

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NATIONAL ASSOCIATION
OF LETTER CARRIERS

**Stamp
Out
Hunger**

FOOD DRIVE



TEAMWORK MAKES THE FOOD DRIVE WORK

—PAGES 19-29





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

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The importance of structure and networks



**Brian L.
Renfroe**

Organizations exist in many forms. Whether a business, government entity, social or sports club, neighborhood association, or in our case, a union, all successful organizations have something in common. Each has a structure that lends itself to the organization's effectiveness and success in achieving its goals.

Let's look first at an organization we are familiar with—the United States Postal Service. There have been a lot of structural changes over the years in the Postal Service. In fact, the latest large structural change is now in process, with the network modernization plan and the realign-

ment of areas and districts in recent years. While it is too early to determine the ultimate impact of these latest changes at USPS, those of us who have been around for a while have seen many such changes in the past. Some changes have been successful. Others, well, we all know how many of those turned out.

There are times when structures must evolve to accommodate change in order to remain as effective as they can be. I firmly believe that a strong foundational structure combined with continuous and thoughtful evaluation, and modification where necessary, is the path to maintaining the most effective structure for our union. Thankfully, we have a long and proud history of doing just that.

The past leaders and members of NALC established the union's governance structure at the branch, state, regional and national levels. This foundational structure is laid out in the *NALC Constitution*.

Our structure has served us well and continues to do so today. However, we have never accepted that it will not need to change. Over the past several conventions, the delegates have discussed and debated the effectiveness of our current structure. We have discussed the pros and cons of potential modifications. A few modifications have been made to officer duties and responsibilities through constitutional amendments adopted by the delegates in recent years. But thus far, the delegates have chosen to maintain the overall structure of NALC.

This debate and discussion at our conventions is healthy for us as a union. There is one thing I know for a fact—the members of the NALC are always right. We have 134 years of history to

prove it. Whether through debate on proposed constitutional amendments or general discussion, I'm sure that these conversations will continue at the Boston convention in 2024 and beyond. I'm also sure that the delegates to future conventions will make the decision to modify our governance structure if and when it is the best move to allow us to most effectively represent our members. Quality representation of our members always has been—and always will be—NALC's primary focus.

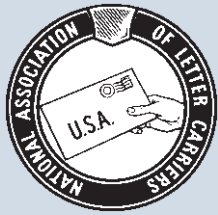
Officers at each level of our union have responsibilities, including representational responsibility, in a variety of areas such as grievance-arbitration, organizing, workers' compensation, and our legislative and political efforts. While the governance structure of our union hasn't changed in recent years, we have grown the networks of representation in each of these areas.

NALC's full-time advocates, regional grievance assistants, regional workers' compensation assistants, and legislative and political organizers have beefed up our networks in each of these areas. They provide direct representation, as well as support by training other NALC representatives and supporting the work of NALC officers at the branch, state, regional and national levels. One direct impact of the investment in these networks can be seen at the branch level. Activists often have been recruited by their branch leaders and educated by those plugged into these networks to allow them to become stronger representatives or to specialize in a particular area. Our union has always been blessed with the most active membership in the U.S. labor movement. I speak on behalf of Headquarters officers and staff, our regions, state associations and branches in saying this: We are committed to continuing to invest in these networks to provide the best representation we possibly can for our members.

While we will continue to invest in growing these traditional networks, we are also committed to expanding opportunities to learn and plug into these networks through online and electronic tools that interested members may use in their own time. We are excited about the endless possibilities of using technology to supplement, not replace, the robust training that already is a large part of our representational networks.

Embracing the longstanding portions of our union's structure that have made us successful, while continuing to evaluate the need for change and driving network growth that will allow us to better represent our members, is an approach that has been successful for letter carriers for well over a century. It will continue to be successful far into the future.

A handwritten signature in black ink, appearing to read "Brian L. Renfroe".



National Association of Letter Carriers, AFL-CIO

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

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On the front cover, clockwise from top: Worland, WY Branch 5384 carriers are all smiles; New City, NY Branch 5229 carriers unload their generous collections; and a Central California Coast Branch 52 carrier picks up donations on her route.

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Writing notes, redux



**Philip
Dine**

Every union advocates for its members and their interests in its own way. Building trades unions, for example, engage over contractual matters with the local or national businesses that employ their members. Public opinion is typically not a factor; congressional activity may occasionally be.

Given who we are and whom we represent, NALC advocates in quite different fashion—by seeking to influence the views of lawmakers, which also compels us to reach out to the public, both of which require constant engagement with the media.

That three-pronged nexus of activity is, of course, in addition to the periodic across-the-table contractual bargaining with our employer.

In our whole-of-union efforts to influence the national conversation on postal matters by dialoguing with the pols, the public and the press, two aspects are paramount: our positions, and how we express them.

Our ideas are rock-solid, because they are eminently reasonable, based on facts and provable via empirical data; and because they coincide both with the public interest and, uniquely within the labor movement, with the Constitution.

How we communicate those ideas, how we explain them to our various audiences—Capitol Hill, newsrooms, public square—is vital to our ability to gain support for our positions.

While letter carriers already do this well, such efforts are always subject to improvement. That may be particularly so now with the myriad of issues arising—whether crime and safety, business plan moving forward, staffing or delivery issues—following years of a near-singular focus on postal reform/pre-funding.

We must be nimble and adroit in going from topic to topic while making the case clearly and precisely, whether on TV or radio, in newspapers or online, or in person. That leads to clarity for our audience and credibility for us—which together make what we say more persuasive. And saving space or time through efficient use of words allows us to make other salient points.

With that in mind, here is another installment of language notes. What follows are specific examples, but please ponder what each says more broadly about word usage, grammar's role, sentence construction and strategic choices.

Among and *between* aren't synonyms. There is a dispute *between* labor and management; there are disagreements *among* the states. *Among* is used when more than two entities are involved.

Hyphens can drastically change your meaning. You write *five-digit codes*, and you're talking about a potentially vast array of codes of that specific size. But leave out the hyphen,

and the subject at hand is limited to a total of five codes, of undetermined length.

So can the way you use commas. Consider: *Senators, who are not familiar with postal intricacies, tend to overlook pre-funding's impact.* You are saying that not a single senator is versed in postal matters. You write *Senators who are not familiar with postal intricacies tend to overlook pre-funding's impact*, and you're referring to a subset of senators, maybe as few as a couple, while all the others get it.

Speaking of the power of a comma, there's a story, perhaps apocryphal, about a man sentenced to death centuries ago in Europe and granted his last wish of personally delivering the verdict—*Pardon impossible, to be executed*—to the executioner. Upon being handed the piece of paper containing the sentence, the executioner congratulated the prisoner and promptly set him free. It now read, after all, *Pardon, impossible to be executed.*

Noun and verb agreement aren't bound by proximity. *The variety of choices are unlimited* is wrong; write instead, *The variety of choices is unlimited.*

All synonyms for *says* are not created equal; in attempting to avoid repetition, beware of unintended consequences. *Contends* or *asserts* or *maintains* reflect some doubt on your part; *claims* implies outright skepticism. Meanwhile, *notes* or *observes* suggests that you agree with what's being said. To the extent possible, stick with the neutral *says* or *states*, maybe throw in an occasional *declares* or *remarks*. Never *sub believes*. You know what *you* believe; you can know only what someone else *says* they believe. Same with *thinks*.

Back to hyphens, but here just style, not meaning. Don't write, *The branch president carried mail from 2001-2022—rather, from 2001 to 2022.*

Stronger verbs save space: *Their position is in sharp contrast with ours* is one-third longer and weaker writing than *Their position contrasts sharply with ours.*

So can adverbs: *explaining things clearly and efficiently* is tighter than *explaining things in clear and efficient ways*—thus synchronizing your writing with the content.

Smith's nomination must be approved by the Senate—actually, no, senators get to decide whether to accept or reject the nominee. *Smith's nomination requires Senate approval* is correct, and shorter.

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News from Washington

House bill to allow USPS to ship alcohol reintroduced

Reps. Dan Newhouse (R-WA), Jennifer Wexton (D-VA), and seven other co-sponsors reintroduced the USPS Shipping Equity Act (H.R. 3721) on May 25. The bill, which is identical to legislation introduced last Congress, would allow the Postal Service to ship beer, wine and other alcoholic beverages directly from licensed producers and retailers to legal customers.

Current law prohibits the Postal Service from shipping alcoholic goods; making private shippers, such as FedEx and UPS, the only shipping option for wineries, breweries and other producers to have goods delivered directly to customers. This bill would allow USPS to ship these beverages and would generate an estimated \$190 million annually in new revenue for the Postal Service.

If passed into law, USPS would have two years to develop regulations ensuring that the Postal Service is prepared to safely deliver alcoholic beverages to adult consumers with appropriate identification checks. The bill also would expand access to direct-to-consumer alcoholic shipments.

Unlike private shippers, USPS delivers to every address in the nation. The current ban on the Postal Service's right to ship alcohol limits access to these products for many Americans, especially in rural areas.

"NALC applauds Reps. Newhouse and Wexton for reintroducing the USPS Shipping Equity Act," NALC Executive Vice President Paul Barner said. "The bill is an important step toward meeting the growing needs of our customers while generating revenue for the Postal Service, expanding the agency's service opportunities, and supporting small businesses nationwide."

FAMILY Act introduced in Congress

Rep. Rosa DeLauro (D-CT) and Sen. Kirsten Gillibrand (D-NY) introduced an updated version of the Family and Medical Insurance Leave (FAMILY) Act (H.R. 3481/S. 1714) on May 17. The FAMILY Act would provide 12 weeks of paid family and medical leave for all workers, including postal employees.

The updated bill expands the types of caregiving relationships that would be covered. Workers could use this leave for personal illness as well as caring for a spouse, registered domestic partner, parent, child, parent-in-law, child-in-law, grandparent, step-relatives and more. Additionally, the bill would allow workers to use the leave for non-medical safety needs relating to sexual or domestic violence.

The FAMILY Act would use a progressive wage replacement rate for benefits that would supply 85 percent on the first \$1,257 of monthly wages, 69 percent of monthly wages from \$1,258 to \$3,500, and 50 percent of monthly wages from \$3,501 to \$6,200.

Currently, federal employees, including postal employees, are entitled to 12 weeks of medical and family leave under the Family and Medical Leave Act, but it is not guaranteed paid leave.

A version of the FAMILY Act has been introduced in every Congress since 2013. NALC will update letter carriers on any future action by lawmakers.

Debt limit deal signed into law

Following a contentious period of negotiations among President Biden, House Speaker Kevin McCarthy (R-CA), House Minority Leader Hakeem Jeffries (D-NY), Senate Majority Leader Chuck Schumer (D-NY) and Senate Minority Leader Mitch McConnell (R-KY), a deal to avert a default on the nation's debt

was agreed upon and signed into law on June 3, just in time for the nation to avoid default on June 5.

The Fiscal Responsibility Act (Public Law 118-5) suspends the debt limit through Jan. 1, 2025, and imposes federal spending caps for the next two years. In Fiscal Year 2024, spending for non-defense agencies will essentially remain flat, except for the Department of Veterans Affairs. Increases in funding will be capped at 1 percent for defense and non-defense agencies in Fiscal Year 2025. The deal also includes a stipulation to help avoid government shutdowns in 2024 and 2025. If by Jan. 1, 2024, Congress has not approved all 12 appropriations bills, a continuing resolution will be enacted that cuts spending for both defense and non-defense agencies by 1 percent until all 12 appropriations bills are approved. This provision will be in effect next year and in 2025. The Congressional Budget Office estimates that the law would reduce the deficit by \$1.5 trillion over a decade.

The law rescinds \$28 billion of unspent COVID-19 relief funds. It also rescinds \$1.4 billion of the \$80 billion in funding for the IRS that was included in the Inflation Reduction Act. Additionally, it redirects \$20 billion of this funding to other non-defense spending. It expands work requirements for the Supplemental Nutrition Assistance Program (SNAP) by 2025 from those ages 18 to 49 to ages 18 to 54. And, it cancels extensions for federal student loan payments suspensions 60 days after June 30. It also includes permitting changes that would streamline environmental review processes on projects such as new roads.

The House vote on May 31 came after weeks of bipartisan negotiations



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between congressional leaders and the administration and a procedural vote from the House Rules Committee. The bill advanced out of the committee with a 7-6 vote, with all four Democrats and two Republicans voting against the bill.

Although it was a bipartisan bill, lawmakers from both sides of the aisle raised concerns: 71 House Republicans voted against the bill, 26 of whom are members of the conservative Freedom Caucus. Reps. Jim Jordan (R-OH), Marjorie Taylor Greene (R-GA) and Mike Johnson (R-LA) were among eight of the Freedom Caucus members who ultimately supported the bill. The Republican “no” voters cited concerns that the bill did not do enough to cut government spending. Even with 71 opposition votes, a large majority of Republican members (149) voted to pass the bill.

On the Democratic side, 46 House members voted against the bill, 40 of whom are Congressional Progressive Caucus members. Many of the House Democrats who voted “no” cited concerns about new work requirements for SNAP, the rescinding of IRS funding, permitting provisions, and the non-defense spending caps for federal programs.

Ultimately, the bill passed the House with a bipartisan vote, with more Democratic members (165) voting in favor of the bill than Republicans (149), even though the latter are in the majority.

Following House passage, the next day on June 1, the Senate passed the measure in a 63-36 vote. During Senate consideration, 11 amendments were introduced, all of which failed, before the final vote. Forty-four Democratic senators voted in favor of the bill, while four Democratic senators, John Fetterman (D-PA), Ed Markey (D-MA), Jeff Merkley

(D-OR) and Elizabeth Warren (D-MA), voted against it. A majority of Republican senators, 31, voted against the bill, while 17 GOP senators, including Minority Leader McConnell and Minority Whip John Thune (R-SD), voted for its passage. **PR**



IT TAKES ALL OF US

LETTER CARRIER POLITICAL FUND

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

Join the LCPF at nalc.org/pac

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

Know the warning signs for sun and heat

Most letter carriers enjoy working outdoors instead of being cooped up in an office. But working outside in the summer brings potential hazards, and carriers need to protect themselves from the dangers associated with heat and sun.

“Letter carriers need to understand the risks of sun exposure and hot weather, take proactive measures to avoid them, and know the signs of trouble,” NALC Director of Safety and Health Manuel L. Peralta Jr. said. “Working alone means you have to take responsibility for your own safety and make it your first priority.”

Being physically fit or tough-minded isn’t enough—letter carriers need to take care of their body’s needs and prepare in advance. All carriers must be wary of extreme heat, especially those who have not acclimatized to the conditions, whether because they have been on leave or are a new hire. Knowing how to prevent heat stress is key to keeping a letter carrier safe on a hot day.

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

The other essential part of preparing to survive the heat is dressing for the weather. Wear loose-fitting, breathable clothing to allow your skin to cool itself. Choose light-colored fabric because it reflects sunlight better and keeps you cooler. Even if your body is cool, you need a hat too—studies have shown that sun exposure



can cause brain dysfunction just by heating your head.

On your route, make a plan for places to take refuge if you overheat. Look for shady areas and air-conditioned public spaces you can use to cool down, especially at midday.

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

- **Heat exhaustion** symptoms include headache, nausea, dizziness, weakness, thirst and heavy sweating. You should call for medical help before this becomes a heat stroke.
- **Heat stroke** is the most serious heat-related illness and requires immediate medical attention. Call 911 immediately and, if possible, have someone contact your supervisor. Do not wait for your supervisor’s approval to call 911. Symptoms include confusion; fainting; seizures; very high body

temperature; hot, dry skin; and profuse sweating. The visible signs of heat stroke are red, hot, dry skin, or excessive sweating, seizures and fainting.

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

To help outdoor workers, the Occupational Safety and Health Administration (OSHA) and the National Institute of Occupational Safety and Health (NIOSH) have jointly developed a heat safety tool app for your smartphone. Once the app is installed, it can detect your location and provide you with the current temperature, humidity and heat index—the combination of temperature and humidity that tells you how difficult will be for your body to cool itself. The app also will provide the expected heat index for the day so you can plan for it.

Heat isn't the only threat the sun brings. Even when the air isn't hot, sunlight can severely damage your skin. Sunburn can cause extreme discomfort, but even if you don't burn, long-term sun exposure brings the risk of skin cancer. Even on cool or cloudy days, letter carriers should take precautions daily to minimize the risk of both sunburn and long-term skin damage from cumulative exposure to the sun's rays.

"Skin damage due to long-term exposure can be a serious problem later

in life," Peralta said. "Protect yourself every day so it doesn't add up."

Use a strong sunscreen, even on cloudy days, on all exposed skin, and reapply as needed. Consider the sun protection factor (SPF) of the sunscreen you use. SPF is a multiplier of how long the sunscreen allows you to go in the sun without burning. For example, on a sunny day when you might suffer a sunburn in 15 minutes with no protection, a sunscreen rated at SPF 30 would protect you for seven hours—as long as sweat doesn't wash it away sooner. Be-

cause it wears off, even without sweat, in two hours or so, carry sunscreen with you and reapply as needed.

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

"Stay safe from heat and sun this summer," Peralta said, "and look out for each other." **PR**

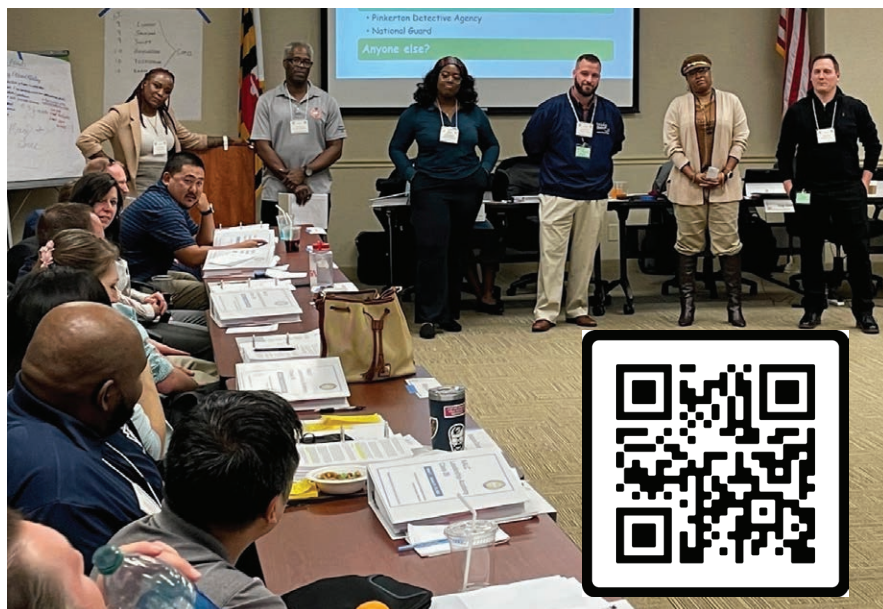
Apply for the 2024 NALC Leadership Academy

NALC is now accepting applications for the 2024 Leadership Academy, which is open to all active NALC members.

The Leadership Academy consists of three weeklong sessions held over a five-month period at the Maritime Institute near Baltimore, MD. During the classes, students discuss effective leadership skills and the union's legislative agenda. They learn about topics such as the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers' compensation, effective negotiation techniques, and communicating through traditional and social media.

Students are required to complete outside learning projects after returning home following Weeks 1 and 2. Upon graduation, each student will spend a fourth week working in their national business agent's office.

The Academy curriculum is designed to both develop and enhance the knowledge and skills that are essential for NALC leaders. In addition to the



Leadership Academy staff, each of the resident national officers, as well as many Headquarters staff members, help teach at the Academy, providing students with NALC's top experts in each field. Currently, five resident officers, 12 national business agents, 23 regional administrative assistants,

and 34 Headquarters and regional staff members, along with hundreds of state and branch representatives, are graduates of the NALC Leadership Academy.

Applications are available on nalc.org or by scanning the QR code above and will be accepted through Friday, Sept. 15. **PR**



The ZIP Code turns 00060

On July 1, 1963, the Post Office introduced the ZIP Code to the nation. The system has become such an accepted part of addressing an envelope or package that it's hard to imagine a time when it wasn't in use. Those five little digits may not seem like a big deal, but they mark a major turning point for the Post Office.

While the Post Office had kept up with changes in transportation technology, from horses to trucks and trains to planes, mail sorting had always been done by hand. After a customer dropped a letter off at the post office or a mailbox, a human be-

ing would have to look at the address and move it along toward that destination's post office, where a letter carrier would sort it into delivery order and then deliver it along their route. But the Zone Improvement Plan (ZIP) Code would be the key to the shift from this sorting being done by human eyes and hands to machines directing the majority of the nation's mail after it arrived at a post office and until it reached the letter carrier for delivery.

As the nation grew and the volume of mail continued to multiply, especially after World War II, the Post Office saw that the ways it had handled the mail since the founding of the nation could not keep up. By 1963, a letter

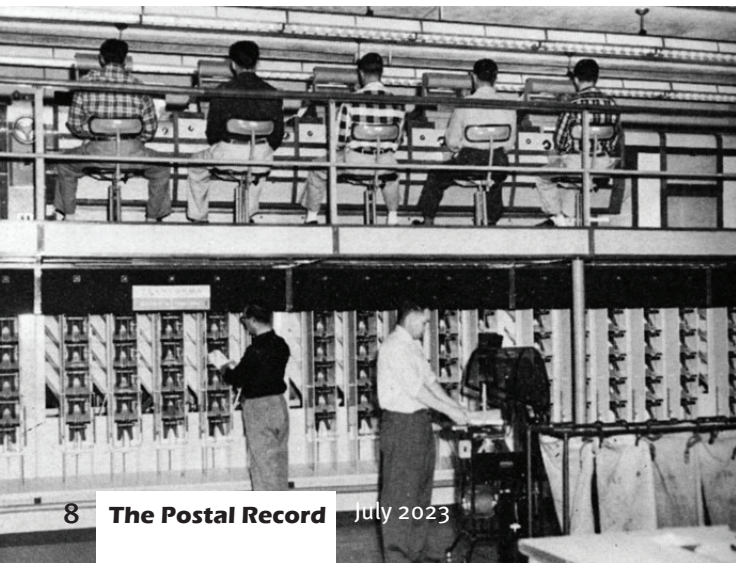
went through about 17 sorting stops before reaching its intended address, with many coast-to-coast pieces taking a lengthy crisscross route through those sorting stops across the country.

As automation transformed other industries, postmasters general saw the opportunity to use automation to reduce the number of employees and resources needed to sort and move the mail. In the late 1950s, the Post Office introduced sorting machines, but they still relied on human decision-making. The machines would put a piece of mail in front of a human operator, who would read the address and, through some keystrokes, code that mail to its destination.

For automation to have a significant impact, though, the next step was to take the operator out of the equation. These efforts led to the establishment of the Nationwide Improved Mail Service (NIMS) program in 1961. The goal of NIMS was to get the mail ready to be sorted by machines. One part of that was standardizing the sizes and shapes of envelopes. Another involved the creation of some type of machine-readable code.

The Post Office saw the ZIP Code as an essential step toward the use

A sorting machine in 1957 had operators sitting in front of keyboards on the upper level. The operators read the destination and keyed a sorting code. The letter was then deposited into one of 300 chutes that returned the mail neatly stacked to the lower level.



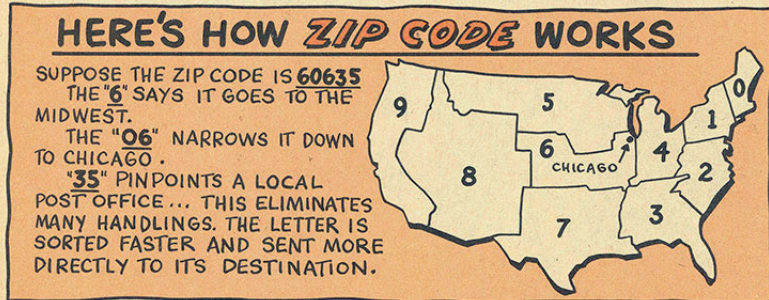
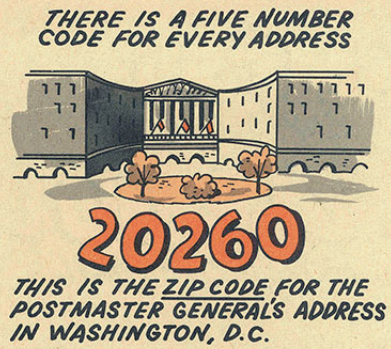
One of the pages from a comic made to help children understand how the ZIP Code works

of scanners, as explained in its 1963 annual report: “Widespread use of the ZIP Code is expected to pave the way for a smooth transition to mail sorting by mechanized optical scanning equipment which is now under development.” As part of this development, private companies, under contract with the Post Office, developed optical character recognition (OCR) software that could read handwritten and typed addresses. Descendants of this OCR software are still used to convert all kinds of images to readable text today.

A multi-digit code had been in the works for almost two decades before the ZIP Code was unveiled in 1963 and it was created through the combination of two separate codes. The first was a three-digit code proposed in 1944 by Philadelphia Postal Inspector Robert Moon, who suggested codes for processing hubs throughout the country to make it more efficient for mail to travel from hub to hub. Moon persistently proposed the system to every postmaster general, getting nowhere until newly appointed Postmaster General Edward Day took up the idea in 1961.

Day noted that between 1943 and 1962, annual mail volume had doubled, growing from 33 billion pieces of mail to 66.5 billion, and so the processing system needed to be modernized to efficiently handle the rising mail volume. He proposed adding an additional two digits that were already in use in some big cities. Here’s how the Post Office described the five-digit code in its 1963 annual report:

[T]he five-digit ZIP number is a structured code in which the first digit identifies one of ten large areas of the Nation, and the second digit indicates a State, a geographic portion of a heavily populated State, or two or more less



②

populated States. The third digit identifies a major destination area within a State, which may be a large city post office or a major mail concentration point (Sectional Center) in a less populated area. Five hundred fifty-three of these Sectional Centers have been designated across the country. The final two digits indicate either a postal delivery unit of a larger city post office, or an individual post office served from a Sectional Center.

There was a problem with adding five digits onto an address, though. At that time, most mail addressing equipment used by business mailers could fit only 23 characters in the bottom line of an address. To make room for the ZIP Code, state names needed to be abbreviated. In June 1963, the Post Office came up with an initial set of abbreviations, but many had three or four letters, which was still too long. So, four months later, the Post Office created the two-letter abbreviations we know today, except for one—in 1969, at the request of the Canadian





The ZIP Code turns **00060**

postal administration, the abbreviation for Nebraska, originally NB, was changed to NE, to avoid confusion with New Brunswick.

With the new system created, a bigger problem faced PMG Day—getting the American public to use the ZIP Code. Day turned to the American Telephone and Telegraph Company (AT&T) for advice, as AT&T held a monopoly on phone service in the country and had recently tried to get Americans to start using area codes for long distance service. Executives at the telephone company told Day that the public had been hesitant about learning the three-digit codes and, further, that it was a struggle to get people to use them. That posed a problem, as the Post Office couldn't make use of the new sorting machines—and take advantage of the cost savings—until acceptance rates for the ZIP Code were nearly universal.

Day looked to West Germany for a possible solution. That country's postal service had created a coding system a few years earlier and had seen an 80



The Swingin' Six sang on TV about the benefits of the ZIP Code.

percent adoption rate within one year. The solution had been a public campaign to educate and excite the public.

Enter Mr. ZIP, a cartoon character who happily—and speedily—delivered the mail. Mr. ZIP actually predated the ZIP Code, having been created in the 1950s to advertise a bank-by-mail campaign for Chase Manhattan Bank. The design was eventually acquired by AT&T, which offered it to the Post Office Department at no cost. The Post Office elongated his body, gave him a letter to hold, and eventually changed his name from “Mr. P.O. Zone” to Mr. ZIP when the name ZIP Code was settled upon. Mr. ZIP was designed to indicate to customers that the ZIP Code would increase the accuracy and speed of delivery while limiting future rate increases.

Taking no chances, the Post Office adopted a saturation campaign for several years. Cutout Mr. ZIPs, including some that featured audio recordings, appeared in many post offices. In addition, Mr. ZIP appeared on posters, on mail trucks, on buttons worn by postal employees and on carriers' satchels. The Post Office partnered

with AT&T to put Mr. ZIP in AT&T offices, on that company's trucks, and in local yellow pages.

The Post Office Department got even more creative over time. Miss ZIPs were crowned at some local post office banquets and dances. Lesson plans were designed for teachers. At Christmastime, children were informed that Santa now had a ZIP Code—99701.

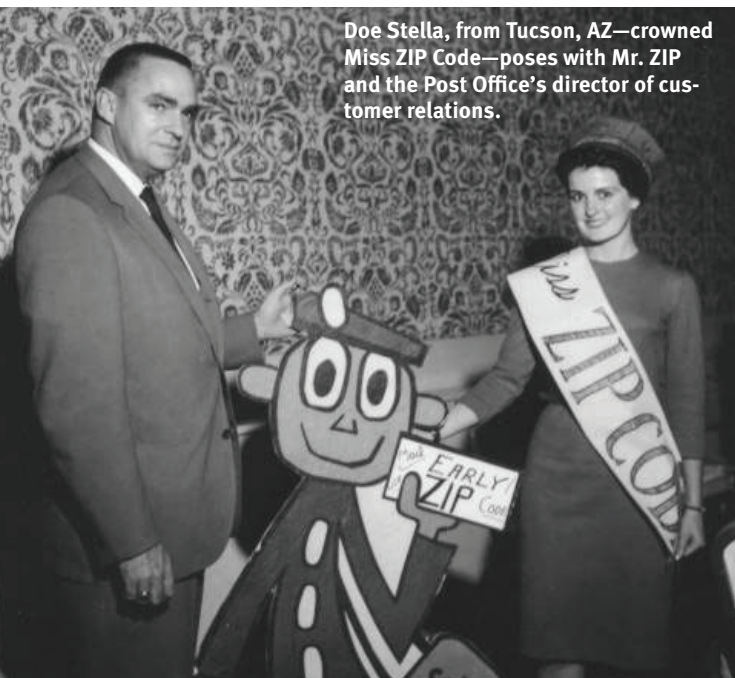
A Post Office booklet explained why children were such an important audience: “The child who is taught to appreciate the value of ZIP Code can be a tremendous asset in reminding both parents and playmates to use ZIP Code.”

ZIP Codes were everywhere. The Five Americans released the 1967 song “ZIP Code,” which reached No. 36 on *Billboard* magazine's “Hot 100” singles chart. Elsewhere on the radio, Ethel Merman sang a jingle to the tune of “Zip-a-Dee-Doo-Dah” for a public service announcement:

*Welcome to ZIP Code,
learn it today.
Send your mail out
the five-digit way.
For a time-saver
to lighten the load,
your return address
should have the ZIP Code.*

Ads were placed on television, too, with a 15-minute one that featured the folk group the Swingin' Six singing the benefits of the ZIP Code:

*What is the ZIP Code? A postal quirk?
What does it do? How does it work?*



Doe Stella, from Tucson, AZ—crowned Miss ZIP Code—poses with Mr. ZIP and the Post Office's director of customer relations.

Right: An early ZIP Code directory
Far right: An ad for the ZIP-A-LIST, which was sent to customers to help them get the ZIP Codes they'd need

If you'll lend an ear, we'll be glad to explain how the ZIP Code eases your postal pain.

While Mr. ZIP never appeared on a postage stamp, he often appeared in the margin—the selvage—of stamps until he was retired in the 1980s.

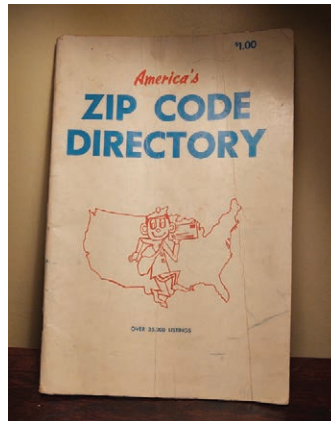
Despite the campaign, the public was initially skeptical. In a July 30, 1963, column, humorist Art Buchwald of the *New York Herald Tribune* complained of now having to remember his own ZIP Code and having to know the codes for everyone he wished to send mail to.

In response to such complaints, the Post Office sent ZIP-A-List kits to nearly every mailbox in the United States. These kits consisted of postcards on which people could write an address for which they needed a ZIP Code. They would then send the postcard to the Post Office, which would then send them the ZIP Code. While many liked the ZIP-A-Lists, one woman sent it back with messages on each card, including: “The Pony Express would be more efficient.”

Others expressed fears that the ZIP Code was a conspiracy to depersonalize or dehumanize them and possibly even part of a Communist plot to undermine American society.

Some letter carriers voiced their own concerns about the way the ZIP Code campaign was conducted. Medford, OR Branch 1433 scribe **Steve Dodge** wrote in *The Postal Record* in September 1963, “I believe our Postal Department has goofed, and this may well bury Mr. ZIP amid jeers and laughter from those who do not understand the reason for this... The public should be better informed. They should know the reasons for Mr. ZIP and the expected results.”

Lois Ardoyno, a member of the NALC National Ladies Auxiliary from Fort



Worth, TX, declared in the August 1967 *Postal Record*, “I am tired of the image of the American Letter Carrier being held up to public ridicule. No Letter Carrier that I have ever seen looks as absurd as Mr. ZIP.”

The campaign initially struggled, with only 50 percent of one survey’s respondents using the ZIP Code by 1966. But a renewed push, along with assistance from the National Ad Council, helped the ZIP Code’s use rise to 83 percent by 1969.

Large mailers were initially skeptical of the change as well. The Post Office forced large mailers to spend more than \$200 million to comply with the new NIMS-based requirements. The large mailers turned to Congress to push back the conversion deadline from 1967 to some later date, but the Post Office refused to budge and Congress did not intervene. Holding firm worked, as by 1970, 84 percent of large business mailers agreed that the ZIP Code was a good idea, probably because the public had embraced the new code so quickly.

The ZIP Code has expanded in size over the years, growing to nine digits in 1983, but the ZIP+4 has never been adopted universally by the public and has mainly been used by large-scale mailers.

Beyond postal usage, the ZIP Code long has been a useful tool for other businesses, national and local government entities, and academic study. In its 1967 annual report, the Post Office reported some ways in which the ZIP Code was being used beyond the mail:

The California Council of Growers bases much of its planting tips to

farmers on their ZIP Codes. An Ohio gas firm uses the codes to determine concentrations of stockholder groups. The routes of meter readers in Cedar Rapids, Iowa, are divided by ZIP Code areas, as are those of salesmen in many sections of the Nation. Several insurance companies assign accident report and claims investigators by the codes. The Kentucky Health Department requires the ZIP’s of patients to trace the source, concentration, and spread of communicable diseases. Some military reserve units detail new personnel to training centers near their homes by ZIP.

