

Volume 133/Number 12 December 2020

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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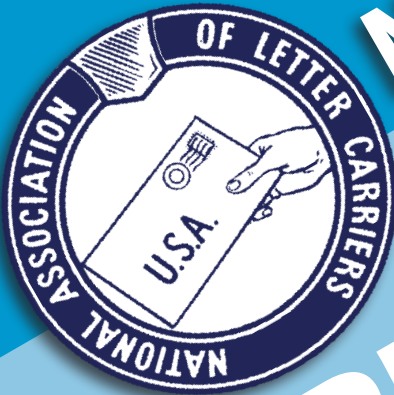
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'Hope dies last' in an otherwise horrible year



Fredric V. Rolando

Let's face it: 2020 has been a terrible year. A deadly pandemic has cost the lives of more than a quarter million Americans and has totally disrupted our lives. Tens of millions of jobs have been lost. Many of our schools are closed to in-person instruction. We can't go to the movies or attend sporting events in large numbers. Thousands of small businesses have been destroyed. Many of us will not be able to spend time with our loved ones during the holiday season as COVID-19 infection rates, hospitalizations and deaths reach new peaks—making travel and family occasions extremely risky. In short, the pandemic

and its impact have been awful, and none of us will look back fondly on these events.

And yet, 2020 is ending on a decidedly hopeful note. Let me give you three examples.

First, despite all the naysaying, American democracy is alive and well—due in no small part to the efforts of America's postal employees. Thanks to vote-by-mail, which provided tens of millions of Americans a safe way to vote in the middle of a pandemic, we just had the best turnout in a U.S. election in more than a century. When all the votes are counted, more than 160 million Americans will have cast their ballots—which means that two-thirds of all eligible voters participated, a huge increase. The Postal Service and its employees rose to the occasion by safely and securely handling between 60 million and 70 million ballots this election season. The labor-management collaboration exhibited by the National Election Task Force worked superbly, despite the challenges of conducting postal operations in a pandemic. We took extraordinary measures to make sure that every possible ballot was counted. We delivered for America, and the scenes of crowds all over the United States cheering on letter carriers and other postal employees after the election makes us justly proud of our role in American democracy.

Second, Americans elected true friends of letter carriers and the Postal Service to serve in the White House. I know that some of our members supported President Trump, but his unfounded attacks on the Postal Service and its employees posed an existential threat to our jobs and futures. The defeat of that threat leaves me hopeful for the future.

NALC congratulates President-elect Joe Biden and Vice President-elect Kamala Harris and pledges to work with the new administration to bring our country together.

Third, just after the election, we reached a tentative agreement on a new national contract, an extremely positive development. (See story on page 4.) As I have repeatedly reported over the past several months, NALC followed a dual-track approach to achieve a new National Agreement with ongoing negotiations and the presentation of the best-possible case for our proposals in interest arbitration. I am proud of the case and the evidence we amassed in the interest arbitration proceeding, but I am even more pleased that letter carriers will now get to decide whether or not to accept this tentative agreement in a ratification vote, following the procedure outlined in the *NALC Constitution*. I'd like to thank all the officers and staff who worked so hard to reach this proposed National Agreement.

Despite these hopeful signs, we face a lot of uncertainty going into 2021. In early January, there will be two runoff elections in Georgia that will decide control of the U.S. Senate. The stakes for the Postal Service and its employees are enormous. The current leaders of the Senate have been totally hostile to the Postal Service and its employees. They have opposed financial relief to help the USPS get through the decline in letter mail revenue resulting from the pandemic-related economic shutdown, as well as hazard pay for front-line workers, such as letter carriers. The House of Representatives has repeatedly enacted relief bills that would strengthen the Postal Service. Changing the leadership of the Senate would go a long way toward making that relief possible.

"Hope dies last" is an old expression in the labor movement—it's an affirmation that, without hope, success is not possible. Let us remember that in the difficult months to come for our country. President-elect Biden embodies that hope. He has called on all of us to set aside our political differences and to strive to work together to overcome the pandemic and the economic crisis we face.

