the jurisdiction of another. Determining which section of Article 12 governs the movement depends on what happens in the losing installation.

If the losing installation is being discontinued, meaning that no USPS operations will remain in the building, then the provisions of Article 12, Section 5.C.1 would apply. As described above under the first scenario, only the delivery routes are being moved into the S&DC, while other operations will remain.

If the losing installation is being consolidated, meaning that the office will become part of another installation, then Article 12, Section 5.C.2 applies. When this happens, the routes could either remain in their current location or move to a different office within the gaining installation. Under the S&DC model, the losing installations are remaining independent from the S&DC and not becoming a part of a different installation.

The provisions of Article 12, Section 5.C.3 cover circumstances described in scenario No. 2. So far, the

Postal Service has identified only two potential sites where individual delivery units will be moved from independent installations into an S&DC.

In addition to Article 12, the National Agreement contains various memorandums of understanding (MOUs) related to Delivery Unit Optimization (DUO). Under the DUO process, all city letter carrier assignments were moved from a losing to a gaining installation. Under DUO, the losing installation remains independent.

While the movement of assignments under DUO is identical to the transfer of jobs into an S&DC, the DUO agreements did not address issues such as city carrier assistant (CCA) relative standing or a process to evaluate routes both before and after the movement of the assignments. Because of this, NALC and USPS negotiated two new agreements to address these concerns when assignments are moved into an S&DC. The first agreement, MOU Re: Movement of City Letter Carrier Assignments from and Independent Installation to a Sorting and Delivery Center (M-01990), outlines the process for moving the assignments while dealing with the issues left out of the DUO agreements. The second one, MOU Re: Local Memorandum(s) of Understanding due to the Establishment of a Sorting and Delivery Center (M-01991), outlines the process for addressing the local memorandum of understanding from each of the installations involved in the establishment of an S&DC. Copies of both documents are available in the Materials Reference System (MRS) on the NALC website at nalc.org/workplace-issues/resources/materials-reference-system.

Currently, there are six S&DCs in operation in the country. The first facility, located in Athens, GA, opened in November 2022. While there are city carrier assignments in Athens, only rural carrier routes were moved into the S&DC. The city carriers working in Athens were all working in this building before the S&DC was implemented.

On Feb. 25, five additional S&DCs began operation: in Gainesville and Panama City, FL; Bryan, TX; Utica, NY; and Woburn, MA. In each of the five additional sites, city letter carriers were moved from their original installations into the S&DC. Going forward, the Postal Service plans to implement eight new S&DCs on June 3, 2023, in Annapolis, MD; Williamsport, PA; Hanover Park, IL; Kokomo, IN; Topeka, KS; Owensboro, KY; Golden, CO; and Pasco, WA.

We meet with the Postal Service on a regular basis regarding the S&DCs to discuss the progress on each site and to discuss our concerns with these facilities. As more information about the S&DC project becomes available, we will update the membership either on the NALC website or in future *Postal Record* articles.

Monthly CSRS annuity payments for letter carriers who retire on June 1, 2023

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 June 1, 2023. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step O 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 : \$71,442			CC Grade 2 / High-3 Average ¹ : \$72,942		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,158	\$193	\$1,965	\$2,203	\$198	\$2,006
21	2,277	205	2,072	2,325	210	2,115
22	2,396	217	2,179	2,447	222	2,224
23	2,515	229	2,286	2,568	234	2,334
24	2,634	241	2,393	2,690	246	2,443
25	2,754	253	2,501	2,811	259	2,553
26	2,873	265	2,608	2,933	271	2,662
27	2,992	277	2,715	3,054	283	2,772
28	3,111	289	2,822	3,176	295	2,881
29	3,230	300	2,929	3,298	307	2,990
30	3,349	312	3,036	3,419	319	3,100
31	3,468	324	3,144	3,541	332	3,209
32	3,587	336	3,251	3,662	344	3,319
33	3,706	348	3,358	3,784	356	3,428
34	3,825	360	3,465	3,905	368	3,537
35	3,944	372	3,572	4,027	380	3,647
36	4,063	384	3,679	4,149	392	3,756
37	4,182	396	3,787	4,270	405	3,866
38	4,301	408	3,894	4,392	417	3,975
39	4,420	420	4,001	4,513	429	4,084
40	4,540	431	4,108	4,635	441	4,194
41	4,659	443	4,215	4,756	453	4,303
41+11 months & over ⁵	4,763	454	4,309	4,863	464	4,399

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

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between June 1, 2020, and May 31, 2023, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

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

Monthly FERS annuity payments for letter carriers who retire on June 1, 2023

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 June 1, 2023. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$71,442			CC Grade 2 / High-3 Average ¹ : \$72,942		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,191	\$119	\$1,072	\$1,216	\$122	\$1,094
21	1,250	125	1,125	1,276	128	1,149
22	1,310	131	1,179	1,337	134	1,204
23	1,369	137	1,232	1,398	140	1,258
24	1,429	143	1,286	1,459	146	1,313
25	1,488	149	1,340	1,520	152	1,368
26	1,548	155	1,393	1,580	158	1,422
27	1,607	161	1,447	1,641	164	1,477
28	1,667	167	1,500	1,702	170	1,532
29	1,727	173	1,554	1,763	176	1,586
30	1,786	179	1,607	1,824	182	1,641
31	1,846	185	1,661	1,884	188	1,696
32	1,905	191	1,715	1,945	195	1,751
33	1,965	196	1,768	2,006	201	1,805
34	2,024	202	1,822	2,067	207	1,860
35	2,084	208	1,875	2,127	213	1,915
36	2,143	214	1,929	2,188	219	1,969
37	2,203	220	1,983	2,249	225	2,024
38	2,262	226	2,036	2,310	231	2,079
39	2,322	232	2,090	2,371	237	2,134
40	2,381	238	2,143	2,431	243	2,188
Each additional year ⁵	59.54	5.95	53.58	60.79	6.08	54.71

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between June 1, 2020, and May 31, 2023, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

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

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

OWCP expands period for submitting evidence in initial claims to 60 days



Regional Workers' Compensation Assistant Coby Jones

On Dec. 23, 2022, President Biden signed the Fiscal Year 2023 National Defense Authorization Act (NDAA) into law. Under Section 5305(c) of the Act, effective March 7, 2023, injured federal workers covered by the Office of Workers' Compensation Programs (OWCP) will now have 60 days to supply evidence in support of an initial claim. Specifically, the legislation directed the secretary of labor to 1) amend the Federal Employees' Compensation Act (FECA) regulations

at 20 CFR 10.121 to increase the minimum time to submit supporting documentation on an initial claim from 30 to 60 days, and 2) modify the FECA procedure manual to do the same. OWCP has explained the revised regulations and changes in *FECA Bulletin 23-03* that it issued on Jan. 9.

“Claimants should be aware that the expanded 60-day time frame applies only to the initial adjudication of a claim.”

In accordance with the NDAA legislation, on Jan. 6, the Department of Labor published a final rule in the Federal Register (to be effective on March 7, 2023) amending 20 CFR 10.121 to read:

If the claimant submits factual evidence, medical evidence, or both, but OWCP determines that this evidence is not sufficient to meet the burden of proof, OWCP will inform the claimant of the additional evidence needed. The claimant will be allowed at least 60 days to submit the evidence required. OWCP is not required to notify the claimant a second time if the evidence submitted in response to its first request is not sufficient to meet the burden of proof.

Note here that the 60-day period applies to cases where the claims examiner, after an initial review of the case, determines that the claim needs additional factual or medical evidence to be accepted. In such instances, the claims examiner will issue what OWCP calls a development letter.¹ The additional evidence sought by the claims examiner in the development letter will always be related to one or more

¹ Responding to the development letter is discussed in more detail in this column in the June 2022 *Postal Record*. It also should be pointed out here that claims examiners will simply accept a claim and not issue a development letter in cases where they determine, after their initial review of the file, that there is sufficient evidence to establish the claim.

of the five basic elements that every claimant has the burden of proof to establish for his or her claim to be accepted.²

The NALC views the new expanded time frame as beneficial for injured letter carriers who are in the initial stages of filing their claims. Historically, claims examiners were required to allow at least 30 days for a response to all initial development letters before denying a claim. Injured letter carriers often had trouble obtaining the required evidence within the 30-day limit. In particular, it was hard for injured workers to schedule appointments with their attending physicians to obtain the requested medical evidence within such a tight time constraint. And it only got worse during the COVID-19 pandemic. When claimants could not obtain the necessary evidence within the 30-day period allowed by the development letter, their claims were denied. Because fixing an initial denial through the appeals process can add months to the eventual acceptance of the claim, the expanded development period will allow more claims to be accepted during their initial adjudication.

While the expanded time frame will be beneficial for claimants overall, the NALC is concerned that in cases where the claimant has obtained and submitted the necessary evidence well before the 60-day period ends, claims examiners might not be aware of this fact and wait until after the 60-day period has ended to issue a decision. Because of this, it is prudent for claimants, once they have submitted all requested evidence, to reach out to their claims examiners to advise them that they have completed their response to the development letter and request prompt adjudication of their claim. They can do this both by phoning their claims examiner and also by uploading a brief note into ECOMP.

Finally, claimants should be aware that the expanded 60-day time frame applies only to the initial adjudication of a claim. In established claims that have been accepted, a 30-day time frame still applies to development letters issued for any number of adjudicatory issues for which OWCP may issue a formal decision: denials of requested wage-loss compensation, denials of schedule awards, denials of reimbursement, denials of requested medical procedures or durable medical equipment, etc. A 30-day time frame also still applies for claimants to respond to notices of proposed action in accepted claims, such as termination or reduction of benefits. And it applies for claimants to respond to proposed sanctions for such things as failing to attend OWCP-directed medical exams, refusing suitable work, failing to cooperate with vocational rehabilitation efforts, or failing to complete required forms, such as the OWCP 1032.

² The five basic elements are discussed in more detail in this column in the January 2022 *Postal Record*.



Veterans Group

For more information, go to nalc.org/veterans

What's offered in the NALC Veterans Guide

Almost a quarter of the active and retired members of the National Association of Letter Carriers are military veterans. Having exchanged military uniforms for letter carrier uniforms, veterans continue to serve their communities and this great nation. NALC strives to recognize and honor our military veteran members in a variety of ways.

The NALC Veterans Group was created in 2015 to provide access to information and tools specific to veterans' rights and benefits within the Postal Service. The group provides all NALC military veterans—active as well as retired letter carriers—with resources, information and a sense of camaraderie.

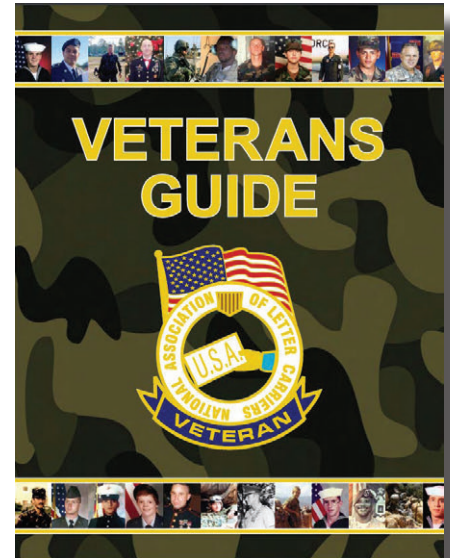
As part of this goal, NALC developed the *Veterans Guide* as a quick reference for valuable information relating to military service and the Postal Service. The guide contains various topics of interest to veterans and union representatives who represent letter carrier veterans. Some of the topics covered in the guide include the Uniformed Services Employment and Reemployment Rights Act (USERRA), Wounded Warriors Leave (WWL) and

the Veterans' Preference Act of 1944. Members of the NALC Veterans Group are provided a copy of the guide upon enrolling with the group.

As explained in the guide, USERRA deals with employment rights of postal employees who leave their jobs to perform military service. This law prohibits employers, including the Postal Service, from discriminating against past and present members of the uniformed services.

The guide explains the rules and regulations pertaining to WWL, which is a benefit provided to eligible veterans who need time off to undergo medical treatment for a service-connected disability. Prior to 2016, many veterans were often forced to take sick leave, annual leave or leave without pay to attend medical appointments and undergo treatment.

The Veterans' Preference Act of 1944 benefits veterans both before and after they start their civilian career with the Postal Service. The Act gives preference to eligible veterans during the hiring process and also grants additional rights regarding job security once employed. NALC military veterans should be sure to read the *Veterans Guide* for a



more comprehensive discussion of the Act and the benefits it provides.

These three topics are just a sample of the information covered in the *Veterans Guide*. The guide also discusses several National Agreement provisions and memorandums of understanding (MOUs) that apply specifically to military veterans.

Join the NALC Veterans Group

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

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

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



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

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

- AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Free
to join

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*.



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.

Additionally, the national secretary-treasurer's office handles

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

80-year pins

Warren R. Bechhoefer Phoenix, AZ Br. 576

75-year pins

William R. Parker Phoenix, AZ Br. 576
 William W. Buchanan Chicago, IL Br. 11
 George H. Bennett Jr. Detroit, MI Br. 1
 Joseph M. DiNapoli Westchester Mgd., NY Br. 693
 Sal A. Muscente Westchester Mgd., NY Br. 693
 Elmer J. Stumpf Pittsburgh, PA Br. 84
 Scipo J. White Pittsburgh, PA Br. 84

70-year pins

Robert R. Eggers Phoenix, AZ Br. 576
 Harold P. Melancon Phoenix, AZ Br. 576
 Louis Belden Jr. Chicago, IL Br. 11
 Harry R. Hamilton Jr. Chicago, IL Br. 11
 Robert T. Musial Chicago, IL Br. 11
 Lawrence N. Osborne Chicago, IL Br. 11
 Lowell M. Davis Mattoon, IL Br. 384
 John A. Speer Mattoon, IL Br. 384
 Richard E. Johnson Des Plaines, IL Br. 2076
 John R. Yadisernia Southeast MA Mgd. Br. 18
 Norman A. Danis Western MA Br. 46
 Russell E. Becker Detroit, MI Br. 1
 James Assell NJ Mgd. Br. 38
 Anthony A. Aquilino Westchester Mgd., NY Br. 693
 Joseph A. Fiorito Westchester Mgd., NY Br. 693
 Donald W. Fletcher Canton, OH Br. 238
 Emil Steffen Jr. Pittsburgh, PA Br. 84

65-year pins

Harold C. Larson Phoenix, AZ Br. 576
 Charles P. O'Neill Phoenix, AZ Br. 576
 Namon Barnett Chicago, IL Br. 11
 Lowell M. Davis Mattoon, IL Br. 384
 Alvin J. Doubet Downers Grove, IL Br. 1870
 James C. Sauer Des Plaines, IL Br. 2076
 Jeanette K. Wrzos Des Plaines, IL Br. 2076
 Larson D. Woelk Wichita, KS Br. 201
 Charles J. Donovan MA Northeast Mgd. Br. 25
 Thomas E. Murphy Western MA Br. 46
 Allan Henderson NJ Mgd. Br. 38
 Donald K. Kochvara NJ Mgd. Br. 38
 Henry J. Szwak Camden, NJ Mgd. Br. 540
 Walter Wydra Camden, NJ Mgd. Br. 540
 Howard J. McNicholas Jr. Westfield, NJ Br. 1492
 Fred A. Chavez Albuquerque, NM Br. 504
 Roger C. Decarli Binghamton, NY Br. 333
 William H. Studwell Westchester Mgd., NY Br. 693
 Carl T. McCraw Asheville, NC Br. 248
 H. L. Wilson Jr. Asheville, NC Br. 248
 John V. Carney Akron, OH Br. 148
 Charles F. Conley Akron, OH Br. 148
 Karl A. Loman Akron, OH Br. 148
 Stuart O. Wenger Akron, OH Br. 148
 Chas L. Larson Canton, OH Br. 238

60-year pins

James W. Buchholtz Phoenix, AZ Br. 576
 Salvatore P. Lenares Hartford, CT Br. 86
 Gilbert E. Hutchins Southern DE Br. 906
 William G. Lenhart Des Plaines, IL Br. 2076
 Lowell M. Davis Mattoon, IL Br. 384
 William R. Blonda MA Northeast Mgd. Br. 25
 Carl V. Bruno MA Northeast Mgd. Br. 25
 W. J. Healey MA Northeast Mgd. Br. 25
 John P. Jones MA Northeast Mgd. Br. 25
 Raymond A. Latulippe MA Northeast Mgd. Br. 25
 Donald M. Nolan MA Northeast Mgd. Br. 25
 Joseph E. Poulin MA Northeast Mgd. Br. 25
 Albert A. Joseph Jr. Southeast MA Mgd. Br. 18
 Jerome R. Berte Western MA Br. 46
 Roger G. Carrington Western MA Br. 46
 Harold J. Chapin Western MA Br. 46
 Richard L. Dionne Western MA Br. 46
 Percy S. Graham Western MA Br. 46
 James J. Orciari Jr. Western MA Br. 46
 John D. Pirog Western MA Br. 46
 Francis X. Simonds Western MA Br. 46
 Frank C. Belaney Detroit, MI Br. 1
 J. E. Antoine NJ Mgd. Br. 38
 Frank H. Bailey NJ Mgd. Br. 38
 William A. Coveny NJ Mgd. Br. 38
 Thomas R. Delaney Jr. NJ Mgd. Br. 38
 Charles P. Ferrigno NJ Mgd. Br. 38
 Carmine Foligno NJ Mgd. Br. 38
 Allan Henderson NJ Mgd. Br. 38
 Earl L. Hope Jr. NJ Mgd. Br. 38
 Julius H. Kwiatkowski NJ Mgd. Br. 38
 George J. Larty NJ Mgd. Br. 38
 Charles R. Luker NJ Mgd. Br. 38
 George V. Petrisin NJ Mgd. Br. 38
 Michael J. Piero NJ Mgd. Br. 38
 Robert A. Riena NJ Mgd. Br. 38
 James M. Struble NJ Mgd. Br. 38
 Thomas M. Watts Jr. NJ Mgd. Br. 38
 Vincent Buzzurro Westchester Mgd., NY Br. 693
 Lou M. Garfalo Westchester Mgd., NY Br. 693
 Angelo T. Gorevich Westchester Mgd., NY Br. 693
 Richard Martinez Westchester Mgd., NY Br. 693
 James Nardelli Westchester Mgd., NY Br. 693
 Thomas S. Pitura Westchester Mgd., NY Br. 693
 Michael J. Zelensky Westchester Mgd., NY Br. 693
 Val G. Banks Asheville, NC Br. 248
 Harry J. Shotwell Asheville, NC Br. 248
 James C. Wright Asheville, NC Br. 248
 William G. Stone Dayton, OH Br. 182
 Obie B. Wray Eugene, OR Br. 916
 Richard M. Hoffman Appleton, WI Br. 822
 James L. Lucht Appleton, WI Br. 822
 Robert E. Loppnow Milwaukee, WI Br. 2
 Lee C. Schwab Milwaukee, WI Br. 2
 William C. Tremel Milwaukee, WI Br. 2