In the decades since, the ZIP Code has been called one of the first digitization of surface space, converting names to numbers. The U.S. Census Bureau quickly adopted the ZIP Code to help it conduct its every-10-year census. Communities embrace it as part of their identity. In the 1990s, the TV show “Beverly Hills, 90210” made one ZIP Code a Hollywood star.

While it’s easy to look back some 60 years later and smile at the campaign and some of the silly things the Post Office did to try to get people to use the ZIP Code, it’s important to recognize that this was just the public-facing aspect of a major turning point in the evolution of the nation’s postal service. Six decades ago marks the time when the Post Office began to transform itself from a human-driven sortation system to one handled mostly by machines.

Nowadays, it’s impossible to imagine how the mail—some 127.3 billion pieces last year—could be handled without automation. But then again, it’s impossible to imagine the mail without the ZIP Code. **PR**

Proud to Serve is a semi-regular compilation of heroic stories about letter carriers in their communities. If you know about a hero in your branch, contact us as soon as possible at 202-662-2489 or at postalrecord@nalc.org. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers

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

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

'I deliver bills and save lives'

Delivering packages on New Year's Eve, Buffalo-Western New York Branch 3 member **Tim Martin** turned a corner and saw a car on fire in front of a mobile home. Some neighbors were trying to put out the fire by throwing snow on it, but Martin noticed that the technique was not working. Other neighbors were filming the fire with their phones.

But then he realized that the fire was spreading to the mobile home.

Knowing that an elderly resident with breathing problems lived there, Martin asked the neighbors if she was home. They said yes—but kept filming.

The fire was blocking the front door, so Martin rushed to the back of the trailer. He pushed the back door open, but it was held shut with bungee cord. "Luckily, I'm skinny enough to squeeze through," he said. He found the home filling with smoke and the woman looking frantically for her shoes. "Let's get you outside," he told her as he helped her leave the house with her purse and dog.

First responders had arrived, and Martin helped the woman find an EMT who could give her oxygen. To avoid blocking the fire vehicles that were coming to the scene, he left in

his truck, continuing his route. Martin returned a few days later and learned the woman was all right and had been able to move back into the home.

In recognition of his heroic actions, his supervisor coined a slogan for Martin: "I deliver bills and save lives," and even made him a superhero cape. It was all in fun, but Martin said he doesn't feel like a hero.

"I just think I'm just a regular guy," he said. "I was just happy that I could help."



Tim Martin wearing the cape that his supervisor made to recognize his heroism

Carrier jumps to aid of unconscious co-worker



Manny Sanchez

As he was casing the mail with his colleagues at the post office one morning in January, **Manny Sanchez** heard a commotion. "I heard someone screaming that Dominique

passed out," Sanchez said. The four-year carrier and member of New Jersey Merged Branch 38 rushed to help his stricken co-worker, five-year carrier **Dominique Pockpa**.

"I didn't feel well," Pockpa, a fellow Branch 38 member, recalled. "I passed out. I heard the voice of Manny. When

I woke up, I was in the hospital."

When Pockpa collapsed, Sanchez knew exactly what to do—he had served as a combat medic in the Army, including two combat tours.

Sanchez quickly asked other employees to stand back and asked one of them to open a window to provide fresh air. When a supervisor tried to remove Pockpa's jacket, Sanchez warned him not to before he could check Pockpa for injuries from the fall. After finding that he had no apparent injuries, Sanchez removed some of Pockpa's clothes to prepare him for CPR or use of an automated external defibrillator (AED), a device located in many post offices that can detect heart problems and administer life-saving treatment in an emergency. He checked Pockpa's breathing and heart rate.

Before Sanchez could start CPR or use an AED, though, first responders arrived, so Sanchez relayed the vital signs to the EMTs and let them take over caring for Pockpa.

After a few days in the hospital and a few weeks of recovery, Pockpa returned to work. "Manny is ready to save the life of anybody, no matter who you are," Pockpa said.

"We're glad to have him back for sure," Sanchez said.

Sanchez said he shies from being called a hero. "I'm not a hero for doing the right thing," he said.

Suicide note leads to call for, offer of help

Dennis Bracco didn't have any mail for one of his customers on his route in Buffalo, NY, on a day in January, but he spotted a note on the mailbox and walked over to read it.

"Note to postman. Call 911. My body is in the bedroom," the note began,



Dennis Bracco

followed by a plea to care for the man’s cats.

Bracco, an eight-year member of Buffalo-Western New York Branch 3, recognized it immediately as a suicide note. He went to the customer’s door, which was unlocked, and opened it, calling for the customer.

“Then I second-guessed opening the door,” he said, because he didn’t know what would happen or what he would

find. Instead, he called 911 and his supervisor and waited for police to arrive.

“It all happened so fast,” Bracco said. “It took me by surprise.” He later learned that the man had not carried out his plan to take his own life, and that by calling to the man through the door, Bracco might have caused him to stop his suicide attempt.

Bracco saw the customer a few months later in front of his house. The

man apologized for leaving the note, but Bracco, who once had a family member attempt suicide, told the man to come to him if he needed help.

“If there’s any time you want to talk,” he told the man, “I’m here.”

Bracco is grateful that he took the time to check the note despite having no mail to deliver to the man that day. “I’m glad my instincts told me to check the box,” he said. **PR**

Help on the way

David Rumore has carried the mail for 22 years, long enough to get to know his customers well. Out on his route on a cold, windy day in late

December 2022, Rumore was in his truck when he heard a voice crying for help. “It was really windy that day,” Rumore recalled. “It was fortunate that I heard him.” Rumore, a member of Kansas City, MO Branch 30, rushed to the source of the pleas, a house on

his route where an elderly man lived. Rumore found the man lying in his garage, injured and unable to stand. Rumore called 911 and stayed with the man until first responders arrived. Though he later learned that the man had died from his injuries, Rumore said the man’s family was thankful for his actions. “Mr. Rumore needs to be recognized for saving my uncle from what could have been hours of misery,” the man’s nephew wrote to Branch 30 President **Melvin Moore**.

City carrier assistant **Ryan Costa** had only a few months under his belt

in January when he approached a house with a mail slot on his route in Worcester, MA. The Branch 12 member placed the mail in the slot and heard a man’s voice call out for help from inside. Costa called back. The man said he thought he was having a stroke. Costa ran back to his truck to get his phone and called 911. Still on the line with the dispatcher, he went back to the house and found a side door that was unlocked. “I found him in the living room, on the floor,” Costa said. “He was shaking and sweating profusely.” The man asked Costa for some water. Costa stayed until paramedics arrived, called his supervisor, and then returned to his route. He later learned that the man had been lying there for at least eight hours. It was a Saturday, and the stricken man was staying at his sister’s house—the sister was out of town and wasn’t due back until Monday. “His sister was extremely thankful” that he had been there to help, Costa said. The man was taken to a hospital and later recovered. Costa says he is not the hero in this situation. “I feel like I did what anybody should do



Ryan Costa

in that situation,” he said. “I just called the paramedics—they saved him.”

Delivering the mail in Kenosha, WI, in February, 22-year carrier **Steve Cairo** spotted an elderly woman sitting in her driveway. “I stopped the truck and saw that she was bleeding from her head,” the Branch 574 member said. She told him she had fallen. Cairo went to his truck and called 911. The dispatcher asked him to stop the bleeding while he waited with her for paramedics to arrive. He found some paper towels in her garage and used them to help staunch the blood flow. After emergency responders arrived and took her to the hospital, Cairo returned to his route. The woman’s thankful husband later said it was lucky that Cairo had seen her, because the neighbors living on each side of her house were “snowbirds” who were living elsewhere for the winter. So, without Cairo, she might have been outside much longer. “I was just glad I could help her,” Cairo said. **PR**



Steve Cairo



David Rumore

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.

Maryland mailman sews his way into customers' hearts

Apparently, Baltimore, MD, carrier **Thaddeus Winkey** has picked up a side gig as a seamster for two little dogs. On May 21, resident Shayne Brock posted a video on TikTok explaining that she and her girlfriend often sit outside on the stoop with their dogs, and the Branch 176 member usually stops to chat when he drops off their mail. Brock told *Newsweek*, "One day, he asked our dogs' names and then had mentioned that he loves to sew and even has a little shop/working area in his basement. He said he'd love to make something for our dogs sometime, and we were, like, 'Yeah, we'd love that!'" Soon after, the carrier gave the couple a gift: two small bandanas with red-and-blue tartan print and embroidered with the dogs' names.

The video received an outpouring of love from the community, with more

than 142,000 views and hundreds of users praising Winkey's kindness. "This. Just small things like this are what the world needs. Small acts of kindness. More love. Let's make it happen please," one user commented.

Brock posted another video soon after, showing off more gifts from the letter carrier: two more bandanas with Super Mario print and embroidery of the dogs' names, as well as a T-shirt embroidered with the words "Super Dog Mom." "He's out here making people's day," read the caption. Brock mentioned that when she told Winkey he should set up an Etsy store to sell his work, the carrier explained that he already has one, and she was awaiting the shop's information to share with her followers.

"It honestly made our day two days in a row. It's just the type of pure kindness that really melts your heart," Brock said of the surprises.

Postcard collector discovers a desirable COVID-19 keepsake

Clarissa Ferraris has been a collector since she was 13. Her fascination began when she stumbled upon thousands of postcards collected by her late grandfather in Italy. Since then, Clarissa has collected many types of postcards: She collects Girl Scout postcards, because she is a former Girl Scout; she collects cards with images from Switzerland, where she used to live; and she collects cards depicting concrete, because as a physicist, she used

to research concrete at the National Institute of Standards and Technology.

However, her focus for the past three years has been on COVID-19-related postcards. She finds the varying depictions of pandemic life fascinating. Some of her postcards show health care workers at war with the virus; some show emptied streets and cities; some show contraptions intended for social distancing, such as a 6-foot-long hat.

Ferraris's fascination began with a single pandemic-related postcard, an item she obtained because of her generalized interest in current events. However, she quickly zeroed in on the topic, thinking that there had to be more. Perusing sites like Etsy and Zazzle, she found thousands, eventually leading her to create an online database with fellow collector Mark Routh. The database can be found at sites.google.com/view/covidpostcardsdatabase. As this magazine went to press, it catalogs 1,900 postcards from more than 60 countries.

Ferraris does more than collect; she loves to share her joy. During National Postcard Week in May, she commissioned a postcard from Maryland artist Adam Knapton that depicts a cat sleeping on a pile of postcards somewhere in Italy. She mailed out 70 of them.

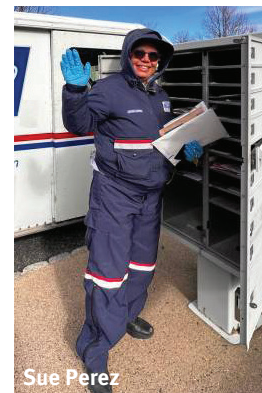
"Postcards have always been a witness of what happened," Ferraris told *The Washington Post*. "So it was logical that there would be COVID postcards."

New Jersey carrier retires after 35 years

In February, New Jersey Merged Branch 38 member **Sue Perez**



The bandanas Thaddeus Winkey made



Sue Perez



Clarissa Ferraris and some of the COVID-19 pandemic postcards she's collected

retired after 35 years with the Postal Service. "You have to love your job to commit to doing it for 35 years," Perez told *The Sparta Independent*. "You can't just go to a job every single day if you hate it. You have to love your job, love what you're doing and love your co-workers. They become your family."

Perez said that her favorite part of her work was interacting with customers, and watching children grow up and families expand. "I've watched children grow up and actually see them from birth until high school, go to college, come back home. Some of them actually buy the house," she reminisced. Her husband, Fred, explained, "Sue has always been a very social person, talking with almost anyone that crosses her path."

The carrier started at age 20 delivering mail in Essex County. She quickly gained the responsibilities of a safety captain, and after 12 years as both a carrier and safety captain, she was chosen to teach new hires as a safety and driver training instructor in Jersey City.

"I felt especially great when I was doing the Instructor Academy because you actually see the new people coming in. We start off young in the post office and many aspire to be more. Some of them are (now) actually management. I love that."

Perez is looking forward to the extra free time but isn't quite sure how she'll adjust. "It has been 35 years, and that's half of my life. It's everything that I've been doing, so I'm just figuring it out."

Illinois carrier warns against beautifying mail

Lots of customers enjoy decorating their mail, but Oak Forest, IL, carrier **Chad Huber** posted a viral TikTok video explaining that it can sometimes backfire. He said that one of the current

trends is to put the return address sticker on the back of the envelope in an effort to seal the envelope, but that this confuses the computer and gives the customer a "50/50 shot at getting this letter back." To avoid this, letter carriers have to "take a sharpie and cross out all the barcodes on here and it's not going to look cute anymore, basically. So just put it in the upper left corner."



Chad Huber

The video has been viewed more than 855,000 times, with commenters overwhelmingly agreeing with the South Suburban Merged, IL Branch 4016 member. One commenter added that pink or red pens are more difficult for the computer to read and should therefore be avoided when addressing mail. Another said that wax sealing envelopes can ruin the scanner.

The USPS official website echoes Huber, advising to "print or type your address in the upper left corner on the front of the envelope." It also emphasizes the accuracy and legibility of addresses in order to speed up delivery.

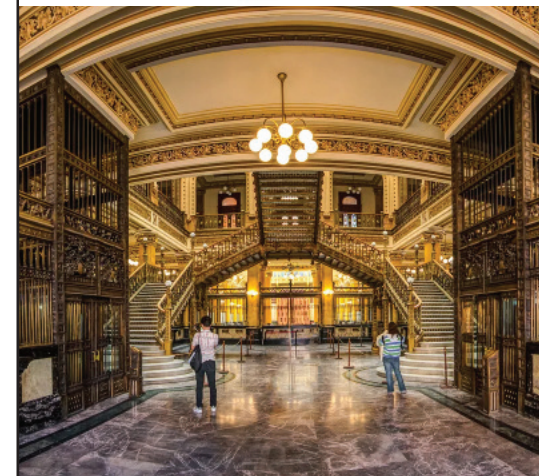
Gorgeous post offices recognized

In May, *Architectural Digest* published an article of the most beautiful post offices spanning the world. Topping the list was the Algiers Central Post Office, constructed in 1910 with Moorish architecture. In 2015, it was converted into a museum about the history of the postal service in Algeria.

The list also included the Saigon Central Post Office in Ho Chi Minh City, Vietnam, a popular tourist attraction for its vibrant yellow and green paint job; the

Palacio de Correos de México located in Mexico City, which "[appears] more like a royal palace than a post office" with its "eclectic style" and "intricate gilding and moulding"; and the Main Post Office in Bonn, Germany, a bright yellow post building historically used as a city palace and currently home to a statue of former Bonn resident Ludwig van Beethoven.

Digest also praised a few offices found right here in the United States. The list noted an Art Deco-style post office in Los Angeles, CA, along Sunset and Hollywood Boulevards, which also graces the National Register of Historic Places; an adobe-inspired post office in Winslow, AZ, designed by Louis A. Simon, who also worked on the IRS building and the Franklin D. Roosevelt Presidential Library and Museum; and the vast James A. Farley Post Office in New York City with the inscription, "Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds." The quote is from Herodotus's *Histories* and has become an unofficial motto of the Postal Service. **PR**



GOING THE DISTANCE

For Roberto Santini Sierra, riding dirt bikes is a family affair that began when he was about 9 years old. “I got involved because my dad used to do it, so I kind of got raised into that,” he said. “It’s a family thing.”

Along with his brother and father, Santini Sierra participates in endurance dirt bike riding events all over the 72 municipalities of Puerto Rico through all of the island’s weather conditions and tough terrain. An endurance dirt bike race is a lengthy—around 75- to 100-mile course—off-road motorbike race held over several hours.

A myriad of factors draw the carrier into the sport, including being some-

what of an adrenaline junkie. “I do like the speed,” he says. When riding, you generally travel between 10 and 30 mph, but it can top out at 80 mph.

But one of the biggest perks for him is the atmosphere. “I really like just being out in the woods,” he said. “All these places I ride, there’s no cell phone signal, nobody bothers you. It’s entertaining and peaceful at the same time. I get drawn to it.”

At least once a month, the 10-year carrier gets out on the trails to do a daylong ride to train for endurance events. Planning around his busy postal schedule usually means that he does an 80- to 100-mile ride over the course of six to seven hours on a Sunday, although that sometimes means some sore muscles the next day. “Sometimes it’s brutal,” he says, and added with a laugh, “The next day you’re walking, and you’re like, ‘Oh my God, everything hurts.’”

The Ponce Branch 826 member, who is a steward for the Cayey post office, competes in events several times a year; they are usually on Sundays and move around from town to town. Santini Sierra’s family will sign up, too, which means that he frequently competes against his brother (who is also a city carrier) in addition to his friends. “Sometimes we go alone,” he says, though “most of the time we try to ride together.” His dad signs up, too, but is usually in a different category based on age.

The day of an event, the competitors will show up, check in and get their assigned number. “There will be certain checkpoints throughout the whole route, and they’ll see that number on

your helmet and they’ll write it down and the time you were there,” he said. “They’ll make sure you stay on the route and that you don’t skip or take shortcuts.” The person who wins usually completes the course in under five hours.

There also will be tiny breaks at some checkpoints. Before the race begins, participants put their own gasoline container in an official event truck, and a race official drives it to the checkpoint. Once riders arrive, “you fill up your gas, they’ll usually have a water cooler with a bunch of drinks, a few fruits, and then you just put everything in your system and keep going.”

As a strategy, some people choose not to stop for gasoline. But Santini Sierra usually does once. “If I fill it up one time halfway through the race, I’ll be good to go to the finish,” he said.

For a single-day event, most people finish between the fifth and sixth hour, but riders can encounter difficulties from time to time. “I’ve gotten out of the woods at like 9 p.m.,” Santini Sierra says, due to his own breakdown or if someone with him has a breakdown or injury.

Riders wear protective gear, including a helmet, riding pants, a jersey (usually a dri-fit long-sleeved shirt), a chest protector on top made of solid plastic and foam, knee guards, riding boots, goggles and gloves. It can get extremely hot under all of those layers.

And though those items provide protection, they don’t guarantee no injuries. One of Santini Sierra’s best friends once broke his leg during an event. “There was a tree branch that somebody had cut up,” he explained,



Roberto Santini Sierra



Santini Sierra (l) and others race through the Puerto Rican terrain.

that “protruded out of the woods onto the main road a little bit. He was passing by fast and it caught his shin—even with boots and knee guards he had on, it broke his shin bone in half. He had to be rushed to the hospital.”

The carrier is lucky to not have suffered any major injuries. “I’ve had regular bruises and cuts, nothing like broken body parts or anything, thank God,” he said, although he has gotten stung by bees. “There are lots of fruit trees here and bees hang all over them, so every now and then you hit a branch with your helmet and they’ll come after you.”

Bees aren’t the only wildlife riders can run into in the woods. “In Puerto Rico, there are wild horses and bulls in the mountains, so every now and then you might just hit a trail and there’s a bull right in front of you,” the carrier said.

And if you happen to be behind someone with a red bike—which is believed to anger bulls—encountering a bull might be really bad news. The

animals are known to be dangerous and unpredictable. “It happened once or twice. Trust me—it’s not fun. You can be on the bike and still feel him throttling,” he said of a bull he came across. The carrier’s close encounters have been within 10 feet, but he has heard from other riders that they’ve had to climb trees to escape.

Over the course of a race, there are various types of terrain and obstacles: hills, turns, cliffs, rocks in the way, potholes. “Sometimes it’s sandy, sometimes it’s muddy,” Santini Sierra said, adding that dry dirt is optimal to ride on and easy to clean, otherwise it takes some special cleaning to get the bike back in good shape following the race. “When it’s really muddy—especially when it’s rainy season here and it’s raining constantly—I’ll have dirt in my ears, everywhere.”

Competitions, however, are rain or shine. “Only a hurricane will stop it,” the carrier says.

Speaking of which, after Hurricane Fiona swept through Puerto Rico in

September 2022, Santini Sierra, an Air Force veteran, helped his branch coordinate efforts in the aftermath of the storm (see the November 2022 *Postal Record*), before turning his attention to helping get his sport back on track.

“Trails were beaten up,” he said, adding, “Paths completely changed. Rivers were a whole new scenario when we got there—water just swept everything different.”

Santini Sierra said that a collective effort soon took place. “There are a lot of avid riders around the island, so everybody connected through WhatsApp chats and Facebook,” he said. “We pretty much had to go out there with a saw to cut trees up. We had to open trails or deviate trails because of mud slides. It was tough.” Before long, the landscape was back to functioning like normal.

One or two events are scheduled each month except for July and December, when there are none due to high vacation periods, and Santini Sierra tries to participate in all of them. The



Dirt bikes are a part of Santini Sierra's family, as the carrier shares the sport with his brother and father (above) and with his youngest daughter (below).



best he's placed in competition is eighth. Though he doesn't usually notice how many people are in each category, he said there are usually 100 participants altogether each race.

Around twice a year, Santini Sierra will participate in multiday endurance events, which begin on Friday and last through Sunday. They typically start at the most western or northern point of the island. The first day, the carrier explains, you ride from Town A to Town B, which might be 60 miles. Contestants sleep at a hotel at that day's ending point, where he usually meets family, who take his gear. They then wake up the next morning and go from Town B to the next town, and so on until the final point at the end of the weekend.

He says that his day job certainly helps with his endurance for events (although he's not the only letter carrier to ride). "Most of the people that race with me say that my advantage is that I'm a mailman," the carrier said, "because I [do] more cardio than any of them. I have a walking route that's about 10 to 11 miles a day. They're like, 'No wonder you don't get tired—you're under the sun all day walking. Why would you get tired riding?'"

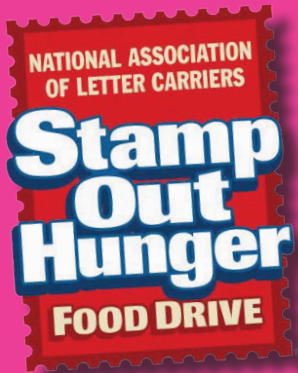
In the past, the carrier lived and carried mail in Virginia. He was able to find the occasional trail to ride for fun, but the competitions would go from state to state and they were too hard to participate in as a letter carrier. In Puerto Rico, he says, the longest drive he does for an event is only about two and a half hours.

When interviewed in late May, the carrier already was planning his next endurance event, to be held later that week, with many more scheduled for the rest of 2023. But Santini Sierra wants to keep it solely as a hobby. "I'm not trying to be a professional or anything like that," he said.

For Santini Sierra, he wants to keep the focus on connecting with family. "I think I love it so much because I get to spend time with my dad and my brother, more than anything, and some friends that I don't get to see often," he said. "It means a lot to me."

And he wants to keep that going forward, including with his three children, who all ride dirt bikes. "My youngest daughter is 6 and I just bought her one two weeks ago," he said, adding that all three kids enjoy the sport. "Almost more than me, I think."

Santini Sierra simply wants to "ride with my kids the same way my dad had the chance to ride with me and my brother," he said. "That's one of my long-term goals, to keep going at it and keep the family involved." **PR**



TEAMWORK MAKES THE FOOD DRIVE WORK

Letter carriers filled local pantry shelves during the Letter Carrier “Stamp Out Hunger” food drive held on Saturday, May 13, continuing a proud tradition. The first annual Stamp Out Hunger food drive was held on May 15, 1993, and has continued to be held every second Saturday in May, except for the two years at the height of the COVID-19 pandemic.

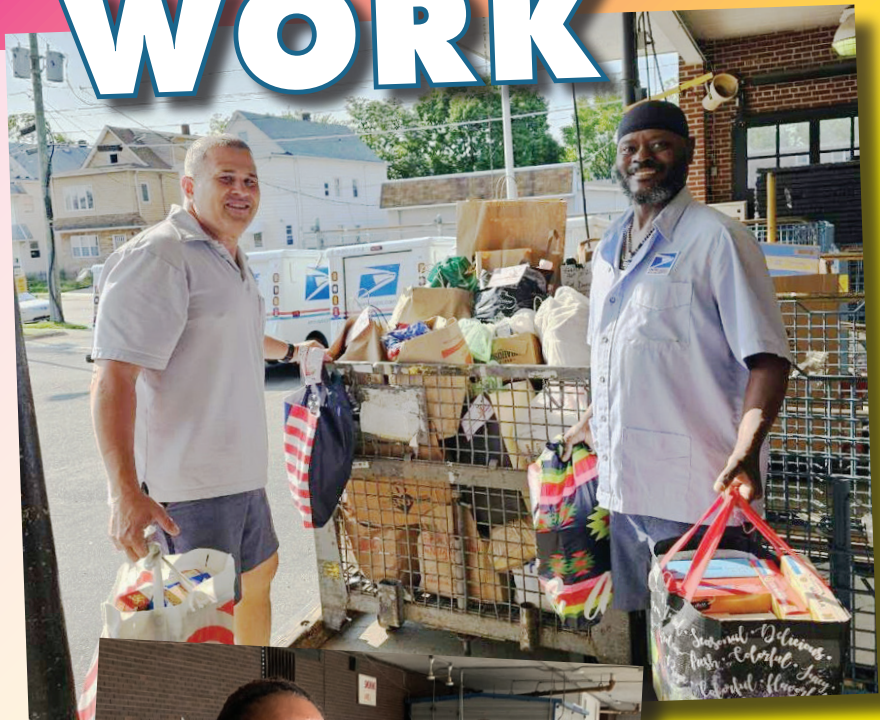
With inflation driving the cost of food higher, demand for supplies from food banks has increased. Meanwhile, emergency assistance from the federal Supplemental Nutrition Assistance Program (SNAP), formerly known as food stamps, which helped people through the pandemic, has expired. These developments made this year’s food drive particularly critical.

In the 30 years since it began, the food drive has collected approximately 1.9 billion pounds of food for those in need. The food goes to local pantries to restock shelves that face depletion.

As of June 13, with about 60 percent of branches reporting, this year’s nationwide total of collected food stood at 38,980,214 pounds. With an additional 500,000 pounds of food donated by Kellogg Co. and \$212,808 in cash donations, the total so far rises to 42,033,910 pounds.

Letter carriers, and the volunteers who supported their efforts to collect millions of pounds of food for local communities throughout the country in just one day, made the Stamp Out Hunger Food Drive a great success once again. And the need is great, with hunger affecting 1 in 8 Americans, including millions of children, senior citizens and veterans.

The Stamp Out Hunger food drive is held in 10,000 cities and towns across the United States, Puerto Rico, the Virgin Islands and



Above: New Jersey Mgd. Br. 38
Left: Pasadena, TX Br. 3867

Left: Easton, PA Br. 387

Below left: Rockville, MD Br. 3825



In addition, many branches continue to use the online donor drive developed to replace the in-person food drive during the pandemic. The donations received go directly to local food banks, enhancing their food-collection efforts.

Grateful food banks and NALC branches reported their success and expressed their thanks in the news media, as soon as the bags of donated groceries arrived.

“The generosity and coordination behind Stamp Out Hunger is simply astounding—thank you to the letter carriers, volunteers, and all those who donated food for making this year’s event such a success,” Michael McKee, CEO of the Blue Ridge Area Food Bank, told ABC affiliate WSET-TV in central Virginia. “Stamp Out Hunger comes at a critical time for families and children who are at home during the summer months, and we are thankful to have a fresh supply of food donations to help keep our pantries stocked.” Letter carriers in the area collected 115,019 pounds for the food bank, McKee said, enough to provide 95,849 meals.

“We collected over 10,500 pounds of donations, which we gave to our local Salvation Army and Rowan Helping Ministries food pantries,” **Kim Lane**, food drive coordinator for Salisbury, NC Branch 934, wrote to the *Salisbury Post*. “We would like to express our gratitude to our co-workers—rural letter carriers, clerks, maintenance and management—who delivered flyers, collected the donations and helped to coordinate the food drive.”

“27,250+! The Fredericksburg Regional Food Bank says that’s how many meals were collected on Saturday for Stamp Out Hunger where mail carriers around the region picked up food you

Guam. It’s the largest single-day food drive in the country.

The annual Stamp Out Hunger food drive comes at a critical time for food pantries. Donations slow down after the winter holidays, while free or reduced-cost meals at schools that many children rely on are not available during the summer months.

On May 13, letter carriers, with the help of postal employees in other crafts, managers, family, friends and volunteers, collected bags of non-perishable food placed near their mailboxes by residents.

“Thanks to our national sponsors, and the local sponsors who pitched in to pay for collection bags distributed to postal customers, letter carriers found plenty of food left by generous postal customers this year,” Assistant to the President for Community Services **Christina Vela Davidson** said. “And as they do each year, letter carriers went above and beyond to bring millions of pounds of donations to food banks to help people in need in their communities.”



left by the mailbox,” reported Fredericksburg Today, a news website in Fredericksburg, VA, home of Branch 685.

“The Austin letter carriers collected over 20,000 pounds of food during our 30th annual Stamp Out Hunger food drive,” **Bob Rosel** wrote to the *Austin Daily Herald* in Austin, MN. Rosel is food drive coordinator for Austin Branch 717. “The food collected and the monetary donations converted to pounds of food will help our local food shelf provide much needed assistance to families and individuals throughout Mower County.” Rosel thanked local volunteers for their assistance, media outlets for publicity and bag sponsors for collection bags.

Worcester County Food Bank CEO Jean McMurray said her organization, which serves local food pantries throughout Worcester County, MA, received upward of 23,000 pounds of food this year—11 percent more than last year’s effort—which she said is equivalent to 19,000 meals. The food was collected by Worcester Branch 12 carriers.

“The food that is coming into food banks is not staying on site as long as it used to,” McMurray told cable and online news outlet Spectrum News. “It’s going right back out into the community, and that shouldn’t come as surprise to anyone because we know how much need there is in the community.”

Harrisburg, PA Branch 500 carrier **Ray Beltz** said more than 4,500 pounds of dry and canned goods were collected in Pottsville for the local Salvation Army and the Holy Family Food Pantry in nearby Minersville.

“They were very grateful,” Beltz told the Pottsville *Republican and Herald*. “At Holy Family, their food pantry was basically bare.”



“The generosity of this community is just astounding,” Karen Couch, director of the Salina Emergency Aid Food Bank in Kansas said in the *Salina Post*. “With more and more families using our pantry to supplement what they can afford at the grocery store, every donated box, bottle and bag of food becomes more meaningful.” Her food bank received 20,750 pounds of food this year, thanks to the carriers of Salina Branch 486.

Carriers in Fayetteville, NC Branch 1128 collected food with the help of radio station WFNC-AM’s show, “Good Morning Fayetteville with Goldy.” Host Jeff “Goldy” Goldberg broadcast his show live from a Food Lion grocery store with guests from the Postal Service and the Second Harvest Food Bank of Southeast North Carolina in the week leading up to the food drive. The publicity effort yielded 15,780 pounds of food.

“In a county where one out of every four children is food insecure and with the school year ending soon, it was more



Top: St. Louis, MO Br. 343
Above: Bakersville, CA Br. 782

Below: San Juan, PR Br. 869



Top 33 branches by size category *

Category 1 (2,000 or more members)

Los Angeles, CA Br. 24	1,346,730
NJ Mgd. Br. 38	960,000
Garden Grove, CA Br. 1100	907,726

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

Central FL Br. 1091	493,921
Buffalo-Western NY Br. 3	332,841
Sacramento, CA Br. 133	328,862

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

Tampa, FL Br. 599	1,335,975
West Coast FL Br. 1477	717,063
Northeast FL Br. 53	321,099

Category 4 (700-999 members)

San Juan, PR Br. 869	1,962,000
Oklahoma City, OK Br. 458	1,401,605
Clearwater, FL Br. 2008	1,192,875

Category 5 (500-699 members)

Lexington, KY Br. 361	204,950
Ponce, PR Br. 826	138,693
N. Oakland Co., MI Br. 320	129,839

Category 6 (350-499 members)

Lakeland, FL Br. 1779	250,083
Kalamazoo, MI Br. 246	229,532
Spacecoast FL Br. 2689	189,000

Category 7 (200-349 members)

Columbia, MO Br. 763	1,216,378
Vancouver, WA Br. 1104	388,184
Roanoke, VA Br. 524	233,940

Category 8 (100-199 members)

Billings, MT Br. 815	374,525
Southern DE Br. 906	203,228
Charlottesville, VA Br. 518	107,591

Category 9 (50-99 members)

Butte, MT Br. 621	218,602
Aiea-Pearl City, HI Br. 4682	191,243
Big Stack, MT Br. 650	152,268

Category 10 (26-49 members)

Staunton, VA Br. 513	40,178
Goldsboro, NC Br. 876	28,000
Benton, AR Br. 3706	26,375

Category 11 (1-25 members)

Booneville, AR Br. 3418	96,817
Williston, ND Br. 1494	62,667
Conway, AR Br. 1592	23,140

*Awards are subject to change as more branches report their totals.



important than ever to make sure Second Harvest Food Bank was stocked up,” Goldberg said. “Thanks to all our wonderful listeners for showing up and donating almost 16,000 pounds of food!”