Let that be true within our union as well. I know that there are political divisions among NALC members—I've received very moving letters from members who share that they are made to feel like outcasts for supporting President Trump. And I've heard from other members who worry that President Trump and his supporters have turned their backs on democracy itself. We don't have to sacrifice our political principles to belong to the NALC; we just need to remember that our common interests and values as union members are bigger than the issues that divide us. That would be true no matter who won the election. Hope dies last, brothers and sisters.



National Association of Letter Carriers, AFL-CIO

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

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

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Health Benefit Plan
888-636-6252

BOARD OF TRUSTEES

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Los Angeles, CA 90017

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Chicago, IL 60653

NATIONAL BUSINESS AGENTS

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

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

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

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

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

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

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

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

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

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

Region 11: MARK CAMILLI
(Upstate New York, Ohio)
5445 Beavercrest Drive, Suite 7
Lorain, OH 44053
440-282-4340

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

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

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

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

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The strength of a union



**Philip
Dine**

We've spoken often in this space about the strengths of NALC, and have attributed them to the leadership at all levels combined with the dedication and skills of rank-and-file letter carriers.

I can't say that this strength and those attributes have never been more fully on display than over this year—this union, after all, has a long history, and folks say that something momentous occurred a half-century ago—but I've witnessed nothing like it in the decade I've been privileged to work here.

Consider the challenges letter carriers and their union have recently faced.

Starting some nine months ago, though it seems much longer, the once-in-a-century pandemic has added uncertainty and risk to your work; it's also added millions of packages and a heavy responsibility, with people depending on you to bring them household supplies they once procured for themselves, as well as those much-needed government checks and medications, and much more. All of that, combined with the impact of the coronavirus on the postal workforce, has meant long and arduous days for America's letter carriers.

Then the looming election ratcheted up both the work and the scrutiny, with politicians and the media pushing their narratives—some looking for signs of postal incompetence or fraud, others for hints that political attacks or operational changes were making it impossible for USPS to carry out the election duties. Hype and speculation were everywhere, even over routine events, as you dealt with an historic level of mail ballots amidst a pandemic and a political maelstrom.

Adding to the mix has been uncertainty over the Postal Service's future, given the pandemic-induced economic shutdown and the political wrangling in Washington, as incomprehensible decisions were made about which economic sectors should get stimulus relief.

If all of this weren't enough, the small matter of your contract and the related uncertainties also weighed on you.

So, how have letter carriers fared?

As a result of your hard work and bravery, you have won widespread recognition as a key component of the nation's essential workforce, supplying families with necessary items but also with the sense of normalcy and optimism you always manage to deliver in troubled times. The workforce shortages and long hours, the intense workload and some odd directives from above did not deter you from your mission-focused approach.

Despite the fretting among the pols and the press about whether you could cope with a mail-centric election, you carried out those duties so seamlessly that an attentive nation

stood in a figurative standing ovation to the new guardians of democracy.

Helping the public shelter safely and vote safely—no small feat.

The financial future of our employer? TBD for now, but there are hopeful signs.

And the negotiations? You now have a tentative contract to consider.

How did all of this get accomplished over just three-quarters of a year? Short answer: a symbiotic and productive relationship between no-nonsense and determined leadership, from Headquarters to the smallest branches, and a membership armed with a can-do attitude, a firm grasp of what is at stake and an appreciation for the craft.

These aren't platitudinal words; I've observed firsthand how NALC's leaders confront issues aggressively yet calmly, aiming not to make waves but to find solutions. This has manifested itself in the daily efforts to improve letter carrier safety during the pandemic by bringing problems of supplies or processes to management's attention, and in the task force developed with NALC participation to resolve election-related issues at the highest level. Equally impressive has been the role played nationwide by letter carriers, new or experienced or retired, in getting the word out to the public about the role of letter carriers and USPS in the pandemic and in the election.

I've covered some impressive union battles over the decades, including the against-all-odds victory, in a small Delta town forgotten by time, of the United Food and Commercial Workers in the biggest strike by Black workers in the history of Mississippi; the transition of the International Brotherhood of Teamsters from a mobbed-up union to one featuring a boisterous democratic process; or the quiet role of the AFL-CIO in aiding the fledgling independent labor unions in Eastern Europe that helped bring down Communist rule in the region.