55-year pins

Jesus Gandarilla Phoenix, AZ Br. 576
 Russl D. Garman Phoenix, AZ Br. 576
 Jeffrey C. Ginster Phoenix, AZ Br. 576
 Albert E. Gomez Phoenix, AZ Br. 576
 Ricardo A. Grijalva Phoenix, AZ Br. 576
 Thomas F. Grimes Phoenix, AZ Br. 576
 Howard G. Guetherman Phoenix, AZ Br. 576
 John P. Parmelee Phoenix, AZ Br. 576
 Ernest J. Pauls Phoenix, AZ Br. 576
 Jose Perez Jr. Phoenix, AZ Br. 576
 Ralph T. Pucci III Phoenix, AZ Br. 576
 Curtis W. Adams Greater E. Bay, CA Br. 1111
 Ellen Adler Greater E. Bay, CA Br. 1111
 Roy L. Allen Greater E. Bay, CA Br. 1111
 Daniel R. Anderson Greater E. Bay, CA Br. 1111
 Manuel J. Arias Greater E. Bay, CA Br. 1111
 Ray J. Bael Stockton, CA Br. 213
 Juliat Cassella Stockton, CA Br. 213
 James W. De selle Stockton, CA Br. 213
 Jack G. Deselle Stockton, CA Br. 213
 Manuel Dias Stockton, CA Br. 213
 Robert S. Edgar Stockton, CA Br. 213
 Reid E. Hubbard Stockton, CA Br. 213
 Buford R. Kenton Stockton, CA Br. 213
 Agustino L. Latosa Stockton, CA Br. 213
 Donald G. Mimms Stockton, CA Br. 213
 Frank Reyes Stockton, CA Br. 213
 Alejandro Rodriguez III Stockton, CA Br. 213
 Richard Sandoval Stockton, CA Br. 213
 Lawrence M. Skaife Jr. Stockton, CA Br. 213
 Arden L. Thompson Stockton, CA Br. 213
 Charles D. Wright Stockton, CA Br. 213
 Donald E. Carey Southern DE Br. 906
 Benjamin F. Chaffinch Southern DE Br. 906
 Edward S. Clifton Jr. Southern DE Br. 906
 Robert L. Emery Southern DE Br. 906
 Paul H. Markle Southern DE Br. 906
 Thomas P. McLaughlin Southern DE Br. 906
 Edward J. Prudenti Southern DE Br. 906
 Bruce G. Stegner Southern DE Br. 906
 Clyde T. Wootten Southern DE Br. 906
 Rommie L. Cobb Savannah, GA Br. 578
 Emmett Cossey Savannah, GA Br. 578
 Carl W. Hayes Savannah, GA Br. 578
 Celedonio P. Basilio Wahiawa, HI Br. 4837
 Ernest J. Piazzi Jr. Arlington Heights, IL Br. 2810
 Peter J. Berger Des Plaines, IL Br. 2076
 John Bos Des Plaines, IL Br. 2076
 David W. Dallmeyer Des Plaines, IL Br. 2076
 Jane Y. Evans Des Plaines, IL Br. 2076
 Peter B. Hermann Des Plaines, IL Br. 2076
 Edward J. Kelly Des Plaines, IL Br. 2076
 Tom J. Malapanes Des Plaines, IL Br. 2076
 Micky Marrese Des Plaines, IL Br. 2076
 Delbert A. Mette Des Plaines, IL Br. 2076
 Richard J. Murphy Des Plaines, IL Br. 2076
 Ronald A. Nagel Des Plaines, IL Br. 2076
 James R. Nawrocki Des Plaines, IL Br. 2076
 Robert C. Pease Des Plaines, IL Br. 2076

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

Antonio Salazar Jr.	Des Plaines, IL	Br. 2076	Francis E. Vineyard	Grand Island, NE	Br. 390	T. Q. Meisten	NJ Mgd.	Br. 38
Kenneth R. Sandford	Des Plaines, IL	Br. 2076	Philip F. Deaner	Camden, NJ Mgd.	Br. 540	Ronald L. Messina	NJ Mgd.	Br. 38
Robert Shipbaugh	Des Plaines, IL	Br. 2076	Joseph E. Alloway	Clementon, NJ	Br. 4623	Richard F. Milano	NJ Mgd.	Br. 38
Martin F. Thoma	Des Plaines, IL	Br. 2076	Thomas J. Carey	Clementon, NJ	Br. 4623	Michael J. Monroe	NJ Mgd.	Br. 38
Michael J. Vacilek	Des Plaines, IL	Br. 2076	Gary Crawford	Clementon, NJ	Br. 4623	John Motley	NJ Mgd.	Br. 38
Terry D. Whitmore	Des Plaines, IL	Br. 2076	Anthony Giordano	Clementon, NJ	Br. 4623	Stanley D. Murrell	NJ Mgd.	Br. 38
Robert C. Ziegler	Des Plaines, IL	Br. 2076	Frank R. Haus	Clementon, NJ	Br. 4623	John M. Narucki	NJ Mgd.	Br. 38
Frank R. Kochan Jr.	Downers Grove, IL	Br. 1870	Martin F. Lockwood Jr.	Clementon, NJ	Br. 4623	William S. Nealon	NJ Mgd.	Br. 38
Walter L. Meaden	Downers Grove, IL	Br. 1870	Bernard A. Miller	Clementon, NJ	Br. 4623	Joseph A. Nicoletti	NJ Mgd.	Br. 38
Jerry F. Niewold	Downers Grove, IL	Br. 1870	Neil R. Ratliff	Clementon, NJ	Br. 4623	Joseph M. Nittoli	NJ Mgd.	Br. 38
J. P. Courtney	Mattoon, IL	Br. 384	John P. Royds Sr.	Clementon, NJ	Br. 4623	Michael A. Palange	NJ Mgd.	Br. 38
Lowell M. Davis	Mattoon, IL	Br. 384	James C. Cacierno	NJ Mgd.	Br. 38	Peter M. Palumbo	NJ Mgd.	Br. 38
Paul R. Donley	Mattoon, IL	Br. 384	William M. Agresta	NJ Mgd.	Br. 38	Archie A. Pantaleone	NJ Mgd.	Br. 38
Barbara A. Hess	Mattoon, IL	Br. 384	Paul S. Andrus	NJ Mgd.	Br. 38	George Perini	NJ Mgd.	Br. 38
Marvin L. Moore	Mattoon, IL	Br. 384	George J. Aughey	NJ Mgd.	Br. 38	Winston A. Perkins	NJ Mgd.	Br. 38
A. J. Richardson	Mattoon, IL	Br. 384	Dolson H. Ayers Sr.	NJ Mgd.	Br. 38	Rocco T. Petrozzi	NJ Mgd.	Br. 38
Dennis R. Ellertson	Wilmette, IL	Br. 1107	Beniamino Baldino	NJ Mgd.	Br. 38	J. A. Petsu	NJ Mgd.	Br. 38
James R. Badger	Dubuque, IA	Br. 257	Wayne A. Barber	NJ Mgd.	Br. 38	John F. Rabe	NJ Mgd.	Br. 38
John F. Ley	Dubuque, IA	Br. 257	William J. Becker	NJ Mgd.	Br. 38	Vincent Radice	NJ Mgd.	Br. 38
Daniel J. Murray	Dubuque, IA	Br. 257	Manuel Beilis	NJ Mgd.	Br. 38	Edward L. Radumski	NJ Mgd.	Br. 38
Thomas F. Murray	Dubuque, IA	Br. 257	Elwood L. Bell	NJ Mgd.	Br. 38	Janet D. Robbins	NJ Mgd.	Br. 38
James D. Aldridge	Salina, KS	Br. 486	Joseph H. Bichler	NJ Mgd.	Br. 38	James Rohaley	NJ Mgd.	Br. 38
James B. Bogart	Salina, KS	Br. 486	Paul L. Biggs	NJ Mgd.	Br. 38	Israel Rojas	NJ Mgd.	Br. 38
Lyle D. Gauby	Salina, KS	Br. 486	Richard Bilz	NJ Mgd.	Br. 38	G. J. Rokose	NJ Mgd.	Br. 38
M. L. Lott	Salina, KS	Br. 486	Robert J. Borgognoni	NJ Mgd.	Br. 38	Richard A. Roth	NJ Mgd.	Br. 38
Albert L. Peters	Salina, KS	Br. 486	Jerry R. Branchfield	NJ Mgd.	Br. 38	Joseph J. Ruane	NJ Mgd.	Br. 38
Richard E. Baker	Wichita, KS	Br. 201	James H. Brown	NJ Mgd.	Br. 38	Patrick J. Russomano	NJ Mgd.	Br. 38
W. J. Healey	MA Northeast Mgd.	Br. 25	Eugene Brusco Jr.	NJ Mgd.	Br. 38	Richard Rutkowski	NJ Mgd.	Br. 38
William E. Wells	MA Northeast Mgd.	Br. 25	Anthony J. Calandriello	NJ Mgd.	Br. 38	Orven Saez	NJ Mgd.	Br. 38
Donald P. White	MA Northeast Mgd.	Br. 25	Robert J. Calandriello	NJ Mgd.	Br. 38	Eliseo Salgado	NJ Mgd.	Br. 38
Ralph E. Wilson	MA Northeast Mgd.	Br. 25	Lester A. Carbone	NJ Mgd.	Br. 38	Arthur Santo Jr.	NJ Mgd.	Br. 38
Frank A. Wojick	MA Northeast Mgd.	Br. 25	John R. Carscadden	NJ Mgd.	Br. 38	Frank E. Scozzafava	NJ Mgd.	Br. 38
Augusto D. Dealmeida	Southeast MA Mgd.	Br. 18	James W. Chin	NJ Mgd.	Br. 38	Ralph A. Silvestri	NJ Mgd.	Br. 38
Antone V. Flor	Southeast MA Mgd.	Br. 18	Jefferson Chisolm Jr.	NJ Mgd.	Br. 38	Thomas R. Smigel	NJ Mgd.	Br. 38
Robert S. Heron	Southeast MA Mgd.	Br. 18	Anthony Cillo Jr.	NJ Mgd.	Br. 38	Vincent E. Smith	NJ Mgd.	Br. 38
Robert P. Loureiro	Southeast MA Mgd.	Br. 18	Frank J. Colling Jr.	NJ Mgd.	Br. 38	R. E. Straut	NJ Mgd.	Br. 38
Simon P. Muise	Southeast MA Mgd.	Br. 18	Joseph V. Corrao	NJ Mgd.	Br. 38	Barry L. Strother	NJ Mgd.	Br. 38
Robert J. O'Brien	Southeast MA Mgd.	Br. 18	J. R. Coutts	NJ Mgd.	Br. 38	John S. Szewczyk	NJ Mgd.	Br. 38
Alphonse W. Albano Jr.	Western MA	Br. 46	John S. Cowen	NJ Mgd.	Br. 38	Richard J. Tedino	NJ Mgd.	Br. 38
William A. Allen Jr.	Western MA	Br. 46	Illo E. Crisanti	NJ Mgd.	Br. 38	Robert J. Tenorio	NJ Mgd.	Br. 38
Peter C. Annone	Western MA	Br. 46	Eugene A. Currie	NJ Mgd.	Br. 38	Gary F. Toscano	NJ Mgd.	Br. 38
Kenneth G. Aubrey	Western MA	Br. 46	James C. Cziak	NJ Mgd.	Br. 38	Dale T. Tully	NJ Mgd.	Br. 38
Joseph P. Audette	Western MA	Br. 46	Paul E. Dargenzio	NJ Mgd.	Br. 38	William C. Walton Jr.	NJ Mgd.	Br. 38
Michael W. Bannish	Western MA	Br. 46	George S. Dilorio	NJ Mgd.	Br. 38	James Wheeler	NJ Mgd.	Br. 38
Raymond N. Bayeur	Western MA	Br. 46	William E. Dingman	NJ Mgd.	Br. 38	Morris E. White	NJ Mgd.	Br. 38
Rustilio M. Borrero	Western MA	Br. 46	Lewis H. Dobkowski	NJ Mgd.	Br. 38	George Wildes	NJ Mgd.	Br. 38
William J. Byrnes III	Western MA	Br. 46	James E. Dolan	NJ Mgd.	Br. 38	Marinus Wright Jr.	NJ Mgd.	Br. 38
Albert F. Cadette	Western MA	Br. 46	Thomas A. Faas	NJ Mgd.	Br. 38	Michael V. Wrobel	NJ Mgd.	Br. 38
Roy R. Cooke	Western MA	Br. 46	Ralph E. Fabricatore	NJ Mgd.	Br. 38	Robert J. Beagan	Albuquerque, NM	Br. 504
Fredrick H. Darwell	Western MA	Br. 46	W. C. Fear	NJ Mgd.	Br. 38	Sidney A. Counts	Albuquerque, NM	Br. 504
James E. Grincavitch	Western MA	Br. 46	Victor Fetchina	NJ Mgd.	Br. 38	Allan R. Craig	Albuquerque, NM	Br. 504
Patrick E. Hagerty	Western MA	Br. 46	Carmine Foligno	NJ Mgd.	Br. 38	Joseph A. Acavell	Westchester Mgd., NY	Br. 693
Richard A. Jasinski	Western MA	Br. 46	Charles J. Frank	NJ Mgd.	Br. 38	Warren J. Brennan	Westchester Mgd., NY	Br. 693
Edward J. Landry	Western MA	Br. 46	Daniel J. Galgan	NJ Mgd.	Br. 38	Nicholas V. Citino	Westchester Mgd., NY	Br. 693
Philip E. Leblanc	Western MA	Br. 46	Thaddeus W. Galgan	NJ Mgd.	Br. 38	Peter J. Demasi	Westchester Mgd., NY	Br. 693
Robert J. Long	Western MA	Br. 46	Frank R. Garofalo	NJ Mgd.	Br. 38	John R. Dicarolo	Westchester Mgd., NY	Br. 693
Lawrence N. McGrath	Western MA	Br. 46	Garry W. Garrison	NJ Mgd.	Br. 38	William S. Giancarli	Westchester Mgd., NY	Br. 693
Kenneth D. Mireault	Western MA	Br. 46	Leonard N. Gehlhaus	NJ Mgd.	Br. 38	Thomas L. Hale	Westchester Mgd., NY	Br. 693
Frank R. Moran	Western MA	Br. 46	Russell Gentile	NJ Mgd.	Br. 38	L. D. Headen	Westchester Mgd., NY	Br. 693
James G. Nolan	Western MA	Br. 46	Johnny L. George	NJ Mgd.	Br. 38	Michael Landers	Westchester Mgd., NY	Br. 693
James S. Oleksak Jr.	Western MA	Br. 46	William H. Goarcke	NJ Mgd.	Br. 38	Eugene P. Lee	Westchester Mgd., NY	Br. 693
Giuseppe R. Pietroniro	Western MA	Br. 46	Floyd C. Hanks	NJ Mgd.	Br. 38	Joseph F. Marone	Westchester Mgd., NY	Br. 693
Ronald E. Reagan	Western MA	Br. 46	James E. Harty	NJ Mgd.	Br. 38	Anthony Pecorelli	Westchester Mgd., NY	Br. 693
James K. Reed	Western MA	Br. 46	Jerome T. Herman	NJ Mgd.	Br. 38	William C. Petite	Westchester Mgd., NY	Br. 693
Ronald J. Roy	Western MA	Br. 46	Christophe L. Hines	NJ Mgd.	Br. 38	Peter A. Porcelli	Westchester Mgd., NY	Br. 693
Edward F. Soverow	Western MA	Br. 46	Thomas R. Hines Jr.	NJ Mgd.	Br. 38	Benjamin R. Porcello	Westchester Mgd., NY	Br. 693
Shirley J. Baysinger	Detroit, MI	Br. 1	Joseph A. Horvath	NJ Mgd.	Br. 38	Clifton M. Smaw	Westchester Mgd., NY	Br. 693
Maurice Beard Jr.	Detroit, MI	Br. 1	Donald C. Jones	NJ Mgd.	Br. 38	Arthur R. Sneed	Westchester Mgd., NY	Br. 693
Paul D. Blossom	Detroit, MI	Br. 1	Edward W. Koempel	NJ Mgd.	Br. 38	John R. Zelyez	Westchester Mgd., NY	Br. 693
Frances A. Bournes	Detroit, MI	Br. 1	Barry L. Krongold	NJ Mgd.	Br. 38	Carl D. Barnwell	Asheville, NC	Br. 248
Charles E. Broschay	Detroit, MI	Br. 1	Daniel W. Larue	NJ Mgd.	Br. 38	Bruce W. Bartlett	Asheville, NC	Br. 248
John M. Briseno	Grand Island, NE	Br. 390	Joseph Licinski	NJ Mgd.	Br. 38	James E. Buckner	Asheville, NC	Br. 248
James D. Brown	Grand Island, NE	Br. 390	Peter P. Maglio	NJ Mgd.	Br. 38	Stephen D. Carson	Asheville, NC	Br. 248
Donald J. Dunning	Grand Island, NE	Br. 390	James F. Mancuso	NJ Mgd.	Br. 38	Bruce M. Conard	Asheville, NC	Br. 248
Thomas J. Dunning	Grand Island, NE	Br. 390	Jerome J. Marshall	NJ Mgd.	Br. 38	Don C. Farver	Asheville, NC	Br. 248
Irvin G. Hoppe	Grand Island, NE	Br. 390	Dennis J. Matzkanin	NJ Mgd.	Br. 38	L. E. Franklin Jr.	Asheville, NC	Br. 248
John R. Knudsen	Grand Island, NE	Br. 390	John McCall Jr.	NJ Mgd.	Br. 38	Lloyd J. Glenn Jr.	Asheville, NC	Br. 248
Kenneth J. Malý	Grand Island, NE	Br. 390	Roger D. McCoshen	NJ Mgd.	Br. 38	David D. Hall	Asheville, NC	Br. 248
Jerry T. Taylor	Grand Island, NE	Br. 390	Charles N. McMahon	NJ Mgd.	Br. 38	Robert K. Hawkins	Asheville, NC	Br. 248