Some food pantries spread the word on social media, celebrating the bounty of food collected on May 13. Below is a sample of the messages shared:

“Thanks to your incredible support, the Stamp Out Hunger food drive was a HUGE success! 65,596 meals were raised to fight hunger in our communities. Let’s keep spreading love and nourishment, one meal at a time!” —Feeding South Dakota

“We couldn’t believe our eyes when the @USPS delivered nearly 4,000 POUNDS of food from #StampOutHunger food drive to our #Marlborough Community Cupboard on Saturday. Amazing! Thank you to everyone who participated in helping us feed neighbors in need.” —United Way of Tri-County, Framingham, MA

“The results are in! This past Saturday, we collected 113,992 pounds of groceries through the @StampOutHunger Food Drive. Thank you to our mail carriers and our community for supporting our neighbors experiencing hunger!” —Sacramento Food Bank & Family Services, California

“#StampOutHunger provided over 60,000 lbs (and counting) of food for our neighbors in need. We are grateful

for Letter Carriers like Stephanie from the Brentwood post office and Erica from the North Ridge post office who are so passionate about this nationwide food drive.” —Food Bank of Central and Eastern North Carolina

“You showed up to #StampOutHunger, and we thank you! The Stamp Out Hunger campaign with the @NALC_National was a big success!” —Montgomery Area Food Bank, Alabama

“BIG THANK YOU to the National Association of Letter Carriers and everyone who supported, volunteered and donated to the Stamp Out Hunger Food Drive. Thanks to your generosity we were able to collect over 74,000 pounds of food! Your efforts have made a significant impact in our community, and we are truly grateful for your support. Thank you again for your contributions and dedication to our mission.” —United Food Bank, Mesa, AZ

“This year’s annual Stamp Out Hunger Food Drive was a HUGE success! Thanks to the generous support of our community, the National Association of Letter Carriers, US Postal Service and all of our dedicated staff members and volunteers, this year’s food drive brought in over 187,000 pounds of food! We are so grateful for the outpouring of support for this year’s food drive, which will have a lasting impact on the lives of those experiencing food insecurity in our community.” —San Diego Food Bank, California

“Drumroll please... Our NALC Branch 246 letter carriers from Milham Rd, Westwood, Miller Rd, and Parchment USPS facilities collected 75,294 pounds of food for this year’s 31st Annual Stamp Out Hunger Food Drive! THANK YOU to the dedicated letter carriers and post office employees who made this drive successful. We’d also like to thank our partners at The Salvation Army - Kalamazoo, MI, United Way of South Central Michigan, Advia Credit Union, Lindsey Dedicated Services, many dedicated volunteers, and all who provided food donations. These donations directly support anti-hunger programs in Kalamazoo County, feeding many families in our community.” —Kalamazoo Loaves and Fishes, Michigan

“Thanks to all your support during the 31st Annual @NALC_National @StampOutHunger Food Drive, we received 11,451 pounds of food to provide 9,543 meals to our neighbors over the coming weeks! Every donation adds up, so no donation is too small.” —Palm Beach County Food Bank, Florida

“Donations for the 2023 #Stamp-OutHunger Food Drive have been delivered! Thanks to @NALC_National for another successful year of fighting hunger! Thank you #mercercounty donors and letter carriers for stamping out hunger in our community!” —Community Food Warehouse of Mercer County, Sharon, PA

“We are so grateful to the community, the @NALC_National, and all of the @USPS workers who helped with this year’s Stamp Out Hunger #Food-Drive! We collected more than 55,500 lbs. of shelf-stable nourishment for our neighbors here in the Miami Valley.” —The Foodbank, Inc., Dayton, OH

“Mahalo for participating in @LetterCarriers Stamp Out Hunger Food Drive May 13! We received 375,000 pounds of food statewide and \$17,000 in donations—enough to provide nourishment for over 350,000 meals for local families facing hunger.” —Hawai’i Foodbank, Honolulu

The NALC is committed to the fight to end hunger within our communities and one way we work toward that is with our annual Letter Carrier Stamp Out Hunger food drive. NALC would like everyone to be mindful that while the food drive is held only one time per year, donations can be made year round via our virtual donor drive. Visit nalc.org/community-service/food-drive/2022-donor-drive for more information. **PR**



Above: Buffalo-Western
New York Br. 3

Below: Santa Rosa, CA
Br. 183





Here is a list of branch totals received at NALC Headquarters by June 13, listed by state and then in branch numerical order.

Alabama

Montgomery Br. 106.....105,561
 Anniston Br. 448.....4,445
 Huntsville Br. 462 62,013
 Birmingham Br. 530 98,549

Alaska

Anchorage Br. 4319 37,608

Arizona

Phoenix Br. 576.....274,417
 Prescott Br. 859 22,348
 Arizona Mgd. Br. 1902.....177,468
 Nogales Br. 24171,836
 Ajo Br. 4761 607
 AZ River Cities Br. 585018,114
 Sun City Br. 6156..... 129,623

Arkansas

Little Rock Br. 35 46,392
 Pine Bluff Br. 240.....5,907
 Border City Br. 399..... 60,000
 Hot Spgs. Natl. Park Br. 543... 75,000
 Jonesboro Br. 1131.....9,536
 Conway Br. 1592..... 23,140
 Camden Br. 1802910
 Osceola Br. 2756..... 150
 Pocahontas Br. 3329 4,300
 Booneville Br. 3418 96,817
 Springdale Br. 3671..... 30,545
 Benton Br. 3706.....26,375

California

Los Angeles Br. 24 1,346,730
 Central CA Coast Br. 52.....91,242
 San Diego Br. 70454,500
 Sacramento Br. 133 328,862
 Santa Rosa Br. 183..... 41,377
 Stockton Br. 213..... 60,600
 San Francisco Br. 214 54,441
 Santa Barbara Br. 290.....40,585
 San Bernardino Br. 411.....57,000
 Napa Br. 62711,544
 Santa Ana Br. 737 70,088
 Bakersfield Br. 782 70,318
 Watsonville Br. 857 2,547
 Visalia Br. 866 19,500
 Garden Grove Br. 1100..... 907,726
 Greater East Bay Br. 1111 77,623
 Modesto Br. 1291 31,200
 Monterey Br. 1310 9,259
 Merced Br. 1340 14,000
 Santa Clara Br. 1427 51,081
 Porterville Br. 1469..... 31,681
 El Centro Br. 1726..... 700
 Burbank Br. 2086.....15,000
 Upland Br. 216823,348
 Pasadena Br. 2200 136,950
 Torrance Br. 2207 16,650
 Van Nuys Br. 2462..... 29,858
 Susanville Br. 2608.....7,000
 Brawley Br. 2704 700
 Tri-Valley Br. 2902 159,870

Rialto Br. 3982..... 5,190
 Camarillo Br. 4114 30,000
 Sonora Br. 46251,690
 Santa Fe Springs Br. 4941..... 3,169

Colorado

Denver Br. 47 276,073
 Colorado Springs Br. 204 .. 107,040
 Pueblo Br. 22927,000
 Greeley Br. 32439,304
 Flatirons Br. 64228,479
 Fort Collins Br. 849.....46,673
 Longmont Br. 110511,193
 Northeast Colorado Br. 3631.... 200
 Craig Br. 52363,659
 Centennial Br. 5996172,617

Connecticut

New Haven Br. 19 49,000
 Connecticut Mgd. Br. 20..... 95,713
 Bridgeport Br. 32 65,000
 Hartford Br. 86175,595
 Derby Br. 109 29,000
 Norwalk Br. 14740,025
 Greenwich Br. 759 30,200
 Fairfield Br. 23135,500
 Essex Br. 5016..... 800

Delaware

Wilmington Br. 191.....70,120
 Southern Delaware Br. 906203,228
 Newark Br. 197770,470
 New Castle Br. 4015 13,826

District of Columbia

Washington Br. 142..... 30,800

Florida

Northeast Florida Br. 53..... 321,099
 Pensacola Br. 321..... 190,853
 Tampa Br. 599.....1,335,975
 St. Augustine Br. 689 68,000
 Gainesville Br. 102552,790
 South Florida Br. 1071 555,124
 Central Florida Br. 1091 493,921
 Ocala Br. 1103119,286
 W. Coast Florida Br. 1477717,063
 W. Palm Beach Br. 1690203,985
 Bradenton Br. 1753.....72,345
 Lakeland Br. 1779.....250,083
 Clearwater Br. 20081,192,875
 Fort Myers Br. 2072 134,594
 Fort Lauderdale Br. 2550 50,274
 Deland Br. 2591 15,000
 Spacecoast Br. 2689 189,000
 Panama City Br. 3367 42,800
 Chipley Br. 3667..... 4,781
 Emerald Coast Br. 455940,109
 Naples Br. 4716..... 75,231
 Altamonte Springs Br. 5955 .. 6,500

Georgia

Atlanta Br. 73 37,137
 Augusta Br. 26353,463

- 1. Centennial, CO Br. 5996
- 2. Birmingham, AL Br. 530
- 3. Clinton, IA Br. 126
- 4. Cleveland, OH Br. 40
- 5. Flushing, NY Br. 294

Macon Br. 270.....	27,000
Brunswick Br. 313.....	38,132
Columbus Br. 546.....	83,478
Savannah Br. 578.....	215,000
Dublin Br. 1068.....	1,200
Marietta Br. 1119.....	79,851
Lilburn Br. 1537.....	5,992
Decatur Br. 2225.....	2,870
Vidalia Br. 2882.....	3,600
Warner Robins Br. 4057.....	14,445
Forest Park Br. 4568.....	3,736
Roswell Br. 4862.....	15,828

Hawaii

Honolulu Br. 860.....	354,913
Hilo Br. 2932.....	25,652
Aiea-Pearl City Br. 4682.....	191,243
Waipahu Br. 4683.....	22,903
Wahiawa Br. 4837.....	81,247
Lahaina Br. 5306.....	7,219
Kailua Kona Br. 5516.....	13,668
Waianae Br. 5579.....	25,960

Idaho

Pullman Br. 1296.....	836
Idaho Falls Br. 1364.....	19,141
Weiser Br. 1703.....	1,500
St. Maries Br. 1837.....	3,874

Illinois

Chicago Br. 11.....	274,190
Peoria Br. 31.....	63,000
Springfield Br. 80.....	110,546
Galesburg Br. 88.....	23,892
Quincy Br. 216.....	13,700
Freeport Br. 223.....	26,966
Rock Island Br. 292.....	13,226
Decatur Br. 317.....	49,809
E. St. Louis Br. 319.....	2,200
Bloomington Br. 522.....	40,660
Oak Park Br. 608.....	4,386
Urbana Br. 784.....	14,542
Oak Brook Br. 825.....	258,564
Wilmette Br. 1107.....	1,107
Granite City Br. 1132.....	6,500
Naperville Br. 1151.....	64,800
Southern IL Mgd. Br. 1197.....	43,713
Downers Grove Br. 1870.....	32,379
Des Plaines Br. 2076.....	23,538
Melrose Park Br. 2183.....	6,106
Arlington Hgts. Br. 2810.....	32,439
S. Suburban Mgd. Br. 4016.....	178,100
Palatine Br. 4268.....	5,326
Wheeling Br. 4739.....	19,876

Indiana

Indianapolis Br. 39.....	63,855
Muncie Br. 98.....	28,171
Fort Wayne Br. 116.....	178,707
Columbus Br. 160.....	5,000
Crawfordsville Br. 198.....	6,135
La Porte Br. 200.....	7,500
Richmond Br. 271.....	4,825

- 6. Northeastern NY Br. 358
- 7. Eau Claire, WI Br. 728
- 8. Long Island Mgd., NY Br. 6000
- 9. Pittsburgh, PA Br. 84
- 10. Downers Grove, IL Br. 1870

Monticello Br. 323.....	5,657
South Bend Br. 330.....	47,845
New Albany Br. 367.....	3,560
Frankfort Br. 368.....	20,087
Evansville Br. 377.....	50,036
Marion Br. 378.....	30,000
Michigan City Br. 455.....	12,562
Lafayette Br. 466.....	37,432
Terre Haute Br. 479.....	23,717
Anderson Br. 489.....	20,261
Kokomo Br. 533.....	18,000
Elkhart Br. 547.....	67,240
Jeffersonville Br. 553.....	5,126
Hammond Br. 580.....	85,370
Brazil Br. 670.....	12,622
Valparaiso Br. 753.....	11,845
New Castle Br. 814.....	3,910
Mishawaka Mgd. Br. 820.....	17,704
S. Central IN Br. 828.....	66,597
Hartford City Br. 867.....	2,706
Greencastle Br. 882.....	100
Carmel Br. 888.....	70,621
Kendallville Br. 952.....	5,326
Columbia City Br. 1054.....	5,230
Lawrenceburg Br. 1395.....	3,500
N. Manchester Br. 1472.....	1,789
Whiting Br. 1689.....	2,800
Liberty Br. 2374.....	307
Greenwood Br. 2421.....	9,631

Iowa

Sioux City Br. 69.....	7,680
Clinton Br. 126.....	24,264
Burlington Br. 222.....	3,018
Council Bluffs Br. 314.....	47,705
Central Iowa Mgd. Br. 352.....	63,034
Mason City Br. 471.....	12,846
Waterloo Br. 512.....	21,930
Fort Dodge Br. 645.....	4,300
Webster City Br. 655.....	13,328
Cedar Falls Br. 719.....	9,351
Shenandoah Br. 851.....	6,932
Le Mars Br. 1040.....	291
Indianola Br. 1312.....	35
Spirit Lake Br. 3463.....	742
Lake City Br. 5028.....	215

Kansas

Lawrence Br. 104.....	10,656
Parsons Br. 477.....	6,176
Salina Br. 486.....	53,036
Pittsburg Br. 695.....	4,267
Coffeyville Br. 766.....	1,420
Independence Br. 1035.....	1,830
Central Kansas Mgd. Br. 1122.....	2,440
Colby Br. 4635.....	1,504
Shawnee Mission Br. 5521.....	53,871

Kentucky

Louisville Br. 14.....	37,679
Lexington Br. 361.....	204,950
Northern Kentucky Br. 374.....	28,964

- 11. San Diego, CA Br. 70
- 12. Upland, CA Br. 2168
- 13. Kendallville, IN Br. 952





1. Janesville, WI Br. 572
2. Boulder, CO Br. 642
3. Fort Wayne, IN Br. 116
4. Palm Springs, CA Br. 4149

5. Morristown, TN Br. 1256
6. Valparaiso, IN Br. 753
7. Owensboro, KY Br. 234

Paducah Br. 383.....	2,800
Henderson Br. 410	9,300
S. Central KY Br. 468	20,000
Ashland Br. 745.....	2,685
Hopkinsville Br. 836.....	1,875
Mt. Sterling Br. 1265.....	950
Madisonville Br. 1408	2,555
Somerset Br. 2039	6,864
Murray Br. 2156.....	9,500
Harlan Br. 2668	1,954
Barbourville Br. 2856	405
Elizabethtown Br. 3515.....	6,797
Lawrenceburg Br. 3624	19
Greensburg Br. 6094.....	278
Cumberland Br. 6537	57

Louisiana

Baton Rouge Br. 129.....	65,035
Monroe Br. 136	23,970
Shreveport Br. 197	34,700
Alexandria Br. 932	31,453
New Iberia Br. 988	16,000
Lafayette Br. 1760	4,500
Houma-Thibodaux-Lockport Br. 2464	52,400
Gretna Br. 2730.....	984
Marrero Br. 4323	10,825
Ponchatoula Br. 4489	1,800
Bossier City Br. 4617.....	7,568
Breaux Bridge Br. 5609	1,800

Maine

Maine Mgd. Br. 92	103,907
Lewiston Br. 241.....	2,683
Auburn Br. 345.....	5,000
Central ME Mgd. Br. 391	101,220
Sanford Br. 1448	2,994

Maryland

Baltimore Br. 176	16,500
Hagerstown Br. 443.....	8,267
Cumberland Br. 638	4,515
Annapolis Br. 651.....	12,600
Eastern Shore Br. 902	2,166
Cambridge Br. 1050.....	1,440
Easton Br. 1052.....	11,000
Silver Spring Br. 2611	9,000
Laurel Br. 3755	2,000
Rockville Br. 3825	46,069
Kensington Br. 4266	1,050
Glen Burnie Br. 4422.....	3,163
Lanham Br. 4819.....	11,506

Massachusetts

Lynn Br. 7.....	16,900
Worcester Br. 12	300,000
MA Northeast Mgd. Br. 25..	225,000
Boston Br. 34	240,050
Western MA Br. 46	175,000
Fall River Br. 51.....	82,600
Pittsfield Br. 286	24,568
Framingham Br. 334	14,600

Norwood Br. 742	7,762
Dedham Br. 764.....	2,500
Randolph Br. 2512.....	6,770

Michigan

Detroit Br. 1.....	265,000
Muskegon Br. 13	35,024
Grand Rapids Br. 56	100,903
Saginaw Br. 74	103,558
Marquette Br. 95	10,000
Lansing Br. 122	132,979
Bay City Br. 187	50,648
Jackson Br. 232.....	33,000
Kalamazoo Br. 246.....	229,532
Menominee Br. 249	8,500
Mid-Michigan Br. 256.....	81,200
Battle Creek Br. 262	26,600
N. Oakland Co. Br. 320	129,839
Ishpeming Br. 386	4,100
Iron Mountain Br. 395	17,701
Ann Arbor Br. 434.....	68,405
Ironwood Br. 437.....	6,414
Escanaba Br. 438	18,341
Petoskey Br. 523	1,100
Port Huron Br. 529.....	46,000
Benton Harbor Br. 560	5,964
Calumet Br. 568	3,250
Adrian Br. 579	14,473
Holland Br. 601.....	27,564
Traverse City Br. 618.....	12,863
Mt. Clemens Br. 654.....	75,780
Sault Ste Marie Br. 707.....	3,612
Wyandotte Br. 758.....	10,547
Niles Br. 775.....	24,117
Grand Haven Br. 1147	4,290
Bad Axe Br. 1817	2,700
Zeeland Br. 2178	9,900
Western Wayne Co. Br. 2184..	282,437
Midland Br. 2317	37,608
E. Lansing Br. 2555.....	20,337
Royal Oak Br. 3126	220,511
Croswell Br. 3480.....	200
Newberry Br. 3785.....	1,141
South Macomb Br. 4374	159,576
Marlette Br. 4851.....	4,100
St. Ignace Br. 5530	2,500
Houghton Br. 5785	6,500
Oscoda Br. 6002.....	2,000

Minnesota

St. Cloud Br. 388.....	36,585
Rochester Br. 440	28,747
Austin Br. 717.....	21,244
Albert Lea Br. 718	14,874
Bemidji Br. 1092	3,299
Cloquet Br. 1243.....	3,412
Detroit Lake Br. 1317.....	1,797
Morris Br. 1927.....	6,728
Redwood Falls Br. 2013	210
New Prague Br. 3196	1,690

- 8. Holland, MI Br. 601
- 9. Lynn, MA Br. 7
- 10. St. Charles, MO Br. 984
- 11. Reading, PA Br. 258

Mississippi

- Vicksburg Br. 94..... 4,848
- Jackson Br. 217 7,722
- Meridian Br. 4878,576
- Greenville Br. 5162,753
- Hattiesburg Br. 938..... 52,200
- Greenwood Br. 10803,897
- Gulf Coast Mgd. Br. 1374.....50,223
- Laurel Br. 14371,000
- Pheba Br. 2291 1,341

Missouri

- Jefferson City Br. 12785,382
- Louisiana Br. 244395
- St. Louis Br. 343..... 161,484
- Columbia Br. 763 1,216,378
- St. Charles Br. 984 31,957
- Liberty Br. 1264..... 1,416
- Paris Br. 2706 4,280
- Edina Br. 3566 900
- Crystal City Br. 4050.....22,627
- Elsberry Br. 4474..... 325
- Florissant Br. 4839..... 6,470
- Grandview Br. 5267..... 3,573
- Hazelwood Br. 5847 18,710

Montana

- Butte Br. 621.....218,602
- Big Stack Br. 650.....152,268
- Billings Br. 815..... 374,525
- Havre Br. 1425..... 2,213
- Stevensville Br. 4537.....643
- Libby Br. 5387..... 2,494

Nebraska

- Lincoln Br. 8.....27,992
- McCook Br. 1278 731
- Sidney Br. 2907675
- Ainsworth Br. 3101 123

New Hampshire

- NH Mgd. Br. 44..... 67,238
- Concord Br. 727,414
- Portsmouth Br. 161..... 2,408
- Nashua Br. 23049,144
- Keene Br. 590 2,968
- Franklin Br. 1027704
- Peterborough Br. 2247479

New Jersey

- NJ Mgd. Br. 38..... 960,000
- Jersey City Br. 42 2,000
- Elizabeth Br. 67.....10,000
- Paterson Br. 1202,295
- Princeton Br. 2685,620
- Morristown Br. 272..... 7,075
- Atlantic City Br. 370.....16,900
- Trenton Br. 38014,900
- Bergen Co. Mgd. Br. 425..... 12,500
- Vineland Br. 53430,245
- Camden Mgd. Br. 540.....65,635
- Somerville Br. 7684,543

- 12. Southeast MA Mgd. Br. 18
- 13. Evansville, IN Br. 377
- 14. Grand Forks, ND Br. 517
- 15. Port Huron, MI Br. 529

Cherry Hill/Haddonfield

- Br. 76992,075
- Cape Atlantic Br. 903 105,568
- South Jersey Br. 908 41,790
- Freehold Br. 924 37,200
- Riverside Br. 1908.....8,750
- Toms River Br. 2128..... 59,900
- Scotch Plains Br. 4102..... 8,500

New Mexico

- Las Vegas Br. 823..... 4,200
- Santa Fe Br. 98924,349
- Roswell Br. 1069 14,184
- Las Cruces Br. 2905..... 60,065
- Santa Rosa Br. 4347237
- Lovington Br. 4538..... 2,240

New York

- Buffalo-Western NY Br. 3 ... 332,841
- Elmira Br. 21.....78,879
- Albany Br. 29 50,000
- New York Br. 36 46,320
- Oneonta Br. 97..... 2,908
- Syracuse Br. 134.....120,000
- Rochester Br. 210..... 243,820
- Flushing Br. 294.....13,000
- Northeastern NY Br. 358.....225,682
- Utica Br. 3755,945
- North Tonawanda Br. 661... 26,500
- Valley Stream Br. 2189 10,783
- Long Island Mgd. Br. 6000..360,000

Nevada

- Reno Br. 709 155,160
- Las Vegas Br. 2502.....192,680

North Carolina

- Asheville Br. 248.....49,438
- Durham Br. 382.....120,000
- Raleigh Br. 459 104,031
- Winston-Salem Br. 461.....49,552
- Charlotte Br. 545 15,149
- Greensboro Br. 630..... 37,635
- New Bern Br. 78012,331
- Goldsboro Br. 876 28,000
- Salisbury Br. 934..... 10,500
- Statesville Br. 935..... 4,962
- High Point Br. 936 36,805
- Kinston Br. 1044.....4,350
- Elizabeth City Br. 1127 1,995
- Fayetteville Br. 1128 84,692
- Henderson Br. 12864,925
- Gastonia Br. 15127,000
- Greenville Br. 17294,100
- Burlington Br. 2262..... 32,611
- Shelby Br. 2307..... 3,300
- Asheboro Br. 2560 9,700
- Chapel Hill Br. 2613..... 6,302
- Kannapolis Br. 2794..... 2,449
- Roanoke Rapids Br. 3331.....1,200
- Eden Br. 3712.....2,900
- Randleman Br. 4637..... 2,600





1. Royal Oak, MI Br. 3126
2. McColl, SC Br. 5857
3. Bridgeport, CT Br. 32
4. Tidewater, VA Br. 247

5. Houston, TX Br. 283
6. Hilton Head, SC
7. Wichita Falls, TX 1227
8. Monterey, CA Br. 1310

Havelock Br. 4970 8,850
 Madison Br. 5529 837

Roseburg Br. 1518 5,704
 Lincoln City Br. 6418 1,884

North Dakota

Fargo-West Fargo Br. 205 59,213
 Bismarck Br. 957 11,729
 Williston Br. 1494 62,667

Pennsylvania

Scranton Br. 17 67,400
 New Castle Br. 22 98,500
 Pittsburgh Br. 84 670,950
 Wilkes-Barre Br. 115 50,452
 Philadelphia Br. 157 125,000
 Bethlehem Br. 254 9,135
 Reading Br. 258 102,973
 Lancaster Br. 273 51,000
 Lehigh Valley Br. 274 13,080
 Erie Br. 284 89,850
 Bradford Br. 293 1,025
 Easton Br. 389 15,025
 Johnstown Br. 451 40,000
 Harrisburg Br. 500 102,285
 Uniontown Br. 520 10,700
 Norristown Br. 542 7,352
 Southeast PA Br. 725 61,767
 Bux-Mont Br. 920 69,682
 State College Br. 1495 12,135
 Lansdowne Br. 1929 2,200
 Morrisville Br. 2572 28,500
 Willow Grove Br. 2771 3,245
 Great Valley Mgd. Br. 4317 .. 84,000
 Langhorne Br. 4931 28,904
 Levittown Br. 4973 29,855

Ohio

Cleveland Br. 40 57,450
 Cincinnati Br. 43 21,468
 Springfield Br. 45 39,000
 Zanesville Br. 63 61,304
 Columbus Br. 78 56,780
 Toledo Br. 100 213,695
 Lima Br. 105 11,981
 Mansfield Br. 118 14,750
 Findlay Br. 143 6,224
 Akron Br. 148 14,000
 Steubenville Br. 164 2,100
 Dayton Br. 182 106,219
 Portsmouth Br. 184 2,035
 Elyria Br. 196 20,120
 Canton Br. 238 30,600
 Marion Br. 280 9,880
 Newark Br. 281 10,334
 Alliance Br. 297 1,640
 Mount Vernon Br. 298 2,236
 Urbana Br. 307 3,704
 Lancaster Br. 340 2,822
 Youngstown Br. 385 190,510
 Hamilton Br. 426 15,403
 Chillicothe Br. 452 3,973
 Bellefontaine Br. 465 6,190
 Wooster Br. 480 5,119
 Ashtabula Br. 482 13,914
 Painesville Br. 549 4,125
 Lorain Br. 583 2,700
 Coshocton Br. 647 5,120
 New Philadelphia Br. 711 2,500
 Ohio Valley Mgd. Br. 714 1,020
 Barberton Br. 897 1,600
 Dover Br. 898 3,500
 Athens Br. 997 20
 Martins Ferry Br. 1061 1,800
 Barnesville Br. 1354 1,529
 Cuyahoga Falls Br. 1629 10,527
 Toronto Br. 2221 275
 Willoughby Br. 3688 60,000
 Baltimore Br. 5699 950

Puerto Rico

Ponce Br. 826 138,693
 San Juan Br. 869 1,962,000

Rhode Island

Pawtucket Br. 55 16,055
 Newport Br. 57 20,493
 West Warwick Br. 2158 2,510
 Warwick Br. 3166 8,793

South Carolina

Columbia Br. 233 27,432
 Greenville Br. 439 46,700
 Spartanburg Br. 628 20,000
 Sumter Br. 904 2,645
 Rockhill Br. 1003 4,126
 Florence Br. 1416 9,902
 Aiken Br. 1569 12,939
 Darlington Br. 1666 4,295
 Orangeburg Br. 1782 7,588
 Anderson Br. 1871 29,984
 Gaffney Br. 2190 5,100
 Greer Br. 2553 7,500
 Beaufort Br. 3262 22,900
 Charleston Br. 3902 20,786
 Cayce-W. Columbia Br. 4616 .. 6,023
 Myrtle Beach Br. 4645 8,186
 Sioux Falls Br. 491 75,670
 Aberdeen Br. 502 15,865
 Madison Br. 1308 1,250
 Hot Springs Br. 1480 2,590
 Canton Br. 2205 3,200
 Belle Fourche Br. 3124 2,631

Oklahoma

Oklahoma City Br. 458 1,401,605
 Blackwell Br. 1336 2,480
 Tulsa Br. 1358 64,233
 Norman Br. 1491 62,667

Oregon

Pendleton Br. 909 2,147
 Eugene Br. 916 97,485
 Grants Pass Br. 1349 14,505

- 9. Clearwater, FL Br. 2008
- 10. Vineland, NJ Br. 534
- 11. Westchester Mgd., NY Br. 693
- 12. Logan, UT Br. 970

Tennessee

- Nashville Br. 4.....129,340
- Memphis Br. 27..... 62,340
- Chattanooga Br. 6275,476
- Bristol Br. 807..... 8,337
- Morristown Br. 1256 21,219
- Murfreesboro Br. 1402 4,800
- Athens Br. 1897 4,288
- Dyersburg Br. 1994.....1,800
- Kingsport Br. 1999 20,154

Texas

- Dallas Br. 132.....409,427
- Houston Br. 283..... 120,045
- Laredo Br. 354 6,000
- San Antonio Br. 421 268,228
- Tyler Br. 493..... 12,166
- Temple Br. 643..... 2,316
- Weatherford Br. 697 3,312
- Amarillo Br. 1037.....10,858
- San Angelo Br. 1203.....16,800
- Wichita Falls Br. 1227 62,832
- Corpus Christi Br. 1259 19,552
- Cisco Br. 1966..... 3,882
- McAllen Br. 2130..... 15,498
- Pampa Br. 3094 1,800
- Navasota Br. 3318 225
- Odessa Br. 3964 4,008
- Plano Br. 4065 162,000
- Killeen Br. 4217 4,149
- Junction Br. 4531..... 1,552

Vermont

- Brattleboro Br. 37.....4,701
- Bennington Br. 2525,790

Virginia

- Hampton Br. 247..... 25,060
- Lynchburg Br. 325 29,988
- Petersburg Br. 326 5,750
- Norfolk Br. 456..... 7,369
- Richmond Br. 496 21,200
- Staunton Br. 513 40,178
- Charlottesville Br. 518 107,591
- Roanoke Br. 524.....233,940
- Alexandria Br. 567.....18,000
- Danville Br. 595..... 24,446
- Newport News Br. 609 16,860
- Fredericksburg Br. 685 44,522
- Winchester Br. 694 15,164
- Suffolk Br. 1112 6,259
- Salem Br. 1605 15,000
- Pulaski Br. 1793 8,000
- Elkton Br. 2091 6,000
- Hopewell Br. 2153 2,250
- Martinsville Br. 2280 10,000
- Cape Charles Br. 2500 1,382
- Virginia Beach Br. 2819 22,794
- South Boston Br. 3170..... 4,323
- Woodstock Br. 3376 5,539
- Norton Br. 3387..... 1,500
- Big Stone Gap Br. 3508 2,156

- 13. Ann Arbor, MI Br. 434
- 14. Staunton, VA Br. 513
- 15. Petersburg, VA Br. 326
- 16. Bemidji, MN Br. 1092

- Northern VA Br. 3520..... 61,597
- Galax Br. 3621..... 7,000
- Radford Br. 3686..... 1,250
- Onancock Br. 3882 1,181
- Blacksburg Br. 4276 3,181
- Christiansburg Br. 4292 7,826
- Altavista Br. 4581 938
- Chincoteague Br. 4989.....1,000
- Lawrenceville Br. 4991 500
- Smithfield Br. 5447 582
- Woodbridge Br. 5921..... 6,379
- Chesapeake Br. 6066..... 10,666

Washington

- Olympia Br. 351..... 67,936
- Vancouver Br. 1104..... 388,184
- Port Angeles Br. 1906 3,850
- Lynden Br. 4132 10,276
- Moses Lake Br. 4573 13,433

West Virginia

- Wheeling Br. 66 10,000
- Huntington Br. 359..... 47,000
- Parkersburg Br. 481..... 22,009
- Charleston Br. 531..... 35,000
- Morgantown Br. 783..... 3,944
- Clarksburg Br. 817 14,519
- Bluefield Br. 880..... 8,337
- Fairmont Br. 910 8,000
- Beckley Br. 2420 14,112
- Marlinton Br. 2936 453
- Bridgeport Br. 4458..... 99,800

Wisconsin

- La Crosse Br. 59 38,829
- Sheboygan Br. 102..... 23,500
- Fond Du Lac Br. 125 31,997
- Oshkosh Br. 173 55,900
- Wausau Br. 215 12,088
- Superior Br. 337 16,396
- Racine Br. 436 48,696
- Madison Mgd. Br. 507 75,000
- Janesville Br. 572 30,041
- Titletown Br. 619 98,178
- Watertown Br. 649 21,784
- Appleton Br. 822..... 78,800
- Beaver Dam Br. 944 3,545
- Marshfield Br. 978 7,300
- Antigo Br. 983 8,832
- Mayville Br. 2186 3,305
- Arcadia Br. 2504 1,500
- Phillips Br. 2674..... 3,768
- Brillion Br. 4630 1,345

Wyoming

- Laramie Br. 463..... 5,492
- Cheyenne Br. 555 23,000
- Sheridan Br. 1006 4,511
- Cody Br. 3139..... 1,180
- Wheatland Br. 4387 3,770
- Powell Br. 4482..... 4,973
- World Br. 5384 2,446



It's time to end the 12-year wait for pension fairness



**Paul
Barner**

Last year, we capped off a multi-year campaign to push postal reform legislation through Congress. By 2019 and 2020, we had helped build a broad pro-reform coalition in Washington and a bipartisan majority in both Houses in 2019 and 2020 for the legislation—all we needed was a president who was willing to support us. President Biden filled the bill (pun intended) and signed the Postal Service Reform Act of 2022 (PSRA) into law in April of last year. The PSRA repealed the unfair retiree health pre-funding mandate from the Postal Accountability and Enhancement Act of 2006 (PAEA). The PSRA slashed the

Postal Service's chronic losses in half and dramatically strengthened its balance sheet.

But more must be done to bolster our agency, a key part of the nation's economic, social and political infrastructure.

To be specific, we need President Biden to finish the job of strengthening the Postal Service for the long haul by taking executive action on another long-simmering battle for the Postal Service, its customers and its employees—the battle for pension fairness from the Office of Personnel Management (OPM). Specifically, we need an executive order, requiring the OPM to adopt fair methods for the valuation of the Postal Service's Civil Service Retirement System account. Such a valuation is done annually and requires OPM to allocate responsibility for pension costs for postal employees between two accounts, the federal (taxpayer) account for service before 1971 (when the USPS was created) and a postal (USPS) account for benefits associated with service in 1971 or later, after postal reorganization. Unfortunately, the methods used by OPM to allocate these costs are grossly unfair to the Postal Service.

That was the finding of a 2010 Postal Regulatory Commission review of the issue ordered by Congress in the PAEA. The PRC hired an independent auditor (the Segal Company) to do the review. Segal called on the OPM to adopt private-sector best practices in its annual valuation of the Postal Service's CSRS pension account—a step that would have increased the Postal Service's CSRS assets in the Civil Service Retirement and Disability Fund by between \$50 billion to \$55 billion in 2010. In 2011-12, OPM refused to implement the PRC/Segal recommendations, even though

the authors of the PAEA (Sens. Tom Carper and Susan Collins) assured them that the PAEA gave them the authority to do precisely that. Every year since, the Postal Service has been overcharged by the OPM—and the cumulative negative impact on its CSRS assets now exceeds \$90 billion. As a result, the USPS expense for funding CSRS benefits is nearly \$2 billion per year higher than it should be.

The good news is that President Biden knows this issue well. Indeed, in April 2020, then-candidate Biden mentioned the issue in his answers to our candidate issue survey, noting: "And the Obama-Biden Administration fought to change the federal employees' pension funding formula to prevent the Postal Service from overpaying into the federal government's pension fund." That is certainly true. However, at the time (2011-12), the Obama administration decided to support legislation to achieve this end instead of simply directing the OPM to implement fair allocation methods. And a bill to mandate the change (H.R. 1351, the United States Postal Service's Pension Obligation Recalculation and Restoration Act of 2011) did attract a large bipartisan majority (225 co-sponsors) in the House of Representatives in 2012. But time ran out, and the ever-present Senate filibuster rule has stood in the way ever since.

As with the quest for the PSRA, we cannot and will not give on pension fairness.

That's why we have been urging the Biden administration to take executive action to implement the PRC/Segal recommendations. Along with the presidents of the other three postal unions, the NALC has continued to pressure the president to use his legal authority to implement the PRC/Segal recommendations. We've employed a Washington law firm and are highlighting a financial analysis demonstrating the positive impact on the Postal Service that would result from an executive action. Ultimately, we hope to finally deliver pension fairness for the Postal Service and its employees.