I don't know, however, that I've ever seen a workforce and its union jointly deal with such a multitude of complex and difficult issues, and emerge victorious and all the stronger for it—while helping an entire country do so as well.

This has been labor—in the dual senses of the work being done and the power of a union—at its finest.

EDITORIAL STAFF:
Director of Communications and Media Relations Philip Dine
Designer/Web Editor Mike Shea
Writer/Editor Rick Hodges
Writer/Editor Jenessa Wagner
Editorial Assistant Clare Foley

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Terms of tentative national agreement set; awaiting ratification vote by active members

After 17 months of continued effort, concentrated teamwork and intense bargaining, even as the parties pursued a resolution through interest arbitration, NALC and USPS reached a tentative National Agreement on Nov. 25. The new 44-month contract will cover the period from Sept. 20, 2019, to May 20, 2023, and will cover more than 205,000 active city letter carriers.

“I’m proud of the officers and staff for staying the course and working diligently to reach this proposed National Agreement,” NALC President Fredric Rolando said. “From the beginning to the end, our team was determined to get a deal worthy of the men and women we are honored to represent.”

The provisions of the tentative agreement reward all letter carriers for their contributions to the Postal Service’s success in serving the American people; narrowing the compensation gap between city carrier assistants (CCAs) and career letter carriers; providing a 24-month automatic conversion of CCAs to career status; creating a new career Step P that will be \$444 annually greater than the current top Step O; and preserving the core achievements of our bargaining history, including regular general wage increases, cost-of-living adjustments (COLAs) and protections against outsourcing and layoffs, as well as other contractual elements that define our standard of living.

The proposed contract, which will be subject to ratification by active members in the weeks ahead, was unanimously approved by the NALC Executive Council. It provides for seven COLAs, as well as four pay raises of 1.1 percent for each of the first two years and 1.3 percent for each of the follow-

ing two years. (See details below.)

The tentative agreement also contains multiple improvements in the pay and benefits for CCAs; a renewed and expanded memorandum of understanding (MOU) aimed at improving the Postal Service’s often-troubled workplace culture; and a new option for full-time letter carriers who work their holiday. Many other provisions of the existing National Agreement were amended, and new MOUs were reached as well.

President Rolando issued the following statement after the Executive Council recommended approval of the tentative contract settlement: “I’d like to thank all the officers and staff who worked so hard to reach this proposed National Agreement. NALC followed a dual-track approach to achieve a new National Agreement with ongoing negotiations and the presentation of the best-possible case for our proposals in interest arbitration. I am proud of the case and the evidence we amassed in the interest arbitration proceeding, but I am even more pleased that letter carriers will now get to decide whether or not to accept this tentative agreement in a ratification vote, following the procedure outlined in the *NALC Constitution*. The NALC Executive Council unanimously recommends approval of the tentative agreement,” he said.

Ratification and a national rap session

Arrangements are now being made to mail a copy of the tentative contract and all associated MOUs to the active members of NALC, along with a ratification ballot and instructions on voting. As dictated by the *NALC Constitution*, only active letter carrier members of NALC will be permitted to vote. A Ballot

Committee (appointed in accordance with the *NALC Constitution*) will monitor and observe the dispatch, receipt and tabulation of the ballots.

President Rolando called for a national conference pursuant to Article 3.4(b) of the *NALC Constitution* so that branch leaders could be fully briefed on the proposed contract and be prepared to answer members’ questions before the ratification vote is taken. Due to the ongoing pandemic, the conference was held virtually in December via video conference.

Summary of the wage and salary provisions

General wage increases: Under the tentative agreement, all city letter carriers—career and non-career alike—will receive four general wage increases. Each increase will be calculated as a percentage of the basic salaries in effect at the end of the 2016-2019 National Agreement. Per Article 9, all letter carriers will receive the following pay increases:

- Effective Nov. 23, 2019—1.1 percent general increase (paid retroactively).
- Effective Nov. 21, 2020—1.1 percent general increase (paid retroactively).
- Effective Nov. 20, 2021—1.3 percent general increase.
- Effective Nov. 19, 2022—1.3 percent general increase.

If the contract is ratified, the 2019 and 2020 increases will be implemented retroactively as soon as possible. The effective date will be announced through NALC’s electronic platforms and in the *NALC Bulletin*.