Honor Roll

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

Rodger D. Knupp	Asheville, NC	Br. 248	Victor F. Brulc	Milwaukee, WI	Br. 2	Gordon R. Hinckley	Southeast MA Mgd. Br. 18
Dearl E. Ledford	Asheville, NC	Br. 248	Robert J. Cowan	Milwaukee, WI	Br. 2	Richard J. Iacovino	Southeast MA Mgd. Br. 18
Burrell C. Mason Jr.	Asheville, NC	Br. 248	Thomas W. Flasch	Milwaukee, WI	Br. 2	William J. McGonagle	Southeast MA Mgd. Br. 18
Ronald L. Moore	Asheville, NC	Br. 248	Edward L. Furr	Milwaukee, WI	Br. 2	Glenn H. Mott	Southeast MA Mgd. Br. 18
Judy S. Morris	Asheville, NC	Br. 248	Paul L. Janicki	Milwaukee, WI	Br. 2	Obie N. Brodie	Western MA
Rex D. Nanney	Asheville, NC	Br. 248	Dale B. Lofquist	Milwaukee, WI	Br. 2	Albert Grimaldi	Western MA
Sidney W. Pittillo	Asheville, NC	Br. 248	Thomas J. Spera	Milwaukee, WI	Br. 2	William F. McGill	Western MA
Roy A. Plemmons	Asheville, NC	Br. 248				John L. Parker	Worcester, MA
Thurman R. Qualls	Asheville, NC	Br. 248				Larry J. Meade	St. Joseph, MO
William A. Robertson	Asheville, NC	Br. 248				Charles T. Wheatley III	St. Joseph, MO
Daniel A. Sabo	Asheville, NC	Br. 248				John M. Brisen	Grand Island, NE
Dorothy L. Schneider	Asheville, NC	Br. 248				James D. Brown	Grand Island, NE
Fred A. Smith	Asheville, NC	Br. 248				Donald J. Dunning	Grand Island, NE
Charles A. Stone	Asheville, NC	Br. 248				Thomas J. Dunning	Grand Island, NE
Marcell L. Williams	Asheville, NC	Br. 248				Irvin G. Hoppe	Grand Island, NE
Kenneth E. Young	Asheville, NC	Br. 248				John R. Knudsen	Grand Island, NE
William J. Cleveland	Akron, OH	Br. 148				Kenneth J. Maly	Grand Island, NE
Jerry F. Demita	Akron, OH	Br. 148				Jerry T. Taylor	Grand Island, NE
Samuel A. Fitts	Akron, OH	Br. 148				Francis E. Vineyard	Grand Island, NE
Robert F. Friedrichsen	Akron, OH	Br. 148				Richard J. Coniglio	Camden, NJ Mgd.
Bonnie J. Hawk	Akron, OH	Br. 148				Robert W. Cooper	Camden, NJ Mgd.
Bobby L. Arnold	Dayton, OH	Br. 182				John H. McGuire	Camden, NJ Mgd.
Lawrence E. Beisel	Dayton, OH	Br. 182				Ronald H. Turner	Camden, NJ Mgd.
Charles G. Bingamon	Dayton, OH	Br. 182				Joseph E. Alloway	Clementon, NJ
Lynn C. Bohlender	Dayton, OH	Br. 182				Robert J. Cannon	Clementon, NJ
Rickie J. Bonds	Dayton, OH	Br. 182				Thomas J. Carey	Clementon, NJ
James M. Bowser	Dayton, OH	Br. 182				Gary Crawford	Clementon, NJ
John K. K. Brammer	Dayton, OH	Br. 182				Anthony Giordano	Clementon, NJ
Gene A. Brewer	Dayton, OH	Br. 182				Frank R. Haus	Clementon, NJ
Marvin J. Buchanan	Dayton, OH	Br. 182				Martin F. Lockwood Jr.	Clementon, NJ
James R. Butler	Dayton, OH	Br. 182				Bernard A. Miller	Clementon, NJ
Ira E. Butts	Dayton, OH	Br. 182				Neil R. Ratliff	Clementon, NJ
Robert E. Casad	Dayton, OH	Br. 182				John P. Royds Sr.	Clementon, NJ
Jerry A. Cooper	Dayton, OH	Br. 182				David C. Kaity	Garden State Mgd., NJ
Sam G. Cox	Dayton, OH	Br. 182				William M. Agresta	NJ Mgd.
Raymond G. Eggeman	Dayton, OH	Br. 182				William J. Becker	NJ Mgd.
Nevin J. Elleman	Dayton, OH	Br. 182				Elwood L. Bell	NJ Mgd.
Dennis O. Esken Sr.	Dayton, OH	Br. 182				Joseph H. Bichler	NJ Mgd.
Gerald R. Feierstein	Dayton, OH	Br. 182				Eugene Brusco Jr.	NJ Mgd.
Donald P. Fischbach	Dayton, OH	Br. 182				Brad R. Collard	NJ Mgd.
James G. Flory	Dayton, OH	Br. 182				Joseph V. Corrao	NJ Mgd.
Philip G. Frasure	Dayton, OH	Br. 182				Thomas G. James	NJ Mgd.
Robert L. Hale	Dayton, OH	Br. 182				Donald C. Jones	NJ Mgd.
Ronald K. Hilderbran	Dayton, OH	Br. 182				Alan M. Kelshaw	NJ Mgd.
Niles M. Jay	Dayton, OH	Br. 182				Michael P. Knecht	NJ Mgd.
Marshall M. Jeffers	Dayton, OH	Br. 182				Barry L. Krongold	NJ Mgd.
Glen F. Kill	Dayton, OH	Br. 182				Raymond G. Marateo	NJ Mgd.
Carl D. Kramer	Dayton, OH	Br. 182				John McCarr Jr.	NJ Mgd.
Dan L. Lecklider	Dayton, OH	Br. 182				Roger D. McCoshen	NJ Mgd.
Edward A. Lobingier	Dayton, OH	Br. 182				Michael J. Monroe	NJ Mgd.
Thomas O. Martin	Dayton, OH	Br. 182				Paul J. Sabatine	NJ Mgd.
Jeffrey L. Metcalfe	Dayton, OH	Br. 182				Eliseo Salgado	NJ Mgd.
David E. Mitchell	Dayton, OH	Br. 182				Val Shutz	NJ Mgd.
John L. Monbeck	Dayton, OH	Br. 182				James S. Shymanski	NJ Mgd.
Thomas E. Anderson	Canton, OH	Br. 238				Vincent E. Smith	NJ Mgd.
Richard N. Appollonio	Canton, OH	Br. 238				Gary J. Stocker	NJ Mgd.
Joseph M. Skirtich	Canton, OH	Br. 238				Michael Stockert	NJ Mgd.
Michael J. Sullivan	Eugene, OR	Br. 916				Robert V. Vaccaro	NJ Mgd.
John J. Kowalczyk	Hazleton, PA	Br. 253				Gene A. Willey	NJ Mgd.
Joseph M. Minneci	Hazleton, PA	Br. 253				James P. Farrell	Long Island Mgd., NY
John W. Beaver Jr.	State College, PA	Br. 1495				Stanley L. Carter	New York, NY
John R. Burns	State College, PA	Br. 1495				John N. Bohun	Westchester Mgd., NY
Edward L. Cain Jr.	State College, PA	Br. 1495				Patrick J. Chadwick	Westchester Mgd., NY
Ray A. Foster	State College, PA	Br. 1495				Howard P. Coleman	Westchester Mgd., NY
Barry E. Hayes	State College, PA	Br. 1495				John Dente	Westchester Mgd., NY
Patrick J. McChesney	State College, PA	Br. 1495				William A. Duffy	Westchester Mgd., NY
Buddy I. McClellan	State College, PA	Br. 1495				George F. Flock	Westchester Mgd., NY
Ronald F. Millward	State College, PA	Br. 1495				Francis A. Giorgi	Westchester Mgd., NY
Richard L. Ott	State College, PA	Br. 1495				Gary F. Graves	Westchester Mgd., NY
William R. Smiles	State College, PA	Br. 1495				Brian F. Johannes	Westchester Mgd., NY
Paul B. Witmer	State College, PA	Br. 1495				Lawrence Maenza	Westchester Mgd., NY
Lionel A. Dexter	Arlington, TX	Br. 2309				James W. Majdanski	Westchester Mgd., NY
Marcel J. May	Arlington, TX	Br. 2309				Michael N. Miller	Westchester Mgd., NY
Leonard D. Richardson	Arlington, TX	Br. 2309				Richard J. Montesarchio	Westchester Mgd., NY
William E. Stoner Jr.	Arlington, TX	Br. 2309				Michael L. Muscari	Westchester Mgd., NY
Roy T. Rogers	Appleton, WI	Br. 822				Darell L. Pack	Westchester Mgd., NY
Dennis L. Seegers	Appleton, WI	Br. 822				Richard J. Sobotnik	Westchester Mgd., NY
Raymond D. Berg	Milwaukee, WI	Br. 2				David Wohlfeld	Westchester Mgd., NY
Daniel W. Bloomer	Milwaukee, WI	Br. 2				Roger R. Mitzel	Minot, ND
						Robert A. Riffey	Minot, ND

50-year pins

Daniel Cervantes	Phoenix, AZ	Br. 576	Daniel Cervantes	Phoenix, AZ	Br. 576
Paul W. Jenkins	Phoenix, AZ	Br. 576	Paul W. Jenkins	Phoenix, AZ	Br. 576
Richard J. Potter	Phoenix, AZ	Br. 576	Richard J. Potter	Phoenix, AZ	Br. 576
Curtis W. Adams	Greater E. Bay, CA	Br. 1111	Curtis W. Adams	Greater E. Bay, CA	Br. 1111
Albert Brown	Hartford, CT	Br. 86	Albert Brown	Hartford, CT	Br. 86
Gary D. Edwards	Hartford, CT	Br. 86	Gary D. Edwards	Hartford, CT	Br. 86
Darryl K. Feaser	Hartford, CT	Br. 86	Darryl K. Feaser	Hartford, CT	Br. 86
Ronald E. Hall	Hartford, CT	Br. 86	Ronald E. Hall	Hartford, CT	Br. 86
Rudolph R. Manuel	Fort Lauderdale, FL	Br. 2550	Rudolph R. Manuel	Fort Lauderdale, FL	Br. 2550
Marvin T. Mings	Panama City, FL	Br. 3367	Marvin T. Mings	Panama City, FL	Br. 3367
Francis M. Pepin Jr.	Panama City, FL	Br. 3367	Francis M. Pepin Jr.	Panama City, FL	Br. 3367
Charles H. Schmaus	South FL	Br. 1071	Charles H. Schmaus	South FL	Br. 1071
Gordon L. Bogner	Arlington Heights, IL	Br. 2810	Gordon L. Bogner	Arlington Heights, IL	Br. 2810
G. W. Kasper	Arlington Heights, IL	Br. 2810	G. W. Kasper	Arlington Heights, IL	Br. 2810
Ella D. Quarrie	Arlington Heights, IL	Br. 2810	Ella D. Quarrie	Arlington Heights, IL	Br. 2810
Frank Z. Zilinger	Arlington Heights, IL	Br. 2810	Frank Z. Zilinger	Arlington Heights, IL	Br. 2810
Micky Marrese	Des Plaines, IL	Br. 2076	Micky Marrese	Des Plaines, IL	Br. 2076
Kenneth R. Sandford	Des Plaines, IL	Br. 2076	Kenneth R. Sandford	Des Plaines, IL	Br. 2076
Robert Shipbaugh	Des Plaines, IL	Br. 2076	Robert Shipbaugh	Des Plaines, IL	Br. 2076
Robert C. Ziegler	Des Plaines, IL	Br. 2076	Robert C. Ziegler	Des Plaines, IL	Br. 2076
David J. Lupo	Downers Grove, IL	Br. 1870	David J. Lupo	Downers Grove, IL	Br. 1870
Paul R. Donley	Mattoon, IL	Br. 384	Paul R. Donley	Mattoon, IL	Br. 384
Barbara A. Hess	Mattoon, IL	Br. 384	Barbara A. Hess	Mattoon, IL	Br. 384
Marvin L. Moore	Mattoon, IL	Br. 384	Marvin L. Moore	Mattoon, IL	Br. 384
A. J. Richardson	Mattoon, IL	Br. 384	A. J. Richardson	Mattoon, IL	Br. 384
Gerald N. Behnke	Oak Brook, IL	Br. 825	Gerald N. Behnke	Oak Brook, IL	Br. 825
Robert F. Berna	Oak Brook, IL	Br. 825	Robert F. Berna	Oak Brook, IL	Br. 825
James R. Bouras	Oak Brook, IL	Br. 825	James R. Bouras	Oak Brook, IL	Br. 825
James P. Bowler Jr.	Oak Brook, IL	Br. 825	James P. Bowler Jr.	Oak Brook, IL	Br. 825
William A. Brettman	Oak Brook, IL	Br. 825	William A. Brettman	Oak Brook, IL	Br. 825
Dennis W. Desmond	Oak Brook, IL	Br. 825	Dennis W. Desmond	Oak Brook, IL	Br. 825
Douglas L. Elvin	Oak Brook, IL	Br. 825	Douglas L. Elvin	Oak Brook, IL	Br. 825
Robert M. Felbinger	Oak Brook, IL	Br. 825	Robert M. Felbinger	Oak Brook, IL	Br. 825
Scott A. Frusolone	Oak Brook, IL	Br. 825	Scott A. Frusolone	Oak Brook, IL	Br. 825
Richard F. Golembiewski	Oak Brook, IL	Br. 825	Richard F. Golembiewski	Oak Brook, IL	Br. 825
John R. Hanson	Oak Brook, IL	Br. 825	John R. Hanson	Oak Brook, IL	Br. 825
Bonnie M. Hartmann	Oak Brook, IL	Br. 825	Bonnie M. Hartmann	Oak Brook, IL	Br. 825
Ronald W. Henriksen	Oak Brook, IL	Br. 825	Ronald W. Henriksen	Oak Brook, IL	Br. 825
Daniel P. Hopkins	Oak Brook, IL	Br. 825	Daniel P. Hopkins	Oak Brook, IL	Br. 825
Steve Hund	Oak Brook, IL	Br. 825	Steve Hund	Oak Brook, IL	Br. 825
Kenneth D. Jensen	Oak Brook, IL	Br. 825	Kenneth D. Jensen	Oak Brook, IL	Br. 825
Donald W. Jones	Oak Brook, IL	Br. 825	Donald W. Jones	Oak Brook, IL	Br. 825
John L. Morgan	Oak Brook, IL	Br. 825	John L. Morgan	Oak Brook, IL	Br. 825
Robert J. Mullin	Oak Brook, IL	Br. 825	Robert J. Mullin	Oak Brook, IL	Br. 825
Joseph F. Novak	Oak Brook, IL	Br. 825	Joseph F. Novak	Oak Brook, IL	Br. 825
Fred M. Palmer	Oak Brook, IL	Br. 825	Fred M. Palmer	Oak Brook, IL	Br. 825
Ronald J. Pasko	Oak Brook, IL	Br. 825	Ronald J. Pasko	Oak Brook, IL	Br. 825
Claude D. Phillips	Oak Brook, IL	Br. 825	Claude D. Phillips	Oak Brook, IL	Br. 825
James M. Piotrowski	Oak Brook, IL	Br. 825	James M. Piotrowski	Oak Brook, IL	Br. 825
Richard B. Pollack	Oak Brook, IL	Br. 825	Richard B. Pollack	Oak Brook, IL	Br. 825
Larry G. Quick	Oak Brook, IL	Br. 825	Larry G. Quick	Oak Brook, IL	Br. 825
Jay Ricke	Oak Brook, IL	Br. 825	Jay Ricke	Oak Brook, IL	Br. 825
William R. Savage	Oak Brook, IL	Br. 825	William R. Savage	Oak Brook, IL	Br. 825
James E. Schranz	Oak Brook, IL	Br. 825	James E. Schranz	Oak Brook, IL	Br. 825
Chester J. Sosnowski Jr.	Oak Brook, IL	Br. 825	Chester J. Sosnowski Jr.	Oak Brook, IL	Br. 825
Steven B. Turley	Oak Brook, IL	Br. 825	Steven B. Turley	Oak Brook, IL	Br. 825
John J. Urbaniak	Oak Brook, IL	Br. 825	John J. Urbaniak	Oak Brook, IL	Br. 825
Stephen P. Wavra	Oak Brook, IL	Br. 825	Stephen P. Wavra	Oak Brook, IL	Br. 825
Andrew J. Wloch	Oak Brook, IL	Br. 825	Andrew J. Wloch	Oak Brook, IL	Br. 825
Dennis R. Ellertson	Wilmette, IL	Br. 1107	Dennis R. Ellertson	Wilmette, IL	Br. 1107
Patrick J. O'Connor	Wichita, KS	Br. 201	Patrick J. O'Connor	Wichita, KS	Br. 201
Leroy M. Weber	Wichita, KS	Br. 201	Leroy M. Weber	Wichita, KS	Br. 201
Gene A. Cross	Northern KY	Br. 374	Gene A. Cross	Northern KY	Br. 374
Richard L. Monson	Northern KY	Br. 374	Richard L. Monson	Northern KY	Br. 374
John W. Hodge	MA Northeast Mgd.	Br. 25	John W. Hodge	MA Northeast Mgd.	Br. 25
Stephen J. Kinney	MA Northeast Mgd.	Br. 25	Stephen J. Kinney	MA Northeast Mgd.	Br. 25
Charles P. Pierce	MA Northeast Mgd.	Br. 25	Charles P. Pierce	MA Northeast Mgd.	Br. 25
William A. Caswell	Southeast MA Mgd.	Br. 18	William A. Caswell	Southeast MA Mgd.	Br. 18
Stephen J. Collins	Southeast MA Mgd.	Br. 18	Stephen J. Collins	Southeast MA Mgd.	Br. 18
Michael J. Connor	Southeast MA Mgd.	Br. 18	Michael J. Connor	Southeast MA Mgd.	Br. 18