In the months ahead, we hope to further engage with the Biden administration on this issue, our top priority in Washington during the 118th Congress.

President Biden has delivered on his promise to be the most labor-friendly president in generations. Both his American Rescue Plan, which helped restore the fiscal health of the nation's multi-employer pension system, and his pro-union Bipartisan Infrastructure Investment and Jobs Act have been widely hailed by America's labor movement. We hope that he will add to these achievements by strengthening another key part of the nation's infrastructure—the U.S. Postal Service—with executive action, and that he will do so soon.

LMOU impasses



James D. Henry

In my last article, we covered the 22 subject items in Article 30 to be negotiated during the local implementation period. The union and management are obligated to bargain over each of the 22 items. This means that if either side raises an issue of the subject listed items during local negotiation, the other party must negotiate in good faith. If the union and management fail to obtain an agreement on a subject item or items by the end of the 30-day implementation period, an impasse will occur.

I previously discussed two main arguments that management makes during the local implementation

process: 1) The subject item or items are “inconsistent or in conflict” and/or 2) The subject item or items are an “unreasonable burden.” Management will use the “inconsistent or in conflict” argument in an attempt to eliminate language that benefits the letter carrier craft. However, the National Agreement contains language in Article 30 and the Local Implementation MOU, which limits management’s right to challenge existing local memorandum of understanding (LMOU) provisions on this matter.

Management also can make the argument that existing language in the LMOU imposes an “unreasonable burden” on the Postal Service. If management impasses this type of argument, it has the burden to establish that the continuation of the existing provision would cause an “unreasonable burden” on the Postal Service. There is no such burden on the union when it seeks to change an LMOU.

So, what happens when both parties have come to a dispute during the local negotiation period? Unlike the grievance procedure, sending local negotiations appeals to impasse is not a joint process. Each party is responsible for appealing its position for the disputed subject items. If one or more of the subject items are appealed to impasse, you will have to complete a separate impasse appeal form for each item that you will impasse. Be sure to include the following with each impasse appeal form:

- Exact language, if any, of the impasse item as it appeared in the LMOU;

- Original union proposal (exact language and date discussed);
- Management counterproposal (exact language and date discussed);
- If applicable, any additional proposals and counter-proposals;
- Final union proposal (exact language and date discussed);
- Final management proposal (exact language and date discussed).

You can send multiple impasse appeal forms with all of the information referenced above attached with a staple or paper clip in the same envelope. Send a copy of this information for each item you are appealing to three places: the Labor Relations Service Center at U.S. Postal Service, P.O. Box 23788, Washington, DC 20026; the installation head (postmaster); and your national business agent (NBA).

“So, what happens when both parties have come to a dispute during the local negotiation period? Unlike the grievance procedure, sending local negotiations appeals to impasse is not a joint process. Each party is responsible for appealing its position for the disputed subject items.”

If you want to have the best chance for success, take the following additional steps with the impasse items package you send to your NBA:

- Include a copy of your current LMOU. This will be useful for the NBA in tracking or clearing the language in the current LMOU. Additionally, you can provide past LMOUs to establish the agreement passed between the parties.
- Write a separate cover letter to your NBA for each item being appealed. Fully explain the disputed issues and the course of negotiations. If appealed items are related, be sure to give a clear explanation.

(continued on page 34)

Members on OWCP: Collection of dues and the per capita tax roster



Nicole
Rhine

Branch secretaries often contact the NALC Membership Department with questions regarding the dues payments of members who are receiving payments through the Office of Workers' Compensation Programs (OWCP) and who may or may not have retired from the Postal Service.

Active members on OWCP who remain on the branch's dues roster in a NO-DED (no dues deduction) status because they have not been separated from the Postal Service: NALC Headquarters deducts the national per capita and state dues from the branch's reimbursement check for NO-DED members; Headquarters

does not deduct local dues. The branch may seek full dues payment (national, state and local dues) from NO-DED members, or it may choose to seek repayment from the member for only the national and state portion of the dues. Some branches choose to forgive the entire dues amount. (The branch absorbs the cost of the national and state per capita.) Once the branch selects a policy, all members under the same circumstances must be treated equally. (See Article 7, Section 3 (b), of the *Constitution for the Government of Subordinate and Federal Branches*.)

Members on OWCP who are separated from the Postal Service: These members will show up on the branch's bi-weekly dues roster as SEP (separated from USPS employment). Members listed as SEP because they are on OWCP have the option of retaining their membership in NALC. These members will fall into one of two categories:

1. **If they have not yet retired, they must pay active letter carrier dues until they apply for and obtain retirement status from the Office of Personnel Management (OPM).** The branch should notify the Membership Department in writing that the member intends to continue membership in the NALC. After notification, the Membership Department will list the member on the semi-annual per capita tax call, which bills branches semi-annually for national and state dues for members who are not on the dues withholding roster. It is the branch's responsibility to collect dues—national, state and local (unless the branch has a policy in which some or all of the dues will be

forgiven)—and to remit the national and state portion to NALC Headquarters.

2. **Members who retire and receive wage-loss compensation from OWCP in lieu of OPM retirement benefits also must be placed on the semi-annual per capita tax call, as the Department of Labor does not allow for dues deductions from OWCP payments.** The branch must notify the Membership Department in writing that the member does not receive an annuity payment from OPM, but instead receives payments from OWCP, and that the member should appear on the semi-annual per capita tax roster.

When a branch has a member who has failed to pay dues and the local branch seeks to discontinue the member, the branch secretary must notify my office in writing and include evidence that the branch has attempted to bill the member for the dues owed prior to requesting removal from the rolls. (See Article 7, Section 4 of the *Constitution for the Government of Subordinate and Federal Branches* for more information.)

Important: Branch secretaries are reminded that the completion of the semi-annual branch per capita tax roster is the duty of the branch. Any semi-annual branch per capita tax roster returned to the Membership Department that is not in final form may result in the branch being assessed \$100 for investigating and calculating the per capita tax left unpaid.

Instructions regarding completion of the roster are included with each semi-annual per capita tax call. If you have questions, please contact the Membership Department for assistance. As a reminder, per capita tax calls are sent each June and December.

Note: Only branches with direct-pay members receive a semi-annual per capita tax call.

Reminder: Branch presidents, secretaries and treasurers, as well as state presidents, secretaries and treasurers, have their branch biweekly dues rosters, quarterly branch retiree dues rosters and monthly state dues rosters available to them through the Members Only portal. The rosters can be sorted, downloaded, saved and printed.

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

‘Where are our bylaws?’



**Mack I.
Julion**

In my April column, I suggested that it was a good time for branches and state associations to amend or update their bylaws. I’m not sure if it was coincidental or if that column generated the uptick in bylaw submissions that we have seen in the first half of this year. Whatever the reason, I can tell you that two out of every three calls my office receives are related to bylaws, and most often the question is “Where are our bylaws?” or “How long will it take for us to get a response?” So, I will use my space this month to go over the process itself and break down the timeline of successfully amending your bylaws.

Initiating the bylaw change begins with the stipulations provided in Article 15 of the *NALC Constitution*. This process must be followed prior to the submission of the proposed bylaw change to the Committee of Laws.

Many branches or state associations have a committee in charge of recommending and updating bylaws, but that is not required, unless it is part of a process that is stipulated in your bylaws. What is required for branches, as noted in Article 15, is that the “amendment has been submitted in writing at the last previous regular branch meeting, and suitable notification to members shall be made at least ten (10) days before the regular meeting at which the vote is to be taken.”

I have received calls from members about various aspects of the initial process of notification and I have to refer them to the language in the *Constitution*. Any perceived error in the notification or presentation to the members must be dealt with on the local level. Those issues are not within the purview of the Committee of Laws.

The Committee is also asked on occasion to interpret branch or state bylaws. However, we are not authorized to *interpret* the bylaws. Our charter extends only to reviewing the proposed bylaws for compliance with the *NALC Constitution*.

So, after the members have voted to approve the change, it then has to be submitted to us for final approval. Article 15 states that bylaws “shall not become effective until approved by the Committee of Laws.”

The only exception to this is the change of dues,

initiation or reinstatement fees, or the change in the place and time of the meeting. That would not require our approval, but the change still should be sent to us so we can update the bylaws we have on record. If you simply want to delete language from your bylaws, it still needs to be approved by the Committee of Laws and go through the Article 15 process. We make sure that this change does not result in a conflict with the *Constitution*.

The final leg of the process is the submission to the Committee of Laws and the receiving of a decision. I had a member call and ask, “We submitted our changes last week—when can we expect them back? We sent it expedited!” Let me assure you that we are committed to getting them back to you as fast as we can, but please realize that we are navigating around our other duties as well. The other members of the committee are Director of Life Insurance Jim Yates and Director of Safety and Health Manny Peralta, who is the longest-serving member on the Committee of Laws. We often go back and forth on the amendments before deciding. As chairman of the committee, my office receives the proposed change, either digitally or manually (mailed). Although I am a big fan of the Postal Service, the online digital submission through the Members Only portal of our website is the fastest and most convenient way to get a quick response.

“Although I am a big fan of the Postal Service, the online digital submission through the Members Only portal of our website is the fastest and most convenient way to get a quick response.”

Branch and state presidents, treasurers and secretaries have access to the bylaws submission process through the Members Only portal on our website (nalc.org). Once your bylaw change is submitted, you can track the progress through the portal. When received, it will be acknowledged as “pre-check.” It is then cleared to make sure that it’s submitted with a copy of current bylaws and then moved to “review” status.

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‘Where are our bylaws?’ (continued)

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That is probably the status you will see more than any other notification, but in *review* a lot is happening. First, I go over the proposed bylaw change and make my initial ruling based on the *Constitution*, past presidential rulings, and sometimes legal advice from our counsel. I have been fortunate to have two previous assistant secretary-treasurers to advise me and help move some of the proposed changes through the process. Executive Vice President Paul Barner and Secretary-Treasurer Nicole Rhine have been very helpful, and I appreciate their assistance.

Once the initial ruling is applied, it then goes to Manny and Jim for concurrence or correction. Once we have an agreement on the final ruling, it is signed by

all, and you can view it on the portal before you receive the hard copy in the mail. You should note that it can be in “review” status while it is waiting to be printed and mailed.

I would like to provide the members with a definitive timeline for the Committee of Laws, but there are so many variables (i.e., travel, contract negotiations, etc.) that can cause a delay. By the time you read this, I am confident that all proposed changes received through May of this year have at least an initial ruling. It is the desire of our committee to keep that window of completion between 30 and 45 days. That, of course, can depend on the complexity of the submission.

In future columns I will give more insight into the rulings, especially those items that we find “*in conflict*”!

Vice President

LMOU impasses (continued)

(continued from page 31)

Include any additional information you have gathered to support the union’s position. This will be helpful when discussing the issues or preparing for arbitration. Do not send this letter or any other additional information you have gathered to support the union’s position to the Labor Relations Service Center or the installation head (postmaster) with your impasse.

- If management makes its own appeal to impasse, claiming a provision is an “unreasonable burden” or “inconsistent or in conflict with the National Agreement,” make sure to request and provide a copy of management’s impasse. You also will want to enclose any documents management has with the impasse item(s) package you send to the NBA.
- If management attempts to impasse an item that is outside of the 22 listed items in Article 30 of the National Agreement, make sure to follow the same procedures as in impassing the 22 items. In any of these situations, also enclose any documentation they have with your impasse items package that you send to your NBA.

- Your NBA may need additional branch input during settlement discussions with management at the regional/area level. Please make sure your NBA knows how to contact your negotiating team.

What can you do to avoid an impasse? Since the impasse is handled at a higher level, the branch should communicate with the NBA if you perceive that an impasse may occur with the subject items. The NBA can provide guidance as to how to resolve the conflict with any of the subject items. Both parties can keep the language they already have by declining to impasse it if they cannot come to an agreement.

It is advised that the local implementation committee research and learn the impasse rules before negotiations begin. Do not, under any circumstance, wait until the last minute to appeal the impasse subject items.

While the 2019-2023 National Agreement expired at midnight on May 20, the parties chose to extend the negotiations. Therefore, the existing language for the National Agreement and local memorandum of understanding will remain in effect until the new National Agreement has been ratified or arbitrated.

Pilot test observations



Christopher Jackson

Recently, the City Delivery Department visited two delivery units to observe ongoing pilot tests initiated by the Postal Service. In this month's article, I will talk about these visits and what NALC observed.

Fredericksburg, VA— eBike testing

In August 2021, the Postal Service began pilot testing electric bicycles (eBikes) for mail delivery on existing bicycle routes in two Florida locations, Miami Beach and St. Petersburg. In my most recent article on eBike testing, I

discussed the Postal Service's decision to expand this pilot test to the Fredericksburg, VA, Post Office. The test at the Fredericksburg Post Office involved two walkout routes, since the unit did not have existing bicycle assignments.

USPS had anticipated that eBike testing at the Fredericksburg Post Office would last for a period of three months, however, in February 2023, I received notification that the pilot program had been extended. In May, City Delivery staff members visited the Fredericksburg Post Office to monitor the ongoing test. During the visit, NALC observed that a housing shed had been constructed in the parking lot of the unit for storage of the

eBikes. The two carriers assigned to the eBikes loaded the bikes in the parking lot along with the other letter carriers. Previously, the eBikes had been stored and loaded on the workroom floor inside of the delivery unit.

Carriers who regularly use the eBikes in the Fredericksburg pilot reported that completing their assignments takes about the same amount of time whether or not they are using the eBikes. While a city carrier assistant (CCA) recently assigned to one of the routes in the pilot reported that he did not mind using the eBike, both carriers preferred to instead use their push carts on the assignments. The two carriers also agreed on many of the negatives related to use of the eBikes, such as difficulty biking uphill, vehicles passing too close, and parking issues. For more information on the eBike pilots, read my September 2021 and December 2022 *Postal Record* columns.

Athens, GA—S&DC

In my April article for *The Postal Record*, I shared information regarding three separate pilot tests the Postal Service initiated at the first Sorting and Delivery Center (S&DC) in Athens, GA. The Postal Service is establishing S&DCs across the country as part of its long-term strategic plan, called the Delivering for America Plan. Members of my staff visited this S&DC in June to observe the three pilot tests being conducted by USPS.

Electronic accountable lockers

The Postal Service introduced this pilot program in early October 2022 hoping to improve record-keeping and increase security of the accountable process. USPS installed a total of five



The electronic accountable lockers



The housing shed for the eBikes

(continued on next page)

Pilot test observations (continued)

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locker banks with 156 available slots at the S&DC, to replace the registry cages.

City Delivery staff members were given a demonstration of the accountable locker, which requires the carrier to enter their Employee Identification Number (EIN) into the touchscreen controls of the kiosk. Carriers reported that management often does not use the lockers and when it does, the lockers are frequently malfunctioning. During the visit, it was observed that three of the four lockers did not appear to be operable.

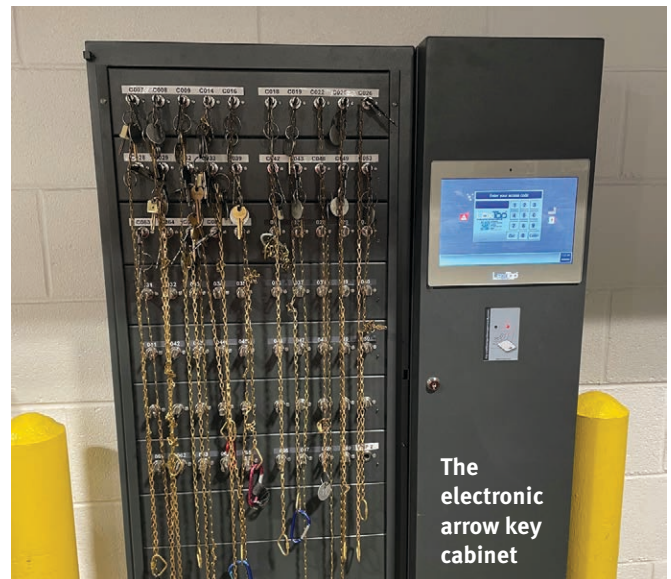
Electronic employee lockers

The Postal Service explained, when the program started in late October 2022, that the lockers were intended to update employee lockers with a permanent and more secure place to store their personal items. The lockers replaced all existing personal item storage locations at the S&DC. Carriers reported that the new employee lockers were not functioning properly and that they often had difficulty retrieving personal items from the lockers. City Delivery staff members observed that five of the six employee locker banks were not functioning.



Electronic arrow key cabinets

Another pilot test started in late December 2022. USPS hopes that electronic cabinets will automate and improve security of the arrow key process. Two cabinets were installed at the S&DC, replacing the existing arrow key system. To obtain arrow keys from the cabinet, carriers typed their EIN into the touchscreen controls and the key assigned to them was released from its slot. City Delivery staff members observed many carriers using the devices, and carriers reported that these cabinets worked well.



More information regarding the S&DCs can be found in the staff report written by Special Assistant to the President Doug Lape that appeared in the April issue of *The Postal Record*.

There is much to consider and evaluate with these tests. Any concerns identified during the site visits will be included in my ongoing discussions with the Postal Service. I will continue to monitor these initiatives and provide the membership with updates.

I want to thank the carriers of the Fredericksburg, VA, Post Office and the Athens, GA, S&DC for welcoming my staff and providing valuable insight, as well as for their commitment to these pilot tests.

As always, my utmost gratitude goes out to all city carriers, as you continue to provide excellent service to every customer every day.

OSHA proves carriers were exposed to heat hazard



Manuel L. Peralta Jr.

In my April column, I gave an update on a heat illness injury citation that had been issued in Des Moines, IA, in 2016, wherein I committed to updating you on the final outcome.

On June 2, the USPS and the U.S. Department of Labor (with the NALC as a party to the proceedings) reached an agreement following a remand from the Occupational Safety and Health Review Commission (OSHRC). It was agreed that the USPS was withdrawing its contest “with prejudice.”

Below you will find the information I believe to be most relevant for our future use.

Stipulation and settlement agreement

The Secretary of Labor, United States Department of Labor, hereinafter referred to as the “Secretary,” and United States Postal Service, hereinafter referred to as “Respondent,” stipulate and agree as follows:

Based on a reevaluation of the evidence, the Secretary hereby amends Citation 1, Item 1 as follows: Citation 1, Item 1, shall be reclassified as a “serious” violation of section 5(a)(1) of the OSH Act. Additionally, the AVD for Citation 1, Item 1, shall be amended as follows:

OSH Act of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees, in that employees were exposed to the following recognized hazards when it failed to fully train all supervisory staff in the recognition of the symptoms of heat related illnesses and the appropriate response to report symptoms of heat related illness:

(a) On or about June 9, 2016, employees performing their mail delivery duties...were exposed...at about 9:54 am [to]...a heat index of 86.6 degrees...and...at about 1:54 pm...a heat index of 93.0 degrees Fahrenheit.

(b) On or about July 21, 2016, employees performing their mail delivery duties...were exposed...at about 8:54 am...with...a heat index of 92.1 degrees...and...at about 1:54 pm...a heat index of 111.4 degrees Fahrenheit.

Feasible and acceptable means of hazard abatement include fully training all supervisory staff in the recognition of the symptoms of heatrelated illnesses and in the appropriate response to reported symptoms of heatrelated illness. (Emphasis added)

The Citation and Notification of Penalty is deemed amended accordingly.

Subsection “a” and “b” is a recognition that the Department of Labor (OSHA) proved that our carriers in Des Moines were, in fact, exposed to a recognized hazard when combining temperature and humidity.

Further, the USPS was required to admit that it had failed to train each and every supervisor to recognize the hazard our carriers faced.

This information should be used in support of grievances where we are asserting that management failed to train its supervisors to provide us with a safe work environment.

The above is an example of the hard work of the Department of Labor when it serves labor.

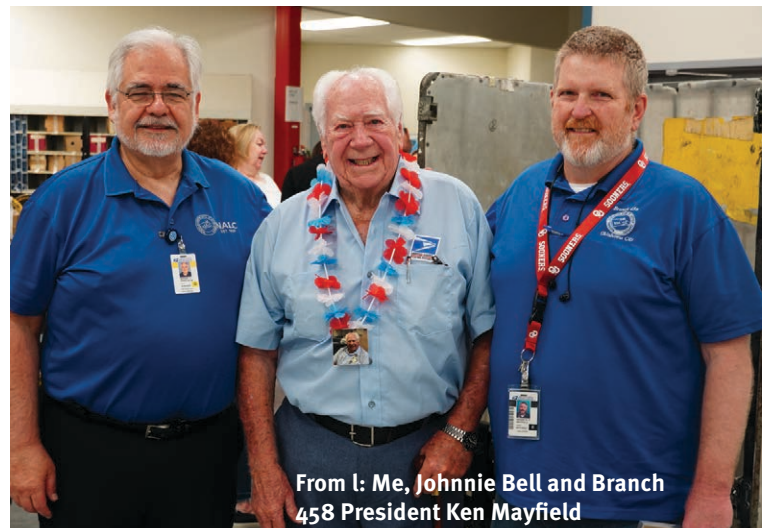
The inspection number in this case is 1158653, and the OSHRC docketing number for this case is 16-1813.

Seniority is a union privilege

On June 8, I was honored to attend the retirement of the most senior letter carrier in the United States.

Johnnie Bell became a letter carrier after serving in the Navy for four years. He had a seniority date of Feb. 11, 1956. He retired at the age of 91, with a smile and a spirit that makes you smile when you’re with him. I had the chance to speak with him for a while and share a comment that made me laugh. As he said, when they started pinging him on his route, he decided it was time to retire.

Johnnie, please enjoy your family for many happy years in retirement. It was a pleasure to meet you and your family.



From l: Me, Johnnie Bell and Branch 458 President Ken Mayfield

Retirement updates



Dan Toth

This month's retirement column features updates on legislation, resources and benefits.

Postal Service Health Benefits

The NALC Retirement Department has received numerous calls asking about the Postal Service Health Benefits (PSHB) Program, which is a new program within the Federal Employees Health Benefits (FEHB) Program. The Office of Personnel Management (OPM), which administers the FEHB and the PSHB programs, has posted frequently asked questions on its website under the "Insurance" section, which many may find useful. The Postal

Service also has started providing information on LiteBlue about the PSHB. The important thing to understand is that no one is going to get kicked off their health insurance benefits because of the transition to the PSHB.

Annuitants who are, as of Jan. 1, 2025, not currently participating in Medicare Part B are not required to enroll in Part B to continue health insurance coverage in the new PSHB program. Annuitants who are, as of Jan. 1, 2025, already enrolled in Part B are required to remain enrolled in Part B to continue coverage under the PSHB.

Annuitants who are entitled to Medicare Part A prior to Jan. 1, 2024, and have not enrolled in Medicare Part B, may be able to participate in the special enrollment period for Medicare Part B that will start on April 1, 2024. Those who enroll during the special enrollment period will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.

Specific PSHB plan options and premium information will be available in October 2024.

OPM Retirement Quick Guide

OPM has released a quick and easy three-page guide geared toward those applying for retirement. This convenient guide provides an overview of the application process with estimated time frames for each step. OPM has stated that it will update this guide monthly based on the current time frames to keep applicants informed of any potential delays. The quick guide can be found by going to opm.gov and navigating to the retirement section.

Retiree cost-of-living adjustments

The 2024 cost-of-living adjustments (COLAs) for Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) benefits are based on the increase in the average CPI-W between the third quarter of 2022 and the third quarter of 2023. Based on the April 2023 CPI-W, the 2024 CSRS and FERS COLAs are currently projected to be 2.0 percent. This is just a projection and is subject to change. The retiree COLA calculation will be finalized in October 2023 after the CPI-W from the previous month is released.

CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to 1 percentage point from the increase in the CPI.

Annual leave carryover

The NALC and the United States Postal Service have agreed to a memorandum of understanding (M-01993 in NALC's Materials Reference System) extending the annual leave carryover limit. Regular workforce career employees covered by the USPS-NALC National Agreement may carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024. This MOU will expire on Dec. 31, 2024.

Social Security Fairness Act (S. 597 and H.R. 82)

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. This bill is up to 44 co-sponsors so far.

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 CSRS letter carriers. H.R. 82 has 281 co-sponsors at this time.

The WEP reduces earned Social Security benefits for CSRS and 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.

Unclaimed property



**James W.
“Jim” Yates**

Each year the Mutual Benefit Association (MBA), along with many other financial institutions, has the obligation of reporting unclaimed property to each state’s treasury department. The majority of MBA’s unclaimed property is money belonging to policyholders who never cashed their checks from MBA or instances where we could not find the beneficiary of a life insurance policy. Another example of unclaimed property that would be turned over to the state is a bank account that has had no activity for a period of time.

MBA, like all insurance companies, makes several attempts to contact policyholders about these funds that are due to them before turning the

money over to the various state treasury departments. Most of our outstanding checks are dividend payments that are often small amounts, though some can be for several hundred dollars. A long-forgotten bank account could be much more.

In addition to following up on uncashed dividend checks, MBA matches death records provided by one of our vendors against our active policy files. This provides us with notice of the death of one of our policyholders, but it does not always help us find the beneficiary who is entitled to the proceeds of the insurance policy. The value of these insurance policies is often several thousand dollars and would best be paid directly to the beneficiary whom the policyholder has designated rather than remitted to the state.

As director of MBA, I have a legal and fiduciary responsibility to pay our policyholders, or their beneficiaries, the funds that are due and to minimize the amount of these funds that we remit to state treasury departments. This article highlights some of the actions that MBA takes to minimize its unclaimed property obligation and informs you of some of the things you can do to minimize the risk that funds that are due to you will be turned over to the state. It is important to note that not only does MBA perform its unclaimed property due diligence, but that all insurance companies, banks and other financial institutions may be making similar attempts to contact their policyholders/payees about unclaimed property prior to turning the funds over to their state of jurisdiction.

What does MBA do to find policyholders or beneficiaries who have unclaimed funds? We send several letters to the policyholder informing them of checks that have not cleared and of how to receive a replacement check for the

money they are due. We have traditionally had good luck with this method, but we do not always have a current address for the policyholder. In addition, when we have life insurance benefit payments, we use internet search software to locate the beneficiary we have on file or possible relatives of the beneficiary. This method generally works well; however, it does not always result in finding the payee.

Things you should do:

- Cash any checks within 90 days of the date they were issued or return them to MBA for reissue.
- Maintain contact with your financial institutions and inform them of any address changes or changes in ownership. Banks also have an unclaimed property obligation and will remit property to the state after a certain period of inactivity in an account. Unpaid fees on safe-deposit boxes may lead to box contents being turned over to the state.
- Check statements and correspondence from MBA or other financial institutions that may require a response and respond accordingly.
- Maintain copies of important documents and make sure that family members know where they are kept.
- Periodically review your beneficiary designation. This is extremely important, as we are required to pay the beneficiary on file with MBA even if those individuals listed aren’t important in your life today. We have paid more than one benefit payment to a divorced spouse because the policyholder’s beneficiary designation was not up to date. See my January 2023 *Postal Record* article for more information about beneficiaries.

In addition to those items listed above, I suggest that you also check your state’s unclaimed property website. Most states’ websites are easy to navigate and normally have a location where you can search for unclaimed property that has been turned over to the state. You can periodically do an internet search of the states where you have lived to see whether there have been any funds remitted to the state that belong to you or a close family member. Each state has procedures to claim unclaimed property that it has received.

It is often easier to do those little things that will ensure that your hard-earned money isn’t misplaced than to take the steps necessary to recover this money from a state’s treasury department.

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

The benefits of the Cigna OAP network



Stephanie Stewart

Throughout the NALC Health Benefit Plan's history, one of its main goals has been to provide members with a comprehensive and cost-effective Federal Employees Health Benefits (FEHB) Program insurance package. We continue to recognize the need for our members to get the best value for each health care dollar spent. With that in mind, we continually evaluate cost-saving strategies and programs that could benefit members by lowering out-of-pocket costs.

Beginning in July 2011, one of those strategies was partnering with Cigna to implement a shared administration open access plus (OAP) network for our members. Not only did this network offer a choice of providers and facilities that had passed rigorous credentialing standards, it also provided greater savings that were passed on to our members without compromising access to qualified in-network care.

A few areas where members can save by choosing a network hospital or a network provider are the following: 100 percent coverage for maternity benefits for hospitalization, delivery, anesthesia, and other services; a \$25 copayment per office for outpatient visits or consultations; and 100 percent coverage for medically necessary laboratory services provided by LabCorp or Quest Diagnostics.

More than 12 years later, the Cigna OAP network continues to have a large national presence with more than 9,000 general acute care hospitals, more than 24,000 facilities, and an overwhelming 4 million-plus specialists and primary care physicians.

Keep in mind that while we do not require you to use a provider from this network, there are some factors to consider. If you use an out-of-network provider, you may be billed the balance or held responsible for a greater patient cost-share.

What this means for members is that when a provider participates in the OAP, or is considered in-network, there is a contract in place outlining the maximum that can be charged for a service. However, when a provider does not participate in the OAP, or is considered out-of-network, there is no contract in place and the provider can charge a higher rate for the same service, which results in a higher bill for the patient.

Another advantage of choosing from the OAP network is the savings you will receive for unexpected services. Even

when you use a Cigna OAP hospital or physician, some of the professionals who provide related services may neither be in the network nor considered a preferred provider. When this happens, we understand that the member may not have control or even knowledge of the situation. If the services are rendered at a network hospital or network ambulatory surgical center, we will process charges for radiology, laboratory, electrocardiogram, the administration of anesthesia, the emergency room visit, and inpatient or outpatient observation physician visits at the network level even when the visit is billed by an out-of-network provider. If you do not choose to use an OAP hospital or physician, the out-of-network benefits will apply for all services billed, which can result in a significant expense.

You can locate an OAP provider or hospital, or verify that your provider participates in the OAP Network, by calling 877-220-NALC (6252). You can also search for a provider at nalchbp.org by following these steps:

- Go to nalchbp.org.
- Under Quicklinks, click on "Cigna Healthcare OAP Online Provider Directory."
- Type in the address or ZIP Code of the area.
- Select whether you want to search by doctor type, doctor by name, or health facilities.
- At this point, you can create an account or continue as a guest.
- The in-network results will display.

Once you have accessed the OAP online directory, helpful categorizing tools are available to narrow your search by distance, specialties, those accepting new patients and more. Be sure to sort or filter the results according to your preference.

If you cannot find your doctor in the OAP network directory, this may mean that your doctor does not participate and would be considered out-of-network. You can recommend that your doctor become part of the OAP network by filling out the provider nomination form located on our website under the Cigna tab. Return the form to the NALC Health Benefit Plan, Attn: Provider Nominations, 20547 Waverly Court, Ashburn, VA 20149.

Upon receiving the form, we will submit it to Cigna for possible consideration. Please keep in mind that the submission of the provider nomination form in no way guarantees they will be added to the network. However, we will do our best to work with Cigna to continue to expand their network, using your suggestions as appropriate.

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

Family and Medical Leave Act (FMLA)

The Family and Medical Leave Act (FMLA) is a federal law that Congress enacted in 1993 requiring many employers, including the Postal Service, to grant eligible employees time off work without penalty under certain conditions. Article 10 of the National Agreement incorporates this law into the leave program for city letter carriers. The FMLA guarantees eligible letter carriers up to 12 weeks of leave each postal leave year for:

- A new child in the family—by birth, by adoption or by placement in foster care;
- Caring for a family member with a serious health condition;
- The employee’s own serious health condition that prevents him or her from performing the job; or
- Qualifying exigencies arising out of the fact that the employee’s family member is on or has been notified of “covered active duty” in the armed forces.

The FMLA also guarantees eligible letter carriers up to 26 weeks of leave in a single 12-month period to care for a “covered” service member with a “serious injury or illness,” if that service member is their spouse, son, daughter, parent or next of kin.

The FMLA guarantees time off, whether paid or unpaid. The type of leave taken depends on the reasons for the leave and the usual postal leave regulations. Eligibility criteria, medical certification guidelines and other detailed rules govern letter carrier rights to FMLA leave. The rules are found in the federal law and in the Code of Federal Regulations (Chapter 29, C.F.R., Part 825). The national parties jointly created a summary overview of the Family and Medical Leave Act of 1993 dated Nov. 24, 2015 (M-01866). This document provides a mutual understanding of the national parties on issues related to the FMLA and can be found in NALC’s Materials Reference System (MRS) at nalc.org/mrs.

According to the act, employers are prohibited from interfering with, restraining or denying the exercise of any rights provided by FMLA. The employer cannot retaliate against an employee for exercising or attempting to exercise FMLA rights. Employers cannot use the taking of FMLA leave as a negative factor in employment actions, such as hiring, promotions or disciplinary actions. Similarly, FMLA-covered absences may not be used in any disciplinary actions. Employees cannot waive, nor may employers induce employees to waive, their prospective rights under FMLA.

FMLA is not a separate category of leave and does not provide letter carriers with any additional paid

leave. Sick and annual leave accrual amounts remain the same as what carriers are entitled to under the National Agreement. Employees may use sick leave, annual leave, or leave without pay (LWOP) for FMLA-protected absences in accordance with current leave policies. Though city carrier assistants (CCAs) earn only up to 13 days of annual leave per year, CCAs are covered under FMLA and are eligible to use both annual leave and LWOP for FMLA-protected absences.

All employees, including CCAs, are eligible for FMLA-protected leave if they meet two requirements: 1) the employee must have worked for the Postal Service for at least 12 months, and 2) must have accrued at least 1,250 work hours during the 12-month period immediately preceding the leave. CCA breaks in service do not cancel out accrued time of service for FMLA purposes since the 12 months do not have to be consecutive. The months of service may be accrued at any time during the seven-year period immediately preceding the leave. Only actual hours worked, not time spent on paid leave, are used to determine whether an employee has met the 1,250-work hour requirement.

“Though city carrier assistants (CCAs) earn only up to 13 days of annual leave per year, CCAs are covered under FMLA and are eligible to use both annual leave and LWOP for FMLA-protected absences.”

Every eligible postal employee is entitled to take up to 12 workweeks of FMLA leave in a 12-month period for any of the reasons listed below:

- A serious health condition that makes the employee unable to perform the essential functions of his or her job.
- To care for the employee’s spouse, child or parent who has a serious health condition. Such care may involve instances where the family member is unable to care for his or her own medical, safety or other needs because of a serious health condition, or needs help in being transported to the health care provider. Such care also might involve providing psychological

(continued on next page)

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

FMLA (continued)

(continued from previous page)

comfort and reassurance to the family member with a serious health condition.