Cost-of-living adjustments for career letter carriers: Over its 44-month span, the agreement provides for seven

COLAs for career letter carriers, using the same COLA formula NALC used in the previous contract and for most of our bargaining history. Wage rates will be increased by 1 cent per hour for each 0.4-point increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). COLAs will be triggered by the release of the January and July index numbers, and July 2019 has been set as the “base month” for this contract’s COLA calculations.

We already know the value of the first two COLAs, since they are based on the January 2020 and July 2020 CPIs, which already have been released. The amount of the first full COLA is \$166 annually, effective Feb. 29, 2020, and the second full COLA is \$188 annually, effective Aug. 29, 2020. Upon ratification, these COLAs will be added to every step in both grades of Table 1, which covers career letter carriers appointed before Jan. 12, 2013. For letter carriers with career appointments on or after that date, the full COLAs will be added to the Step O rates of both grades in Table 2, and then applied proportionately to Steps A through N, following the practice established by the Das interest arbitration award that set the terms of the 2011-2016 contract. Beginning on Nov. 19, 2022, with the creation of Step P as the new top step (see “Wage schedule changes” below), full COLAs will be added to the Step P rates of both grades in Table 2, and then applied proportionately to Steps A through O. The first two COLAs will be paid retroactively, should the contract be ratified.

- The first full COLA will be \$166 annually, effective Feb. 29, 2020, paid retroactively.
- The second full COLA will be \$188 annually, effective Aug. 29, 2020, paid retroactively.

- The third COLA will be effective March 2021.
- The fourth COLA will be effective September 2021.
- The fifth COLA will be effective March 2022.
- The sixth COLA will be effective September 2022.
- The seventh COLA will be effective March 2023.

The future value of the remaining five COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and January 2023. Based on the inflation forecast of the Congressional Budget Office (CBO), we estimate that the expected inflation rates would generate five additional COLAs with full values of \$187, \$229, \$250, \$374 and \$374, respectively, applied to the letter carrier pay tables as described above. **Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation.** (See below for more detailed projections for both career pay tables.)

Wage schedule changes: The contract provides for the addition of a new top step to Tables 1 and 2 on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

Additionally, effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

For part-time flexibles (PTFs), a new PTF Step AA, with a waiting

period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion (discussed in detail below). The hourly pay of PTF Step AA will equal the hourly pay of full-time regular Step A. Upon conversion to full time, the PTFs will be slotted into the full-time step commensurate with their number of weeks as a PTF.

City carrier assistant provisions

Additional economic measures affecting CCAs in the tentative contract include: annual CCA pay increases in addition to the general wage increases called for in Article 9 and increased Postal Service contributions for CCA health benefits. The details are as follows:

Additional CCA general wage increases: In addition to the four general wage increases provided for all letter carriers described above, all CCA letter carriers also will receive:

- Effective Nov. 23, 2019—an additional 1.0 percent increase (paid retroactively).
- Effective Nov. 21, 2020—an additional 1.0 percent increase (paid retroactively).
- Effective Nov. 20, 2021—an additional 1.0 percent increase.
- Effective Nov. 19, 2022—an additional 1.0 percent increase.

The general wage increases, in combination with these additional increases (which are paid in lieu of COLAs) and the elimination of the CCA Step CC hourly pay rate in June 2021, will raise starting wage rates for most CCAs from \$17.29 per hour to \$19.33 per hour over the term of the agreement

Tentative national agreement (continued)

(see Table 3). For CCAs who were on the rolls as transitional employees (TEs) on Jan. 10, 2013, the starting pay will increase from \$18.72 per hour to \$20.88 per hour by the end of the proposed contract (see Table 3).

Back-pay provisions for carriers and recently retired carriers

A full back-pay calculation for all letter carriers (career and non-career alike), covering all paid hours since the expiration of the 2016-2019 contract, will be made as soon as practicable. These back-pay calculations will include the Nov. 23, 2019, and Nov. 21, 2020, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the January 2020 and July 2020 COLAs for career letter carriers.