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

Dennis N. Baker	Akron, OH	Br. 148	Timothy Mueller	Eugene, OR	Br. 916	Thomas L. Busch	Pittsburgh, PA	Br. 84
Gregory E. Breitenstein	Akron, OH	Br. 148	Thomas H. Wisniewski	Eugene, OR	Br. 916	Thomas F. Conway	Pittsburgh, PA	Br. 84
Gregory J. Gowan	Akron, OH	Br. 148	Samuel L. Defiore	Allentown, PA	Br. 274	Richard Crnjarić	Pittsburgh, PA	Br. 84
John G. Mesko	Akron, OH	Br. 148	George E. Demko	Allentown, PA	Br. 274	Alexander C. Babina	Arlington, TX	Br. 2309
Dennis E. Nettle	Akron, OH	Br. 148	Donald R. Jones	Allentown, PA	Br. 274	Isiah J. Newman	Arlington, TX	Br. 2309
Curtis Wallace	Akron, OH	Br. 148	Melvin W. Aber	Pittsburgh, PA	Br. 84	Ronald L. Thomas	Arlington, TX	Br. 2309
Eugene G. Engle	Dayton, OH	Br. 182	George W. Arlet Jr.	Pittsburgh, PA	Br. 84	James R. Hamilton	Appleton, WI	Br. 822
Garry L. Good	Dayton, OH	Br. 182	Arthur R. Berberich Jr.	Pittsburgh, PA	Br. 84	Allen J. Harke	Appleton, WI	Br. 822
John R. Chaoss	Eugene, OR	Br. 916	Richard J. Bonazza	Pittsburgh, PA	Br. 84	Keith J. Simons	Appleton, WI	Br. 822
Larry G. Gardner	Eugene, OR	Br. 916	J. A. Brocco	Pittsburgh, PA	Br. 84	James D. Wolff	Appleton, WI	Br. 822
Jeffrey P. McHarry	Eugene, OR	Br. 916	Edward J. Brugos	Pittsburgh, PA	Br. 84	Virgil A. McCullough	Laramie, WY	Br. 463

State Summaries

Alabama

The Alabama State Association state convention will take place June 22-25 in Birmingham at the DoubleTree Hotel at Perimeter Park.

This is an election year, so if you have any nominees or plan on running for a position, please be prepared to submit your nominations at the microphone. Please submit your delegates, any submissions for bylaws changes, and any brothers and sisters' names whom we have lost since the 2019 state convention by May 1.

As a reminder, host letters will be mailed to your branches. We look forward to seeing you there, and safe travels to you all.

We hope that you have a prosperous food drive!

In solidarity—

Accacia S. Hammonds

Kentucky

Here is the information for the 2023 Kentucky State Association of Letter Carriers convention, which is scheduled for June 11-12 in Louisville. The convention will be held at the Holiday Inn Hurstbourne, 1325 Hurstbourne Parkway, Louisville; the phone number is 502-426-2600. The room rate is \$115. Reservations can be made by calling the hotel or at hihurstbourne.com. To make a reservation, use the event name "National Association of Letter Carriers." The room rate is also good for Saturday, June 10. The cutoff date for reservations is May 11. Branch 14 is the host branch, with Tony Weddle as president and Steve Terry as secretary. Registration for delegates is \$50, and the registration fee should be made payable to NALC Branch 14. The cutoff date for delegate registration is May 15. Questions? Call 502-964-3200 or Steve Terry at 502-681-4512.

We are extremely pleased that our national officer will be Secretary-Treasurer Nicole Rhine. We promise a convention filled with loads of pertinent information, including political and legislative, and all else provided by your state association, K-I-M NBA David Mudd and staff, Nicole, and numerous others. You will be able to use this info in your branches.

To get a detailed, updated agenda, contact Steve or me. Start planning now to come to Falls City. There will be plenty of camaraderie!

Bob McNulty

Tennessee

Each year, the Tennessee State Association of Letter Carriers awards two \$500 scholarships to the son/daughter of a retired, active or deceased letter carrier who is/was a member of TSALC.

For more information, send mail to: Scholarship Committee, c/o Ray Maki, 2405 Old Russellville Pike, Clarksville, TN 37040.

Laurie McLemore

Texas

Sens. Sherrod Brown (D-OH) and Susan Collins (R-ME) reintroduced the bipartisan Social Security Fairness Act (S. 597) in the Senate on March 1.

The bill is identical to legislation introduced in the House (H.R. 82) in January by Reps. Garrett Graves (R-LA) and Abigail Spanberger (D-VA), and would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). The GPO and WEP are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System (CSRS) letter carriers.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees if the job is not covered by Social Security. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension.

In addition to Sens. Collins and Brown, the legislation is co-sponsored by 33 other senators, including four Republicans, 26 Democrats and three independents.

Despite consistent bipartisan support in the House and the Senate, the legislation has been difficult to advance due to the price tag. TSALC is committed to working on both sides of the aisle in the House and Senate to gain support for the Social Security Fairness Act so that letter carriers can receive the full benefits they earned.

You can help by calling your senators, Ted Cruz and John Cornyn, and your representatives at the Capitol switchboard at 202-224-3121. Ask for them by name or give your Zip code plus four.

Committee letters have been mailed out;

please respond promptly, and if there are any questions, don't hesitate to get in touch with TSALC Secretary Kimberly Arnhold at tsalc@gmail.com or call 281-413-3319.

Carlos Rodriguez Jr.

Wisconsin

This year's spring election will have a real impact on our state in the years to come. A key seat on the Wisconsin Supreme Court is open, and the winner could cast the deciding vote on many issues important to our members. Millions of dollars are being poured in to make sure that the voices of big corporations and the wealthy are being heard, but it's up to us to make sure the voices of workers are heard loud and clear.

That's why the Wisconsin AFL-CIO has endorsed Judge Janet Protasiewicz for the Wisconsin Supreme Court. Judge Protasiewicz comes from a working-class family and worked her way through college and law school as a waitress and nonprofit administrator. She served for more than 25 years as an assistant district attorney, prosecuting numerous serious crimes.

The Wisconsin Supreme Court plays a key role in our day-to-day lives. Many rules protecting workers are enacted at the state level, and working people rely on the courts to enforce them. We need to ensure that Judge Protasiewicz joins the court and ensures a pro-worker majority that will protect our rights and freedoms, and not let the wealthy and powerful run our state.

Beyond workplace safety, the court is likely to make crucial rulings on gerrymandering and voting rights. Our state has one of the worst gerrymanders in the country, and we have a chance to restore fair maps that give everyone a voice. On voting rights, the state legislature seems determined to make it harder and harder to vote. A pro-worker court can ensure that our right to vote is protected.

The voice of working people must be heard in this election, and we're counting on you to help make that happen. Visit myvote.wi.gov and make sure to vote on April 4.

Dawn M. Ahnen

Retiree Reports

Anchorage, Alaska

We have some offices that have a new start time of 9:30 a.m. Management claims the mail in the hot case isn't ready until later in the morning. When I started at the Post Office, start times were from 6 to 7 a.m., and that was without any automation. Automation was supposed to help you get out of the office early. But in reality, it has gone the other way.

I suspect major incompetence on management's part. More than 95 percent of the letter mail is DPS, leaving very little for the carrier in the office to handle, and even a very small amount for the hot case. There aren't any more scheme qualifications for the clerks. The parcels are scanned and tells the clerk which route it belongs to, reducing time to know or look up an address.

I've been told privately by supervisors/managers that upper management thinks if they move the time later, it'll trick the carrier into thinking they're late getting out of the office and they'll work faster. What are we, in kindergarten here? Management is using their own intelligence level because that's how they think.

The carriers will have an end tour now of 6 p.m. Any work after that and they'll receive nighttime differential. And if you're on the OTDL, your 12 "work" hours will be at 10 p.m. Yet management won't want to stay there that long, so they will mandate overtime improperly as usual and there will be more grievances and free money for the OTDL carrier who wasn't worked and a remedy for the improperly worked non-OTDL. This also puts carriers late into rush-hour traffic, increasing their street time. Businesses will be closed by the time some carriers get to them.

If the next 40 years are anything like the last, carriers will be working the graveyard shift.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Last September, my wife and I stayed at a relative's house in West Chester, PA. While

we were there, her cousin wanted to know why she was not getting her mail every day. I said that maybe they were short-staffed, and it is possible that there was no one assigned to that route. I explained pivoting to her and said that others would have to cover the route and that maybe no one would actually deliver that street on any given day. All these possible reasons are not what a customer wants to hear.

She called me a few weeks later and said they finally got mail on a Friday, and when they approached the delivery person, they were told that they were lucky that they even got the mail that day. Now who says that to a customer? Guess what—it was the postmaster who was out delivering the mail. I find out that the carriers are maxed out (60 hours) on Thursday or early Friday, and that is why they are not making deliveries—because they have almost no one left to work.

A few months later nothing has changed, so I told her to call her congressman and explain the delivery issue, and assured her that they will enquire and make some phone calls.

I will update when I hear more.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Repetitive motion—the bane of letter carriers. How to stay healthy while doing the same thing over and over. I can remember carrying my keys in my back pocket for weeks and wondering why my lower back hurt. Moving the keys made the ache disappear. Habits make the work efficient, but they also could be doing harm to your body. I remember when the Postal Service introduced ergonomics into its safety program, but the idea disappeared. Hopping in and out of the vehicle 400 times a day cannot be good for ankles, knees or hips. Climbing steps hundreds of time on a walking route takes the same toll on your body. Staying healthy and vigilant is my only advice. Unless the Post Office addresses this issue, more medical restrictions are going to be

sought by carriers who want to last to retirement.

We are coming up to my favorite day as a letter carrier—it falls on May 13 this year. In our office, beginning about a week before, we started seeing food show up near mailboxes, and for about a week after, too. But on that day, a deluge of cans and boxes and bags are left by our customers with the intent of redistributing the food to local food banks. The hard work of letter carriers, the compassion of our customers, the thankfulness of the pantry and those community members in need changes our world for the better. I challenge all retired carriers to help with this drive and keep this going for years to come. It is our day to shine along with helping those who are struggling to put food on the table.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Our holiday party, which took place at the Barnyard Carriage House restaurant in Totowa Boro, NJ, on Saturday, Dec. 10, appears to have been a huge success. More than 150 members and their family, friends and/or guests made the room full of participants. As an added special touch, money was also raised at this event to include the Muscular Dystrophy Association. Our union does what it does best, people helping people. We thank our staff for putting together a worthwhile event and helping to celebrate the holiday season.

In this day and age, it is soothing to hear of organizations helping those who are less fortunate than us to make better the lives of everyday people. This sense of helping one another should not only take place during the holiday season, but also during the entire year. May this time of year bring all of our members and their families great health, happiness and good fortune for the coming year.

Joseph Murone, Branch 120

Election Notices

Ann Arbor, Michigan

This is an official notice to all members of Branch 434 of a special election to be held for one trustee position that has been vacated.

Nominations will be held at the Branch 434 general membership meeting at 6 p.m. on April 19 at 601 S. Maple Road, Ann Arbor. Nominations will be for only one trustee position, which has been vacated until the end of that term on Dec. 31. Candidates must accept nominations at the time they are made or, if absent, in writing to the branch secretary by no later than 6 p.m. on April 19.

The election for this trustee position will take place at the Branch 434 general membership meeting at 6 p.m. on May 17 at 601 S. Maple Road, Ann Arbor.

Absentee ballots can be requested in writing after nominations have closed,

but no later than May 3. If requesting an absentee ballot, you must be a member in good standing, print your name and address on paper, and then sign that paper with your official signature. All requests for absentee ballots and all absentee ballots will be returned to the same official election box: P.O. Box 2434, Ann Arbor, MI 48106. All ballots must be received no later than 6 p.m. on May 17 to be considered valid for count.

No write-in votes will be allowed.

Carol White, Rec. Sec., Br. 434

Minot, North Dakota

This is an official notice to all members of Branch 1152 of a special election. Due to the resignation of the president, vice president and secretary/treasurer, nominations for the elections of replacement officers will take place at our monthly meeting at 7:30 p.m. on

June 14.

If there is an election, it will be done by a mailed secret ballot, with the results read at the monthly July meeting.

These positions will be filled by the elected members until our next election in November.

Joyce Koenig, Acting Sec./Treas., Br. 1152

Norman, Oklahoma

This is to notify all members of Branch 1491 that we will be holding elections for officers and delegates beginning in May. Officers will take office in September.

We appreciate all participation.

Barbara Semke, Sec., Br. 1491

Norwalk, Connecticut

This is to serve as official notice to the members of Vincent J. Santagate Branch 147 that nominations for del-

egates to the 2024 convention of the National Association of Letter Carriers will now be held at the regular branch meeting on May 17. All members in good standing of the NALC and Branch 147 may accept nomination.

Election will be by secret ballot at the June 21 meeting.

Meetings are held at the Ferris Hill Club on Ferris Avenue in Norwalk and begin promptly at 6:30 p.m.

Mike Dorrico, Rec. Sec., Br. 147

Santa Fe Springs, California

This is official notice to all members of Branch 494 that nominations for officers will take place at the regular branch meeting on May 17.

The election will be at the regular branch meeting on June 21.