- The birth of a child and to bond with the newborn child within one year of birth. Both mothers and fathers have the same right to take FMLA leave for the birth of a child. Birth and bonding leave must be taken as a continuous block of leave unless the Postal Service agrees to allow intermittent leave. However, if a child has a serious health condition, a parent is entitled to use FMLA leave intermittently or to work a reduced schedule to care for the child even without an agreement in place with the employer.

“[E]mployers are prohibited from interfering with, restraining or denying the exercise of any rights provided by FMLA. The employer cannot retaliate against an employee for exercising or attempting to exercise FMLA rights. Employers cannot use the taking of FMLA leave as a negative factor in employment actions, such as hiring, promotions or disciplinary actions. Similarly, FMLA-covered absences may not be used in any disciplinary actions.”

- The placement with the employee of a child under adoption or foster care and to bond with the newly placed child within one year of placement. FMLA leave may be taken before the actual placement or adoption of a child if an absence from work is required for the placement for adoption or foster care to proceed. For example, the employee may be entitled to FMLA leave to attend counseling sessions, appear in court, consult with his or her attorney, or travel to another country to complete an adoption. FMLA leave to bond with a child after placement must be taken as a continuous block of leave unless the Postal Service agrees to allow intermittent leave.

- Any qualifying exigency arising out of the fact that the employee’s spouse, son, daughter or parent is a covered military member on “covered active duty.” Qualifying exigencies are situations arising from the military deployment of an employee’s spouse, son, daughter or parent to a foreign country. Qualifying exigencies for which an employee may take FMLA leave include making alternative child care arrangements for a child of the military member when the deployment of the military member necessitates a change in the existing child care arrangement; attending certain military ceremonies and briefings; taking leave to spend time with a military member on rest and recuperation leave during deployment; making financial or legal arrangements to address a covered military member’s absence; or engaging in certain activities related to care of the parent of the military member while the military member is on covered active duty.

An eligible employee also may take up to 26 work-weeks of FMLA military caregiver leave in a single 12-month period to care for a covered service member (current member or veteran of the National Guard, reserves or regular armed forces) with a serious injury or illness incurred or aggravated in the line of duty, if the employee is the spouse, son, daughter, parent or next of kin of the covered service member.

Under the law, FMLA has specific definitions for family members. A parent is defined as a biological, adoptive, step or foster parent, or an *in loco parentis*. An *in loco parentis* is a person who acts as a parent toward a son or daughter, or a person who had such responsibility for the employee when the employee was a child. A spouse is defined as the other person with whom an individual entered into a marriage as defined by the applicable state laws where the marriage occurred. This includes common law marriages. For the purposes of applying the FMLA, all legally married couples who are otherwise eligible for FMLA-protected leave can now take such leave for a qualifying FMLA reason, regardless of where they live or work. A son or daughter is defined as biological, adopted, foster, *in loco parentis* (defined above under definition of parent), legal ward or stepchild under the age of 18; or a child 18 or over who has a disability as defined under the Rehabilitation Act and where the disability makes the person incapable of self-care.

The FMLA also has created several separate definitions of family members for both categories of military family leave. Son or daughter, for the purposes

of qualifying exigency leave, means the employee's biological child, adopted child, foster child, stepchild, legal ward, or a child for whom the employee stood *in loco parentis*, who is on covered active duty or call to covered active-duty status, regardless of age. For purposes of military caregiver leave, a son or daughter of a covered service member is the service member's biological, adopted or foster child, stepchild, legal ward, or a child for whom the service member stood *in loco parentis*, and who is of any age. Additionally for military caregiver leave, a parent of a covered service member is a covered service member's biological, adoptive, step or foster parent, or any other individual who stood *in loco parentis* to the covered service member. Next of kin of a covered service member, for purposes of military caregiver leave, is the nearest blood relative, other than the covered service member's spouse, parent, son or daughter, in the following order of priority: Blood relatives who have been granted legal custody of the covered service member by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered service member has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under FMLA.

When the need for FMLA leave is foreseeable (e.g., pregnancy) employees should notify management of the need for leave and provide appropriate supporting documentation (PS Form 3971, Request for or Notification of Absence) at least 30 days before the absence is to begin. If 30 days' notice is not practicable, employees should notify management as soon as possible (i.e., the same day the employee learns of the need for leave or the next business day). When the need for leave is not foreseeable, an employee must comply with the employer's usual and customary notice and procedural requirements for requesting leave.

Employees must provide certification for FMLA-covered absences to the Postal Service within 15 days of the date of the absence (unless not practicable under the circumstances despite the employee's diligent good-faith efforts) and correct insufficient certification within seven days (unless not practicable under the circumstances despite the employee's diligent good faith efforts). The certification may be in any format, including the NALC FMLA forms, if it provides the information required for certification by the implementing regulations of the FMLA. These forms

can be found on the NALC website under Workplace Issues>Resources>FMLA.

“When the need for FMLA leave is foreseeable (e.g., pregnancy) employees should notify management of the need for leave and provide appropriate supporting documentation (PS Form 3971, Request for or Notification of Absence) at least 30 days before the absence is to begin. If 30 days’ notice is not practicable, employees should notify management as soon as possible (i.e., the same day the employee learns of the need for leave or the next business day).”

Can management require “supporting documentation” for an absence of three days or less for an employee’s absence to be protected under the FMLA?

In M-01866, the parties agreed:

The Postal Service may require an employee’s leave to be supported by an FMLA medical certification, unless waived by management, in order for the absence to be protected. When an employee uses leave due to a condition already supported by an FMLA certification, the employee is not required to provide another certification in order for the absence to be FMLA protected.

Keep in mind, in accordance with the *Employee Labor Manual (ELM)* Section 513, if an employee uses sick leave for absences of more than three days, the employee is required to submit medical documentation or other acceptable evidence of incapacity for work or of the need to care for a family member and, if requested, substantiation of the family relationship, even if the absence is due to a condition that already is supported by FMLA certification.

If you have a situation that qualifies for absences under the provisions of the Family and Medical Leave Act, make sure to exercise your rights outlined above to protect yourself. If you have any additional questions or concerns about the FMLA, you should consult with your shop steward or NALC branch officer.

The medical evidence required to support wage-loss compensation



Regional Workers' Compensation Assistant Coby Jones

Injured letter carriers often have the misconception that once the Office of Workers' Compensation Programs (OWCP) has accepted their claim, they will automatically receive wage-loss compensation if their accepted conditions have disabled them from working. Not so. Whenever OWCP initially accepts a claim, it accepts the claim for medical benefits only, regardless of the severity of the injury. Every acceptance letter, however, informs claimants that if they have lost time

from work due to their work-related condition(s), they may claim compensation using Form CA-7.

Claimants should be aware that once a CA-7 is submitted, the payment of wage-loss compensation is not automatic. It still must go through an adjudication process. The claims examiner assigned to the case reviews the case file for medical reports that establish the claimant's disability. Claimants and their attending physicians should bear in mind that OWCP claims examiners have no medical expertise or training. They will not review or interpret chart notes or the medical record as a whole to determine whether or not the claimant is disabled. The disability must be established and explained by the attending physician in a medical report.

Every request for wage-loss compensation needs to be supported by contemporaneous medical evidence from the attending physician that explains why the injured worker has been disabled from performing the duties of their position for the period in question due to their accepted condition(s). If the case file does not contain this evidence, the claims examiner will issue a formal decision denying wage-loss compensation and provide appeal rights.

For this reason, if claimants are missing work because they are totally disabled from working or partially disabled from performing their regular duties, they should obtain periodic medical reports from their attending physicians that document and explain their disabilities. And they should do this even before their claim has been accepted. This is especially true in CA-2 occupational disease claims, where it may take months—and sometimes even years—for the claim to be accepted.

While most doctors have no problem writing simple medical notes excusing their patients from work when they are sick, doctors often don't understand the level of detail and explanation OWCP requires in order to pay wage-loss compensation. All medical reports supporting compensation should summarize any clinical ob-

servations, physical findings, and/or diagnostic testing done during exams for the period in question. The attending physician should state that based on their contemporaneous clinical observations on the listed exam dates, the claimant was disabled from performing the letter carrier position's duties, and the physician should provide a reasoned explanation for why this is so. Such reasons might include the need for physical therapy and work hardening, lack of mobility, limited range of motion, inability to drive, inability to bear weight, inability to stand for prolonged periods, inability to bend, stoop or twist, prescription pain medications regime, etc.

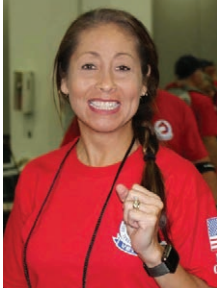
In writing the report, the attending physician also should be aware that OWCP does not accept pain as either a diagnosis or an explanation for not working. Admittedly, this goes against common sense because most people seek medical attention because of pain. Any mention of pain, however, raises red flags with OWCP. And claims examiners, lacking medical training, will assert that the pain is subjective and that they need objective findings. To get around this, the attending physician should focus on physical findings and restrictions that arise out of the pain, without mentioning the pain itself: "The limited range of motion and immobility are objective physical findings that are directly correlated with and arise out of the accepted cervical and lumbosacral conditions..." etc.

In addition, claimants and their physicians should be aware that OWCP will not take into account fear of reinjury, or prophylactic measures taken to prevent further injury, as justifications for putting the claimant off work. The attending physician should not mention these reasons in their report.

Many claimants are unaware of what OWCP requires in medical reports supporting wage-loss compensation until late in the game, after they have filed a CA-7. As mentioned above, some claims, especially occupational disease claims, may take a year or more to be accepted. In these claims, claimants often learn of the medical evidence required for wage-loss compensation only after they receive a development letter issued prior to a formal decision denying compensation.

In such cases, any medical report supporting wage-loss compensation will become something of a history project. Because OWCP requires medical evidence that is contemporaneous with claimed periods of disability, the after-the-fact report should include a bullet point list of all the dates when the attending physicians saw the claimant during the claimed period of compensation, and then provide a rationalized explanation as outlined above. The attending physician should emphasize that this explanation is based on the contemporaneous observations and findings made during the listed exams.

Thank you



Assistant to the President for Community Services
Christina Vela Davidson

After two of the most horrific years of our lives, we are blessed to have made it to where we are today. We may not be back to where we were pre-pandemic, but we continue to move forward and work hard for the health and well-being of our members, volunteers, employees and customers. Our accomplishments have shown us that we can adapt and remain strong.

As leaders of this great union, we must be there for our members.

One of the ways in which we do this is community service. By giving back, we strengthen our union and we benefit all those we represent. While we recognize that letter carrier assistance is a critical need for many, especially during difficult times, it also is of the utmost importance that we continue to try to minimize the risks as much as possible.

I want to say thank you to all. Thank you for giving to your NALC Disaster Relief Foundation. Thank you for giving to the Muscular Dystrophy Association and for donating to and working the Stamp Out Hunger Food Drive. Thank you, veterans, for joining the Veterans

Group. Thank you for being heroes and watching over your community; you are the eyes and ears of your communities and your routes. We have overcome so much together, but it did not stunt our growth. Together, we will continue to create new ways to help those in need.

Sisters and brothers, we are strong and we make a difference. Unions are measured by how they represent their members and how the public views them. That is why USPS is voted Americans' most-trusted federal agency year after year—because your sisters and brothers continue to demonstrate an outstanding commitment to the public and your customers.

Just a reminder: With so many disasters affecting our members, contributions to the foundation are as important as ever. Knowing that you contribute to something that directly aids you and your fellow members in a time of crisis is extremely rewarding. Donations should be sent to: NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. The foundation is a 501(c)(3) non-profit organization, and your contribution may be tax deductible. It is recommended that you seek further advice from your tax advisor. If you have any questions, you can contact me at disasterrelieffoundation@nalc.org.

Thank you, brothers and sisters. Please stay safe, and God bless you and your families. To me, you all are heroes.

NALC film wins Telly Awards

The documentary film “The Revolt of the Good Guys,” which premiered at the 72nd Biennial Convention in Chicago in August of 2022, has won six Telly Awards.

The Telly Awards are considered the premier awards honoring local, regional and cable TV commercials and programs, as well as video and film productions. “The Revolt of the Good Guys,” which told the story of the Great Postal Strike of 1970 from the preexisting conditions facing letter carriers to when the labor action ignited in New York City, before spreading to other regions and threatening

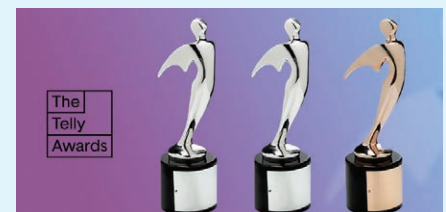
to stop the mail nationwide, won one gold and five silver Tellys.

The 85-minute documentary created by Sutherland Media Productions of Washington, DC, won a gold in the history category and silvers for editing, writing, long-form documentaries, education and training, and general information.

The Tellys are a juried competition, and entries are judged on their merit, not against other entries. “The Revolt of the Good Guys” was among 13,000 entries in 2022.

“The story of the Great Postal Strike still stirs us, and ‘The Revolt of the Good Guys’ reminds us of how im-

News



portant it was to the history of NALC, the labor movement and the Postal Service,” NALC President Brian L. Renfro said. “Congratulations to Ann Sutherland, everyone at Sutherland Media, and the NALC letter carriers and professional staff who worked on this video for these well-deserved awards.”

The film can be viewed on NALC’s YouTube channel; the direct link is youtube.com/watch?v=fZ4Bll8p7mY&t=3s. **PR**

Veterans' legislative update

In the first six months of the 118th Congress, numerous bills that would affect veterans have been introduced and moved through Congress. These bills address some of the top issues for veterans, including health care, benefits, suicide prevention, homelessness, and more. Below is a sampling of some of these bills and how they would address veterans' unique needs.

In advance of Memorial Day, the House passed three bills the week of May 22:

VET-TEC Authorization Act of 2023—H.R. 1669

This bill, introduced by Reps. Juan Ciscomani (R-AZ) and Ro Khanna (D-CA), would cover costs for veterans seeking job training in high-tech industries. The Veteran Employment Through Technology Education Courses (VET-TEC) program was created as a five-year pilot program in 2017 and is set to expire next year. The bill would codify the program, which covers the cost of tuition and housing for veterans who are enrolled in a full-time technology training program and are eligible for Veterans Affairs (VA) education assistance under the GI Bill, through September 2028. Sens. Kevin Cramer (R-ND) and Angus King (I-ME) introduced a Senate companion bill (S. 1678) on May 18.

Veterans' Compensation Cost-of-Living Adjustment Act of 2023—S. 777

This bill, introduced by Senate Committee on Veterans' Affairs Chairman Jon Tester (D-MT) and Ranking Member Jerry Moran (R-KS), passed in the Senate on March 30 and in the House on May 22. The legislation would provide disabled veterans and their families with a cost-of-living adjustment to their

disability and survivors' compensation, effective Dec. 1.

Korean American VALOR Act—H.R. 366

House Committee on Veterans' Affairs Ranking Member Mark Takano (D-CA) introduced H.R. 366. The bill would require the VA to extend health care benefits and related services to members of the South Korean armed forces who served in the Vietnam War.

Other pending bills affecting veterans:

VA Same-Day Scheduling Act of 2023—H.R. 41

Rep. Jim Baird (R-IN) introduced this bill, which would require the VA to ensure that when a veteran enrolled in the VA health care system contacts the agency by phone to schedule an appointment, the scheduling must occur during that call.

Healthy Foundations for Homeless Veterans Act—H.R. 645

Rep. Sheila Cherfilus-McCormick (D-FL) introduced this bill, which would permanently authorize the use of certain VA funds to provide assistance, including shelter, transportation and communication devices, to veterans in need. It would provide housing to an estimated 33,000 unhoused veterans.

Vet CENTERS for Mental Health Act of 2023—H.R. 733

Reps. Mikie Sherrill (D-NJ), Tom Kean (R-NJ) and Brian Fitzpatrick (R-PA) reintroduced this bill, which would expand access to Vet Center mental health counseling for veterans and their families. It would ensure that underserved areas have access to this care by establishing a



minimum requirement of Vet Centers per state based on 2020 census data.

Not Just a Number Act—S. 928

Chairman Tester and Sen. John Boozman (R-AR) introduced this bill, which would require the VA to comprehensively examine the factors that can best prevent veteran suicide. It would require the VA to analyze veterans' benefits usage in its annual suicide prevention report and examine which VA benefits have the greatest impact on preventing suicide.

Expanding Veterans' Options for Long Term Care Act—S. 495

S. 495 was introduced by Chairman Tester, Ranking Member Moran, and Sens. Patty Murray (D-WA) and Mike Rounds (R-SD). The bill would create a three-year pilot program for eligible veterans to receive assisted living care paid for by the VA.

Veterans and the debt-limit deal

The bipartisan Fiscal Responsibility Act, which President Biden signed into law on June 3, averted a default on the nation's debt while limiting federal spending. Under the law, most non-defense government agen-

cies will receive flat budgets over the next two years. However, the VA will receive a budget increase of about 6 percent, or \$320 billion, in Fiscal Year 2024 compared to Fiscal Year 2023.

The deal also included \$20 billion for the Toxic Exposures Fund (TEF), the full amount that President Biden requested in his budget. The TEF covers

the costs of benefits for veterans suffering from diseases caused by toxic exposure. The law also exempts veterans from the increased work requirements for the Supplemental Nutrition Assistance Program, which will affect those aged 18 to 54 starting in 2024.

The deal is positive news for veterans, since VA officials had warned

that benefits checks, medical reimbursements and other services could have been delayed if the debt ceiling was not addressed.

NALC will continue to monitor these bills and other pieces of legislation that affect our veteran members. For updates, check the “Government Affairs” section on nalc.org.

MDA Report

July 2023 Branch Challenge



Christina Vela Davidson



It is time for the second MDA Branch Challenge of 2023! From July 1-31, branches can join the challenge by sending in any offline income raised to MDA’s Chicago office (address provided below). Branches are already registered on the MDA/NALC website. Find your branch page at mda.donordrive.com/event/NALC2023. This will be your branch’s online hub for the entire year to raise money on the web, host events, and track all offline donations/checks, too!

The 2023 July Branch Challenge will continue to fundraise during MDA Summer Camp. There has been a significant increase in the cost for MDA to send kids to camp this summer, and we still need your help to ensure that each child who wants to attend MDA Summer Camp has a spot:

- \$3,000 is the average cost for one camper to attend MDA Summer Camp.
- \$1,000 is the cost to provide durable medical equipment rentals for a camp location.

Does your branch want to help give children “the best week of the year” at MDA Summer Camp? Branches that raise \$3,000 in July will be awarded prizes and recognition in email and social media.

If the challenge raises \$100,000, NALC will cover the

equivalent cost for 33 kids to attend camp this summer. We can do this together. Connect with me at any time with questions or for assistance.

Remember, volunteers are always needed for MDA Summer Camp. Camp can change *your* life just as it changes the lives of campers. MDA Summer Camp wouldn’t be possible without people like you, sisters and brothers. You can make an impact on children’s lives with neuromuscular diseases during the best week of the year.

MDA’s mailing address: Sending in checks? Be sure to use the NALC allocation form and send it to us at:

Muscular Dystrophy Association

Attn: NALC

P.O. Box 7410354

Chicago, IL 60674-0354

MDA outreach: MDA is making a huge effort to reach out to as many branches as possible over the next couple of months by phone, email or text. Some of you should have already received a Memorial Day text from MDA, but be on the lookout for more about the July Branch Challenge and engagement opportunities in the coming weeks. Update your contact info so that MDA may have an email address *and* mobile number for your branch president and/or MDA coordinator.

Connect with MDA: Please contact MDA for answers to questions, help with fundraising, or to confirm they have contact information for your branch. You can reach them at 312-392-1100 or nalc@mdausa.org.

State Summaries

California

I wear a few hats when it comes to my union membership. One of them is teaching the academy class for the new city carrier assistants. I get an occasional part-time flexible, and I try to remember to tell PTFs that their probationary period lasts 90 calendar days as opposed to the CCAs' 90 work/120 calendar days, whichever comes first. Many of us, especially those who've been here for decades, three in my case, forget how it was to be a newbie. Please look out for the new carriers. If any look lost or disoriented, take a minute and encourage him or her to hang in there. The benefit package is unbeatable once one becomes a career employee.

One thing I tell all my new carriers is that there's the rest of the world, and then there's the Post Office. One difference between the USPS and other employers is that we do not pay into state disability. Many become dismayed when they hear that, but someone has to tell them. Better it be me telling them out front as opposed to when they find themselves incapacitated due to an off-the-clock injury and have no way to pay bills because they don't have adequate annual and sick leave on the books.

You may want to look at getting a disability plan that covers you in case of an off-the-clock injury or condition. The NALC has a short-term disability plan, which I belong to, which would pay me \$2,000 a month if I'm incapacitated off or on the clock.

Please look into signing up for such a plan. I've known quite a few craft employees over the years who got injured off the clock, ran out of paid leave, and could not pay their bills. Don't be one of them.

Eric Ellis

Florida

The 2023 food drive is now complete. While our collection totals still aren't as high as pre-COVID, our total is up from last year. At this date, it appears that our total collected statewide will exceed 5.5 million pounds.

History of the FSALC (continued)—the "Separate Charter Issue": At the 1941 NALC convention in Los Angeles, the delegation created in Article II, Section I language providing that cities could have "separate charters"—one for Black carriers and one for white carriers. In the



Carriers meet with Rep. William Keating (D-MA) at the Massachusetts State Letter Carriers' Association convention in May. Pictured (l to r) are Region 14 National Business Agent Rick DiCecca, Keating and MSLCA President Scott Doughty.

beginning, there were many cities with separate charters.

This issue became a source of controversy at NALC conventions. At the 1954 NALC convention in Cleveland, the delegates voted to remove the "separate charter" language from the constitution. At that time, only 17 cities remained with separate charters, of which two were in Florida: Jacksonville and St. Petersburg. Although the language was removed, it was agreed to allow the 17 remaining "separate charter" cities to remain status quo.

At the 1955 FSALC convention, the state association passed a resolution seeking from National the restoration of the "separate charter" language. This resolution failed at the 1956 NALC convention in Minneapolis.

The 17 remaining cities continued until April 14, 1961, when the NALC Executive Council issued a directive, in accordance with a mandate from the 1960 NALC Convention in Cincinnati, that required all "separate charter" branches to merge within 90 days and directed that any branch failing or refusing to comply by July 14, 1961, would have their charters suspended.

At that time, Jacksonville's two charters were "52" for white carriers and "3944" for Black carriers. They merged into Branch 53. St. Petersburg's charters were "4463" for Black carriers and "1477" for white carriers. They

merged into Branch 1477. Thus ended a regrettable period in our history, but one that cannot be overlooked.

O.D. Elliott

Kentucky

Your KYSALC welcomed the commonwealth of Kentucky's letter carriers to the recent state convention in Louisville June 11-12. After months of careful planning, we shared political/legislative information; educated attendees about critical points of being a letter carrier (safety, employee rights, proper handling of mail); and camaraderie. It was our first opportunity to welcome Kentucky's newest U.S. representative, Morgan McGarvey of KY-3, to a state association function. He was supported by NALC through our LCPF. He was also endorsed by your KYSALC. Rep. McGarvey relates well to Branch 14, Louisville Letter Carriers, and its associate offices.

Branch officers across the Bluegrass State should always remember to utilize your K-I-M region, state and national union resources. Whether it be people and policies that NALC supports to advance our members and our employer (USPS), grievances, workers' comp, or the NALC Health Plan, you have a pool of knowledge. Find the time and energy to participate in NALC events at all levels. You will be rewarded.

Bob McNulty

Massachusetts

The Massachusetts State Letter Carriers' Association (MSLCA) held its 92nd biennial convention in Hyannis May 20-22. There were 80 registered delegates and three guests in attendance, representing nine branches and one district association. A great turnout, but I am sure we can do even better in 2025.

We were lucky enough to have as guest speakers Massachusetts AFL-CIO President Steve Tolman and Rep. William Keating to address the delegates about the importance of legislation and union solidarity. In addition, there was a TIAREAP route inspection training put on by Regional Administrative Assistant Ken Janulewicz and a retirement training put on by Branch 46 President Mike Harazmus, as well as words of wisdom from Full-Time Advocate Mike Murray and Regional Workers' Compensation Assistant Dave Barbuzzo. Last,



The officers of the Kentucky State Association of Letter Carriers are sworn in by Region 6 National Business Agent David Mudd.

but not least, National Business Agent Rick Di-Cecca graced us with contract negotiation updates, the important of the Letter Carrier Political Fund (LCPF), and swore in our newly elected 2023-2025 MSLCA officers.

I'd be remiss if I did not mention Legislative Political Organizer Marc Ashmon, who delivered a passionate and informative presentation regarding the LCPF. A brief synopsis: Are you a civil service retiree? If so, would you like to get a larger Social Security check every month? Are you a present or former CCA? If so, would you like your non-career time to count toward your retirement? We need to band together to deliver our message to Washington and advocate for pro-letter carrier legislation. Consider signing up for the Letter Carrier Political Fund if you do not already.

Joe Desrosiers

Michigan

Greetings from Michigan. There was great disappointment as the deadline for contract negotiations between the NALC and the Postal Service passed without resolution. We would all do well to remember the words of Admiral James Stockdale, who opined on his captivity as a POW in Vietnam: "You must never confuse faith that you will prevail in the end—which you can never afford to lose—with the discipline to confront the most brutal facts of your current reality, whatever they might be."

Rest assured that at the end of the day we will prevail in these negotiations. The contribution of our craft to the success of the Postal Service is undeniable.

But what about the brutal facts of our current reality? In last month's article, I mentioned storm clouds on the horizon. As predicted at our state convention, the right-wing pundits and "think tanks" have already begun to refer to last year's postal reform bill as a "bailout."

The Hill ran a piece on May 9 from Paul Steidler of the Lexington Institute entitled "The Imploding US Postal Service bailout." Steidler suggests that the Postal Service will "run out of cash" in about "three years or so."

Friends, this is not the kind of language that will help us at the bargaining table or in the halls of Congress. Once again, I'm asking you, if you haven't signed up for our Political Fund, please do so today. If you know someone who's interested, please give us their name. The time to prepare is now.

John Serwach

New Jersey

New Jersey letter carriers have a reason to be proud. Thanks to our 12 congressional liaisons, and with the help of our members who contacted their representatives, New Jersey has all 12 representatives signed on as co-sponsors of H.R. 82. Our New Jersey senators are also co-sponsors of the companion bill S. 597. Both bills are aimed at repealing "provisions that reduce Social Security benefits for individuals who received other benefits, such as a pension from a state or local government."

This is a huge achievement for the letter

carriers of New Jersey. The fight, however, is far from over. All congressional representatives and senators understand the importance of legislation and are willing to sign on as a sponsor to either bill. The real truth will be told when they vote "yes" for H.R. 82 and S. 597.

There have been a few changes of congressional liaison positions. President O'Connell Jr. extends his gratitude and appreciation to Nicholas Brighina from District 7, Don Hill from District 9 and Scott Williams from District 8 for their dedicated service as liaisons for many years. President O'Connell Jr. welcomes the following congressional liaisons: Marcial Rodriguez in District 7, John Finucane in District 8, and Clifford Haworth Dodd in District 9. Mr. O'Connell Jr. is confident our successful legislative efforts will continue with these appointed replacements.

The New Jersey state convention will be held Sept. 10-12 at the Tropicana Hotel in Atlantic City. Letters have been sent to all branch presidents concerning delegate registration, room reservations and meal packages. Information is also available at njsalc.com.

Christine A. Strasser

Texas

July is here, brothers and sisters.

When *The Postal Record* arrives at your home, we will have a couple of weeks before we see you in Houston for the 111th Biennial Convention. I can't wait; it's been too long for us to do the state's business together. We will have guest speakers, reports of committees at the convention, and the business of considering updates and changes to our bylaws, as well as resolutions.

I hope you will join us for this great time of discussion and learning what the Texas State Association of Letter Carriers is all about. Along with the state business, there will be a meet and greet on Tuesday, July 25, and if you were able to get a ticket, Texas Rangers at Houston Astros. That's not all: Houston "Space City" Branch 283 will also host Family Night for all delegates to enjoy on Wednesday, July 26. Then Thursday, Branch 283 will host a banquet—come as you are or dress up. We just want you to have a great time with your brothers and sisters. There will be a DJ, so bring your dancing shoes.

Changing gears, the state was able to conduct letter carrier congressional liaison (LCCL) training across Texas. Early in May, we were in San Antonio, and a couple of weeks later, training in Houston and Arlington were held on the same weekend. There was great feedback, and I was pleased to see the participation and motivation of all the members who stepped up to serve you as LCCLs.

What are they going to be talking to your member of Congress about? Let's get into it. The House bills are Social Security Fairness

Act (H.R. 82), Federal Retirement Fairness Act (awaiting introduction), USPS Shipping Equity Act (H.R. 3721), House resolution on door delivery (H. Res. 376), and the Senate bill is the Social Security Fairness Act (S. 597).

Be safe out there; see you in Houston.

Carlos Rodriguez Jr.

Wisconsin

On April 12, Wisconsin Sen. Tammy Baldwin announced that she will run for a third term in the battleground state. Baldwin said in a statement that she intends to continue fighting for the working class and families struggling with inflation, as well as opposing Wisconsin's abortion ban. According to pbswisconsin.org, no Republicans have announced they are running for Baldwin's seat, which will be critical for Democrats to hold if they want to maintain control of the Senate.

On May 25, Wisconsin AFL-CIO union members announced their endorsement of Tammy Baldwin for Senate in 2024. The endorsement event was held at a union manufacturer in Menomonee



Wisconsin AFL-CIO union members announce their endorsement of Sen. Tammy Baldwin (D-WI) in the 2024 Senate race.

Valley. Wisconsin AFL-CIO President Stephanie Bloomingdale stood alongside union brothers and sisters to tell Tammy Baldwin, "We have your back."

"At each and every opportunity, Tammy Baldwin has stood up and spoken out to protect and promote a made-in-Wisconsin, made-in-America economy," said Wisconsin AFL-CIO President Bloomingdale. "Tammy Baldwin understands the undeniable connection between good jobs for our families and strong communities for our state. And so, Senator Baldwin, our endorsement today comes with a promise—we've got your back, too. Wisconsin's union men and women will be out there, knocking on doors, having those workplace conversations, and doing all we can to get out the vote to keep you right where you belong: working for Wisconsin's workers in the United States Senate."

The 2024 United States Senate election in Wisconsin will be held on Nov. 5, 2024.

In solidarity—

Dawn Ahnen

Election Notices

Belleville, Illinois

This is official notice to all members of Branch 155, Harold Wright Merged, that nominations for branch president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms, five trustees, MDA coordinator, newsletter editor and all stewards, as well as state and national convention delegates for the 2024-2026 term, will be taken at the regular September branch meeting at 7:30 p.m. on Wednesday at McGraw's Pub, 5500 N. Belt W., Belleville.

Elections will be done by mail, if needed, and the results will be announced at the October membership meeting, where the installation of all officers and stewards shall occur.

Brian Stahlheber, V.P., Branch 155

Bloomington, Illinois

This is to serve as official notice to all members of Branch 522 that nominations for delegates to the state convention in Moline and to the national convention in Boston, MA, in 2024 shall be made at the regular meeting at 7 p.m. on Aug. 9.

Elections, if necessary, will be held at 7 p.m. at the regular meeting on Sept. 13.

Amy Katz, Sec., Br. 522

Boston, Massachusetts

In accordance with Article 5 of the *NALC Constitution*, this is an official notice to all members of Branch 34 that nominations for the office of executive vice president and area steward (one vacant position only) will be taken from the floor at the September branch meeting. There will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of the nomination. The names of all nominees will be read off by the close of the meeting.

The successful candidates for the office of executive vice president and area steward will serve until the expiration of the current term on March 31, 2025.

Keith E. Meredith, Sec.-Treas., Br. 34

Cape Atlantic, New Jersey

This is official notice to the members of Branch 903 that nominations for all officers will take place at the regular branch meeting at 7 p.m. on Oct. 17 at the Somers Point American Legion. Any member in good standing shall be eligible to hold any position or office except for those acting in a supervisory position within the last two years. Nominations and elections will be for the offices of: president, vice president, secretary-treasurer, recording secretary, sergeant-at-arms, director of health benefits, director of compensation, director of non-career employees, director of retirees and three trustees.

Nominations for delegates to the 2024 national convention will also take place at the Oct. 17 branch meeting. Any member in good standing is eligible as a delegate but must attend

75 percent of all meetings to be eligible for the per diem.

The election for officers and convention delegates will be conducted by secret ballot at the regular branch meeting at 7 p.m. on Nov. 21 at the Somers Point American Legion. Ballots will be mailed to the last known address of each retiree. Retirees' ballots may be cast at either station or the branch meeting, or retirees can mail their ballots to the election committee with the self-addressed envelope provided by Nov. 21. Ballots will be provided to the active membership by the election committee to each station and can be cast to the station shop steward no more than seven days and no less than one day during normal working hours before voting at the branch meeting. Ballots may be cast at the branch meeting on Nov. 21st between 7 and 7:30 p.m. Any member for any reason that cannot vote by Nov. 21 may obtain an absentee ballot by writing to: Election Committee, 508 Farragut Ave., Mays Landing, NJ 08330, not later than five days after nominations. Elected officers will serve a two-year term.

Michael Calise, Rec. Sec., Br. 903

Escondido, California

This is official notice that nominations for delegates to the August 2024 NALC national convention in Boston, as well as one Branch 2525 trustee position, will be accepted at our Thursday, Sept. 7, branch meeting. The meeting starts at 7 p.m. at our branch office, located at 1535 S. Escondido Blvd., Escondido.

Ballots will be mailed to all Branch 2525 members this fall, and the results will be announced at our Nov. 2 meeting.

Karina Rojas, Sec., Br. 2525

Evansville, Indiana

This is official notice to the members of Branch 377 that nominations for officers, delegates and stewards will take place at the August and September regular meetings.

Secrets ballots will be sent out after the September meeting, and the results will be announced at the December meeting.

Donna Starnes, Pres., Br. 377

Fort Dodge, Iowa

In accordance with Article 5 of the *NALC Constitution* and the branch bylaws, this is an official notice to all members of Branch 645 who are in good standing that nominations for president, vice president, secretary, treasurer, chief steward, sergeant-at-arms, health benefits representative, one trustee and delegate to the national convention will be held at the regular monthly meeting on Oct. 10.

Following nominations, elections will be held by mail-in ballot. Election results will be announced at the December monthly meeting. Members wishing to be nominated must accept such nomination in person or must submit their willingness to be nominated in writing to the branch secretary prior to the October meeting.