It will take some time for the Postal Service to complete the more than 205,000 back-pay calculations, so it is impossible to know right now the exact pay period in which back pay will be issued. Carriers who have retired since September 2019 will receive the back pay for hours worked up until their retirement—and their annuities will be adjusted accordingly. (Depending on their date of retirement, it is possible that the two COLAs and the two general wage increases may slightly raise their high-3 average salary and, therefore, their monthly annuities.)

New 24-month automatic conversion of CCAs to career status

Upon ratification, CCAs who have not been converted to career status by the time they reach 24 months of relative standing in their installation will now be converted to PTF career status in their installation, rather than con-

tinuing as non-career employees. This automatic conversion after reaching 24 months of relative standing will take place in every size office throughout the country, providing full fringe benefits and peace of mind to non-career carriers.

Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to PTFs and placed in a new PTF Step AA in Table 2. The Step AA hourly rate will equal the full-time Step A hourly rate, and PTFs in Step AA will receive proportional COLAs as described above. The waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they currently are in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

Conversions to career status detailed above will be effective as soon as practicable, but no later than 60 days from the ratification date of the 2019 National Agreement (for CCAs who already have 24 months of relative standing at that time) or the first day of the third full pay period that follows the date on which a CCA achieves 24 months of relative standing in the future. CCAs converted pursuant to this provision will not have to serve a probationary period, since they will already have successfully completed one 360-day term as a CCA.

CCAs converted to PTF employees under this MOU will count as full-time career carriers for purposes of calculating the CCA cap. In offices with 200 or more workyears, PTF employees converted under this MOU will not

be counted for purposes of calculating the full-time staffing percentage in Article 7.3.A during their first 52 weeks as PTFs.

Health benefits

Career letter carriers: In 2020 and 2021, there is no reduction in the Postal Service's share of premium costs for career letter carriers' health insurance (73 percent of the weighted average Federal Employees Health Benefits (FEHB) Program plan premium, capped at 76 percent of any given plan's premium). The Postal Service's share will decline by 1 percentage point to 72 percent in 2022 and 2023, and will be capped at 75 percent of any given plan's premium.

The biweekly impact of these Article 21 changes will depend on which plans carriers enroll in, but will, in any case, represent a small fraction of the biweekly pay increases provided by Article 9 of the tentative agreement.

CCA health benefits: The tentative agreement maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self and family, regardless of the year of employment.

Uniform allowances

Under Article 26 of the current contract, letter carriers in 2019 were

entitled to a uniform allowance of \$464 annually, with an additional credit of \$107 for newly eligible career carriers. The proposed contract calls for a 5 percent increase in 2021 and a 2.5 percent increase in 2022 in the annual uniform allowance for career city carriers. The allowances for the next two years would be as follows:

- May 21, 2021: \$487, plus an additional \$113 for a newly eligible carrier.
- May 21, 2022: \$499, plus an additional \$116 for a newly eligible carrier.

The credit for newly eligible carriers may be used only once, but the current procedures for employees transferring from one allowance category to another (e.g., from CCA to career carrier) will be continued.

CCA carriers are entitled to the same uniform allowances provided to career carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

In addition, the parties modified MOU Re: City Carrier Assistant Uniforms Task Force to establish a national-level task force to improve the efficiency and accessibility of the uniform program and to improve the overall quality of available uniform items in a cost-effective manner for all letter carriers, career and non-career. The task force also will explore ways to incorporate improved materials and uniform designs into the uniform program while continuing to supply city carriers with sufficient uniform items.

Other key provisions and MOUs

Maintain sub-contracting and no-layoff protections: The no-layoff

clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement. In addition, prohibitions against contracting out city carrier work would be continued for the duration of the 2019-2023 contract, if the contract is ratified.

Annual leave in lieu of holiday pay: Full-time and PTR letter carriers who work their holiday, at their option, may elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of holiday leave pay. Such leave will be subject to all applicable rules for requesting and scheduling annual leave and shall be combined with annual leave and counted as annual leave for purposes of annual leave carryover. Article 11, Sections 3 and 4 will be modified accordingly if the contract is ratified.

Qualifying period—exception for city carrier assistants: This MOU states that CCAs with a minimum of 90 days of service prior to conversion to career status without a break in service are exempt from the 90-day qualifying period in *ELM* 512.313. Previously, all newly converted employees, regardless of time in service, were required to complete 90 days of employment as a career employee prior to being allowed to take annual leave.