Dave Donovan, Pres., Br. 4941

NALC scholarship contributions

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

\$25	Phoenix, AZ Aux. 377				
\$50	Hartford, CT Br. 86	In memory of Walter G. Dudek Jr., a life member of Br. 86			Lewis, Vernon F. Page, David L. Guseman and Jeffrey J. Holkesvig. From Minot Br. 1152: Donald W. "Red" Donahue, Oren B. "Bud" Fawbush and Gerald "Pete" Lee.
\$50	Hartford, CT Br. 86	In memory of Dominic Vicino, the brother of Charles Vicino, a retired member of Br. 86	\$50	Hartford, CT Br. 86	In memory of Michelle Leigh McMullen, daughter of retired Br. 86 member John McMullen
\$50	Hartford, CT Br. 86	In memory of Maggie L. Peck, the mother of Daphne Jackson, an active member of Br. 86	\$50	Hartford, CT Br. 86	In memory of George C. McIntosh Jr., brother of active Br. 86 member Jeffrey McIntosh
\$25	Eugene, OR Br. 916	In memory of William Balthrop of Br. 916	\$50	Hartford, CT Br. 86	In memory of Marie Elizabeth Hutchins, mother of active Br. 86 member Rodney Hutchins
\$25	Eugene, OR Br. 916	In memory of Claude Redick of Br. 916	\$50	Milwaukee, WI Br. 2	Quarterly contribution
\$50	Hartford, CT Br. 86	In memory of Constance Archidiacono, mother of Anthony Archidiacono, a retired member of Br. 86	\$500	Scranton, PA Br. 17	Annual donation
\$50	Hartford, CT Br. 86	In memory of Constance Archidiacono, mother of Anthony Archidiacono, a retired member of Br. 86	\$50	Hartford, CT Br. 86	In memory of Julius J. Autunno, retired member of Br. 86
\$50	Westchester Mgd., NY Br. 693	William C. Petite, a lifetime member of Br. 693	\$50	Hartford, CT Br. 86	In memory of Gerald Reed, son of retired Br. 86 member Gerald Reed
\$50	South Bend, IN Br. 330	In memory of Br. member Robert W. Stokes	\$50	Hartford, CT Br. 86	In memory of Patrick W. McCue, son of active Br. 86 member Patrick McCue
\$50	Milwaukee, WI Br. 2	Quarterly contribution	\$50	Hartford, CT Br. 86	In memory of Darrelle Murphy Sr., an active Br. 86 member
\$50	Milwaukee, WI Br. 2	Quarterly contribution	\$100	Milwaukee, WI Br. 2	Two quarterly contributions
\$25	Eugene, OR Br. 916	In memory of Br. member Harry L. Reel	\$50	Hartford, CT Br. 86	In memory of Esther Khargie, mother of active Br. 86 member Sookmattie Persaud
\$50	Milwaukee, WI Br. 2	Quarterly contribution	\$50	Hartford, CT Br. 86	In memory of Carla V. Johnson, sister of active Br. 86 member Earl Wilson
\$250	Hartford, CT Br. 86	In memory of Olive Rolando, mother of NALC President Fredric V. Rolando	\$50	Hartford, CT Br. 86	In memory of Otis C. Killens, retired member of Br. 86
\$50	Hartford, CT Br. 86	In memory of Br. 86 member Roland LeDuc, an NALC life member	\$50	South Bend, IN Br. 330	In memory of retired Br. 330 member Edmund J. Luczkowski Jr.
\$500	Jane C. Hoffman-Weis of Minneapolis, MN Br. 9	In honor of her daughter, Rena D. Weis, a 2013 William C. Doherty Scholarship recipient	\$200	Brooklyn, NY Br. 41	John Patrick Murphy, retired Br. 41 member
\$50	Hartford, CT Br. 86	In memory of retired Br. 86 member Jack Cuvier, lifetime member of NALC	\$50	Hartford, CT Br. 86	In memory of Michael Mogielnicki, son of retired Br. 86 member John Mogielnicki
\$100	Judy King	Former (1977-81) William C. Doherty Scholarship recipient	\$500	Jane C. Hoffman-Weis of Minneapolis, MN Br. 9	In honor of her daughter, Rena D. Weis, a 2013 William C. Doherty Scholarship recipient
\$50	Milwaukee, WI Br. 2	Quarterly contribution	\$50	Hartford, CT Br. 86	In memory of Gerald J. Crowley Jr., retired member of Br. 86
\$50	Hartford, CT Br. 86	In memory of retired Br. 86 member Jack Cuvier, lifetime member of NALC	\$50	Hartford, CT Br. 86	In memory of Wallace H. Johnson, retired member of Br. 86
\$250	Hartford, CT Br. 86	In memory of Bernice Jackson, mother of NALC Director of City Delivery Christopher Jackson	\$100	Judy King	Former (1977-81) William C. Doherty Scholarship recipient
\$50	Hartford, CT Br. 86	In memory of retired Br. 86 member Ronald G. McGill	\$50	Hartford, CT Br. 86	In memory of Normand L. St. Laurent, retired Br. 86 member
\$100	ND State Association	In memory of the brothers lost during the past two years between state conventions. From Bismarck Br. 957: Francis A. Fischer, Walter Broxmeyer, Freddie Frier and Jerome Schneider. From Fargo-W. Fargo Br. 205: Melvin J. Erlandsen, Elvin J. Waclawik, Grant J. Hoffner and Lee E. Pfingsten. From Grand Forks Br. 517: Robert H. "Bob"	\$100	Hartford, CT Br. 86	In memory of Jackie White, retired member of Br. 24 and member of CSALC
			\$50	Hartford, CT Br. 86	In memory of Michael Demers, retired member of Br. 86
			\$50	William C. Petite	A retired lifetime member of Westchester Mgd., NY Br. 693

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

Nalcrest Update



From the Trustees

Did you know that Polk County, FL, is perfectly located about an hour from each Florida coast? You can be at most of the theme parks in an hour, and many attractions, nature and wild-life are nearby. In the center of it all is Nalcrest, an NALC community of 500 affordable apartments that are exclusively available to retired letter carrier NALC members. Boating, fishing, paddle boarding, canoeing and kayaking are just some of the water sports available, as well as many other activities such as softball, tennis, horseshoes, shuffleboard and a driving range. There are so many things to do while living in a safe and enjoyable environment.

The majority of residents have two places to live during the year. Referred to as “snowbirds,” those residents flock to Nalcrest in the winter and spread their wings, and maybe drive back to their other place in the summer. When they migrate, Nalcrest throws them a going-away party. This year it will be on April 21 at the lake-side beach venue. There will be free food, music

and karaoke for all residents. Come at your own risk—especially during karaoke.

The reality is that Nalcrest is extremely popular, and there are more than 285 members on the waiting list to live here. The rent is extremely low, and the facilities and amenities cannot be matched by any other union retirement community in America.

Nalcrest offers insight into much of NALC’s history. March 17, 2023, was the 53rd anniversary of the Great Postal Strike of 1970. That piece of our history made it possible for every letter carrier to enjoy lifelong benefits because of the union! Make sure you see the Nalcrest museum when you visit.

Follow us on Facebook at Nalcrest Foundation Inc., or go to nalc.org/nalcrest. You can also use the traditional method of getting information by calling the office Monday through Friday, 9 a.m. to 4 p.m., and a real person will answer. If you call after hours, a real person will call you back.

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 Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Don Southern

Scholarships available for Florida colleges

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

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

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____ Check if renewal

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

son retired _____

I am the _____ of active letter carrier _____

daughter deceased _____ (Name)

of Branch No. _____ City _____ State _____

My name is _____

My home address is _____

City _____ State _____ Zip _____

Signature of NALC parent member (or spouse if deceased)

Signature of branch officer

NALC parent's Social Security No.

Title

Date

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

Nathaniel Cook	Br. 530	Birmingham, AL	David F. Mangione	Br. 361	Central KY	Donald F. Dannemiller	Br. 148	Akron, OH
William H. Mitchell Jr.	Br. 469	Mobile, AL	Fredrick R. Conley	Br. 124	New Orleans, LA	Terry K. Eagle	Br. 148	Akron, OH
Robert W. Thibaut	Br. 576	Phoenix, AZ	Albert E. Jett	Br. 124	New Orleans, LA	Ronald D. Graham	Br. 148	Akron, OH
Gary D. Ballantine	Br. 52	Central CA Coast	Valmond H. Cabana	Br. 92	ME Mgd.	Robert L. Gruber	Br. 148	Akron, OH
Alvin A. Friedrich	Br. 1100	Garden Grove, CA	Joseph R. Coulombe	Br. 92	ME Mgd.	James E. Hawthorne	Br. 148	Akron, OH
Marjorie C. Long	Br. 1100	Garden Grove, CA	John J. O'Leary	Br. 92	ME Mgd.	Russell D. Hiles	Br. 148	Akron, OH
Freddie L. Robertson	Br. 1111	Greater E. Bay, CA	Robert P. Weaver	Br. 92	ME Mgd.	Snntha R. Holmes	Br. 148	Akron, OH
Frank A. Costanzo	Br. 2200	Pasadena, CA	Wanda D. Jones	Br. 176	Baltimore, MD	George R. Jackson	Br. 148	Akron, OH
Donald J. Heeter	Br. 133	Sacramento, CA	John H. Slater	Br. 176	Baltimore, MD	James L. Morrison	Br. 148	Akron, OH
James B. McAllister	Br. 133	Sacramento, CA	John L. Mello	Br. 34	Boston, MA	Russell E. Olinger	Br. 148	Akron, OH
Dennis R. Stancil	Br. 133	Sacramento, CA	Brendon R. Cloran	Br. 46	Western MA	David Popiel	Br. 148	Akron, OH
William L. Fox	Br. 70	San Diego, CA	Thomas M. Kennedy	Br. 46	Western MA	Peter P. Povich	Br. 148	Akron, OH
Charles L. Green	Br. 70	San Diego, CA	Thomas E. Subocz	Br. 46	Western MA	Charles E. Winans Jr.	Br. 148	Akron, OH
Vivian Avisov	Br. 214	San Francisco, CA	Walter M. Tassinari	Br. 46	Western MA	Donald F. Sabatino	Br. 897	Barberton, OH
Victor C. Whiteley	Br. 214	San Francisco, CA	Richard G. Thivierge	Br. 46	Western MA	Kenneth N. Lewis	Br. 238	Canton, OH
Robert J. McCutcheon	Br. 213	Stockton, CA	Robert H. Zulkiewicz	Br. 46	Western MA	Ronald P. Vignon	Br. 238	Canton, OH
Larry L. Caldwell	Br. 47	Denver, CO	Michael J. Serino	Br. 1	Detroit, MI	Larry J. Zerbe	Br. 238	Canton, OH
Thomas S. Jones Jr.	Br. 47	Denver, CO	Robert C. Wilson	Br. 256	Mid-MI	Charles H. Leesman	Br. 43	Cincinnati, OH
Charles W. Hubbell	Br. 32	Bridgeport, CT	Alexander A. Haykus	Br. 2184	Western Wayne Co., MI	Donald E. Ruark	Br. 43	Cincinnati, OH
John R. Allison Jr.	Br. 86	Hartford, CT	Edward L. Kostecki	Br. 758	Wyandotte, MI	Robert A. Nyerges	Br. 40	Cleveland, OH
Leopold P. Beaudoin	Br. 86	Hartford, CT	John J. McRae	Br. 114	Duluth, MN	Paul J. Savetski	Br. 40	Cleveland, OH
Joseph J. Burns	Br. 86	Hartford, CT	Wade H. Hedemark	Br. 9	Minneapolis, MN	Gary D. Grissom	Br. 78	Columbus, OH
Albert J. Couture	Br. 86	Hartford, CT	Davis L. Ritchey	Br. 938	Hattiesburg, MS	Andre L. Lewis	Br. 78	Columbus, OH
Gerald J. Crowley Jr.	Br. 86	Hartford, CT	Robert L. Miller	Br. 94	Vicksburg, MS	Frank S. Nichols	Br. 78	Columbus, OH
Jack A. Cuvier	Br. 86	Hartford, CT	Donald J. Deves	Br. 343	St. Louis, MO	Kenneth E. Mann	Br. 182	Dayton, OH
James P. Danis	Br. 86	Hartford, CT	Otey C. Hamilton	Br. 343	St. Louis, MO	James R. Thomas	Br. 182	Dayton, OH
Charley L. Green	Br. 86	Hartford, CT	Clifton Nelson	Br. 343	St. Louis, MO	Theodore W. Terrell III	Br. 45	Springfield, OH
Douglas P. Hodlin Jr.	Br. 86	Hartford, CT	James M. O'Day	Br. 343	St. Louis, MO	Scott D. Zumbro	Br. 6071	West Lafayette, OH
Joseph P. Keeley	Br. 86	Hartford, CT	Thomas A. Reynolds	Br. 343	St. Louis, MO	Denzil D. Corn	Br. 1358	Tulsa, OK
Alfred R. Kirschner	Br. 86	Hartford, CT	David L. Bandi	Br. 5	Omaha, NE	David L. Griffith	Br. 916	Eugene, OR
Walter F. Lange	Br. 86	Hartford, CT	Ronnie D. Van Cleve	Br. 5	Omaha, NE	William H. Lucas	Br. 1433	Medford, OR
Roland J. Leduc	Br. 86	Hartford, CT	Sal L. Mule	Br. 425	Bergen Co. Mgd., NJ	Patrick S. Rose	Br. 274	Lehigh Valley, PA
Benedict J. Menillo	Br. 86	Hartford, CT	William J. Neylan Jr.	Br. 1913	Bordentown, NJ	Edward R. Valentin	Br. 254	Bethlehem, PA
Robert A. Rymarzick	Br. 86	Hartford, CT	P. M. Rooney	Br. 5420	Brick Town, NJ	Daniel J. Dirado	Br. 542	Norristown, PA
Claude J. Soucy	Br. 86	Hartford, CT	Linda C. Weldon	Br. 540	Camden, NJ Mgd.	C. Bissontz III	Br. 84	Pittsburgh, PA
Matthew T. Wezowicz	Br. 86	Hartford, CT	John C. Chowanec	Br. 38	NJ Mgd.	Lloyd R. Caldwell	Br. 725	Southeast PA Mgd.
Thomas C. Tidmarsh	Br. 19	New Haven, CT	Albert J. Imbimbio	Br. 38	NJ Mgd.	Andrew Cebrick	Br. 115	Wilkes-Barre, PA
Harold L. Arledge	Br. 142	Washington, DC	Charles R. Rooney	Br. 38	NJ Mgd.	Ronald D. Mumford	Br. 509	York, PA
Edward H. Levy	Br. 2550	Fort Lauderdale, FL	Angelo J. Varrecchia	Br. 38	NJ Mgd.	John A. Pate	Br. 3166	Warwick, RI
Richard D. Lund	Br. 2550	Fort Lauderdale, FL	William Roth	Br. 380	Trenton, NJ	Harold L. Nichols	Br. 1871	Anderson, SC
Ezra E. Knight Jr.	Br. 1071	South FL	John P. Tanico	Br. 41	Brooklyn, NY	Adrian L. Kilgore	Br. 27	Memphis, TN
James C. Mahlbacher	Br. 1071	South FL	Clement A. Patafio	Br. 137	Hudson Valley Mgd., NY	Juanita J. Myers	Br. 27	Memphis, TN
Jose L. Ramirez Morejon	Br. 1071	South FL	Donald J. Maher	Br. 562	Jamaica, NY	James C. Pennington	Br. 27	Memphis, TN
Marvin A. Powell Jr.	Br. 73	Atlanta, GA	Andrew J. Como	Br. 6000	Long Island Mgd., NY	Harry K. Sublett	Br. 27	Memphis, TN
Susan L. Granger	Br. 1119	Marietta, GA	Tom J. Hoeflerle	Br. 6000	Long Island Mgd., NY	Jacob E. Raymer I	Br. 4	Nashville, TN
Tatsuno Omiya	Br. 860	Honolulu, HI	R. L. Brown	Br. 5229	New City, NY	Julian F. Hovey	Br. 181	Austin, TX
Emilio A. Defelipe	Br. 11	Chicago, IL	Paul F. Curry	Br. 36	New York, NY	David A. Phinney	Br. 181	Austin, TX
Andrew Haley	Br. 11	Chicago, IL	Salvator J. Locicero	Br. 36	New York, NY	Elma D. Allen	Br. 132	Dallas, TX
Jessica Mitchell	Br. 11	Chicago, IL	Arnold A. Phillips Jr.	Br. 36	New York, NY	Joseph M. Gordon	Br. 23	Galveston, TX
Albert H. Prayor	Br. 11	Chicago, IL	Angelo J. Pinto	Br. 36	New York, NY	Kenneth H. Williams	Br. 283	Houston, TX
Joe E. Ruiz	Br. 11	Chicago, IL	Raymond G. Cybul	Br. 210	Rochester, New York	Joseph A. Brown	Br. 421	San Antonio, TX
Spencer U. Williams Sr.	Br. 11	Chicago, IL	John J. Mastronardi	Br. 387	Yonkers, NY	Alton C. Culver	Br. 421	San Antonio, TX
Marion F. Gardner	Br. 317	Decatur, IL	Michael L. Causey	Br. 248	Asheville, NC	Dale L. Bennett	Br. 111	Salt Lake City, UT
Donald O. Short	Br. 317	Decatur, IL	Stephen J. Yaw	Br. 248	Asheville, NC	R. W. Walls	Br. 3520	Northern VA
Roger T. Boyer	Br. 319	E. St. Louis, IL	Charlie R. Kerr	Br. 545	Charlotte, NC	C. A. Battiste	Br. 6412	Charlotte Amalie, VI
Larry L. Carey	Br. 658	Macomb, IL	Charles E. Young	Br. 382	Durham, NC	Eugene E. Imbleau Jr.	Br. 450	North Sound, WA
Charles L. Noack	Br. 31	Peoria, IL	Michael R. Thompson	Br. 936	High Point, NC	Willard A. Johnson	Br. 450	North Sound, WA
Leroy W. Bluck	Br. 4016	S. Suburban Mgd., IL	Jack E. Ervin	Br. 935	Statesville, NC	Herman J. Ciha	Br. 822	Appleton, WI
John G. Kubiak	Br. 4739	Wheeling, IL	J. P. Tritchler	Br. 205	Fargo, ND	Dennis C. Johnson	Br. 822	Appleton, WI
Richard W. Cassel	Br. 547	Elkhart, IN	Peter P. Apenzeller Jr.	Br. 148	Akron, OH	Kenneth M. Fischer	Br. 507	Madison, WI
Craig P. Wissel	Br. 377	Evansville, IN	Gerald I. Basinger	Br. 148	Akron, OH	Thomas L. O'Donnell	Br. 507	Madison, WI
Russell Kirby Jr.	Br. 39	Indianapolis, IN	Joseph L. Bearer	Br. 148	Akron, OH	Walter M. Christoffel	Br. 490	Manitowoc, WI
Victoria L. Moorman	Br. 466	Lafayette, IN	Donald C. Bingman	Br. 148	Akron, OH	Dale G. VanLaarhoven	Br. 490	Manitowoc, WI
Dwight A. Sage	Br. 352	Central IA Mgd.	Robert L. Croskey	Br. 148	Akron, OH			

Branch Items

Albany, New York

It always amazes me when I find out a five- or 10-year veteran letter carrier only contributes 3 percent to their TSP. I strongly recommend at least 10 percent, but bare minimum is 5 percent. If you are not contributing 5 percent, you are not getting the full matching contributions from the Postal Service.

Then, to my absolute horror, I find out that the 3 percent they are putting in is all going in the G-Fund. I am not a financial planner, and this is not financial advice, but historically the G-Fund rate of return for the last three years has been 1.83 percent.

Compare that to the L-2050 fund, which had a rate of return 6.78 percent over the last three years. So, \$25,000 with no additional contributions would grow to \$26,397.77 in the G-Fund, or \$30,437.55 in the L-2050 fund in those three years. That's a \$4,000 difference, and it really changes the more you have invested. If you had \$300,000, it would be \$316,773.24 and \$365,250.66—that's almost a \$50,000 difference in just three short years.