Joshua Ropte, Sec., Br. 645

Gainesville, Georgia

This is official notice to all members of Branch 1441 that nominations for president, vice president/sergeant-at-arms, recording secretary/financial secretary/treasurer/health benefits representative and a board of trustees comprised of three members will be held during the regular branch meeting on Oct. 5 at 6 p.m.

Nomination shall be made from the floor, and all candidates must be present at the time of their nomination or else signify their willingness, in writing, to accept if elected. Notices stating willingness to accept must be in the hands of the secretary-treasurer at the time of nominations. The president, vice president and secretary-treasurer of this branch shall, by virtue of their office, be regular delegates to all national and state conventions. The president—or vice president, if the president is unable to attend—shall be chairman of each delegation.

If after nominations an election is in order, it shall be consummated and concluded during the regular branch meeting on Nov. 2 at 6 p.m., in accordance with the provisions of Article 5 of the *NALC Constitution*. The election is to be conducted by secret ballot.

Rex Newell, Pres., Br. 1441

Garden State Mgd., New Jersey

This is official notice to all members of Branch 444 that nominations for delegates to the 2024 NALC National Convention in Boston, MA, the week of Aug. 5, 2024, will take place at the regular branch meeting of Oct. 11 at the American Legion Post 148, 895 U.S. Hwy. 130, East Windsor. The meeting will commence at 7:30 p.m. The president, vice president, secretary/treasurer and sergeant-at-arms, by the virtue of their office, are automatic delegates.

If an election is necessary, ballots will be mailed to all members at their last known address. The results will be announced at the Nov. 8 branch meeting at the same location.

Earl R. Dorman, Sec./Treas., Br. 444

Grand Island, Nebraska

This is an election notice for Branch 390 (Grand Island, Hastings, Central City); an additional notification was also mailed to each member. Per our bylaws, any member in good standing may be nominated for any of the elected positions.

Nominations are due by July 12. Nominees must accept their nomination either in person at a union meeting (July 12 or Aug. 9) or in writing to the branch by Aug. 8 (which will be read and attached to the union meeting minutes).

Positions are as follows: president, vice president, financial secretary/treasurer, sergeant-at-arms, recording secretary, health benefits representative, Grand Island steward, Hastings steward and three trustee positions.

Per our bylaws, a request to vote by mail must be received (not postmarked) at the union office by Sept. 1. If you request to vote by mail, a ballot will be sent to you and it *must* be received (not postmarked) by Nov. 4.

All other voting shall be in person at

the union office on Nov. 5. The election committee will count all votes on Nov. 5, and the election results will be announced at the union meeting on Nov. 8.

Megan Osborn, Pres., Br. 390

Granite City, Illinois

This is official notice that nominations for all officers and delegates to the national and state conventions of Branch 1132 will be conducted at the monthly regular branch meeting on Oct. 19, located at the Venice Social Club, 4168 Hwy. 162, Granite City. Nominations will be accepted from the floor or as provided by Article 5, Section 3 of the branch bylaws. Any member in good standing may nominate any other member who is in good standing; self-nomination is permissible at the nominating meeting, or by nomination in writing received a minimum of 30 days in advance of the date of the election by the secretary. The secretary will announce the nomination, so the member need not be present at the meeting.

All members nominated must certify in writing to accept nomination and certify that they are a member in good standing and eligible in accordance with Article 5, Section 2 of the *NALC Constitution*. Absentee ballots must be requested after nominations have been closed but 15 days before election and received by Election Committee Branch 1132, P.O. Box 1635, Granite City, IL 62040. Absentee ballots must be received back to the election committee prior to Nov. 16.

The election will be by secret ballot at the Nov. 16 regular branch meeting, located at the Venice Social Club, 4168 Hwy. 162, Granite City. Write-in votes are not permitted and will not be counted. All elected branch officers' term of office will be for two years, and delegates to the Illinois and national conventions will be for 2024. Elected delegates must have attended six regular branch meetings in the 12 months prior to the month of the convention to qualify as a paid delegate. In accordance with Article 5, Section 2(a) of the branch bylaws, the President of Branch 1132, by virtue of his office, shall be an automatic delegate to all conven-

Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., July's deadline is for the August publication.**

tions and affiliated organizations. This provision will be noted on the election notice and ballot.

Tim Swigert, Pres., Br. 1132

Greenville, South Carolina

This is official notice to all active and retired members of Branch 439 that nominations for delegates to the state and national conventions will be conducted at the October branch meeting. The meeting will be on Oct. 5 at the union hall, 4003 Old Buncombe Road, Greenville.

The election will be held at the same location on Nov. 2.

Candidates for convention delegate must either be present at the meeting when nominated, or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, candidate must notify election committee by telephone and follow up with written acceptance. The ballot will show that the president, vice president, secretary, treasurer and director of retirees are automatic delegates to national and state conventions.

Michelle Harlow, Sec., Br. 439

Hot Springs Natl. Park, Arkansas

This is official notice to all Merged Branch 543 members for nominations for branch president, executive vice president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, Trustees 1 and 3, and delegates to the national convention from January 2024-December 2025.

Those who wish to be nominated must be present at the October meeting or should give the secretary a letter in writing stating acceptance of nomination before the October meeting.

The term of office will be until December 2025.

Johnny R. Johnston, Sec., Br. 543

Joliet, Illinois

In accordance with Article 5 of the NALC Constitution, this is official notice of election for the officers as well as delegates to the national and state conventions of Branch 305. (The president, vice president, secretary, treasurer and health benefit representative are automatic delegates by virtue of their office.)

Nomination will be held at the Oct. 5 meeting. Candidates must be present to accept nominations or accept in writing, giving your letter to the secretary before the meeting.

The election will be conducted by secret ballot. Members will receive ballots at their address of record, so update addresses now if need be. Ballots will be counted at the Nov. 2 meeting held at the Croatian Cultural Club, 1503 Clement St., Joliet.

Brenda Smith, Sec., Br. 305

Levittown, Pennsylvania

This is the official notice to all members of Branch 4973 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms and three trustees will be accepted at the third Tuesday meeting in September and October (Sept. 19 and Oct. 17).

All elected officers will serve as del-

egates to the state and national conventions.

Following final nominations, ballots will be handed and/or mailed to all members. Ballots will be counted at the November union meeting. All ballots must be postmarked by Nov. 21. And received prior to the union meeting. The results will be announced at the meeting.

John Morlando, Sec., Br. 4973

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for all branch officers and delegates to the 2023 national convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in before and results announced at the regular meeting in December.

Todd J. Friemuth, Sec., Br. 105

Massachusetts Northeast Mgd.

Notice is hereby given to members of Branch 25 that nominations for delegates to the 73rd national convention shall be held at the Oct. 9 regular branch meeting at 8 p.m. at the Knights of Columbus in Wilmington.

Further notice is hereby given to members of Branch 25 that the election of delegates to the 73rd national convention shall be held at the Nov. 14 regular branch meeting at the same location.

Expenses for elected delegates shall be voted on at the November meeting. All delegates must have attended 60 percent of the regular monthly meetings held between elections to be an expenses-paid delegate to conventions. Any member who has not been a member for the prior two years will have their attendance prorated from the date of their membership. In addition to the provisions of Article 5 of the Branch 25 bylaws, which designates the branch president and the executive vice president as automatic delegates to these functions, Article 5 of the NALC Constitution shall prevail.

Joseph E. Stearns, Sec., Br. 25

New Jersey

This is official notification to all members of the New Jersey State Association of Letter Carriers that elections for president, first vice president, second vice president, secretary, treasurer, director of education, director of retirees, sergeant-at-arms and all 10 executive board positions will be held at the biennial convention Sept. 10-12 at the Caesars Hotel and Casino in Atlantic City.

All elected positions will be nominated and voted on during this convention. Those elected will serve a two-year term.

Joe Rutkoski, Sec., NJSALC

Newport, Rhode Island

This will serve as official notice to all members of Branch 57 that nominations for the following positions will be held at the regular branch meeting on Sept. 20 at the Cup Defenders hall in Bristol: president, vice president, executive secretary, treasurer, mutual benefits representative and master at

arms (each for a two-year term), one trustee (for a three-year term) and delegates to the national and state conventions. Elected officers are automatic delegates to the national and state conventions.

The election will be held by mail ballot during the month of October.

John Bahl, Exec. Sec., Br. 57

N. Oakland Co., Michigan

This is official notice to all members of Branch 320 that nominations for officers (two-year term) and delegates to the 2024 national convention and the 2025 state convention shall take place at the regular membership meeting at 7:30 p.m. on Sept. 6 at the American Legion Hall, 96 Churchill Road, Auburn Hills. Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, career benefits coordinator, director of retirees and three trustees.

All nominees must indicate their acceptance at the meeting or in writing within three days after the official closing of the meeting. Failure to do so will result in the forfeiture of his/her candidacy.

As per Article 9, Section 5 of Branch 320's bylaws, the president, vice president, secretary and treasurer are automatic delegates to the national and state conventions by virtue of their office.

The election of stewards (two-year terms) will be held in accordance with Article 7, Section 5 of Branch 320's bylaws.

The election will be held by secret mail ballot and the results will be announced at Branch 320's regular membership meeting in November.

Jason Dunning, Pres., Br. 320

Pensacola, Florida

This is the official notice to members of Branch 321 that nominations will be taken during the Sept. 12 monthly meeting, located at the union hall, 3817 N. South St., Pensacola, for the branch's elected officers, trustees, delegate(s) and alternate(s) delegates to the 2024 national convention. The president, by virtue of his/her position, is an automatic delegate to the convention. Any member in good standing is eligible for nomination.

Philip M. Skipper, Pres., Br. 321

Puyallup, Washington

This is the official notification to all members of Branch 1484 that nominations for all elected positions will be held at the regular branch meeting at 6:30 p.m. on Oct. 12 at The Ram Restaurant & Brewery, located at 103 35th Ave. SE, Puyallup. The elected positions are as follows: president, vice president, secretary-treasurer, two shop stewards for South Hill Post Office, one shop steward for the Downtown Post Office, one shop steward for the Sumner Post Office, sergeant-at-arms, director of retirees and three trustees. All officers shall be elected for a term of two years, or until their successors are duly elected and installed.

The election, if necessary, shall be

conducted at the regular branch meeting to be held at 6:30 p.m. on Nov. 11 at The Ram Restaurant & Brewery, located at 103 35th Ave. SE, Puyallup.

Brian Dunigan, Pres., Br. 1484

Rockville, Maryland

This is official notification to all members of Branch 3825 that nominations of all branch officers for the 2023-2024 term, as well as delegates to the 2024 national convention (the 73rd Biennial Convention in 2024 is Aug. 5-9 in Boston) will take place at the regular monthly union meeting on Sept. 6 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

Nominations will be taken from the office of president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, health benefits rep, editor, director of retirees, distributor, mutual benefits rep and five trustees. All officers nominated and elected will serve a one-year term.

Members of the executive board shall automatically be delegates to the state and national conventions by virtue of their elected positions if they choose to attend said conventions.

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to the members last known address and will be counted at the Nov. 1 meeting. The installation of elected officers will be conducted at the Dec. 6 branch meeting.

Kenneth Lerch, Pres., Br. 3825

San Juan, Puerto Rico

This is official notice to all members of Branch 869 that nominations for branch president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, three trustees, newspaper editor and national convention delegates for the 2024-2026 term will be taken at the regular branch membership meeting at 7:30 p.m. on Tuesday, Nov. 21, at the branch main office, 311 Eleanor Roosevelt, San Juan. The branch president, by virtue of his/her position, is automatic delegate to the state and national convention.

Elections will be conducted by mail and the results will be announced at the December membership meeting.

John K. Rivera, Pres., Br. 869

Sedalia, Missouri

This serves as official notice to all members of Branch 139 that nominations for the office of president, vice president, recording secretary, financial secretary-treasurer, MBA/health benefits representative, sergeant-at-arms and three trustees will take place at the regular branch meeting scheduled for 7 p.m. on Tuesday, Oct. 10, at the meeting hall in Sedalia. All officers nominated and elected will serve a two-year term.

If an election is warranted, such election will take place by secret ballot at our regularly scheduled union meeting on Nov. 14. The results will be announced at the November meeting.

Scott Hunter, Pres., Br. 139

Election Notices

South Macomb, Michigan

This is an official notice to the membership of Branch 4374 that nominations for election of delegates to the 2024 national convention in Boston, MA, will take place at the general membership meeting held at 7:30 p.m. on Tuesday, Sept. 5.

If needed, elections will be held by mail, per the *NALC Regulations Governing Branch Election Procedures*, Section 14.0, Conducting Mail Balloting. The election must conclude at the regular general membership meeting held on Tuesday, Nov. 7. If an election is held, write-in votes will not be accepted, nor permitted, and will be void. The meeting(s) will take place at the branch union hall, located at 8124 E. 10 Mile Road, Center Line.

Members need not be present to be nominated but must submit to the branch a signed nomination acceptance form by 4 p.m. on Thursday, Sept. 7. The number of delegates will be as set forth in Article 4 of the *NALC Constitution*. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for 24 months prior to the nomination and must be a member in good standing.

Colleen Ellery, Sec., Br. 4374

Tidewater, Virginia

This is an official notification to all members of Branch 247. In accordance with Article 5 of the *NALC Constitution* and Article 5 of Branch 247 bylaws, the

nominations for the office of president, vice president, recording secretary, treasurer, health benefit/MBA representative, sergeant-at-arms, chaplain and five trustees, as well as delegates to the 2024 NALC National Convention, will take place on the floor at the regular branch meeting at 7:30 p.m. on Oct. 3, located at 10866 Warwick Blvd., Newport News.

Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination. Nominees must be present at the meeting to be nominated, except in the case of an unforeseen emergency.

If there are two or more candidates, the election committee will mail out secret ballots to the member's last-known address on record with NALC Headquarters. The results will be announced at the Dec. 5 regular Branch 247 meeting.

Please notify NALC Headquarters of any change of address as soon as possible by contacting the NALC Membership Department at 202-393-4695.

Carrie C. Carter, Sec., Br. 247

Torrance, California

This is an official notice to all members of Branch 2207 regarding nominations for all branch officers: president, vice president, secretary, treasurer, sergeant of arms, health benefit representative and board of trustees (three).

Nominations will be held at the monthly meeting on Thursday, Oct. 12.

Election will be by mail, with results to be counted and announced at the monthly meeting to be held on Nov. 9.

Kim Stagg, Pres., Br. 2207

Washington, DC

This is official notice, pursuant to Article 5 of the Branch 142 bylaws of the nomination and election of delegates and alternate delegates to the 2024 MD/DC state convention. Nominations for all delegates will be made at the regular branch meeting on Oct. 4. The election of delegates and alternate delegates will take place at the regular branch meeting on Nov. 1. Capitol Branch 142 union meetings begin at 7:30 p.m. at 6310 Chillum Place NW, Washington, DC.

In the event of the COVID-19 pandemic and the social-gathering guidelines from the CDC changing, and being unable to have a regular branch meeting on Oct. 4, the membership will be notified by mail in reference to nominations and election for all delegates. If you have any questions about the nominations for the 2024 MD/DC state convention, please contact the union hall at 202-291-4930.

All members in good standing as defined in the *NALC Constitution* must be present or he/she have a member in good standing place his/her name in nomination. All members in good standing must signify his/her acceptance of nomination in writing to the recording secretary no later than 72 hours after the Oct. 4 nominating

meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions.

The nominee's written acceptance must also include that he/she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting.

Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure that his/her faxed written acceptance has been received timely.

Dennis Wright, Rec. Sec., Br. 142

Wilmington, Delaware

This is official notice to all members of Branch 191 that nominations for the following officer positions will be held at the regular branch meeting on Wednesday, Nov. 8, at 409 Old Dupont Road, Wilmington: one trustee position and one health benefits/MBA rep. These are both two-year terms.

Elections will be held by secret ballot at the regular monthly meeting from 4 p.m. to 8:15 p.m. on Wednesday, Dec. 13, and results will be announced at the end of the Dec. 13 meeting, if necessary.

Donna Staring, Sec., Br. 191

Retiree Reports

Anchorage, Alaska

When did the pride and appearance as a letter carrier change? There was a time when I can hardly remember a carrier coming to work not in uniform. Now it seems to have gone the other way. Rarely is it that I see a carrier in total uniform. Carriers are wearing jeans, T-shirts, non-postal hats, and all types of shirts that aren't postal. And all of those items are paid for out of their own pocket, even though they have a uniform allowance.

Based on the appearance of some, their uniform allowance goes unused every year. I've seen some carriers' uniforms that look like they changed the oil in their car in uniform. Our branch has one of the best-stocked uniform banks I've seen anywhere in the country. There's no reason anyone can't replenish their uniform simply by stopping in at the branch office.

Have you seen the way managers come dressed to work? Sweatpants, short shorts, T-shirts, mini dresses, crocs, flip-flops and open-toe sandals—they definitely don't set a good example.

When you see a carrier in a clean postal uniform, I am encouraging all active and retired members to compliment them. And if you see a carrier who isn't in uniform or is in need of a wash and ironing, maybe donate your excess uniforms to the branch uniform bank for them.

If you've got plenty of uniforms, don't let your allowance go to waste. Ask your branch what items they need in the uniform bank and buy those items and donate them. We always provided uniforms to the new CCAs so they would present a professional appearance in and out of the office.

You are judged by your appearance. Take pride in the job that many before you have worked hard at to be respected.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Early in my career, one of my friends bid on a route. He realized that the last hour of the route had all businesses on it, while the first 80 percent of the route was all residential. He did not think that was right and, after a month or two, many of those businesses complained to him about it. He knew that giving them the regular post office number was not going to work, because they would just make excuses on why the route was set up that way.

This carrier, who later became a union official, decided to give all of those companies the phone number that went directly to the postmaster. It was not a perfect resolution, but a few months later, they changed the route and put all of the businesses at the beginning of the route. They later sent a letter to each of

those companies taking credit for making the adjustments. Typical management—creating a mess in the first place. We find out later that the previous carrier on that route had brought up this issue for years and was just ignored.

Join our Facebook group: NALC Branch 425 Bergen County Merged. It's a place where we share information on just about any postal-related subject.

Dennis Spoto, Branch 425

Paterson, New Jersey

With summer quickly approaching, temperatures are quickly rising at an earlier pace. Winter here in New Jersey was exceptionally mild with little or no accumulation of snow. Does this translate to more heat extremes this summer? During the month of April, we saw temperatures in the 80s. If this continues, what will the months of July and August bring?

We must take precautions to take this heat seriously. Our jobs are most difficult during these extremes, so be prepared. Extreme heat does place a strain on our occupations.

On a brighter note, it is a time of vacationing with our families and enjoying the warm sunshine. Take the time you need to have and enjoy a wonderful summer.

Joseph Murone, Branch 120



From the Trustees

I was honored just for the opportunity to attend several meetings with the trustees at Nalcrest. Now, as I was officially appointed as the newest Nalcrest trustee on May 2, I am excited and ready to contribute to the decisions needed moving forward. This is something that I always had an interest in being involved with in some way.

The trustee position became available when longtime Nalcrest Trustee and NALC legend Don Southern retired earlier this year. One of the responsibilities of a trustee is to ensure that our NALC community continues to grow and prosper the way NALC President Emeritus William C. Doherty envisioned. I think his vision, dating back to the 1950s, was far beyond its time. He was inspired by retirement communities he saw in Europe that were sponsored by labor unions.

President Doherty subsequently proposed at NALC's 1954 biennial convention in Cleveland that NALC start an affordable retirement community. This dream was that the community would be for retired letter carrier members in good standing; would be a non-profit; and would be offered with affordable rental pricing and include amenities and use of all recreational facilities to make it an enjoyable community.

The union purchased land in the middle of Florida, just south of Route 60, midway

between Tampa on the Gulf Coast and Vero Beach. Can you imagine, the risk and anxiety, as there was absolutely nothing yet developed anywhere in the area at the time.

For those who have never visited, Nalcrest is a beautiful piece of paradise, just east of Lake Wales. The 500 garden-style apartments are spread out throughout the property, and buildings consist of four to 10 apartments. The affordable pricing remains in effect, starting at \$383 per month. The waiting list as of May was more than 300 members awaiting their turn to experience paradise.

Again, I am honored to become a trustee with two NALC legends, Matty Rose and Fred Rolando. The meetings have been long, the agendas full, and tough decisions must be made within our budget. I am thankful for my experience as president of Branch 599 for nine years in Tampa, where I was responsible for the upkeep of a huge community hall (Tampa Letter Carriers Hall), where many of you have visited over the years for various functions. That experience dealing with all the training sessions and rental events at our hall was invaluable. This opportunity to serve as a Nalcrest trustee, to extend the dream of William Doherty and the NALC, is truly a dream for me as well.

Recently, a Memorial Day tribute ceremony was held at the Nalcrest Veteran's Memorial to honor and mourn the U.S. military personnel

who died while serving in the United States Armed Forces. The ceremony was followed by a barbecue at the Lakeside Pavilion. There are many such events throughout the year hosted by the residents at Nalcrest.

Tony Diaz

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 Tony Diaz



Above: Volunteers help sort Nalcrest's 912 pounds of donated food on Food Drive Day. Right: A veterans memorial ceremony at the Nalcrest Veterans Memorial Far right: A Memorial Day barbecue for Nalcrest residents



Branch Items

Albany, New York

Update on the postal workplace shooting in Memphis, TN, in October of 2021.

It's easy to get caught up in the dysfunction of the Postal Service, but we all have to remember that, at the end of the day, this is just a job, and it's not worth anyone losing their life for. I don't mean to make light of such a terrible tragedy, and I truly feel horrible for all the families, friends and co-workers involved. Now is the time to take a good hard look at your office and see what needs to be changed.

The union filed a grievance on the atmosphere in Memphis after this devastating incident and was successful at arbitration in getting the district manager, postmasters and supervisors who did not treat carriers with dignity and respect removed from their positions. A conflict resolution committee was created, and management was ordered to cease and desist violations of the Joint Statement on Violence and Behavior in the Workplace, and USPS has to foot the bill for all carriers to receive counseling from EAP.

The grievance procedure is our avenue to help get things changed. All shop stewards, in the Members Only portal of the NALC website, you have a copy of the *Shop Steward's Guide*. I encourage all stewards to give that booklet another read.

What can everyone else do? Ensure that everyone is treated with dignity and respect, and call it out when they are not. You don't have to call it out on the floor—you can see your shop steward, you can write a detailed statement. We must do everything in our power to ensure something like this never happens again.

Norris Beswick, Branch 29

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy Fourth of July. We hope everyone has a joyous time celebrating the birth of our wonderful nation. Also, we would like to thank all of the delegates who were able to attend the 110th North Carolina state convention in Raleigh. We look forward to all of the delegates sharing the information and knowledge from the convention with our members to make us a stronger branch.

We would like to congratulate Russell Johnson and Bradley McCloskey on their recent retirements. Mr. Johnson was a carrier at our Minuet Station with 22 years of service, and Mr. McCloskey was a carrier in Mooresville with 36 years of service. We want to wish you both the best in the next chapter of your lives.

At this time, we would like to acknowledge the passing of our longtime union brother, Mr. Larry Lee Hough Sr. (Feb. 23, 1942-Sept. 5, 2022). Larry retired from the Postal Service in 2002 after 40 years of service as well as being a union steward at our North Tryon station. Mr. Hough was always a stable fixture and strong union voice at our monthly branch meetings.

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 at-

tending, 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

Emerald Coast, Florida

As I am sitting writing this article, a lot of things are crossing my mind about how



Buffalo-Western New York Br. 3 member and Army veteran Sean McNally participates in the Gold Star Family Memorial in Veterans Park in Jamestown, NY. Gold Star families are honored for the sacrifice of their loved ones in defense of the United States.

things are going within my office. Now, I am a reasonable person who is trying to understand the reasoning for the things that are happening. I think about the stand-ups that management has allowed me to have, informing the carriers of things and issues that I feel that they need to know.

Not going into what I share with them, I see that after I put in the time to brief them, some of them still don't get the message. I've been saying that it's not just the carriers; management is accountable for not listening as well.

I am a believer that knowledge is power, and once it's in your head, no one can take that from you. There are a lot of things that are happening in the office that I see, and managers see as well. They are constantly telling us about time in the office, which I feel is only a goal. To achieve this goal, we all must be on the same page. What we need to do is stop being so sensitive to information that is being shared with us and not pointing fingers at others, or saying, "Since they are doing it, then I am too!" Does it make it right? No!

We, as the union, are going to do our jobs and correct issues concerning the carriers with management and be prepared when management wants to address a carrier's actions. Please just come in and do your job, and all will be fine.

On behalf of the branch, we would like to give our condolences to the Carrel family on the loss of their loved one.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

A few new ideas to help more branch members get informed have been rolled out. The local branch Facebook page has been up and running for a while and is updated on a regular basis. For that link, see the union bulletin board at the stations or contact a union official. Our branch president has started a monthly newsletter with great information. The initial newsletter was mailed out in May. If you have not had a chance, please take a minute and read through it.

Cory's plan is to have this be a regular monthly thing. As always, attend our monthly meeting the first Thursday of the month at 7 p.m. at the Biltmore Hotel & Suites, 3800 Main Ave. in Fargo. This is a great opportunity to visit with fellow carriers outside of work, as well as a time to interact with the executive board and have your questions answered in person or have any ideas addressed.

It was also decided to have a regular get-together of the stewards as well as anyone who might have an interest in being a steward. If you have any questions or would like more information, please check with Cory, Wayne or Carmen.

Thank you to Luke Burns, who has stepped up to be the backup steward and a trainer at Prairiewood.

Congratulations to Emily Roers on her retirement earlier this spring. Emily worked out of the West Fargo Post Office after beginning in Fargo. She served many years as a steward and on the executive board in various positions throughout her career as well. On behalf of all members of Branch 205, thank you and enjoy your retirement—you will be missed.

Our annual picnic will be Wednesday, July 26, from 5 to 9 p.m. at Rheault Farms, 2902 25th St. in Fargo.

Brian Prinszano, Branch 205

Fresno, California

It's funny how our patrons react to a supervisor following us, street observing us on the route. Once a patron asked the supervisor, "Are you an efficiency expert? Are you supposed to be an expert?" The supervisor was at a loss for words, looking uncomfortable. The patron was not asking in a friendly tone.

Yet another time, another serious patron asked the supervisor out loud, "Why are you following my mailman? What are you writing when you look at my house?" He was actually walking closer toward the supervisor. I did not say anything. He was not talking to me. My supervisor did get upset with me for "not helping." Strange how the supervisors do not have the tough attitude with these patrons as they do with us.

If you provide good service on the routes and treat people right, they respect you and will have your back. Just the way our union brothers and sisters should be treating each other. Then management would be more caring and understanding. If our patrons can do it, so can management.

Being united is the way to be. It makes for a better workplace and a healthier work envi-

ronment. That is something management is required to provide anyway. After all, the Postal Service is supposed to be a model government agency.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

To my brothers and sisters: Exercising our rights only makes us a stronger union. If our members do not exercise what our brothers and sisters before us fought so hard to obtain, what did they do it for? They did it for us. They sacrificed their livelihood knowing what the consequence could be, yet they stood tall and strong. They understood that the fight for our rights would be an ongoing battle and would not be an overnight process. They understood that the fight would not reap the benefits right then and there. They fought without knowing who would take their place in the years to come. Our brothers and sisters before us weren't selfish; they were fearless. They had in mind the future members of the NALC and the quality of life they knew we deserve.

It is our duty to keep the fight alive, to push for a fair work environment and a quality of life for our members. As the world changes, there is one thing for sure: We will fight! We will overcome any obstacles management tries to put us through! We will prevail! When we stick together, we have a union.

In solidarity—

Anthony Kennedy, Branch 630

Hagerstown, Maryland

To begin, I would like to extend an overdue congratulations to Ronnie Rojas, Mark Lord, Samantha Machen, Craig Davis and Payne Burkner on all making regular!

As we move into the thick of the summer, it is my sincere hope that everybody is taking the necessary daily precautions to combat the high summer temperatures. While we cannot change the heat, we can certainly do everything in our power to prepare for the blazing-hot weather. This includes drinking plenty of water and making sure you have plentiful amounts of water with you while on the route. While water will help combat the heat, do not ever feel pressured into overexerting yourself. If you're feeling dehydrated, take the time you need for your body to recover from the heat, whether that be finding shade to cool off in or finding an air-conditioned area to beat the heat. The summer heat is never to be trifled with, as our safety is dependent on us taking the necessary precautions.

Soon the Downtown office should be getting word back on the results of TIAREAP, if they haven't already arrived. At the time of this writing, I have yet to receive information on the impact of the inspection. While my hope is that the impact of the inspection is minimal, the next step in the process is the implementation of the adjustments. Within 90 days of this occurring, all routes will be reviewed to ensure that they were adjusted to be as near eight hours as possible. To ensure that your route has been fairly evaluated, we should all con-

tinue to carry our route in full accordance with the *M-41* handbook and adhere to all safety guidelines and protocols.

In solidarity—

Jeremy Kessel, Branch 443

Jackson, Michigan

Everyone has a choice in life. You can choose your career, your path, your health and—my favorite—your attitude! I choose to wake up and be happy, crazy, annoying, funny and thankful the good Lord gave me another day to make a difference. I truly love Coach V's last message: Live, laugh, and cry every day. It's amazing that, if you wake up and, before I get my old cracking body out of bed, I say to myself, "It's gonna be a great day," it usually is. I call it the 90/10 percent philosophy.

I'm a realist; I know no one can be happy every day, so I allow 10 percent of life to be negative. This usually is at work because co-workers get personal—comparing my wife to a dog, yelling at me like a third-grader, telling me to shut it or, yes, even getting threats. At home, it's usually my kids who trigger a 10 percent bad attitude. Maybe 9 percent and 1 percent my awesome wife. See, I believe positive energy makes hard situations a little better. If I get 10 people mad at me but make one person laugh or smile, then it's a good day. You can't change negative attitudes—you can't change what your boss does or doesn't do.

I try to stay away from the 10 percent Negative Nellies, and surround myself with the positive 90 percent.

Try it tomorrow morning.

"I will be positive!"

Mark Raczkowski, Branch 232

Kansas City, Missouri

Learned rather quickly that, as an NALC carrier, I would make mistakes. Perfection continually eludes my grasp, yet I persist. The key I discovered was to minimize my distractions and institute positive changes to possibly prevent reoccurrence. That being said, Sharon Hudgens didn't cook the succulent grilled chicken that NALC carriers at Independence Main devoured after the NALC Beat Hunger Food Drive. Her husband, David Hudgens, did; and while I'm coming clean, David Lopez (Full-D-Loaded BBQ) supplied the too-tender pulled pork, which practically screamed, "Put me in yo' belly!"

Peak season is in full swing, and the "staffing situation" is having CCAs and OTDL carriers delivering the nation's mail after the branch meeting has been called to order. A Branch 30 bylaw change to allow conference calls to be offered in conjunction with in-person attendance for state and national convention consideration was up for a vote by the membership. Ironically, out of 1,400 members, a significant number of voting that dictates the branch's direction often also have financial implications. Surprisingly, most are voted on by an estimated 35 to 40 members—maybe. You have a vote. Consequently, if you don't vote, don't complain.

OK, enough of that. The Branch 30 Legislative Committee continues to do big things. Branch activists Kevin Williams, Terry and George Anna Myers, Anita Franklin and Branch 30 President Melvin Moore attended Rep. Emmanuel Cleaver's (MO-5) 17th Annual BBQ, held at the IBEW Local 124 union hall. Not only were they able to meet face-to-face (a rarity in most congressional visits), but also present were Reps. Jamie Raskin (MD-8) and Sharice Davids (KS-3).

The Letter Carrier Political Fund urgently needs your help. Help us help ourselves to



Kansas City, MO Branch 30 Legislative Committee members share barbecue and NALC carrier concerns at Rep. Emmanuel Cleaver's (D-5th District) 17th Annual BBQ. Pictured (l to r) are Terry Myers, Branch President Melvin Moore, George Anna Myers, Cleaver, Anita Franklin and Kevin Williams.

gain access to those helping us to achieve our agenda for the future. Gimme 5!

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters!

A quick note on our Tennessee State Association convention, which was held June 1-3 in Franklin, with a special thanks to President Danna Chambless and her soldiers of Nashville Branch 4 for their outstanding logistical support.

There were officer nominations, and the following personnel were elected to the state association: President Anthony Geno Lauderdale Sr. (Branch 4); Vice President Tony Rodriguez (Knoxville Branch 419); Secretary Angelia Hartley (Branch 4); Treasurer Melody Roberts (Memphis Branch 27); Director of Retirees Larry Jackson (Branch 27); and Trustees Collen Tracy (Chattanooga Branch 62), James "JB" Brown (Branch 4), Randy Hite (Johnson City Branch 1110), David Dockins (Branch 419) and Belinda Williams (Branch 27).

We had outstanding presentations from featured speaker Acting NALC President Paul Barner and NALC Legislative and Political Organizer Matt Tanner. We also had two key speakers, state Rep. Bob Freeman of the 56th District of Davidson County, and state Rep. Gloria Johnson of the 90th District in Knoxville. Their speeches provided us with an insight on how the inner operations of our state legislation are. Acting President Paul Barner discussed current political issues and the ongoing contract negotiations. He

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discussed the upcoming 2025 Medicare changes and how it will have an impact on future retirees and the welfare of their families.

Tony Rodriguez, Branch 419

Louisville, Kentucky

I never thought I'd see the day that carriers would be upset that they don't have overtime. Well, the time is now! Here in Louisville, we have some stations where carriers are begging for overtime, then stations that don't even have enough carriers to cover all the routes are asking regulars if they want to volunteer to go work at other stations. On top of that, PTFs are making regular before they get out of their 90 days or quitting because of the overwhelming amount of work at the stations that are falling short.

On another note, we made it through the annual food drive! Numbers are nowhere near where we want them, but grateful for all who could give. It's been difficult to bounce back in this economy, but our customers were ready to serve the community with their donations.

Looking forward to the various activities we have for the rest of the year. Heat's here; be safe and stay focused!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

So, how's it going? Yeah...it sure has been tough. There is no doubt about that. I hope that you are maintaining a positive attitude. If you have a minute, I'd like to share some more



Knoxville, TN Br. 419 delegates attend the Tennessee State Association convention in Franklin. Pictured (front, l to r) are Branch Vice President Reba Campbell, Cynthia Andruzzi, Monica Davis, Branch Secretary Tony Rodriguez and (back, l to r) Branch Financial Secretary Carlos Jimenez, Branch President Matt Haggard, Mark Love, James Collins, Chad Harding and state Rep. Gloria Johnson (D-Knoxville).

stuff with you that will help you master this thing called being a mail carrier.

Recently, I was lucky to attend a dinner that honored retired carriers from our branch. I spoke to several retirees about their time working for the Post Office. There was one common thread in all my conversations: We can't do it alone.