Managed Service Point (MSP) scans: This MOU states that no later than 60 days from the ratification date of the 2019 collective-bargaining agreement, MSPs will be removed from the street delivery portions of city letter carrier routes.

City Delivery and Workplace Improvement Task Force: This renamed MOU modifies the MOU Re:

City Delivery Task Force and expands the role of the task force for the purposes of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

Local implementation: The dates for local MOU negotiations period will be April 29 to May 28, 2021.

Article 15.2 Step B (b) will also be changed to give priority consideration to discussion of and decision on emergency procedure cases after removal cases. In the event that related removal and emergency procedure cases involving the same grievant are awaiting decision at Step B, the team shall give such consideration to those cases consecutively.

Article 15.4.C.3(f): Considering the addition of the new subjects to MOU Re: Expedited Arbitration, the parties also have agreed to modify this section of the National Agreement to extend the time an expedited arbitrator has to render a decision from 48 hours to five calendar days.

Employee claims: Article 27.1 will be modified to reflect that the minimum employee claim will be increased from \$10 to \$60. The minimum amount of \$10 has been the same since 1973 and did not take into account the rise in inflation since then.

Relative standing lists: Article 41.2.C will be modified to include language that relative standing lists, in addition to seniority lists, must be updated and posted in each office during the months of July and January.

Other new, modified or renewed MOUs:

- Part-Time Regular City Letter Carriers—Continues through the term of the 2019 National Agreement.

Tentative national agreement (continued)

- Article 8 Task Force—Continues through the term of the 2019 National Agreement.
 - Leave Sharing—Modified to include the following as one of the qualifying reasons for eligibility to receive donated leave: “...to care for a child born to or placed for adoption with the employee within the twelve months prior to taking leave.”
 - Conversion of CCAs with Creditable TE Service—Modified to confirm that this MOU will apply to any CCA with creditable TE service who is converted to career status during the term of the 2019 National Agreement.
 - Sick Leave or Dependent Care—Continues through the term of the 2019 National Agreement.
 - City Carrier Assistant Transfers—Continues through the term of the 2019 National Agreement.
 - Article 12 Work Group—Continues through the term of the 2019 National Agreement.
 - District Safety Committees Pilot Program—Continues through the term of the 2019 National Agreement.
 - Article 15—Dispute Resolution Procedure Task Force—Continues through the term of the 2019 National Agreement.
 - Article 15—Dispute Resolution Process—Updated to reflect that oversight of the work locations of Step B Dispute Resolution Teams has been changed from the regional level to the national level. Any Step B office that is in a location other than the district office is subject to a review process by the parties at the national level; however, the current work location can be changed only by mutual consent. Additionally, the expected time frame for Step B representatives serving on the team has been changed from “no less than 2 to 3 years” to just “2 years.”
 - Arbitration Task Force—Continues through the term of the 2019 National Agreement.
 - Dispute Resolution Process Testing—Continues through the term of the 2019 National Agreement.
 - Expedited Arbitration—Updated to include additional subjects.
 - Arbitration Scheduling Procedures—(LMOU)—Continues through the term of the 2019 National Agreement.
 - Opting Duration—Letter of intent to update the *JCAM* language to clarify that employees on a hold down have the option of ending their hold down at any time after their conversion takes place and assume their new assignment when they are assigned pursuant to Article 41.1.A.7.
 - Alternate Route Evaluation and Adjustment Process—Continues through the term of the 2019 National Agreement.
 - Full-time Regular Opportunities—City Letter Carrier Craft—In addition to date changes and minor grammatical modifications, the MOU has been modified to require the Postal Service to, when applicable, begin the process of considering transfer requests as soon as practicable, but no later than 14 calendar days after the date the full-time regular opportunity becomes available.
 - Sunday Delivery—City Carrier Assistant Staffing—For the purposes of applying the Memorandum of Understanding Re: Full-time Regular Opportunities—City Letter Carrier Craft, the parties recognize that additional CCAs are needed in order to perform Sunday parcel delivery in a cost-effective manner, or to expand and maintain the delivery of competitive products. In light of the continuing changes in the competitive environment in which the Postal Service operates, the parties will meet annually to discuss the package formula for employment of additional CCAs as set forth in this MOU.
 - New Product Development and Innovation Task Force—Establishes a joint New Product Development and Innovation Task Force for the term of the 2019 collective-bargaining agreement. The task force will work to identify and develop potential opportunities to increase revenue that also provide a positive financial contribution.
- All other MOUs from the 2016-2019 National Agreement shall continue as written in the 2019-2023 National Agreement, with the exception of CCA Conversion to Career Status and Centralized Uniform Program. Those two MOUs will be removed—they are no longer needed, as the issues outlined within them are covered by newer MOUs. **PR**