The C-Fund was 9.84 percent over the last three years, which for the \$300,000 example would be \$397,560.13.

As you see, your choices matter more than you think. Please do your research and invest accordingly to your comfort with risk. These are good examples, but keep in mind the C-Fund lost 8.24 percent last year. If you have more than five years to go before retirement, you should be invested with at least some risk to enjoy the reward when it's your turn to hang up the satchel. The Lifecycle or L funds are a good place to start, as they adjust risk automatically as you get closer to retirement. Check out which funds might be right for you at tsp.gov.

Norris Beswick, Branch 29

Aurora, Illinois

Branch 219 was grateful for Editor Philip Dine's recent Letter from the Editor recounting the actions of Teamsters Local 673 member Lewis Medina, who risked his life to save our sergeant-at-arms, Tommie Barnes, from certain death. We are forever grateful for Mr. Medina's heroism. Thank you for sharing his story.

Like everyone else, we in Aurora Branch 219 are eagerly looking forward to the outcome of ongoing contract negotiations. We share President Renfro's desire for an all-career workforce and substantive raises to offset soaring inflation. If we can't get the \$5-an-hour raise necessary to catch us up with inflation not captured by the 40 percent of CPI-W our COLA recoups, our branch has some ideas of other things they can give to make up the difference.

Our members would like to see improvements to workplace safety, especially stronger contractual language concerning work-hour limits for non-OTDL and part-time employees, while protecting and preserving the rights of OTDL carriers. A full rewrite of Article 8 simplifying and strengthening work-hour limits is overdue. Changes to Article 7 to maximize full-time positions in a meaningful way to address the many so-called part-time employees who perpetually work 11.50 hour days five to six days

a week is needed. Requirements that weekly schedules be posted two weeks in advance and be firm would make a significant improvement to quality of life. Broadening opting provisions to include carrier technician assignments is an intuitive and easy fix.

We trust that our brothers and sisters at Headquarters will capitalize on last year's leg-



Atlantic City, NJ Br. 370 Director of Retirees Jeff Fusco received a 40-year pin presented by Region 12 National Business Agent Brian Thompson. Pictured (l to r) are Thompson, Branch President Gregg Kilar and Fusco.

islative victory to improve the wages, hours and working conditions of letter carriers. Our fight is just, and with perseverance we shall prevail.

Best wishes to brother Robert Flowers. You are in all our thoughts and prayers. We miss you. Get well soon.

Jim Moulton, Branch 219

Camden, New Jersey Merged

Solidarity. The Camden Annex Installation, like others, is an installation that has gone through the DUO process and now has co-existing branches. One of the OJIs from the other branch was called into the office for a pre-disciplinary interview for having stationary events. The OJI explained that he had been training a CCA on the dates in question, and the stationary events were caused by time spent training. Can you guess what management did? Yup, they issued a letter of warning to the OJI. In solidarity, I instructed my branch's OJIs not to train any CCAs until further notice. Even though we are from different branches, it's important to support each other.

Management went as far as to try to instruct one of my OJIs to train a CCA. I told my OJI that management cannot force you to train someone against your will. I also told the manager that this was BS and union-busting. This occurred in front of the new CCA. The manager called me into the office to complain of my comments in front of a brand-new CCA. She felt it was inappropriate for this to be this new employee's first experience working for the Postal Service. I felt it was a great opportunity for the new employee to see what it means to have a union job, especially when the union is the NALC. The manager went as far as to call our NBA on the phone. I

don't think she got the response she was hoping for.

I told them my OJIs would go back to training as soon as the discipline went away. Needless to say, management rescinded the letter of warning without a grievance being filed, and our OJIs were back to training the very next day. Solidarity!

Chuck Goushian, Branch 540

Champaign, Illinois

Last night, Branch 671 honored John "JJ" Joyce's retirement, with 54 years of creditable service. We reflected on JJ's career as a city carrier during the 1970 strike and the strength of our union. In our branch meeting's discussion, some things were clear:

We are at a pivotal point. Unprecedented wage increases across the job scene have created competition; management has continued its downward spiral of mismanagement; work/life balance hangs in the crux for many of our brothers and sisters.

We are bargaining from a position of strength: pre-funding mandate is done; Congress provided funding toward our new vehicles; we worked non-stop through the pandemic, when others stayed home; we navigated delivering test kits and ballots. The NALC simply must nail it this contract cycle, in our demands and what we accept and reject. Now is no time to fear or avoid arbitration and accept less in a contract than we deserve.

An all-career model and eliminating the wage gap between Tables 1 and 2 should be at the top of the list. Career carriers with retirement in the mix and a wage the private sphere cannot, in general, match translates into employee retention. No carrier should start their time with the USPS at less than \$30 an hour. New carriers can read. They see the \$20,000/year gap at Step A in the pay tables. They are fed up.

Management's incompetence must be combated. We will be better off if we have a part in the hiring process, like some unions do; failure to staff shouldn't fall on carriers' shoulders via mandatory overtime; failing in contract compliance must be painful; Article 15 must have language requiring compliance with all grievance settlements, which it inexplicably lacks.

The carriers of Branch 671 will not ratify a contract that fails us again.

Bryan M. Pate, Branch 671

Charlotte, North Carolina

Branch 545 would like to congratulate our sister, Saki Muwwakkil, on attending and completing the NALC's Formal A and Beyond training class. Thank you for all your hard work and dedication as an informal A steward and as branch treasurer; we know you will continue to be a vital asset to our branch now and in the future.

We would also like to recognize and congratulate our fellow carriers on their recent retirements. First, we would like to acknowledge Robert Parker, who was a carrier at our Mint Hill station with 36 years of service. Also, we want to acknowledge Elaine Dewalt, who was a car-

rier at our WT Harris station with 29 years of service, and Glen Swinson, who was a carrier at our Steele Creek station with 28 years of service. We thank all of you for your years of service and we wish each of you the best in the next chapters of your lives.

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

Justin Fraley, Branch 545

East Lansing, Michigan

The day after the mass shooting at my alma mater, Michigan State University, Republicans were already saying it wouldn't have happened if students were armed; that the shooter would've been deterred and gone elsewhere.

I disagree. This guy had a grudge against MSU, and had mental issues and a wish for suicide. And, is it really OK if he goes elsewhere and shoots up an elementary school instead? The police response was immediate; in five minutes, 300 cops were on our campus.

Imagine the chaos and confusion that would've resulted if the police had to sort through hundreds of gun-carrying students in search of a suspect? Instead, he was caught almost immediately on a security camera and his photo sent out to the public. Within hours, he was identified, and when confronted near his home, he committed suicide.

Years ago, I attended classes in the same buildings where he shot and killed his victims. My daughter did the same and occasionally still works on campus. It's different when it's your school in your community and where you deliver mail.

Republicans again claim we should enforce the gun laws we have and not enact any new ones. Yet they are the ones who cut money for enforcement and mental health and then vehemently oppose *any* new regulation, no matter how mild, like red-flag laws or background checks or consequences for unsecured guns—simple precautions that responsible gun owners want. Now, they threaten recalls against any legislator who votes for *any* new rules. I find their stubbornness infuriating and insulting; they assume that we citizens aren't smart enough to make common-sense improvements in an increasingly intolerable situation.

In the past, we've had postal shootings and learned to address workplace violence. You can't solve a problem by stupidly ignoring it!

Spartan Strong!

Mark Woodbury, Branch 2555

Emerald Coast, Florida

The NALC and the USPS have always entered into agreements, with the union working in good faith. Usually the agreement starts off fine,

then management see that the agreement they have entered into is not working out in their favor. Which sends off alarm to them that this is not working out well for them.

Case in point: Both parties entered into the Technology Integrated Alternate Route Evaluation and Adjustment Process (TI-AREAP). The problem is that with this process now, routes are being created instead of them being eliminated. At first there was lot of apprehension amongst the carrier as to whether or not it was going to work, but the overburdened routes are being adjusted, reducing the load and thus creating more routes, and this process is making the route closer to eight hours.

We all know that this process is not the fix-all of fix-all, but it is a hell of a lot better than in the past. The first round of adjustments shows how the process can work. Creating more routes means more CCAs are being converted to regulars, which now has set off the alarm within management that there is a problem, and now they want to nitpick every minute they can to disallow times on the routes, and sent teams to challenge every minute within the offices, which is now having the REAPS filing more disputes to be settled at higher-ups.

You can't make this up; we should be working together to make things work within the Postal Service, not continuing to get mad because the process is working, now you want to take your ball and go home. That's child's play and childish, *wow!*

Percy Smith Jr., Branch 4559

Fresno, California

Believe it or not, there is a war going on in the Postal Service. It has been going on for well more than 10 years. The Postal Service has declared war on injured employees. It makes no difference if you are a "good" worker or a "bad" worker. If you get injured on the clock, you are now one of the lamos, lazy, fakers, liars and "not carrier material."

One of the concerns when Postmaster General DeJoy started was his positions on injured postal employees. It was the same as other postal management: Get back to full duty, or else. It's the same thing from the top, all the way down to workroom floor supervisors. No ifs, ands or buts. Management is famous for misleading, intimidating, threatening and interfer-



Former Region 12 RAA Shelly Williams, who is also a former Cherry Hill/Haddonfield Merged, NJ Br. 769 president, received a 50-year gold card and pin.

ing with OWCP claims—all of that being against the law—leading to some injured employees resigning, or just not pursuing their rightful injury claim. Rolling the dice, hoping their work-related injury does not cut their careers short.

Any of us can get hurt at work in the blink of an eye. There are occupational hazards to delivering the mail, just like in any other job. Abusive people and an abusive work policy have no place in supervising. Government agencies should not allow this to happen. But, we know that story.

The laws and guidelines are in place to protect us. It takes injured employees to speak up, informing their union representatives of any problems. Help the representatives help you. The NALC offers that help.

Jesse Dominguez, Branch 231

Granite City, Illinois

The time is now for the Executive Council to restore the dignity and pride to the members of the National Association of Letter Carriers. We have weathered this storm for longer than we should have. Our duties have become more demanding than in years past, and the pay should adequately compensate letter carriers for the amount of time we are out in the elements daily. A contract is needed that addresses contract compliance, staffing, mandatory overtime, eight-hour work schedules and career appointments.

ORNA positions, for whatever reasons, need to be posted for bid and assigned to the senior full-time carrier. The continued assignment of an unassigned regular, acting in a management position or a hold-down to PTF/CCA to the same position is not efficient by reducing compliance, when assignment of qualified carriers should be converted to full-time status.

The mail is not being delivered six days a week, as required by the Postal Reorganization Act of 1970. Every day is a crisis, excessive overtime and excessive leave because of the frustrations. Our service to the public has rapidly deteriorated.

Maybe, if the Postal Service would pay letter carriers for accrued sick leave that correlates with the accrued annual leave at retirement, it would be an incentive and not a deterrent to accrue. Employee retention and retirement are excessive as well. We can't accept another contract where management is comfortable ignoring paying for poor management decisions. Branch 1132 members will not ratify a bargain that fails. We wish you success and strength.

Tim Swigert, Branch 1132

Greensboro, North Carolina

Our branch has been dealing with some of the same challenges that face many NALC branches—trying to carefully open back up as the coronavirus seems to be waning at last. Yet branch monthly meetings are still being carried out in hybrid form, with optional in-person as well as remote participation through Zoom. Thanks, Eileen Ford!

During this period, we also experienced unexpected difficulties in our last branch election.

Branch Items

Into the breach stepped Brent McCoy, veteran letter carrier and longtime branch recording secretary, who was ultimately elected branch president. With help from Region 9, Brent and other officers and stewards have been growing in confidence and strength.

One area of improvement I've observed firsthand: Brent has presided over the branch



Scranton, PA Br. 17 Director of Retirees Jimmy Notarianni (l) presented a plaque to recognize Joe Geiger for 70 years of membership.

monthly meetings in such a welcoming and respectful way to all members—young and old, active and retired, and of all ethnicities.

Over the years, Brother McCoy had a spirit of solidarity, especially with the APWU, as his mother served as president of the small APWU local in neighboring High Point. When his daughter and son were young, Brent would bring them to various union and union-related activities, including the annual Martin Luther King Day parade through downtown Greensboro. And he faithfully attended both NALC trainings and conventions, and also labor history classes taught by Jobs with Justice. All this helped Brent develop a broad solidarity view of unionism.

Perhaps most of all, Brent McCoy, the first Afro-American male president of Branch 630, wants to make sure that all Greensboro area carriers feel welcome. For Brent had worked for years with the last Afro-American letter carrier who never joined NALC Branch 630 because as a new carrier that man was blocked from joining the all-white branch.

Brent McCoy truly believes: In our unity lies our strength!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

I'd like to start out this month with a hearty congratulations to Darlene Stone on her reaching her retirement at the end of last month! It's always an outstanding accomplishment to reach retirement and should be recognized as such. I'm thankful for the years I got to work with you and the many things you taught me along the way.

As is often the case, with a retirement there also comes a conversion to regular, and this time is no different. I would also like to congratulate Kayla Green on her conversion to full-time regular. I certainly know you have been looking

forward to your conversion for a while, and now it has finally come.

By the time this publication reaches everybody, the Downtown office should be in the thick of inspection. It is my sincere hope that everybody has been doing their job as dictated by the *M-41* handbook to best protect their routes. Nobody wants to see any route losses, and while it may happen regardless, we should all be doing our best to protect every route the best we can.

Lastly, the biggest concern that was raised at our latest union meeting was the lack of dignity and respect being shown to letter carriers. This cannot be tolerated. When there is an incident where you are treated without dignity and respect, it should be written down in a statement and given to a union official. Our work is difficult enough as it stands, and nobody should have to feel disrespected in the course of their day. When we all stand together as a union, we become a much bigger force to be reckoned with, and we must do so to demand the respect we deserve.

In solidarity—

Jeremy Kessel, Branch 443

Jackson, Michigan

I believe the Jackson Hub should create a program that helps carriers with the effect of being positive in all situations. This program can be many things. It can be as simple as bringing in donuts or as big as providing breakfast to all carriers. The key is to touch the Negative Nellies in such a way they have no choice but to become positive. I feel there is a small percentage of carriers who need to learn the benefits of being a team player. I have taught grades K-12, and there has been times when carriers actually act worse than any kid I have taught.

Rumors are huge; it reminds me of the game when one person starts a story and tells the next person, and by the time it gets to the last person, the story has changed dramatically. The other biggie is literally trying to get fellow colleagues in trouble because they have a "beef" with a person. I see this small percentage of individuals act this way, and then I see the positives so many colleagues do. It is remarkable.

I am inspired by the likes of our board (Becky, Deb, Josh, Marty) and then the others (Sarah, Jen, Aaron, Shane, Kahlid, Dan). These individuals work over and beyond the call of duty. These great individuals continue to bring great things to people. It may be helping a fellow colleague, bringing Christmas toys to 900-plus kids, a golf outing, food drive, Christmas party, spring picnic, and many more events that the goal is to help individuals.

I recently let the Negative Nellies win the battle, but I have a big surprise: They won't win the war. Positivity will conquer negativity every time—it's hard, it's challenging, but it can and will happen.

Mark Raczowski, Branch 232

Kankakee, Illinois

To the Executive Council: As you embark on this round of contract negotiations, it is es-

sential that you deliver for the letter carriers of Branch 407. We are tired, and we are frustrated! The current contract fails to meet our basic needs, both economically and in the day-to-day trials and tribulations of being a city letter carrier. We stand united for a contract that restores the dignity and pride of our profession and rewards us for the fruits of our labor. In addition to the inadequate pay, we must also address issues like contract compliance, staffing, mandatory overtime and work schedules.

We know this time around will be a heavy lift, but this is the most important round of negotiations since we achieved the right to collectively bargain in 1970. We have borne the weight of our employer's failures for far too long! We can't accept another "contract" where management is comfortable ignoring the terms. We can't accept another contract where the work rules don't make sense, and we are made to pay for poor management decisions. It's no wonder the employer finds it difficult or impossible to hire and retain city letter carriers in many offices.

We wish you success in your endeavors on our behalf! However, a bargain that fails to address what ails us will not be ratified by the members of Branch 407.

Brian Johnson, Branch 407

Kansas City, Missouri

Somehow, I didn't think getting back to delivering the nation's mail would take so long. After all, the Branch 30 Christmas party was supposed to be celebrating the *end* of the year! Instead, it seems to have kick-started 2023 off with a bang.

Of course, there was the New Year's Eve celebrations (how could I have forgotten that?), then the "freebies" of Dr. Martin Luther King Day and Presidents Day. And if that wasn't enough, Branch 30 members participated in an awesome Kansas City St. Patrick's Day parade, a Super Bowl LVII-winning Kansas City Chiefs victory parade, had the opportunity to go the NCAA men's and women's Big 12 tournament and would ultimately witness the NFL Draft—firsthand.

So, what better way to get back into the flow than to start with the Region 5 rap session? In what will be the first of many for Branch 30 member and Region 5 NBA David Teegarden, assisted by RAA Charlie Sexton, this year's format of training placed more emphasis on specialization rather than generalized topics of discussion, from new stewards through Formal A's, safety, and those involved with Advanced OWCP. To put it simply, there was something there for everyone. NALC President Brian Renfroe was in attendance and conducted a meeting of presidents prior to the rap session. In his presentation to the session attendees, President Renfroe spoke at length on a wide range of topics, including staffing, NGV's, legislation and upcoming contract negotiations.

With the business of the NALC being settled, it seems like a good time to celebrate. The Grammys, the Oscars? They're performers; Branch 30 members are *doers*. At the Branch 30 appreciation dinner, it went like this:

MC: "And the Branch 30 Steward/Lifetime Achievement Award goes to ..."