I'm convinced that we need to stand up for each other. We need to come together, help

each other learn, share information, and provide each other with moral support.

I'd like to invite you to one of my support groups—it's called the general membership meeting (GMM). Here's the inside scoop.

On the day of our GMM, some folks get there early so they can share stories about what's happening at their respective stations. Others get there early so they can catch up with friends met during years of service.

At the meeting, we discuss issues that are taking place and how best to deal with them. We get great advice on just how to deal with the challenges that we face every day.

I think that it would help if you joined us. I'd love to introduce you to the friends that I have made just from attending the GMM. It would be great if you could make it!

Until I see you again, listen, learn and apply it to your daily work. Reach out to your steward if you have questions or want to talk more about your job. You can also send me an email anytime at william@branch9nalc.com.

Together, we could be unstoppable!

Will Mathes, Branch 9

New Orleans, Louisiana

Greetings, all Louisiana carriers from Region 8.

As I pen this letter today, I am just returning from Shreveport. We just held the 58th biennial Louisiana State Association of Letter Carriers (LSALC) convention. A huge shout-out to Donna Sterner, letter carrier congressional liaison (LCCL) of District 4, and Branch 197 President Danny Hatchett for doing an outstanding job putting on the event. I'm sure all of the delegates in attendance thoroughly enjoyed themselves. I would like to congratulate all of the officers of the executive board on their reelection to their positions. All were reelected by acclamation except for the office of director of retirees. The incumbent defeated his opponent by a large margin of more than 400 votes (639-231)! Again, congratulations to all of the installed officers of LSALC.

I would like to encourage those who have not participated in giving to LCPF to please do so, as it does wonders for letter carrier causes and issues concerning the Postal Service. To those who do give, I applaud and salute you. Kudos! We will continue to fight for letter carrier issues unwavering and with fierce determination! Continue attending branch meetings and participating as well.

I would like to tip my hat to those new delegates who attended. We had quite a few attend from Branch 124. Do not let that be your last. I look forward to seeing you at the national as well as the next state convention to be held in HTL and hosted by Bayouland Branch 2464.

I wish everyone happiness, health and prosperity. Always remember ADR: availability, dependability and reliability!

Remember to give to LCPF!

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Greetings from the last mile...isn't what the P.O. calls us?

The last thing the customer sees is the one who delivers what is sent from the person who sent the product and paid for a service. Carriers who are the face of the P.O. have to answer why customers are not getting the package or letter (because of Informed Delivery, which is inaccurate).

Case in point: My wife ordered a Ring. OK, let's do the timeline. Ordered May 18. Accepted May 19 at 5:44 p.m. in Towson, MD (good job, professional carrier). Arrived in Baltimore, MD, on May 19 at 6:59 p.m. Departed Baltimore on May 20 at 4:38 a.m. Arrived in Wilmington, DE, on May 20 at 6:53 a.m. Departed Wilmington on May 20 at 7:02 a.m. Arrived in South Jersey on May 20 at 7:47 a.m. Departed South Jersey on May 20 at 8:01 a.m. Arrived in Philadelphia, PA, on May 20 at 8:38 a.m. That was fantastic—four states in one day. We'll see if it's accurate, because two days later, on May 22 at 5:37 p.m., it was 1,214 miles away in Kansas City; then less than five hours later, it departed from KC at 10:19 p.m. and it's on its way back (we hope). Update: Arrived back in Philadelphia on May 25 at 3:28 p.m.—five days later. I'll let ya know when we get it. Please hold—expected today, May 26, between 11 a.m. and 3 p.m. Wait, now it's till 9 p.m...but we have a window of 6:30 p.m. Yay—delivered at 4:01 p.m. in parcel locker.

Ordered 105 miles away, traveled more than 2,428 miles away—seems like DeJoy's system is not as good as he says, but management is watching carriers sitting still for one minute longer on a break on a GPS system that is flawed.

Joel Stimmler, Branch 542

Northeast Florida

Branch 53 collected more than 4,000 more pounds of food this year compared to last year. Letter carriers, rural carriers and even highway contractors worked together, even with other challenges that day, to ensure those in need would have meals. Thank you to everyone who participated. We all need to give Christina Davidson at Headquarters a big thank-you for her dedication to make this annual event a success.

FSALC President Al Friedman's tireless efforts, along with his district appointees, makes sure every office has postcards, and in some cases bags, for the drive. State Legislative Representative and Branch 1690 member Kevin Byrne was successful getting an appropriations bill in to have the state provide bags for the drive next year. We are now waiting for the results. Hopefully with the use of bags we will

be able to start receiving pre-pandemic levels of food collected.

On a final note, through the efforts of NBA Davidson, branches where there have been repeated contract violations of the same issues are now seeing monetary penalties for those issues. The continuous “cease and desist” orders that went ignored for years are finally being dealt with.

Branch 53 wishes everyone a happy and safe Fourth of July.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

A shout-out goes to four members of Branch 458 on their amazing efforts on behalf of a child in Chicago at last year’s national convention. It is just another example of what letter carriers do every day, whether they are delivering the mail or being good citizens and helping people on their routes or wherever they happen to be. This is what they do and how they roll (to borrow a line). They serve this nation with dignity and with a sense of purpose, and it doesn’t matter where they are—it is how they are wired.

Casey, Eric, JJ and Meagan saw someone in peril, and they stepped up and made a difference in the life of a small child. Letter carriers go about the business of the company that is the Postal Service. They serve the public in a position that is among the most valued and honored of positions, carrying the mail. But that’s not all they do. They are observant sentinels of our society, and they see the citizens of this nation practically every day. To the public, they are like the country group Alabama, noted in their song “40 Hour Week (For a Livin’)—“The ones who deliver the mail”—but they are by nature observers of what goes on, and because they are, they see and observe things that most people do not.

Letter carriers are valuable members of our society and like Meagan, JJ, Eric and Casey, they do what Ralph Waldo Emerson noted, going about making a difference in the world around them every day of their lives on and off the job. America should know that letter carriers don’t just deliver their mail—they take care of America, because they care.

Bob Bearden, Branch 458

Pittsburgh, Pennsylvania

Short and sweet this month...

First off, in last month’s column, every time I mentioned the word “million,” it should have read “billion.” That’s what happens when you wake up in the middle of the night before the deadline at 1 a.m. and realize that, despite all of the summer vacation planning you’ve been doing, you need to get a submission in—and quickly. My apologies.

But, I think that’s my point this month. In my station last year, we worked a lot of long weeks—so much so that I figured my family (and myself) deserved a big vacation as a reward. At the time of writing, I’m in the middle of a three-week, 6,200-mile road trip to see

the country and give my kids a lesson in Americana. It’s a blast thus far.

Despite staffing issues, don’t forget to do something for yourself and/or your family. Don’t lose sight of why you do what you do. It is all too easy to get caught up in the day-to-day of the Postal Service.

I’m having the time of my life and I’ve been so busy that I may need to get back to work for a break! Only now do I understand that I had to switch gears for a bit. You may, too, so give it some thought. It may be just what you need.

John Conger II, Branch 84



South Macomb, MI Br. 4374 names its union hall after former NALC Assistant Secretary-Treasurer James Korolowicz. Pictured (l to r) are Region 6 RAA Kyle Inosencio, Region 6 NBA David Mudd, Korolowicz, former NALC Vice President Ron Brown, former Region 6 NBA Pat Carroll and Region 6 RAA Ronnie Roush.

Portland, Oregon

Here in Portland, we have a station that is constantly struggling. Regular carriers are bidding out, and a lot of PTFs are quitting. It’s in a neighborhood where many carriers live, and it used to be a very popular place to work. Branch 82 fields constant complaints from this office and spends a lot of time working on the issues there.

Management, being “concerned” about retention, has blamed all kinds of things for their failures at this station. First it was the carriers there, then they blamed the OJIs training the new hires. Now they are blaming the Carrier Academy.

When will management learn that they must first look in the mirror when addressing the problem of retention? This station has one of the most unpopular supervisors in the city. They have been a failure at every station they’ve been at so far in their (very) short career. The manager is inexperienced and in waaaaay over their head. Carriers there must put up with constant scrutiny, ugly comments, and an uninterested management team that downloads all their incompetence onto the craft that is actually doing the job. Branch 82 spends an extraordinary amount of time dealing with this place. Most new hires are stationed there, and every carrier in the city of Portland is forced to help this station. Management there still doesn’t care; it’s always someone else’s fault.

No one is going to stick around without better treatment from management. It is the one

problem that transcends generations, carrier status, route structure, station or installation.

The treatment of employees at the USPS is abysmal, and it must change. There is so much to love about this job, but my fear is that there are some good people out there who are not sticking around to experience it.

Suzanne Miller, Branch 82

Providence, Rhode Island

Road safety observations have continued frequently, so be on the lookout. Two carriers here in Providence had their driving privileges suspended due to alleged safety infractions. One was allegedly observed driving without a seat belt. The other was observed leaving the vehicle running while not in the driver’s seat. Whether or not road observations are happening to you, you should always be working as if someone were watching you.

Also, in recent weeks, certified mail has been arriving in the DPS letter mail. It is still to be treated as an accountable item. In my station, we were instructed to return any certified mail found in the DPS letter mail that day and return it for the following day.

On June 4, we held a charity golf tournament at Cranston Country Club for city carrier Derek Fields. The event was a huge success, and I am happy to report that we raised more than \$4,100 for Derek and his family. A big thank-you to everyone who volunteered to staff the event and to all those who donated in any way. A leave-sharing account for Derek is officially active, and if anyone is interested in donating annual leave to Derek, please reach out to the branch, and someone will be able to help you in that process.

We have the final totals from the May food drive from the Rhode Island Food Bank, and we collected more than 28,000 pounds of food!

You should know the next union meeting will be held on the Wednesday after Labor Day, Sept 6. See you all then!

Anthony Turcotte, Branch 15

Racine, Wisconsin

Apologies to my customer for picking up his Pick-n-Save Instacart delivery during NALC Food Drive Day. In my humble defense, his groceries were on the front porch, in front of his mailbox, and it was NALC Food Drive Day. I just connected the dots and grabbed ’em. For what it’s worth, the food bank thanks you.

Time for the USPS to do the right thing this contract and pay carriers what we’re worth. There is no reason to cry foul or bankruptcy while millions are being spent on new vehicles and upgrades in technology. Time for a larger slice of the pie.

Trying to explain a new route to a CCA, they say, “no worries,” take a picture of the route and Google Earth it. Done deal. Who needs old-school directions anymore? Times are different.

Meanwhile, back in caveman time, I’m still hunting down a piece of scratch paper to write down a phone number. Usually it’s the back of a 3996, the tag from the DPS trays or a warning

Branch Items

card. Whatever I can find. I'm resourceful, I'll figure it out. You don't want me to sloth my way through, putting it in my phone. That means I'd have to scroll to contacts, try to find the "add contact" icon, make two attempts at it because I forgot the area code, hunt and peck—it would just take forever.

So here's to all the changes, challenges and confusion heading our way. Good luck! The M's in M&M's stand for "Mars & Murrie." Have a great summer.

Chris Paige, Branch 436

Rockville, Maryland

We wish to thank Jeannine Gasper, NALC arbitration advocate, and Maggie Lee, technical assistant for Jeannine Gasper, for the outstanding preparation concerning a recent arbitration out of Rockville. The case file had hundreds of documents, and they both knew this grievance file backward and forward. And this was a complex case. Management ordered one of our stewards to endure a psychiatric fitness-for-duty exam. Our steward was forced to answer more than 300 questions, including "Do you have sex with your wife?" and "How many times do you have sex with your wife per week?" What the hell kind of questions are these? We should not have to go through this type of harassment!

In any regard, this contractual case was very complicated. Management used this fitness for duty to keep our steward out of work for an additional 10 months! Management failed to comply with the requirements in the *EL-860* concerning sending an employee to a psychiatric fitness for duty. The grievant has more than 24 years with the USPS and never had any issues until he became a steward!

Management realized that they had no case and wanted to pre-arb the grievance on the day of the arbitration. Our steward got full back pay, and was "made whole," including lost overtime (more than \$20,000 by my calculations). Again, a big thank-you to Jeannine Gasper and Maggie Lee.

I also want to thank Paul Barner, who is filling in as our national union president. We are facing super-serious attacks from upper management in Maryland and DC. Brother Paul has been very involved and has brought our issues to the highest levels of management at L'Enfant Plaza. Hundreds of thousands of dollars are owed our members. We really appreciate all of Paul Barner's help and assistance. In the struggle—

Kenneth Lerch, Branch 3825

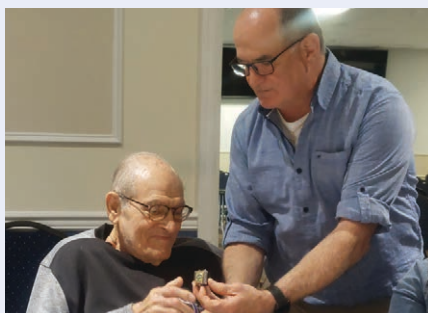
St. Louis, Missouri

We are pleased to announce the three recipients of the 2023-2024 John H. Haake Scholarship awards. They are Nathan Mack, Andrew LeClerc and Terrell Hardge.

2023 marks the 33rd year the John H. Haake Scholarships have been awarded to deserving sons, daughters and grandchildren of active and retired letter carriers from Branch 343. We congratulate not only the students who partici-



Toms River, NJ Br. 2128 recognizes two carriers with membership pins at its retiree breakfast. Above: Branch President Ray Gianotti (r) presents Angelo Portuese with a 60-year pin. Below: Gianotti gives Joe Sutaris a 55-year pin.



pated in this year's competition, but also the proud parents and grandparents.

The scholarship evaluation committee, comprised of teachers from the National Education Association-St. Louis, were very impressed with the academic credentials of all our applicants, along with the leadership qualities exhibited in their extracurricular activities, as well as the hopeful tone and insightful nature of their essays.

Our awards presentation took place at the regular branch meeting on June 8, and we were very pleased that all three of our awardees were present along with their parents, grandparents and other family members. Each of our scholarship winners were presented to the branch membership, and a brief profile was read highlighting their personal accomplishments through academics, sports and their community service involvement, as well as their career aspirations. Each recipient was presented with a certificate from Branch 343 President John McLaughlin.

The scholarship committee would like to thank former Branch 343 President John Haake for his leadership and vision in establishing this program 33 years ago. The scholarship had been a dream of John's for many years, and we cannot think of a more fitting recognition of his efforts to bring his dream to fruition than the fact that it bears his name.

To this year's recipients: We would like to extend our best wishes to you in your personal and academic endeavors. We wish you success in your college careers and beyond.

Tom Schulte, Branch 343

Seattle, Washington

Dealing with management nowadays is like trying to control recalcitrant toddlers. The *Enfant Terrible!* No matter how often you explain to them that what they've got planned is wrong, they've got this addled idea stuck in their mush that they have the right to do whatever they want. And the only real obstacle to their success is that damn shop steward. So, instead of managing the mail, they make it their mission to attack the steward instead. I wore that like a badge of honor—being badgered by management, getting followed about on my route, the extra interviews, being micro-managed, bad-mouthed and belittled. I'm sure it's meant to intimidate, and it can give you a bad case of the yips at the outset, but if the junkyard dogs aren't barking at your heels, it's a safe bet you're not totally committed to the task.

Unfortunately, management has the right to manage, and thank goodness for our contractual rights, which provide a modicum of control over the process. But with the willynilliness of present-day contractual violations, you can bet there's a boatload of rank-and-file members who want to scream bloody murder over the way our contractual rights are being butchered. Sadly, mandatory overtime and work-hour violations keep stacking up like pancakes at an all-you-can-eat IHOP, and the pile of grievances meant to hold management in check end up looking like a ground mound of nothingburgers. A steward can explain the rules to management, demand that they cease and desist, but they don't listen. They don't comply. They simply violate and pay the fine. Basically, it's a shakedown; your money or your life. Rendering "Show me the money!" meaningless, as no amount of money can buy back the time missed with family and friends.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Summer is here! It is a great time for so many carriers. We have our vacations to look forward to, but we also must endure the heat and extra hours. The good news is our staffing issues have slowly gotten better.

The classes at the Carrier Academy are pumping out about 25 carriers per week. The USPS reality is we now have many small offices with too many CCAs. This causes many carriers to complain about hours. This does not surprise any of you experienced carriers.

Carriers are also being put up for removal at a rampant rate. This all stems from our acting district manager. He has all his management people shaking in their boots. That causes them to choose the path of least resistance. Postmasters would rather violate our rights than answer to their boss. The ultimate disgrace is for them to have to go on the daily teleconference at 6:30 p.m. and be belittled amongst their peers. See how they treat their own? This is evidence of the "s#*t rolls downhill" method of management.

Let's focus on us for once. Protect yourself and help the younger carriers, because it is only because of you that we reign supreme! They can try to harass and treat us like animals. But sometimes domesticated animals

fight back. How we fight back is to learn our rights and exercise them. But please do not be afraid. Your union will always be here for you like a mother bear.

Thanks to all the shop stewards for the unenviable tasks you face daily. Please reach out to the branch for training and guidance. We are all in this thing together!

We must come to work. Otherwise, we will be fired and applying for other jobs, period!

#YouMakeThisCompanyWork #YouMake-ThisCountryWork #NALCWorksForYou!

Eric Jackson, Branch 725

Springfield, Ohio

We recently held a branch get-together/kickball tournament. Many thanks to Tre McIntosh for all his hard work and extra hours putting it together. The catered food was delicious, and the kids really enjoyed the bounce house. The highlight of the day was the kickball game between the kids and parents. Thanks again, Tre.

The get-together was hastily planned, and invitations were quickly sent to our retirees. I heard that some retirees did not receive their letter in time, and for that I apologize.

To avoid this problem in the future, we talked about the need to plan for these events well in advance so all branch members can attend if desired. One carrier said we don't need to bother with the retirees because they don't even come to the branch meetings. Shameful thinking.

We currently have about 96 active and 43 retired carriers in Branch 45. Of those 43 retired carriers, 13 have been branch members for 50-plus years, and two more will soon be receiving their 60-year membership card. That's a combined 770 years of being a Branch 45 member. The other 28 retirees have at least 20 years of membership for an additional 560 years. That's a total of 1,330 years of Branch 45 membership.

To top it off, three of our nine branch officer positions are currently filled by retirees.

Our branch, and the contractual rights we enjoy today, are built on the backs of these retirees, regardless of whether they show up at meetings.

Every Branch 45 retiree has earned the right to participate—or not participate—in every branch meeting, function and election.

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

Great news: Our extra work in Staunton advertising the food drive on social media, on yard signs, in the newspaper and at city council paid off. We collected 1,300 pounds more than last year. Amazing teamwork. Next year we will improve on our success with new ideas.

"No more decisions about us without us." This was the theme repeated at this year's annual Tribute to Labor dinner, which I attended with new Virginia State Association President Jeannine Gasper. Hosted by the NoVA Labor Federation, the dinner brought more than 350 workers and 100 elected representatives and candidates into one room to witness unions and non-profit organizations receive awards

for organizing and legislative/political action. Among the honorees were NALC's Northern Virginia Branch 3520, Starbucks, and transit, airport, federal and building trades workers. It was an impressive and inspirational way to show the power and determination of unions when we work together.

At the Region 13 officers training, Executive Vice President Paul Barner laid out the NALC's multi-pronged plan to improve the lives of letter carriers. Assistant Secretary-Treasurer Mack Julion shared this again at the Virginia state convention. The plan includes an aggressive approach to collective bargaining and advancing our agenda through lobbying efforts. Priorities include carrier safety, proper reward for the work carriers do, and holding management accountable.

Don't understand why we need to lobby Congress? Read Article 43 of our contract. A recent example of successful lobbying efforts is the return of billions of dollars to the USPS coffers and other savings provided by the Postal Reform Act, which greatly improves the USPS financial position and therefore our bargaining leverage.

It was an honor to represent Staunton alongside President Stoney Caricofe and V.P. Jon Toman at the Virginia state convention! Happy to share more from these events.

No more decisions about us without us!

Cindy Connors, Branch 513

Toledo, Ohio

Food donations for the Letter Carrier Food Drive in Northwest Ohio returned to pre-pandemic numbers this year. Carrier participation and management cooperation could be better, but on the whole, thanks to the carriers and volunteers who participated. We collected more than 200,000 pounds for the hungry.

We commemorated Juneteenth at our June meeting with ethnic food after the meeting. Thanks, Rachelle.

Our grievance count stands at 800. As staffing has improved, the grievances regarding overtime have dropped respectively.

The number of our delegates attending the Ohio State Association convention in August is yet to be determined. We are compiling a list of those committing to attend. We are hoping for good weather for our golf outing. We are about to tie the record for days without rain. The golf gods will watch over us as we would also like for July 18 to be clear and sunny, as we will be hosting Letter Carrier Night at the

Toledo Mud Hens game. We have also secured a pavilion at the ballpark, and food and drink will be provided.

Previously, our branch was going to host a state convention, but the hotel scheduled to have the delegates was sold and closed, along with major renovations to the Glass City Convention Center, adjacent to the hotel, also renovated and rebranded and operational as a union hotel. We have expressed to the state board our desire to host the convention in 2025. The next host branch will be decided at our August convention. Our convention committee chairman, Brent Harbaugh, is already exploring possibilities for entertainment and possible accommodations. As always, you'll have a good time in Toledo.

Ray Bricker, Branch 100

Tri-Valley, California

There was a story written by Oscar Wilde long ago called *The Picture of Dorian Gray*. This novel was about an innocent man who was very debonair. His friend painted a picture of him. He was introduced to a man who set about corrupting him and, little by little, his life was one of self-indulgence. He took great pleasure in looking at the picture and admiring himself. As time went on, Dorian's behavior worsened, the picture changed, showing the effects of his cruelty and disregard for others. At the end of the novel, he looks at the picture and is horrified by what he sees. He decides to destroy the picture so that others won't be able to see it. However, when he tries to destroy it, a loud crash summons the maid who sees the picture as it originally was, showing the body of Dorian bearing the scars of his lifetime of indecency.

When conversing with some fellow letter carriers, whom have tenancies to put others down, I think of these sayings: "Pride comes before a fall" and "Don't toot your own horn." I believe fame today may not be permanent. Just because one has succeeded in one endeavor does not mean that one will be successful in everything. And no one can predict the future, which can mean further success or failure. There is much happiness for some when they see a person fail. This is true if the person considered himself or herself to be at a higher standard. We all have gifts, and we all succeed at something. It may not be something that will win an award, but it will be worth everything in the eyes of the beholder. Succeed in appreciating others to enjoy the rewards worthy to all.

James C. Perryman Jr., Branch 2902

COLA: Cost-of-living adjustment

» The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **2.5 percent** following the release of the May consumer price index (CPI). This COLA is based on the change in the CPI between 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 **2.2 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.

Auxiliary Update



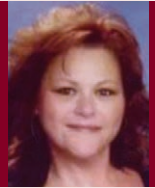
Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
President



Samantha Yerg
Treasurer

From the Secretary

In April, I had the honor to be invited to the Mississippi state convention. President Lakeyshon Bryant asked me to speak about the Auxiliary. I was very nervous, because this was my first time speaking as a national board member (see Photo 1).

We lost a lot of auxiliaries in Mississippi through the years, and I'm hoping that we can get some of them to start back up. NALC Secretary-Treasurer Nicole Rhine also attended the convention (see Photo 2).

At the banquet, the new board members were sworn in, we ate great food, and awards and prizes were handed out (see Photos 3 and 4).

Daniel Pace won the NALCA 50/50 raffle (see Photo 5). This was a great experience for me.

Crystal Bragg



AUXILIARY OFFICERS

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3532 W. Mauna Loa Lane
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217-864-4684
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Samantha Yerg, Treasurer
4553 County Road 137
Gibsonburg, OH 43431
419-410-6162
samanthayerg@yahoo.com

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:

70-year pins

George E. Buckley Spokane, WA Br. 442
Don R. Wharton Parkersburg, WV Br. 481

65-year pins

Charles E. Jones Eureka, CA Br. 348
Alvin L. Friedman South FL Br. 1071
Robert J. Slack South FL Br. 1071
John L. Thomas South FL Br. 1071
Donald W. Fessler Northern KY Br. 374
Arthur H. Heidrich Northern KY Br. 374
Albert J. Schomaker Northern KY Br. 374
Daniel J. Boyle Worcester, MA Br. 12
John J. Mahoney Pittsfield, MA Br. 286
William M. Jennings Jr. Jackson, MI Br. 232
Randolph Ginn Brooklyn, NY Br. 41
Ernest D. Bryant Wilmington, NC Br. 464
Jerome H. Bergman Grand Forks, ND Br. 517
Harold W. Grabanski Grand Forks, ND Br. 517
Marshal H. Guntzburger Grand Forks, ND Br. 517
Harald A. Krueger Grand Forks, ND Br. 517
Thomas E. Swartz Grand Forks, ND Br. 517
Raymond K. Twedell Grand Forks, ND Br. 517
James A. Bruehl Norman, OK Br. 1491
William E. Freeman Norman, OK Br. 1491
Hubert R. Morren Norman, OK Br. 1491
Bill W. Wilkerson Amarillo, TX Br. 1037
Ancil D. Hayes Pasadena, TX Br. 3867
George P. Armistead III Richmond, VA Br. 496
H. T. Bareford Richmond, VA Br. 496
Don R. Wharton Parkersburg, WV Br. 481
Irvin L. Nelson Eau Claire, WI Br. 728

60-year pins

Walter H. Nelson HotSprings Natl. Park, AR Br. 543
Louis G. Adams Jr. Eureka, CA Br. 348
Merlin L. Huddleson Eureka, CA Br. 348
Dale A. Loyd Eureka, CA Br. 348
Albert F. Nelson Eureka, CA Br. 348
Allen L. Stoddard Eureka, CA Br. 348
Mac A. Sylvest Eureka, CA Br. 348
Bruce L. Neil San Jose, CA Br. 193
Roger C. Salvador San Jose, CA Br. 193
Edmond M. Wong San Jose, CA Br. 193
James L. Paschall Jr. Washington, DC Br. 142
Ernest M. Saunders South FL Br. 1071
Clifford H. Tift South FL Br. 1071
Joseph W. Wagner South FL Br. 1071
William W. Weaver South FL Br. 1071
Raymond L. Jeter Atlanta, GA Br. 73
Frank J. Licari Rockford, IL Br. 245
John R. Heniff S. Suburban Mgd., IL Br. 4016
Anthony J. Manzo S. Suburban Mgd., IL Br. 4016
Robert G. Mergard Northern KY Br. 374
John J. Lynch Jr. Worcester, MA Br. 12
William E. Meister Chery Hill/Haddonfield, NJ Br. 769
George F. Rader Chery Hill/Haddonfield, NJ Br. 769
Kenneth Neal NJ Mgd. Br. 38

Patrick C. Divers Brooklyn, NY Br. 41
Randolph Ginn Brooklyn, NY Br. 41
Michael R. Rotunno Long Island Mgd., NY Br. 6000
William C. Aycock Goldsboro, NC Br. 876
Howard M. Graham Wilmington, NC Br. 464
Dominick L. Dennis Springfield, OH Br. 45
Edgar L. Mercer Springfield, OH Br. 45
George T. Tiller Norman, OK Br. 1491
Richard W. Pond Corvallis, OR Br. 1274
Cecil J. Allen Newport, RI Br. 57
Orren P. Atkins Gaffney, SC Br. 2190
Don E. Brown Amarillo, TX Br. 1037
Robert L. Long Amarillo, TX Br. 1037
Wesley E. Williams Amarillo, TX Br. 1037
James Allen Richmond, VA Br. 496
James L. Bryan Spokane, WA Br. 442
Allan D. Peterson Spokane, WA Br. 442
Billy W. Saunders Parkersburg, WV Br. 481
Don R. Wharton Parkersburg, WV Br. 481

55-year pins

Elzie H. Green Florence, AL Br. 892
Thomas E. Predmore Florence, AL Br. 892
Billy J. Thrasher Florence, AL Br. 892
Eugenio Y. Bracamonte Nogales, AZ Br. 2417
Stephen N. Johnson Phoenix, AZ Br. 576
Paul R. Jones Phoenix, AZ Br. 576
Donald S. MacLeod Phoenix, AZ Br. 576
Roland P. Maldonado Phoenix, AZ Br. 576
Ovide A. Mallo Phoenix, AZ Br. 576
Lawrence V. Martino Phoenix, AZ Br. 576
Steven M. Marz Phoenix, AZ Br. 576
Richard M. Mason Phoenix, AZ Br. 576
William J. Minogue Phoenix, AZ Br. 576
Thomas N. Munro Jr. Phoenix, AZ Br. 576
Kim D. Nelson Phoenix, AZ Br. 576
Oscar M. Orozco Jr. Phoenix, AZ Br. 576
Earl R. Oscarson Phoenix, AZ Br. 576
Eddie M. Valenzuela Phoenix, AZ Br. 576
Matthew J. Verderosa Phoenix, AZ Br. 576
Robert L. Bridges Pine Bluff, AR Br. 240
Billy E. Cathey Pine Bluff, AR Br. 240
Donnie M. Wafford Pine Bluff, AR Br. 240
Austin R. Ledbetter Eureka, CA Br. 348
Charles C. Miller Jr. Eureka, CA Br. 348
Wellington H. Nees Jr. Eureka, CA Br. 348
Michael D. Ruud Eureka, CA Br. 348
Kenneth Q. Willis Eureka, CA Br. 348
Kevin M. Adamcik Norwalk, CT Br. 147
Terrence J. Conners Norwalk, CT Br. 147
John J. Cross Norwalk, CT Br. 147
Joseph U. Desabia Norwalk, CT Br. 147
Frederick J. Kingston Norwalk, CT Br. 147
J. C. Klein Norwalk, CT Br. 147
Norman Knapp Jr. Norwalk, CT Br. 147
Louis J. Lepore Norwalk, CT Br. 147
Anthony Mangone Norwalk, CT Br. 147
William B. Dale Newark, DE Br. 1977
Aubrey C. Fisher Jr. Newark, DE Br. 1977
J. L. McCummings Newark, DE Br. 1977

G. W. Minshall Newark, DE Br. 1977
Michael J. Muzzi Newark, DE Br. 1977
William A. Szymanski Newark, DE Br. 1977
Chester L. Anderson Deland, FL Br. 2591
Shadrach R. Adams Northeast FL Br. 53
W. H. Allen South FL Br. 1071
Kermit B. Aquila South FL Br. 1071
Candace G. Ashdown South FL Br. 1071
Elliot R. Bailey South FL Br. 1071
Carl G. Bannister South FL Br. 1071
James W. Barr South FL Br. 1071
William J. Barrows Jr. South FL Br. 1071
Charles W. Benjamin South FL Br. 1071
John M. Bennett South FL Br. 1071
Robert A. Bentley South FL Br. 1071
Ramon Betancourt South FL Br. 1071
James A. Black South FL Br. 1071
Vincent C. Boag South FL Br. 1071
Paul E. Bonasera South FL Br. 1071
Timothy M. Bostic South FL Br. 1071
Joe M. Bowers South FL Br. 1071
Lewis W. Bradshaw South FL Br. 1071
Abel G. Bravo South FL Br. 1071
Archie E. Brooks South FL Br. 1071
Jimmie L. Brown South FL Br. 1071
Robert J. Brown South FL Br. 1071
J. C. Bryant South FL Br. 1071
Stanley W. Burcham South FL Br. 1071
Kathleen A. Buschman South FL Br. 1071
Charles L. Cain South FL Br. 1071
Roy S. Campion Jr. South FL Br. 1071
Glenn O. Camplejohn South FL Br. 1071
Barbra J. Carr South FL Br. 1071
Leonard F. Carr South FL Br. 1071
Dennis H. Carver South FL Br. 1071
Frank A. Catalano South FL Br. 1071
James F. Celi South FL Br. 1071
Bobbie H. Chambers South FL Br. 1071
Angel Chevere-Heredia South FL Br. 1071
Leo J. Ciccone South FL Br. 1071
Sandra T. Cisco South FL Br. 1071
Gerald L. Clark South FL Br. 1071
Dennis L. Clemons South FL Br. 1071
Humberto M. Coipel South FL Br. 1071
Anthony Colaluca South FL Br. 1071
Jorge L. Colon South FL Br. 1071
James H. Cook South FL Br. 1071
Patrick M. Cooper South FL Br. 1071
Cordell J. Corbett South FL Br. 1071
William J. Cox South FL Br. 1071
Jack D. Crocker South FL Br. 1071
Richrd I. David South FL Br. 1071
David L. Davis South FL Br. 1071
Francis W. Davis South FL Br. 1071
Roger A. De blois South FL Br. 1071
F. D. Dechert South FL Br. 1071
Patrick A. Dell South FL Br. 1071
Larry N. Deshazior South FL Br. 1071
Marvin E. Deshazior South FL Br. 1071
Thomas L. Devito South FL Br. 1071
Paul A. DiPietrantonio South FL Br. 1071