The following charts forecast pay increases based on the general increases, calculated and projected COLAs, and the average step increases a carrier would receive over the term of the Agreement.

Wage Increases and COLAs		
Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase (CCAs 2.1%)	1.1%
Feb. 29, 2020	COLA* (career)	\$166
Aug. 29, 2020	COLA* (career)	\$188
Nov. 21, 2020	General wage increase (CCAs 2.1%)	1.1%
March 2021	COLA* (career)	TBD
September 2021	COLA* (career)	TBD
Nov. 20, 2021	General wage increase (CCAs 2.3%)	1.3%
March 2022	COLA* (career)	TBD
September 2022	COLA* (career)	TBD
Nov. 19, 2022	General wage increase (CCAs 2.3%)	1.3%
March 2023	COLA* (career)	TBD

* Value of COLAs depend on changes in the level of the Consumer Price Index. In accordance with Article 9.3.D, table 2 Steps A through N (O after Nov.19, 2022) receive COLAs adjusted proportionally to each step's percentage of Step O (Step P after Nov. 19, 2022).

2019-2023 General Wage Increases and COLAs

Table 1															
Career Carriers appointed prior to January 12, 2013															
Step	Weeks to next Step	Salary as of Sept 20, 2019	City Carrier										Projected Step Value Increase	Projected*** Carrier Wage Increase	
			Nov 23, 2019 GI 1.1%	Feb 29, 2020 COLA \$166	Aug 29, 2020 COLA \$188	Nov 21, 2020 GI 1.1%	March 2021 COLA (proj)* \$187	Sept 2021 COLA (proj)* \$229	Nov 20, 2021 GI** 1.3%	March 2021 COLA (proj)* \$250	Sept 2021 COLA (proj)* \$374	Nov 19, 2022 GI** 1.3%			March 2023 COLA (proj)* \$374
A	96	52,844	53,425	53,591	53,779	54,360	54,547	54,776	55,463	55,713	56,087	56,774	57,148	4,304	12,022
B	96	57,079	57,707	57,873	58,061	58,689	58,876	59,105	59,847	60,097	60,471	61,213	61,587	4,508	8,711
C	44	57,177	57,806	57,972	58,160	58,789	58,976	59,205	59,948	60,198	60,572	61,315	61,689	4,512	9,070
D	44	60,208	60,870	61,036	61,224	61,886	62,073	62,302	63,085	63,335	63,709	64,492	64,866	4,658	6,495
E	44	60,648	61,315	61,481	61,669	62,336	62,523	62,752	63,540	63,790	64,164	64,952	65,326	4,678	6,519
F	44	61,090	61,762	61,928	62,116	62,788	62,975	63,204	63,998	64,248	64,622	65,416	65,790	4,700	6,992
G	44	61,525	62,202	62,368	62,556	63,233	63,420	63,649	64,449	64,699	65,073	65,873	66,247	4,722	7,019
H	44	61,961	62,643	62,809	62,997	63,679	63,866	64,095	64,900	65,150	65,524	66,329	66,703	4,742	7,509
I	44	62,405	63,091	63,257	63,445	64,131	64,318	64,547	65,358	65,608	65,982	66,793	67,167	4,762	7,520
J	34	62,832	63,523	63,689	63,877	64,568	64,755	64,984	65,801	66,051	66,425	67,242	67,616	4,784	7,537
K	34	63,276	63,972	64,138	64,326	65,022	65,209	65,438	66,261	66,511	66,885	67,708	68,082	4,806	7,093
L	26	63,718	64,419	64,585	64,773	65,474	65,661	65,890	66,718	66,968	67,342	68,170	68,544	4,826	6,651
M	26	64,152	64,858	65,024	65,212	65,918	66,105	66,334	67,168	67,418	67,792	68,626	69,000	4,848	6,217
N	24	64,600	65,311	65,477	65,665	66,376	66,563	66,792	67,632	67,882	68,256	69,096	69,470	4,870	5,769
O	46	65,037	65,752	65,918	66,106	66,821	67,008	67,237	68,082	68,332	68,706	69,551	69,925	4,888	5,332
P												69,995	70,369		
Carrier Technician															
A	96	53,954	54,547	54,716	54,908	55,502	55,692	55,926	56,628	56,883	57,265	57,966	58,348	4,394	12,274