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters of the satchel. Growing up, when my parents told me not to do something and I did it again, I would receive a swat to the head or a rear end whipping when we got home.

When it comes to Article 8 violations, management is notorious for repeating overtime violations. "We'll pay" is their motto. During a labor relations meeting, they complained of having to pay \$300,000 in overtime violations that they were responsible for. Then they asked our branch president how to reduce these violations. Duh! They could review four recent favorable Step B decisions at West Station that cost them more than \$8,000. In two of them, they failed to meet at Formal Step A, and once at Informal Step A. No problem; we'll pay.

Now, even better, the DRT has agreed that employees cannot volunteer or be required to exceed the 12/60-hour limit and may end their tours without concern of discipline when reaching the 11.5/12 hours daily limit or the 60-hour weekly limit. This is better than pecan pie on Thanksgiving.

Also, management got spanked again on the use of utilizing city carriers to complete work in the rural carrier craft unless in accordance with Article 7 and the emergency situations specified in Article 3.F of the National Agreement.

So, guess what? No more COVID-19 pandemic excuses. Let's enforce the recent Employee Orientation Program and treat these new carriers with respect and dignity!

Tony Rodriguez, Branch 419

Minneapolis, Minnesota

Many carriers have been physically and mentally injured because of the excessive hours and harsh winter weather. So where do you turn for relief when you are hurting? We cannot expect management to lighten our load for us to properly heal, so we have been turning to the medical community for help. There are hundreds of carriers on work restrictions right now in the Minneapolis installation and our associate offices.

Recently, management has been requiring carriers to provide updated medical restrictions. Management has a right to do this, but their requests need to be reasonable. If a carrier has a long-term condition and their doctor states in their restrictions that they need to be seen again in six months, it is not reasonable for management to require the carrier to get updated restrictions every month.

It is important that when you are on restrictions to abide by the restrictions and not exceed them. The responsibility to abide by the restrictions is the responsibility of the carrier. In most cases, management is not going to keep you to your doctor's ordered limits. Management, in

most cases, would love to see you exceed your restrictions. It is important to remember that the reason the doctor has put you on restrictions is to allow you time to heal, and that is not going to happen unless you do what the doctor orders.

It is sad when management looks at carriers suspiciously when they submit work restrictions. What is even more troubling is when other carriers look suspiciously at other carriers. We don't know where people are coming from and what issues they are dealing with physically and



Cincinnati, OH Branch 43 President Ted Thompson (l), USPS Board of Governors member Daniel Tangherlini (c) and Region 11 RAA David Kennedy attended the unweaving of a stamp recognizing Cincinnati's 1933 Union Terminal.

mentally, so please do not judge others. Please wish them a speedy recovery and encourage them to abide by their doctors' orders. In doing so, we are standing in solidarity with them.

In solidarity—

Scott Bultena, Branch 9

Monterey, California

I apologize for the delay, Mel, but I forgot February was the special issue about our political endeavors.

Retirement—no more time cards, no more pesky supervisors and no more alarm clocks. Dec. 31 was Mel Tumanut's last day as a letter carrier. Mel is our resident mechanic, fixing anything and everything that anyone sent his way.

One of the most memorable days in my life as a union representative was with Mel. He had called in sick and then got called into the office regarding his call. He and I went into the postmaster's office, and there was Darlene sitting in the PM's chair. She began the normal interrogation regarding his absence. At some point in time, we decided to show her the evidence that he was truly sick. So Mel, in the kindest fashion, pulls out his pair of washed, but obviously soiled, undies. Darlene was shocked and sent us back to the workroom floor. Nothing more happened. Thank you, Mel, for that fantastic, hilarious moment that I will never forget.

Most of you have received your share of the recent pre-arbitration decision. I hope each of you will consider making a donation to our political action fund. You can write a check to Letter Carrier Political Fund and mail it to NALC, 100 Indiana Ave. NW, Washington, DC 20001. Your

job and retirement are under attack—the job you save could be your own.

I'm saddened by the increase in attacks on letter carriers; who would have thought delivering mail would become so dangerous? Be aware of your surroundings and be careful. Every one of you is precious cargo!

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

And welcome back. We had a long intermission due to a computer glitch. Seems management put in fantasy numbers and the computer had a meltdown. Computer said that you should be out in -30 minutes and blew up 'cause it has more common sense than...well, you know!

OK, Mr. Letter Carrier, do you have anything to add? Well, Joel, some people can't handle the truth, and when the public found out what was happening about why their service was such a mess, someone got scared and tried to silence what was already said—someone who was a mentor to the new recruits ('cause he knew how to do his job and in the correct way) was doin' Customer Connect when our hero, Carl, retired from his fantastic run. (And how much money does management bring in? That answer is...well, you know...but I'll say it anyway...zip, zero, nada, nothin'!) I thank our fantastic union on getting his job back! It's sad that he had to go through that. It shows that we are just a number to certain people and not a living, breathing human. They should be ashamed! Well, thank you, Mr. Letter Carrier, we appreciate your honesty... something that is not common in the P.O.!

In closing, I'd like to say to all our new carriers and our veteran carriers: You should show up to a union meeting once in a while; ya never know what you might learn. Knowledge is power; nothin' better than to tell a manager that they are wrong!

Oh yeah, I forgot, I'd like to know who was the genius who said to get vans (Metris) that uses 94 high octane gas, and then tell the nation to put 87 octane into them, void the warranty and ruin the engine! Crazy!

Joel Stimmler, Branch 542

Northeast Florida

On Sunday, March 5, Branch 53 held a golf tournament for MDA. NALC Director of Life Insurance Jim Yates as well as former NALC Assistant Secretary-Treasurer and Region 9 NBA Judy Willoughby participated and helped all golfers and volunteers collect \$3,990 for MDA. Thanks to everyone who organized, participated and volunteered for this worthy cause. Special thanks to Jim Thigpenn and George Jones for their work organizing this event.

Branch 53 had a manager make a statement to the carriers that the station was the only one in the city that has not had to pay out any money for grievances. Well, that statement became untrue when in just one case, heard at the area level, paid out \$500 for noncompliance. Unfortunately, that same manager agreed to hold 10

Branch Items

more cases for the same infraction in abeyance. Now they have to pay more than \$5,000.

This type of action is for not providing documents and union time, as well as failure to meet at Informal or Formal Steps A. We can only hope that, sooner or later, management will realize that cooperation is not a one-way street. This is just a sampling of issues here, but for a real idea of management failures, just read the Branch Items from Rockville, MD Branch 3825—President Kenny Lerch and his vice president, Chuck Clark, have done an excellent job of proving management could not care less. Their payouts are legendary. Keep up the good work by all of you who ensure contract compliance.

Food drive is May 13; let's all make this a great effort, especially with food prices soaring along with other costs. Good luck to all.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

I've been lagging behind on my writing. Lots going on in the world, and now the NALC and the Postal Service are in negotiations for a new contract. Back at the ranch in Oklahoma City, the mentoring program in our area isn't doing so well. Typical managementspeak—give their blessing to something that can help it retain letter carriers and then let work floor managers go their merry way and ignore something that could well help the Postal Service's bottom line and make for a more pleasant workplace for everyone concerned. But, with postal management, things never seem to change for the better when they can make things worse.

Given the workplace-level mentality of postal management, it is likely things will never change. They seem to thrive on not trying anything that might actually improve the Service's bottom line and make the workroom floor a better place to work. Mentoring new hires should be essential to the Postal Service. Retaining a competent, healthy and productive workforce is something that makes perfect sense except to those members of management who can't seem to get their heads out of their behinds. What else is new with postal management? Nothing new to see here—just the same ole, same ole.

Bob Bearden, Branch 458

Palatine, Illinois

In our office, we have been abused with mandatory overtime since the start of COVID-19. It has been a long three years.

What we need to see negotiated into our new contract: Understaffing is our No. 1 issue. Hire more people! (Straight to career, PTFs only.) Starting wages should be higher (employees at Target make more than our CCAs), with shorter intervals between step increases. New hires should have their schedule at least one week ahead of time so that they can plan their life around work. CCAs should not have to work seven days a week, 11.5 hours a day. No human being should be forced to work that many hours. Increase the pay for regulars who are at top pay. This job is only getting harder; we aren't close to UPS pay.

There should be severe and compounding penalties for running an office understaffed. Remove "mandatory" and "forced in" from postal culture. Remove "Do what you're told and grieve later." Management takes advantage of that and keeps violating the contract over and over and over again. There should be automatic escalating remedies when management violates the same article for the 49th time. (Cease and



Oklahoma City Branch 458 heroes received letters and lapel pins at the March 9 branch meeting for helping reunite a father with his child after his car was hijacked with the toddler inside at the Chicago convention last summer. Pictured (l to r) are Region 4 NBA Dan Versluis, Jeremiah Grant, Eric Beu, Meagan Sperling, Casey Ritchie and Branch President Ken Mayfield.

desist should be automatically added in at the DRT level if management is not in compliance after the third time—a slap on the hand is not working.) All overtime should be voluntary. Protect the 40-hour workweek for those who want it; encourage a work/life balance. Guarantee and protect non-scheduled days, including protecting days off around holidays.

Monica Howard, Branch 4268

Pittsburgh, Pennsylvania

The next time you're headed out to a store, I want you to add one extra thing to your shopping list. It may be the most important thing you've ever bought for your career. Normally, I'd side with Section 141 of our M-41, which states, "All necessary equipment and supplies required will be furnished by the U.S. Postal Service," but I'll make an exception—just this one time.

What is this mystery item? I'm sure you've seen the wondrous applications on internet memes: repairing rusted-out quarter panels, "babysitting" by taping a toddler to the wall, or even fashioning a sling for an injured arm. It's only \$4...duct tape.

For God's sake, take that blankety-blank scanner and duct tape it to your body. Where you go, it goes. Take it when you dismount and scan at the delivery point. Take it with you on your comfort or cooling/warming stops. Don't be the carrier who scanned items in the truck, then delivered them to a porch. Under the current TIAREAP (route adjustment process) environment, all of that time after the scan would have likely been eliminated because it appears to be idle time. You have to make the argument for the union against them.

Make no mistake: The S&DC "super centers" are coming. Who knows as to which of us will be affected, but I do know this: Let's say you're in an installation that is being relocated. You will then have to travel to your route from this new location before even beginning delivery. If you're not accurately representing your route, you may be expected to pivot off some or even all of that travel time. We have the chance to

maximize the creation of new routes, and it will take all of our efforts to not squander that opportunity.

John Conger II, Branch 84

Portland, Oregon

Hello from the Rose City. Our good news is that Portland, along with the installations of McMinnville, Oregon City and West Linn, have begun hiring directly to PTF. We're hoping that this change will help our staffing in these areas, and we're also hopeful that the other installations in Branch 82 are added to the list soon—along with the entire country, for that matter. We had 110 people attend our last job fair, and telling potential new hires that we're hiring directly to career is a big selling point. Here's hoping that the Postal Service wises up and gets rid of the CCA model for craft employees everywhere.

We recently came out of some unexpected winter weather, and I know that many others are going through the same thing. Our thoughts are with those letter carriers in those places that are experiencing extreme weather. Until we all face the facts regarding climate change, and act accordingly, letter carriers and workers everywhere will continue to be negatively affected.

Branch 82 is welcoming the return of our beloved Labor Bowl, and we're eager to raise a bunch of money for MDA. Things are slowly but surely getting back to normal, and the union hall is buzzing with most of the old, pre-COVID activities, including preparations for making our float for the Starlight Parade and the Pride Parade.

Although life for letter carriers continues to be tough right now, at least we are all in it together. Thankfully, we have a strong union that fights to keep improving our working conditions. Can you imagine doing this job without our union?

Suzanne Miller, Branch 82

Racine, Wisconsin

A cow-bison hybrid is called a beefalo, while the Mona Lisa has no eyebrows. There ya go; moving right along.

Feeling kind of grippy this month. Letter carriers are the most scrutinized, picked over and GPS'd craft in the Postal Service. Carriers are held to higher standards and accountability than any other craft. Sitting for a minute puts you on the radar for a stationary event, which is

all the rage now with the new route adjustment process.

Problems with our DPS are a daily event. Bad enough being upside down, backward and mis-sorted, now it's mislabeled, which means DPS trays end up on the wrong route. Not the fault of our clerks. Bringing this to management's attention, we hear "will look into it" or "if it happens next week, let me know." Of course it's going to happen next week; it happens every day. It's not new to us. It's aggravating.

Racine is gearing up for the new route adjustment process and the inevitable, sad and emotional end of an actual time clock. With all this going on, if I was a lawyer, I would say, "I'm cautiously optimistic. "If I was a doctor, I would say, "Let's hope for the best." If I was a member of the clergy, I would say, "Have faith and pray," and as a carrier, I would say, "Hold on tight."

Congratulations, Theresa Gervais, on your recent retirement! Long time coming and well earned. Our assistant V.P. noted that Theresa might be the last retiree to punch the clock. No going back now. Guess we have to start being more creative with our future last punch bunchers.

So who googled the Mona Lisa?

Chris Paige, Branch 436

Rockford, Illinois

My name is Lawrence Steward on behalf of Branch 245 from Rockford, IL. Here are areas of the contract that need to be addressed.

There has to be better language for quick contract enforcement. A contract means nothing if we have to constantly fight over every word. Management cannot be allowed to flagrantly ignore the contract when dealing with issues of mutual respect, otherwise the membership will continue to suffer and the Postal Service will continue to have staffing issues.

We need to give new hires protection and better training in their first 90 days. Our branch has seen many hardworking CCA careers ended by management on a power trip knowing that they can get away with it with little to no recourse by the union.

The punitive measures that carriers have to deal with when needing to transfer need to be dealt with. Management moves around with no penalty. Carriers are quitting rather than go through with eReassign for a multitude of reasons, including the loss of seniority—experienced carriers who cannot deal with the rigors of being in the position of having excessive overtime forced on them because of their lack of seniority at their new office. The length of time and effort it takes to get through most installations' eReassign process is a deterrent. The mutual swap process isn't any better.

Competitive starting pay is something that will help in theory, but is akin to putting a Band-Aid on a compound fracture. Money can't buy happiness, but it can be a good down payment. The previous issues raised are the principal payments that are necessary after the down payment of giving higher starting pay.

If all of these issues are not dealt with together in the form of our new contract, the staffing

crisis, like the housing crisis of the 2000s, will only worsen.

Lawrence Steward, Branch 245

Rockville, Maryland

We have won some impressive grievances recently. At our Germantown office, steward Shearly Shawn won \$6,210.40 for a carrier improperly put off the clock. The contract states that a carrier should be paid until the Step B team renders a decision or 14 days after receipt of the Step B appeal, whichever comes first. Management stated to us, "this language is too confusing," so we will just keep the carrier in an LWOP status! We won this case at Step B and then management refused to honor it. We then filed a non-compliance grievance, and it was settled locally to pay the carrier. If management reneges on this settlement, there will be a huge escalating remedy to deal with non-compliance on a non-compliance. You can't make this stuff up!

Our vice president, Charles Clark, settled a pre-arb paying a Damascus carrier approximately \$2,600 due to management refusing to provide light-duty work in accordance with Article 13 of the National Agreement. Great work, Chuck!

Our chief steward at the Rockville Main Office, Sergio Lemus, won a removal case at Formal A that paid the carrier about \$7,000. The carrier was made whole, which included 45 minutes of overtime per day, and the Notice of Removal was immediately rescinded. The carrier was accused of putting some BBM in the UBBM.

Robert Weisner, our chief steward at our Twinbrook unit, won an additional 100 percent pay for a carrier not allowed to work the opt in violation of Article 41, Section 2B, 3, 4 and 5 of our contract. This meant that the grievant was being paid double time (about \$50 per hour) for each hour that management refused to allow her to work on the opt.

Great work, stewards! We all appreciate your hard work.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

Did anyone else see that propaganda video Postmaster General Louis DeJoy put out concerning his Delivering for America 10-year plan? Wow! I've watched it at least a half a dozen times, and all I can think is, "Does he even have a clue as to what's going on in the Postal Service today?"

While he discusses improvements in service and financial conditions and touting efforts to create productive career paths for employees, he seems to have left out the methods he and his cronies have implemented to achieve those goals.

In St. Louis alone, the proper compliment of CCAs should stand at 353. Our actual number of CCAs is 141, leaving us 212 employees short. Carriers are working long hours, including their days off, and sick leave is on the rise because of inadequate staffing, leaving managers to blame carriers for their inability to hire and properly train new hires.

It was postal management that fought vehemently for a low-paying, non-career workforce with no benefits, and an indeterminate career conversion in the last contract. It's management that fires new CCAs within their first 90 days without just cause. How's that for an incentive to join the U.S. Postal Service?

DeJoy ends by talking about doing the right things that a modern service organization needs to do to serve in a competitive environment, producing an enjoyable long-term career path. What year of his 10-year plan does that part kick in?

The environment on the workroom floor is toxic, and I'm shocked that violence hasn't reared its ugly head as it did in the early '80s. DeJoy and his minions need to take stock of the abysmal conditions going on today in the Postal Service if they have any intentions to right this ship before it's too late.

Tom Schulte, Branch 343

COLA: Cost-of-living adjustment

- ▶ Following the release of the January consumer price index (CPI), the seventh cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$208 annually**. This COLA is based on the change in the CPI from the base index month to January 2023, with the previous COLAs subtracted.
- ▶ The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.4 percent** following the release of the February CPI. This COLA is based on the change in the CPI be-

tween December 2022 and December 2023.