Honor Roll

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

Ronald B. Duncombe	South FL	Br. 1071	Kenneth W. Hudson	Worcester, MA	Br. 12	Gene C. Loflin	Winston-Salem, NC	B
Patrick M. Dunne	South FL	Br. 1071	Donald A. Wayman	Worcester, MA	Br. 12	Leroy Nelson	Winston-Salem, NC	B
Lawrence B. Eaton	South FL	Br. 1071	Chrispus D. Grant	Detroit, MI	Br. 1	Kenard C. Rockette Sr.	Winston-Salem, NC	B
Thomas J. Edwards	South FL	Br. 1071	Mack E. Grant	Detroit, MI	Br. 1	Edward A. Thomsen	Winston-Salem, NC	B
William P. Esch	South FL	Br. 1071	John P. Gutkowski	Detroit, MI	Br. 1	Terry W. Tuttle	Winston-Salem, NC	B
Leo I. Faibish	South FL	Br. 1071	Philip R. Harper	Detroit, MI	Br. 1	Terrance G. Oneil	Grand Forks, ND	B
Victor M. Falto	South FL	Br. 1071	Clotilde Harris	Detroit, MI	Br. 1	Vernon J. Vonasek	Grand Forks, ND	B
Stanley E. Farber	South FL	Br. 1071	Robert S. Hebda	Detroit, MI	Br. 1	Merle P. Mago	Canton, OH	B
Arthur W. Farro	South FL	Br. 1071	Mary J. Henderson	Detroit, MI	Br. 1	Daniel H. Mallon	Canton, OH	B
James R. Feagle	South FL	Br. 1071	Stanley A. Hiselman	Detroit, MI	Br. 1	Craig L. Baylor	Norman, OK	B
Charls A. Federico	South FL	Br. 1071	Charles E. Holland	Detroit, MI	Br. 1	Charles R. Coles	Norman, OK	B
Carlos M. Fernandez	South FL	Br. 1071	Brenda J. Hollins	Detroit, MI	Br. 1	Raymond W. Covert	Norman, OK	B
Ernest J. Fernandez	South FL	Br. 1071	Arthur H. Holloway	Detroit, MI	Br. 1	Robert D. Fox	Norman, OK	B
David A. Ferree	South FL	Br. 1071	Everlene Holloway	Detroit, MI	Br. 1	John W. Hall Jr.	Norman, OK	B
Ronald E. Ferree	South FL	Br. 1071	Georgette A. Holst	Detroit, MI	Br. 1	Tommy D. Lewis	Norman, OK	B
Vernon L. Ferrell	South FL	Br. 1071	John A. Horn	Detroit, MI	Br. 1	Wyatt H. Pence	Norman, OK	B
Eric K. Floyd	South FL	Br. 1071	Patricia D. Hortien	Detroit, MI	Br. 1	Michael L. Shatley	Norman, OK	B
Robert J. Flynn	South FL	Br. 1071	Jackie D. Caudill	Jackson, MI	Br. 232	Jimmy G. Vogt	Norman, OK	B
Isaac Ford Jr.	South FL	Br. 1071	Mary A. Cavin	Jackson, MI	Br. 232	Gerald D. Yoesting	Norman, OK	B
Thomas E. Franklin	South FL	Br. 1071	Francis M. Faber Jr.	Jackson, MI	Br. 232	Edward P. Greiss	Bethlehem, PA	B
Charles C. Frazier	South FL	Br. 1071	Tommey L. Herr	Jackson, MI	Br. 232	Charles V. Haas	Bethlehem, PA	B
Stephen A. Freed	South FL	Br. 1071	Ernest G. Hobart	Jackson, MI	Br. 232	Richard W. Hall	Bethlehem, PA	B
Arthur R. French	South FL	Br. 1071	Jimmy E. Jackson	Jackson, MI	Br. 232	John Hnatishin	Bethlehem, PA	B
Ann C. Fulton	South FL	Br. 1071	Robert V. Laws	Jackson, MI	Br. 232	John W. Jerdon	Bethlehem, PA	B
Curtis A. Gallon	South FL	Br. 1071	Linda J. Mckay	Jackson, MI	Br. 232	George H. Kemmerer Jr.	Bethlehem, PA	B
Miguel Garcia	South FL	Br. 1071	Harold C. Mills	Jackson, MI	Br. 232	Brian J. Kimble	Bethlehem, PA	B
Moises Garcia	South FL	Br. 1071	Barbara O'Dell	Jackson, MI	Br. 232	Larry W. Maugle	Bethlehem, PA	B
James G. Garry	South FL	Br. 1071	Charles L. Pepper	Jackson, MI	Br. 232	Bernard A. Mikulski	Bethlehem, PA	B
Harvey R. Gelfand	South FL	Br. 1071	Dale A. Shields	Jackson, MI	Br. 232	William R. Moyer	Bethlehem, PA	B
Louis A. Gentile	South FL	Br. 1071	Stephen J. Smak	Jackson, MI	Br. 232	John R. O'Toole	Bethlehem, PA	B
Lloyd R. George	South FL	Br. 1071	Marvin L. Stotler	Jackson, MI	Br. 232	John J. Philbin	Bethlehem, PA	B
James J. Gibbons	South FL	Br. 1071	Robert J. Ward	Jackson, MI	Br. 232	Gary J. Piovesan	Bethlehem, PA	B
Thomas J. Gilbert	South FL	Br. 1071	Robert C. Bosarge	Pascagoula, MS	Br. 2241	Michael P. Slivka	Bethlehem, PA	B
Burton L. Ginsburg	South FL	Br. 1071	Mildred M. Briley	Pascagoula, MS	Br. 2241	William E. Zakocs	Bethlehem, PA	B
Blaise S. Giove	South FL	Br. 1071	Paul G. Duckworth	Pascagoula, MS	Br. 2241	Arthur Cordeiro Jr.	Newport, RI	B
Lewis M. Glintz	South FL	Br. 1071	Frank M. Everett	Pascagoula, MS	Br. 2241	James Dias	Newport, RI	B
Norman H. Goldin	South FL	Br. 1071	Shannon J. Gilly Jr.	Pascagoula, MS	Br. 2241	Ronald Medeiros	Newport, RI	B
Gilbert Gonzalez	South FL	Br. 1071	Eddie S. Glaude	Pascagoula, MS	Br. 2241	John J. Pimentel Jr.	Newport, RI	B
Jose R. Gonzalez	South FL	Br. 1071	Melvin Lett	Pascagoula, MS	Br. 2241	Simeon A. Farland	West Warwick, RI	B
Dave Schafner	South FL	Br. 1071	Mary J. Maki	Pascagoula, MS	Br. 2241	Paul C. LeBlanc	West Warwick, RI	B
Arthur J. Shapiro	South FL	Br. 1071	Leroy J. Trahan	Pascagoula, MS	Br. 2241	James A. Wild	Sioux Falls, SD	B
Otis A. Springs	South FL	Br. 1071	Terry D. Kinsman	Bozeman, MT	Br. 1028	Wayne H. Buescher	Amarillo, TX	B
Paul M. Condry	Alton, IL	Br. 309	Marvin L. Miller	Bozeman, MT	Br. 1028	Robert L. Long	Amarillo, TX	B
Gail A. Rothermel	Rockford, IL	Br. 245	Peter J. Visser	Bozeman, MT	Br. 1028	Charles E. Grant	Arlington, TX	B
Daniel P. Goral	Rockford, IL	Br. 245	Ronald V. Brown	Cherry Hill/Haddonfield, NJ	Br. 769	James E. Shearer Sr.	Arlington, TX	B
Bernard H. Geerdes Jr.	S. Suburban Mgd., IL	Br. 4016	William J. Loges	Cherry Hill/Haddonfield, NJ	Br. 769	Larry L. Jones	Irving, TX	B
William F. Lau	S. Suburban Mgd., IL	Br. 4016	Liborio Velez	Cherry Hill/Haddonfield, NJ	Br. 769	John C. Havarad	Lufkin, TX	B
Bruce M. Bottorff	Jeffersonville, IN	Br. 553	Franklin O. Gillreath	Albuquerque, NM	Br. 504	John E. Jones	Lufkin, TX	B
Roger N. Bottorff	Jeffersonville, IN	Br. 553	Filemn J. Gonzales	Albuquerque, NM	Br. 504	Bobby J. Layton	Lufkin, TX	B
Richard L. Clark	Jeffersonville, IN	Br. 553	Juan B. Gonzales	Albuquerque, NM	Br. 504	Darwin W. Smith	Lufkin, TX	B
Ernest R. Fischer	Jeffersonville, IN	Br. 553	Arthur L. Greiner	Albuquerque, NM	Br. 504	Michael Dozier	Pasadena, TX	B
Donald E. McDonough	Jeffersonville, IN	Br. 553	Terrence W. Griffin	Albuquerque, NM	Br. 504	Ernest C. Barbour	Richmond, VA	B
Damon J. Moses	Jeffersonville, IN	Br. 553	Joseph H. Gutierrez	Albuquerque, NM	Br. 504	William E. Bey	Richmond, VA	B
Sherman J. Patterson	Jeffersonville, IN	Br. 553	Robert B. Hogue	Albuquerque, NM	Br. 504	Earl T. Bolden	Richmond, VA	B
Thomas E. Stemler	Jeffersonville, IN	Br. 553	Marcello Damiani	Brooklyn, NY	Br. 41	Pierce F. Carter Jr.	Richmond, VA	B
John R. Weber	Jeffersonville, IN	Br. 553	Thomas L. Deliso	Brooklyn, NY	Br. 41	William L. Carter III	Richmond, VA	B
Raymond A. Whitehead	Jeffersonville, IN	Br. 553	Michael Deluca	Brooklyn, NY	Br. 41	Linwood E. Cox	Richmond, VA	B
David L. Merlock	Northern KY	Br. 374	Francis A. Faber	Brooklyn, NY	Br. 41	George S. Dimirack	Richmond, VA	B
Richard M. Verst	Northern KY	Br. 374	James P. Farrell Jr.	Brooklyn, NY	Br. 41	J. L. Dorman	Richmond, VA	B
James L. Brown	Hagerstown, MD	Br. 443	Robert Favale	Brooklyn, NY	Br. 41	Tommy Drayton	Richmond, VA	B
Robert M. Graves	Hagerstown, MD	Br. 443	Angelo Federico	Brooklyn, NY	Br. 41	John H. Edwards	Richmond, VA	B
R. C. Leighty	Hagerstown, MD	Br. 443	Sidney Feder	Brooklyn, NY	Br. 41	Andre G. Lemieux	Kelso, WA	B
Lewis R. Mccoy	Hagerstown, MD	Br. 443	Theodore P. Fijol	Brooklyn, NY	Br. 41	David E. Maudslien	Kelso, WA	B
Robert L. Miller	Hagerstown, MD	Br. 443	V. J. Florida	Brooklyn, NY	Br. 41	James R. Jansen	Spokane, WA	B
Arthur C. Shearer Jr.	Hagerstown, MD	Br. 443	Arthur L. Ford	Brooklyn, NY	Br. 41	Terry L. Larsen	Spokane, WA	B
Floyd F. Shearer Jr.	Hagerstown, MD	Br. 443	James J. Francescone	Brooklyn, NY	Br. 41	Austin F. Allman	Parkersburg, WV	B
Robert A. Shipley	Hagerstown, MD	Br. 443	Joseph L. Franzo Jr.	Brooklyn, NY	Br. 41	Daniel E. Bibbee	Parkersburg, WV	B
Herman T. Belanger	Pittsfield, MA	Br. 286	James Galantucci	Brooklyn, NY	Br. 41	Jerry L. Brown	Parkersburg, WV	B
Joseph J. Coco	Pittsfield, MA	Br. 286	Milton M. Goldberg	Brooklyn, NY	Br. 41	Fred L. Coleman	Parkersburg, WV	B
David J. Colbert	Pittsfield, MA	Br. 286	Lawrence Tobias	Brooklyn, NY	Br. 41	L. J. Hayhurst	Parkersburg, WV	B
Peter M. Desnoyers	Pittsfield, MA	Br. 286	Edward L. Herring	Goldsboro, NC	Br. 876	Thomas O. Houghton	Parkersburg, WV	B
Robert Evans	Pittsfield, MA	Br. 286	Joseph A. Baggett	Wilmington, NC	Br. 464	Robert J. Knox	Parkersburg, WV	B
Peter F. Morrissey	Pittsfield, MA	Br. 286	Willie A. Bryan	Wilmington, NC	Br. 464	Stephen A. Llewellyn	Parkersburg, WV	B
Richard F. Mullins	Pittsfield, MA	Br. 286	James T. Clark Jr.	Wilmington, NC	Br. 464	Philip A. Lofty	Parkersburg, WV	B
Chester L. Oakes	Pittsfield, MA	Br. 286	James F. Chaney	Winston-Salem, NC	Br. 461	Thomas L. Lowe	Parkersburg, WV	B
Tullio L. Roccabruna	Pittsfield, MA	Br. 286	Chester J. Clark	Winston-Salem, NC	Br. 461	Billy W. Saunders	Parkersburg, WV	B
Steven J. Stockley Jr.	Pittsfield, MA	Br. 286	Douglas R. Davis	Winston-Salem, NC	Br. 461	Robert W. Sprout	Parkersburg, WV	B
Gary F. Tatro	Pittsfield, MA	Br. 286	Roger L. Doss	Winston-Salem, NC	Br. 461	John R. Webb	Parkersburg, WV	B
Mario J. Trapani	Pittsfield, MA	Br. 286	Jimmy L. Hill	Winston-Salem, NC	Br. 461	Don R. Wharton	Parkersburg, WV	B

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

Kenneth W. Boigenzahn	Eau Claire, WI	Br. 728	Harry F. Renkert III	South FL	Br. 1071	Willie L. Winkfield	South FL	Br. 1071
Edmund J. Brantner	Eau Claire, WI	Br. 728	William R. Richardson Jr.	South FL	Br. 1071	Erwin D. Wright	South FL	Br. 1071
Ronald J. Brantner	Eau Claire, WI	Br. 728	Richard J. Rinearson	South FL	Br. 1071	Michael J. Wurzbach	South FL	Br. 1071
Loren J. Dascher	Eau Claire, WI	Br. 728	William J. Ritchie	South FL	Br. 1071	Richard D. Wyatt	South FL	Br. 1071
Glen V. Grorud	Eau Claire, WI	Br. 728	William D. Roberts	South FL	Br. 1071	Richard C. Yem	South FL	Br. 1071
Carl H. Hatlestad	Eau Claire, WI	Br. 728	Donald M. Root	South FL	Br. 1071	Thomas J. Zace	South FL	Br. 1071
Lloyd E. Holten	Eau Claire, WI	Br. 728	Roger M. Rosenberg	South FL	Br. 1071	Charles F. Ziers	South FL	Br. 1071
Roderick A. Lein	Eau Claire, WI	Br. 728	Ralph N. Ruffing	South FL	Br. 1071	Kenneth D. Rose	Rexburg, ID	Br. 2095
Gerald J. Malak	Eau Claire, WI	Br. 728	Joseph A. Ruggiero	South FL	Br. 1071	John C. Myers	Hagerstown, MD	Br. 443
Maynard A. Moe	Eau Claire, WI	Br. 728	Dewey A. Rush	South FL	Br. 1071	Ronald G. Spoonire	Hagerstown, MD	Br. 443
Gerald H. Rehberg	Eau Claire, WI	Br. 728	Calvin Russell	South FL	Br. 1071	Frederick T. White III	Hagerstown, MD	Br. 443
Harold G. Robarge	Eau Claire, WI	Br. 728	Edward B. Salisbury	South FL	Br. 1071	John A. Domack	Worcester, MA	Br. 12
			Denver C. Sandy	South FL	Br. 1071	Jon W. Kalagian	Worcester, MA	Br. 12
			Cecilio W. Santiago	South FL	Br. 1071	George J. Winters	Pittsfield, MA	Br. 286
			Reynaldo Santiago	South FL	Br. 1071	James E. Pfister	Royal Oak, MI	Br. 3126
			Jose A. Santiago Jr.	South FL	Br. 1071	Robert C. Bosarge	Pascagoula, MS	Br. 2241
			Ira B. Savage	South FL	Br. 1071	Mildred M. Briley	Pascagoula, MS	Br. 2241
			Christopher J. Schnetzer	South FL	Br. 1071	Paul G. Duckworth	Pascagoula, MS	Br. 2241
			Edward J. Seltzer	South FL	Br. 1071	Frank M. Everett	Pascagoula, MS	Br. 2241
			Edward G. Sepko	South FL	Br. 1071	Shannon J. Glady Jr.	Pascagoula, MS	Br. 2241
			Martin H. Shaffer	South FL	Br. 1071	Eddie S. Glaude	Pascagoula, MS	Br. 2241
			Paul M. Shapiro	South FL	Br. 1071	Melvin Lett	Pascagoula, MS	Br. 2241
			David J. Siegel	South FL	Br. 1071	Mary J. Maki	Pascagoula, MS	Br. 2241
			Murray Silverman	South FL	Br. 1071	Leroy J. Trahan	Pascagoula, MS	Br. 2241
			Billy R. Simpson	South FL	Br. 1071	Paul W. Droz	Rich Hill, MO	Br. 2601
			Ronald W. Skinner	South FL	Br. 1071	Richard L. Larson	Gothenburg, NE	Br. 2798
			William E. Slattery	South FL	Br. 1071	Herman Gesch Jr.	Lincoln, NE	Br. 8
			Samuel B. Slotkin	South FL	Br. 1071	Stanley M. Harroun	Lincoln, NE	Br. 8
			Josephine R. Small	South FL	Br. 1071	Robert L. Klapperich	Lincoln, NE	Br. 8
			Larry M. Smart	South FL	Br. 1071	Alfred W. Odell	Lincoln, NE	Br. 8
			Edward Smith Jr.	South FL	Br. 1071	Charles D. Ryan	Lincoln, NE	Br. 8
			Mario H. Solis	South FL	Br. 1071	Kenneth G. Stanley Jr.	Lincoln, NE	Br. 8
			Marcelino Soto Jr.	South FL	Br. 1071	Daniel P. Wendt	Lincoln, NE	Br. 8
			George P. Spadaccini	South FL	Br. 1071	Michael C. Wenz	Lincoln, NE	Br. 8
			Cleo D. Stafford	South FL	Br. 1071	Ronald D. Yakel	Lincoln, NE	Br. 8
			Thomas H. Stamper Jr.	South FL	Br. 1071	Leroy B. Davis Jr.	Brooklyn, NY	Br. 41
			William J. Star	South FL	Br. 1071	Frank A. DeCola	Brooklyn, NY	Br. 41
			Leo C. Starin	South FL	Br. 1071	James P. Farrell Jr.	Brooklyn, NY	Br. 41
			Philip E. Stone	South FL	Br. 1071	Robert Favale	Brooklyn, NY	Br. 41
			Dennis E. Stowe	South FL	Br. 1071	Sidney Feuer	Brooklyn, NY	Br. 41
			Frederick L. Stryker	South FL	Br. 1071	Arthur L. Ford	Brooklyn, NY	Br. 41
			Luis M. Suarez	South FL	Br. 1071	Joseph A. Fortini	Brooklyn, NY	Br. 41
			Thomas F. Sweeney	South FL	Br. 1071	Joseph L. Franzo Jr.	Brooklyn, NY	Br. 41
			Robert E. Taylor	South FL	Br. 1071	Milton M. Goldberg	Brooklyn, NY	Br. 41
			Roosevelt Thomas	South FL	Br. 1071	Thomas A. Carlo Jr.	Long Island Mgd., NY	Br. 6000
			Robert R. Thompson	South FL	Br. 1071	William A. Galletta	Long Island Mgd., NY	Br. 6000
			Ann H. Tobin	South FL	Br. 1071	Thomas F. Kelly	Long Island Mgd., NY	Br. 6000
			Luis V. Torres	South FL	Br. 1071	Edward J. Ramonetti	Long Island Mgd., NY	Br. 6000
			Jose Torres Jr.	South FL	Br. 1071	T. J. Calvario	Port Jervis, NY	Br. 376
			Alfred J. Towne	South FL	Br. 1071	Richard T. Gill	Port Jervis, NY	Br. 376
			Comilla Towns Jr.	South FL	Br. 1071	William R. Walker	Port Jervis, NY	Br. 376
			Adam L. Trypus	South FL	Br. 1071	J. P. Gurley	Goldsboro, NC	Br. 876
			Marvin Tyson	South FL	Br. 1071	William A. Collins	Rocky Mount, NC	Br. 1321
			Bruce T. Van Lieu	South FL	Br. 1071	Stephan Brogdon	Wilmington, NC	Br. 464
			Emile A. Vermette	South FL	Br. 1071	Jimmy L. Yopp	Wilmington, NC	Br. 464
			Aurelio Vieira	South FL	Br. 1071	David R. Riegler	Canton, OH	Br. 238
			Glenn A. Vogle	South FL	Br. 1071	Ricky L. Tucci	Canton, OH	Br. 238
			Charles J. Voytek	South FL	Br. 1071	Paul E. Westland	Canton, OH	Br. 238
			John J. Wagner	South FL	Br. 1071	Richard Costello	Lorain, OH	Br. 583
			Stanley F. Wagner	South FL	Br. 1071	Bradley T. Gumpf	Lorain, OH	Br. 583
			Joe Walker	South FL	Br. 1071	Steve A. Heinowski	Lorain, OH	Br. 583
			Thomas G. Walker	South FL	Br. 1071	Dale W. Krasienko	Lorain, OH	Br. 583
			Newman E. Ward	South FL	Br. 1071	Jose A. Parrilla	Lorain, OH	Br. 583
			Bonnie R. Watts Jr.	South FL	Br. 1071	Larry E. Sweeney	Lorain, OH	Br. 583
			Martin E. Weiner	South FL	Br. 1071	James M. Wilhelm	Lorain, OH	Br. 583
			Albert S. Weiss	South FL	Br. 1071	Richard A. Ruggeri	Newport, RI	Br. 57
			Morris Weiss	South FL	Br. 1071	James C. Phillips Sr.	Gaffney, SC	Br. 2190
			Leroy Welch	South FL	Br. 1071	James W. Goins	Lufkin, TX	Br. 2279
			Robert W. Wentworth	South FL	Br. 1071	Herbert L. Anderson Jr.	Richmond, VA	Br. 496
			Charles T. Whittle	South FL	Br. 1071	Ronald W. Bates	Richmond, VA	Br. 496
			John D. Wiggins Jr.	South FL	Br. 1071	J. L. Dorman	Richmond, VA	Br. 496
			Gerald M. Williams	South FL	Br. 1071	Reginald Edwards	Richmond, VA	Br. 496
			Herbert L. Williams	South FL	Br. 1071	Frank E. Evans	Richmond, VA	Br. 496
			Joyce A. Williams	South FL	Br. 1071	John P. Lambrix	Aberdeen, WA	Br. 853
			Paul E. Williams	South FL	Br. 1071	Dennis J. Healy	Spokane, WA	Br. 442
			Percy D. Williams	South FL	Br. 1071	Joe R. Padron	Wenatchee, WA	Br. 1350
			Ralph J. Williams	South FL	Br. 1071	Thomas L. Lowe	Parkersburg, WV	Br. 481
			Robert J. Williams	South FL	Br. 1071			
			Richard H. Wilson	South FL	Br. 1071			

50-year pins and gold cards

Eugenio Y. Bracamonte	Nogales, AZ	Br. 2417
James R. Blaylock	HotSprings Natl. Park, AR	Br. 543
Larry J. Schnebly	HotSprings Natl. Park, AR	Br. 543
James H. Bryan	San Jose, CA	Br. 193
Timothy A. Daves	San Jose, CA	Br. 193
Billie L. Templeton	San Jose, CA	Br. 193
Herman Yates	Fort Lauderdale, FL	Br. 2550
Edward L. Anderson	South FL	Br. 1071
Carmine A. Andrietta	South FL	Br. 1071
David J. Archie Jr.	South FL	Br. 1071
Gerald B. Bird	South FL	Br. 1071
William E. Burroughs Jr.	South FL	Br. 1071
Victor M. Carreras	South FL	Br. 1071
Sandra T. Cisco	South FL	Br. 1071
Richard E. Curry	South FL	Br. 1071
Horace H. Davis	South FL	Br. 1071
William A. Dutch	South FL	Br. 1071
Gaspar V. Fasulo	South FL	Br. 1071
Stephen A. Freed	South FL	Br. 1071
John C. Gauzens	South FL	Br. 1071
Vaughan J. Gittere	South FL	Br. 1071
Stanley W. Glickman	South FL	Br. 1071
Joseph Moldafsky	South FL	Br. 1071
Robert Moore	South FL	Br. 1071
W. J. Moran	South FL	Br. 1071
Felton L. Morris	South FL	Br. 1071
Willie Morris Jr.	South FL	Br. 1071
Louis J. Moscato	South FL	Br. 1071
Clarence Moss	South FL	Br. 1071
John W. Motley	South FL	Br. 1071
Enrique Motola	South FL	Br. 1071
Danny C. Mullins	South FL	Br. 1071
Fred B. Munro	South FL	Br. 1071
Curtis Murphy	South FL	Br. 1071
Dennis C. Murphy	South FL	Br. 1071
Gregory T. Murphy	South FL	Br. 1071
Joseph F. Nall Sr.	South FL	Br. 1071
John P. Navin	South FL	Br. 1071
Ralph W. Novak	South FL	Br. 1071
Frank J. Nuhfer	South FL	Br. 1071
Robert L. Ogilvie	South FL	Br. 1071
David C. O'Neill	South FL	Br. 1071
Hector Ortiz Martinez	South FL	Br. 1071
Larry J. Ostroff	South FL	Br. 1071
Ottavio J. Pace	South FL	Br. 1071
Charles E. Padgett	South FL	Br. 1071
Charles E. Palmer	South FL	Br. 1071
Frederick J. Panasuk	South FL	Br. 1071
Robert L. Parkerson Jr.	South FL	Br. 1071
Harry W. Parrish	South FL	Br. 1071
Terry M. Patton	South FL	Br. 1071
Reniero Perez	South FL	Br. 1071
James L. Phillips	South FL	Br. 1071
Robert D. Pike	South FL	Br. 1071
John C. Pollock	South FL	Br. 1071
Mark L. Pope	South FL	Br. 1071
Gary E. Pratt	South FL	Br. 1071
John B. Primiano	South FL	Br. 1071
Barbara R. Quigley	South FL	Br. 1071
Samuel F. Rahmings	South FL	Br. 1071
Guido N. Rapone	South FL	Br. 1071
Donald W. Redman	South FL	Br. 1071
Charles R. Reeder	South FL	Br. 1071
Gene D. Regoli	South FL	Br. 1071

Mutual Exchanges

AK: Fairbanks (11/93) to Chico, CA or surrounding areas. Three bidding offices with plenty of OT, and COLA. Seeking mutual exchange. Regular carriers only. Dan, 907-978-7299 (text or call) or danwj67@hotmail.com.

CT: Wallingford (6/21) to Honolulu, HI or nearby areas. Decent-sized office and friendly co-workers. Quiet and safe town. Natalie, 860-839-8033 or nnatalienunez97@gmail.com.

FL: Tarpon Springs (12/00) to Atlanta, GA or surrounding areas. Tarpon

Springs and Holiday with 27 city routes. Mostly curbside. Jim, 727-808-7645 or richjim3@verizon.net.

PA: Pittsburgh (5/19) to Phoenix, AZ or surrounding area. Timothy, 717-439-0063 (text or call) or 24ktlg@gmail.com.

TX: Corpus Christi (9/18) to Brainerd, MN area. Family relocated to Crosslake, MN, in March, and I am at Extended Stay America waiting for transfer. Desirable flat route. Mike, 816-615-2009 (call or text) or plattmike108@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., July's deadline is for the August publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

In Memoriam

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

Charlie W. Wood	Br. 106	Mongomery, AL	Russell H. Barter	Br. 18	Southeast MA Mgd.	Stephen H. Cyphert	Br. 40	Cleveland, OH
Caroline Kriesen	Br. 704	Tucson, AZ	Eugene M. Gemborys	Br. 12	Worcester, MA	Charles Deforest	Br. 40	Cleveland, OH
John B. Eyeler	Br. 348	Eureka, CA	William F. Kelishek	Br. 12	Worcester, MA	Harold E. Kinzy	Br. 40	Cleveland, OH
Jerry A. Sisson	Br. 348	Eureka, CA	Richard F. Dobson	Br. 1	Detroit, MI	Norman E. Kramer	Br. 40	Cleveland, OH
Mehraban Mavandi	Br. 1100	Garden Grove, CA	Robert J. Gordon	Br. 1	Detroit, MI	Andrew J. Matea	Br. 40	Cleveland, OH
Ernest R. Williams Jr.	Br. 24	Los Angeles, CA	Charles H. Hall	Br. 1	Detroit, MI	Marvin E. Mathews	Br. 40	Cleveland, OH
Richard E. Keith	Br. 1427	Santa Clara, CA	Khaleejah Patterson	Br. 1	Detroit, MI	Thomas Rucker	Br. 40	Cleveland, OH
William R. Pullin	Br. 1427	Santa Clara, CA	Edward J. Beaudette	Br. 256	Mid-MI	Kenneth N. Schrembeck	Br. 40	Cleveland, OH
Ray A. Arguellez	Br. 2902	Tri-Valley, CA	Dale W. Mockbee	Br. 256	Mid-MI	Charles C. Thorington Sr.	Br. 40	Cleveland, OH
Nathan J. Blank	Br. 2902	Tri-Valley, CA	Clayton Nelson	Br. 256	Mid-MI	Lois J. Walter	Br. 40	Cleveland, OH
Dennis A. Teubner	Br. 2462	Van Nuys, CA	Edward C. Stagman	Br. 256	Mid-MI	Forrest A. Black	Br. 100	Toledo, OH
Harold S. Tateoka	Br. 47	Denver, CO	Joseph W. Leitch	Br. 3126	Royal Oak, MI	Dennis L. Brock	Br. 100	Toledo, OH
Gregory G. Otto	Br. 913	Grand Junction, CO	John Dybalski Jr.	Br. 4374	South Macomb, MI	Herbert E. Delventhal	Br. 100	Toledo, OH
Jack D. Thompson	Br. 324	Greeley, CO	Jeffrey Kibbe	Br. 4374	South Macomb, MI	Kenneth H. Gozdowski	Br. 100	Toledo, OH
Jonathan S. Pascale	Br. 19	New Haven, CT	Robert J. Lacroix	Br. 4374	South Macomb, MI	Carmack Hopson Jr.	Br. 100	Toledo, OH
Raymond F. Bartley	Br. 60	Stamford, CT	David O. Burandt	Br. 9	Minneapolis, MN	Robert F. Parman	Br. 100	Toledo, OH
David C. Clark	Br. 142	Washington, DC	Christophe J. Watson	Br. 343	St. Louis, MO	Arturo A. Villarreal	Br. 100	Toledo, OH
Eddie G. Tobias Jr.	Br. 142	Washington, DC	George E. Emeigh	Br. 8	Lincoln, NE	Robert Wismar	Br. 100	Toledo, OH
Morgan N. Ward Jr.	Br. 142	Washington, DC	Eugene E. Harmon	Br. 8	Lincoln, NE	Robert L. Wood	Br. 100	Toledo, OH
Kara R. Burns	Br. 2072	Fort Myers, FL	Wilmer D. Hubka	Br. 8	Lincoln, NE	Joseph J. D'Errico	Br. 385	Youngstown, OH
William S. Foreman	Br. 1071	South FL	Harley M. Jackson	Br. 8	Lincoln, NE	James T. Cox	Br. 458	Oklahoma City, OK
Raymond C. Smith Jr.	Br. 1477	West Coast FL	William J. Meyer	Br. 8	Lincoln, NE	Wayne D. Stockton	Br. 1358	Tulsa, OK
William L. Corbett	Br. 1690	West Palm Beach, FL	Kenneth G. Stanley Jr.	Br. 8	Lincoln, NE	Oliver F. Schutt Jr.	Br. 500	Harrisburg, PA
Gary T. McBrayer	Br. 4568	Forest Park, GA	Richard E. Christensen	Br. 5	Omaha, NE	Justiniano Z. Esguerra	Br. 4931	Langhorne, PA
William T. Chung	Br. 860	Honolulu, Hawaii	Glen H. Skelton	Br. 5	Omaha, NE	Christophe Zenak	Br. 157	Philadelphia, PA
Robert Flowers III	Br. 219	Aurora, IL	Dean L. Stastny	Br. 5	Omaha, NE	Edgar R. Robinson II	Br. 84	Pittsburgh, PA
Jesse J. Blue	Br. 11	Chicago, IL	Robert A. Mason	Br. 370	New York, NY	Eric T. Browne	Br. 55	Pawtucket, RI
James H. Cade Jr.	Br. 11	Chicago, IL	Wilmer Acosta	Br. 38	NJ Mgd.	Jacinto N. Castro	Br. 181	Austin, TX
Lee E. Hall III	Br. 11	Chicago, IL	Richard P. Murphy	Br. 908	South Jersey, NJ	Michael A. Gonzales	Br. 1259	Corpus Christi, TX
Aleema Nodu	Br. 11	Chicago, IL	Reyes R. Gurule	Br. 504	Albuquerque, NM	Gabriel D. Marquez	Br. 505	El Paso, TX
Craig Washington	Br. 11	Chicago, IL	Donnamarie Santiago	Br. 41	Brooklyn, NY	Arthur D. Bunch	Br. 283	Houston, TX
Chase T. Holt	Br. 977	Hoopeston, IL	Frank C. Loch	Br. 36	New York, NY	Akilah A. Davison	Br. 283	Houston, TX
Denise D. Hasik	Br. 407	Kankakee, IL	Warren J. Grasso Jr.	Br. 210	Rochester, NY	Marigail R. Ghazal	Br. 283	Houston, TX
David Majercik	Br. 825	Oak Brook, IL	William P. Makohon	Br. 210	Rochester, NY	Mark D. Rodriguez	Br. 3028	Kerrville, TX
K. R. Blietz	Br. 245	Rockford, IL	Charles P. Kaiser	Br. 2189	Valley Stream, NY	Aurora N. Dawson	Br. 421	San Antonio, TX
Evaristo S. Gutierrez	Br. 245	Rockford, IL	Ricardo Harley	Br. 630	Greensboro, NC	Jose L. Ascuia	Br. 111	Salt Lake City, UT
John O. Hobel	Br. 245	Rockford, IL	Wesley W. Presnell	Br. 630	Greensboro, NC	Eveline E. Fitton	Br. 111	Salt Lake City, UT
Daniel Martinez	Br. 580	Hammond, IN	Joe S. White	Br. 630	Greensboro, NC	Duane T. Wilcox	Br. 111	Salt Lake City, UT
Matias J. Peace	Br. 753	Valparaiso, IN	Norman T. Gurganus	Br. 3984	Jacksonville, NC	John R. Valentine	Br. 496	Richmond, VA
Jerry M. Gallipeau	Br. 499	Kansas City, KS	Thomas S. Byrd Jr.	Br. 461	Winston-Salem, NC	William A. Coyner	Br. 79	Seattle, WA
R. R. Kistler	Br. 499	Kansas City, KS	Raymond L. Cromley	Br. 897	Barberton, OH	Richard R. Klein	Br. 79	Seattle, WA
Vernon J. Weller	Br. 499	Kansas City, KS	Ted G. Hornyak	Br. 897	Barberton, OH	Robert I. McBerry	Br. 79	Seattle, WA
William C. Dalzell	Br. 361	Lexington, KY	Milford E. Starling	Br. 897	Barberton, OH	Harold J. Ross Jr.	Br. 79	Seattle, WA
Diana L. Donovan	Br. 6377	Mandeville, LA	Ronnie A. Balach	Br. 40	Cleveland, OH	Carmine J. Malico	Br. 442	Spokane, WA
Carl J. Martin Jr.	Br. 176	Baltimore, MD	Paul C. Beck	Br. 40	Cleveland, OH	Cindi R. Sharpe	Br. 442	Spokane, WA
Pasquale R. DiCesare	Br. 34	Boston, MA	Albert V. Ciprian	Br. 40	Cleveland, OH	Richard E. Dubuque	Br. 436	Racine, WI
Stanley T. Penkul	Br. 7	Lynn, MA	Dan J. Cowan	Br. 40	Cleveland, OH			

DOHERTY & DONELON SCHOLARSHIPS

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

Eligibility

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

Requirements

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

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

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

Terms of awards

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

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

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

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

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

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

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

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**