- ▶ The 2024 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 2023 and third quarter of 2024, is **1.1 percent**. The 2024 COLA will be finalized with the publication of the September 2023 CPI in October 2023.

Visit nalc.org for the latest updates.

Branch Items

St. Paul, Minnesota

It was a bit of a quiet month here at Branch 28. It's almost as if we're all resting up for one of the biggest events our branch hosts: the retirees banquet. The banquet takes place May 7; it's open to both retired and active carriers and is always a blast. If you've spent any amount of time with our retirees, you know that they know how to party!

Parties aren't the only thing on our calendar, though. We also had our regional stewards training the last week of March. The regional training isn't just a great way to learn your rights and how to better understand our contract but it's also a fantastic way to meet and connect with other NALC members from branches all over our area. It's always interesting to hear what's happening at other branches, what tips they have in dealing with management, and what struggles we all have in common. Just as a branch is only as strong as its members, the NALC itself is only as strong as our connections to all our brothers and sisters across the nation. Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

Each steward's bitch basket is usually brimming nowadays. It's a "to each his own" slumgullion of problems, as everyone can bring something unique to the table. It's like a potluck. Some people bring food, some people just bring a fork, but there's always a common effort to aid the cause, and you're the problem solver.

Anyone knows that their particular issue is a top priority, but buttonholing the steward on his way to the restroom, or on his way to the reworks case, or on his way to retrieve his parcels, I'm sorry, just doesn't cut it. For me, being steward put a large enough target on my back where I didn't need any added attention, which is what I got whenever I was sidetracked by a person with an issue. It was more like being bushwhacked. Management was so laser-focused on me I could swear they were burning an

extra hole in my heinie. "Are you talking union matters?" And I could honestly say, "Not me."

So sadly, I had to tell those people, "I can't talk to you. You have to request permission to speak with me." Which they wouldn't do, as they didn't want any added attention either. They didn't want to get on the boss's bad side, they didn't want to appear to be a complainer, and so there you have it—the cone of silence.

Intimidation only works if you let it. If you have a legitimate complaint, you really should be willing and able to step up to the plate and voice it. Don't just dump it in somebody else's lap and say, "Here! You handle it." Any steward will willingly stand shoulder to shoulder with you, but you can't expect a steward to shoulder everything themselves. And, that's my bitch about that.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Spring is here! A sign is when management gears up to go "outside." Yes, to proactively go after us under the guise of improvement.

What happened to working together? But they know everything. So now they need the training! This group of inexperienced supervisors don't rise to the level of ineptitude. But the whole company is undergoing training. We need them to be better. The worst thing you can do now is get hurt or ask for a report. #OMFG

But guess what? The NALC never stops training! And that's what I love about our great union. There are a lot of things to be happy about. Our company is doing well. And February marked the start of contract negotiations. Yep, the NALC never stops working for you. But are you working for the NALC?

I mean, are you doing your best to concentrate on getting the job done and getting back home to your loving family? The reality is that parcels are up 350 percent. But what do we do? Well, some of us *still* go out and scan the parcels "business closed" when in actuality, the place was a residence. Some of us scan parcels

"animal interference" when the delivery was to a business. But when I say "some of us," I mean some of us! We have to do better. We can't call out using the same excuses from the pandemic. Those days are behind us now, and management has assembled a group of managers on detail to labor just to write us up. And this is because the new supervisors can't even spell their own names, but they will point (to labor) out who should be written up.

So please look out for the next carrier. Otherwise, they will get fired or become a supervisor!

Eric Jackson, Branch 725

South Jersey, New Jersey

"Thieves." That is the only word I can use to describe the leaders of the New Jersey District. It continues to amaze me how these clowns continue to try to screw the carriers and their routes.

Years ago, we caught them red-handed tampering with time cards when they were placing carriers on 737, etc., to try to lessen the routes' actual time on the street. I guess after they paid millions of dollars in grievance settlements, they figured they would have to find another way to get their fake numbers to impress their bosses.

Well, it happened last fall in South Jersey, when the leader of the district gave direct orders to the field to start creating "static or x-routes" to deliver packages when they had carriers swipe to 721 static route delivery! Even though we told managers this was not appropriate and actually illegal, they told us that was the instruction they were given.

We filed grievances in every office involved and were successful in every case. The only downfall, which I was very disappointed in, was the remedy we got. Instead of punishing management with a punitive remedy, they just slapped them on the wrist and said they couldn't do it going forward and to properly credit routes for the time it took to deliver their parcels. This is just another example of how

How to submit items

Branches may submit items for publication in *The Postal Record* by standard mail or by e-mail. **But please note the important information below.** Due to production requirements, items that do not comply with the styles specified cannot be published. Call *The Postal Record* office at 202-662-2851 if you have questions.

Who can submit: Branch presidents must send *The Postal Record* a letter designating authorized scribes, especially if the branch scribe has changed. If items will be submitted by e-mail, the president also must list the e-mail address(es) that will be used.

Deadline: The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the May issue, the deadline is Tuesday, April 10.

Items received after the deadline will be held for the next issue.

Word limit: The *NALC Constitution* (Article 9, Section 1.b) limits items to **300 words**. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

To submit items by mail: Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11" paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); 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 format (not Microsoft Works). Do not type in all-capital letters. 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.

Photos: Branches may submit in-focus, professionally processed photos or e-mail digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC's social media accounts.

management is trying to manipulate the time that routes are actually showing.

I wonder if new PMG DeJoy is aware of this fraudulent behavior? I say, if he is truly looking to fix the Postal Service, then he better get his managers to start reporting the actual numbers, not the fictitious ones to make their bogus numbers. Until they are honest, we will never move forward. Keep watching them!

Gary DiGiacomo and Bill Revak, Branch 908

Springfield, Ohio

In the old days, new carriers were trained by the office where they were assigned. So, Springfield CCAs would be trained in Springfield. When the Carrier Academy was formed, it was decided to consolidate the training to a select few offices within each district. So, Springfield CCAs receive their Carrier Academy training at a different office.

The problem is that when we ask the new CCAs how their training went, they tell us that some, but not all, of the trainers denigrate the reputation of Springfield by telling CCAs pernicious lies about all the horrible things that happen in Springfield.

You are setting the CCAs up for failure. Your malicious ramblings are giving the CCAs bad ideas about the Postal Service in general, and particularly Springfield, before they even arrive at our office.

Springfield is not the cesspool these trainers want you to believe. Do we have problems? Absolutely. So do most offices. Staffing and attendance have been the top problems nationwide for decades. Good, bad and indifferent management? Absolutely. So do most offices. Is Springfield actively trying to fix these problems? Absolutely. So are most offices.

The bottom line is that Springfield is neither better nor worse than most other offices. So, trainers: Please keep your snide remarks to yourself. If you think you're being funny, you're wrong. If you think you're being honest, you're wrong. If you think you have the right to malign Springfield, you're wrong. You're doing a disservice to your job as a trainer, your branch, the CCAs and Springfield. Just stop. And if you can't stop, go back to carrying mail.

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

Brian Gourilis, Branch 45

Staunton, Virginia

Food drive preparations are in full swing in Staunton. Great news: We will have bags this year. The active carriers will be shouldering the bulk of the advertising work, delivering cards and bags. In support of the carriers, we have assembled a great team of volunteers who will be collecting and sorting the food and helping to ease the burden on Food Drive Day. We are also brainstorming additional ideas for getting the word out to remind our generous customers to get that food by the mailbox on time. With the recent drastic reduction in SNAP (food stamp) benefits and inflation, the need is greater than

ever. Together we can make an important and much needed impact in our community—Let's stamp out hunger!

I'm honored to have been involved in several arbitrations for Region 13 over the past few months and am looking forward to continuing to serve in this way. Recently I was reminded of the impact of failing to communicate with shop stewards immediately if discipline is likely can have on active carriers. We all know that management may suddenly shine the spotlight on



Naples, FL Br. 4716 members Jerry Smith and Elliott Mascoop received Million Mile Safe Driving awards. Pictured (l to r) are Supervisor David Fulkerson, Smith, Mascoop and Branch President Matt Naufel.

a particular issue or carrier. One minute, a certain behavior is acceptable, and the next it isn't. One minute, a carrier is discipline-free, and the next they are facing suspension or removal. It is absolutely imperative that all carriers talk to their shop steward as soon as they have an inkling that management is shining that spotlight! Talk to them every step of the way. Don't delay. And please, please do not get sucked into the trap management loves to set by saying, "Don't worry; I'll take care of it." The NALC is on your side. Help them help you; give them the time they need to represent you properly. Oh, and document everything!

Cindy Connors, Branch 513

Toledo, Ohio

February was a busy month at the union hall. We are still awaiting data from the two TI-AREAP evaluations, which seems to be slow in coming. Not slow, is the arbitration schedule. Four in the last month, plus a hearing.

We won arbitration involving starting times during COVID-19 representing 22 similar cases. Management refused to comply with the award, so back to the arbitrator again. After hours of management's rantings and ravings, the arbitrator upheld his original ruling and ordered management to pay the affected carriers. Another case involved maximization at our associate offices. We are awaiting the arbitrator's ruling.

Then there was the grievant denied back pay. This case was awarded to the grievant by a previous arbitration. At the second arbitration, before a different arbitrator, management argued their case for eight hours. The union was never permitted to make even an opening statement. Management also disputed the arbitrator's jurisdiction to hear the grievance. We received a

bench ruling in the grievant's favor. The arbitrator's ruling hopefully will put an end to second hearings.

We have had to adjust our meetings in April. Several officers will be out of town the first week of April, so we moved our regular meeting to the second week. Our steward meeting and training is normally the last week of the month. The Ohio legislative conference in Washington, DC, is scheduled for that same week. We will have our steward's meeting prior to our monthly meeting in May.

Preparations are underway for this year's food drive. Tammy Kelley, one of our stewards at South Toledo Station and our sergeant-at-arms, has volunteered to be our food drive coordinator this year.

The branch's membership enjoyed a rousing evening at the Toledo Walleye hockey game. The Fish are on a significant winning streak.

Ray Bricker, Branch 100

Tri-Valley, California

What does it mean to be grateful? I once heard that being "grateful" means being "appreciative." Some might think it means not complaining about what they don't have, rather appreciating what they do have.

While all of these things are good, they don't always make a person grateful. If someone doesn't respect the process of achieving what we have; it becomes a hindrance toward the solution to get more. People sometimes forget that it's the gratefulness that contributes to improvement. Most people who aren't grateful often forget the hard work it took to get what they have achieved.

Currently, regular letter carriers are required to work unwanted overtime, including their days off, and it sucks! Additionally, PTFs and CCAs work excessive consecutive days, burn out and quit. I hear the frustration of carriers during my monthly station visit and try to offer words of hope and encouragement.

And, at times I find myself having to defend the union for the Postal Service staffing problems. One may ask, why are carriers blaming the union? In my opinion, people are sometime like three-legged stools. If any one of the legs is longer or shorter than the other and you try to sit on it, you will tip over. We human beings are much like that three-legged stool. We are made up of mind, body and soul.

If we think that being grateful means only for what we had in the past, our lives are out of whack due to frustration. Despite the current circumstances, we should appreciate the jobs we have and how the NALC has provided security for our future. Don't blame NALC for the Postal Service's shortcoming in recruitment. Furthermore, the union can't force anyone to stay and/or apply to work for the USPS.

James C. Perryman Jr., Branch 2902

When an active letter carrier dies...

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

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.



Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Easter greetings to our faithful members. I hope everyone is surviving our crazy weather. We even got snow on the outskirts of the valley of the sun.

Auxiliary 377 had a Christmas party to round out the year. We met at a Mexican restaurant near Phoenix Branch 576. There was a fun gift exchange. The food was great and the company awesome.

The beginning of the year was a busy one. Branch 576 held its annual retirement luncheon. Dan Toth, national director of retired members, was there. He went around the room meeting and greeting the retired letter carriers in attendance. A fabulous Italian buffet set the stage for the speakers.

I was privileged to be invited to Arizona Merged Branch 1902's lovely retirement luncheon. The room was filled with longtime members and award recipients. The newly elected branch president, Nick Smith, was

master of ceremonies. I was invited to speak about the Auxiliary and pass out membership applications.

At our national convention in Chicago last summer, the delegates signed up for committees. This will enable us to plan and prepare for our next convention in Boston. I am so excited about our new endeavor, as more members with exciting ideas will enhance our convention. Our new treasurer, Samantha Yerg, came up with idea of early committees. Thank you, Samantha.

Even though it is not an election year, we still need to remind our legislative representatives of the causes that are important to the working men and women and their families.

Look for our membership lists. Secretary Crystal Bragg is sending them out. If for any reason you don't receive yours, give her a call at 217-864-4684.

In solidarity—

Cynthia A. Martinez



NALCA Fourth Quarter Financial Report

The following report shows financial transactions from Sept. 1 through Dec. 31, 2022.

Balance 9/1/22	\$7,491.22
Deposits	348.45
Total	\$7,839.67
Expenditures	
Payroll (back)	4,950.00
941 taxes	820.06
Postage and supplies	287.99
CPA	130.00
Mileage	23.75
Total disbursements	\$6,211.80
Balance 12/31/22	\$1,627.87

Note: This is my final financial report as the treasurer of the NALCA. It has been a privilege to serve on the national board and to serve you, the members. Thank you.

In solidarity—

Pam Fore



Clockwise from top left: Jana Maron, Marianne Ward, Marty Snyder, Tina Leonard, Gabriel Valdivia, Cynthia Martinez and Sharon Larkin at the Aux. #377 Christmas party; Rep. Ruben Gallego (D-AZ) at Phoenix Branch 576 with Martinez; Arizona State President Jeff Clark, Region 4 NBA Dan Versluis, Martinez, NALC Director of Retired Members Dan Toth and Arizona Merged Branch 1902 member Tim Fisher; and Aux. #377 Treasurer Maron and Branch 576 Director of Retirees Rosemary White.

Mutual Exchanges

CO: Denver (5/20) to Houston, TX. District 2. Many bidding offices with plenty of OT, if desired. Seeking mutual exchange for family reasons. Sinh, 720-209-8891 or awdevox@yahoo.com.

FL: Lake Wales (1/98) to Naples, Fort Myers, FL. Seeking mutual exchange. Regular carriers only. My route is curbside and park-and-loop. One hour or less from Tampa

and Orlando. Trying to transfer because of family reasons. Juan, 863-446-5819 or jopperez@centurylink.net.

FL: Leesburg (11/16) to San Juan, PR or surrounding area—open to multiple areas. Lots of OT, if wanted. One hour from Disney. Curbside and business routes. Noelys, 352-890-9021 or rodnoelys@gmail.com.

HI: Honolulu (7/21) to Southaven, MS or surrounding areas. Mutual exchange June 2023. T-6 string (mixed routes) with available OT. Jackie, 843-367-3507 or jlavernetyson@yahoo.com.

PA: Pittsburgh (5/19) to Phoenix, AZ or surrounding area. Timothy, 717-439-0063 (text or call) or 24ktlg@gmail.com.

UT: Salt Lake City (10/98) to Raleigh, NC or surrounding areas. Seeking mutual exchange. Plenty of OT, if wanted; walking route; bidding opportunities to other offices. 30 minutes from mountain recreations; boating, skiing, camping. For family reasons. Scott, 801-949-6352 or svernieuw@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., April's deadline is for the May publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

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

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

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1467763

Billy Spires



Missing Since: Dec 8, 2022
Missing From: Crestview, FL
DOB: Feb 10, 2007
Age Now: 16
Sex: Male
Race: White
Hair Color: Brown
Eye Color: Blue
Height: 5'7"
Weight: 140 lbs

Billy was last seen on December 8, 2022.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Crestview Police Department (Florida) 1-850-682-2055

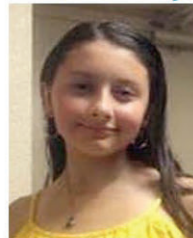


MISSING

HELP BRING ME HOME

NCMEC: 1468358

Madalina Cojocari



Missing Since: Nov 23, 2022
Missing From: Cornelius, NC
DOB: Apr 11, 2011
Age Now: 11
Sex: Female
Race: White
Hair Color: Brown
Eye Color: Brown
Height: 4'10"
Weight: 90 lbs

Extra Photo



Madalina was last seen on November 23, 2022. She was last seen wearing jeans, pink, purple and white Adidas shoes, and a white t-shirt and jacket.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Cornelius Police Department (North Carolina) 1-704-892-7773

Nalcrest

Application and Confidential Questionnaire

**All questions must be answered!
Please print legibly or type.**

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent starts at \$372 per month. Prices subject to change due to periodic Trustee approval.
Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form—please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS AN NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (number and location) _____

ARE YOU A GOLD CARD MEMBER: YES _____ NO _____ ARE YOU A VETERAN: YES _____ NO _____
(50 years of membership in NALC)

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. It is Nalcrest's policy to make reasonable accommodations to our rules, policies and procedures and to permit reasonable modifications as necessary to permit our residents and applicants with disabilities the full enjoyment of their apartment home and community. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

To request a reasonable accommodation or modification, please contact the Nalcrest rental office. In determining whether a requested accommodation is reasonable, Nalcrest may consider, among other things, whether the request places undue burden on Nalcrest or its staff, fundamentally alters its programs, or interferes with other residents' health, safety or quiet enjoyment of the premises.

If accepted, you must be willing to sign a 1 year lease
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____

Date: _____

NALCREST FOUNDATION, INC.
Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

NALC's retirement community



Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.



Apartments are leased, unfurnished, on a yearly basis. Rent includes water, sewer, trash, free wifi, stove, refrigerator and there is no maintenance fee.

Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

No pets allowed.

Help your NALC family affected by natural disasters

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

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

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

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

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

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



**NALC
Disaster
Relief
Foundation**