B	96	58,278	58,919	59,088	59,280	59,921	60,112	60,346	61,104	61,359	61,741	62,498	62,880	4,602	8,894
C	44	58,378	59,020	59,189	59,381	60,024	60,214	60,448	61,207	61,462	61,844	62,603	62,984	4,606	9,260
D	44	61,472	62,148	62,318	62,510	63,186	63,377	63,610	64,410	64,665	65,047	65,846	66,228	4,756	6,632
E	44	61,922	62,603	62,772	62,964	63,645	63,836	64,070	64,874	65,130	65,511	66,316	66,698	4,776	6,656
F	44	62,373	63,059	63,228	63,420	64,107	64,297	64,531	65,342	65,597	65,979	66,790	67,172	4,799	7,139
G	44	62,817	63,508	63,678	63,870	64,561	64,752	64,986	65,802	66,058	66,440	67,256	67,638	4,821	7,166
H	44	63,262	63,959	64,128	64,320	65,016	65,207	65,441	66,263	66,518	66,900	67,722	68,104	4,842	7,667
I	44	63,716	64,416	64,585	64,777	65,478	65,669	65,902	66,731	66,986	67,368	68,196	68,578	4,862	7,677
J	34	64,151	64,857	65,026	65,218	65,924	66,115	66,349	67,183	67,438	67,820	68,654	69,036	4,885	7,696
K	34	64,605	65,315	65,485	65,677	66,387	66,578	66,812	67,652	67,908	68,290	69,130	69,512	4,907	7,242
L	26	65,056	65,772	65,941	66,133	66,849	67,040	67,274	68,119	68,374	68,756	69,602	69,983	4,927	6,791
M	26	65,499	66,220	66,390	66,581	67,302	67,493	67,727	68,579	68,834	69,216	70,067	70,449	4,950	6,348
N	24	65,957	66,683	66,852	67,044	67,770	67,961	68,195	69,052	69,308	69,689	70,547	70,929	4,972	5,890
O	46	66,403	67,133	67,302	67,494	68,224	68,415	68,649	69,512	69,767	70,149	71,012	71,393	4,990	5,444
P												71,465	71,847		

* Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast.

** Includes projected COLA amounts.

*** This projection includes the general increases, projected COLAs and the average step increases a carrier would receive over the term of the agreement. It assumes the employee was in the step to the left of the chart at the beginning of the agreement and they received either one, two, three or four step increases depending on their beginning step and the variance in waiting periods between steps. The lower amounts for Steps J, K, L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.



Stay safe from winter weather

It's the time of year for letter carriers to think about the dangers of working in winter weather.

Spending a day outside on a cold day can bring hazards that may sneak up on you. Hypothermia, for example, can strike even when the air temperature is above freezing. If your body is losing heat faster than it can generate it, your core body temperature can drop.

The signs of hypothermia include drowsiness, uncontrollable shivering, slurred speech and clumsy movements. Confusion or irrational behavior also can be symptoms, which makes hypothermia even more dangerous since you can put yourself in further danger. A person may be unable to walk or stand, pupils become dilated, pulse and breathing become slowed, and loss of consciousness can occur. That's why it is important to focus on preventing hypothermia long before you experience it.

Frostbite is another threat that blows in with frigid air, and it also can creep up slowly. Frostbite preys on body parts with little insulation or blood flow, such as fingers, toes, ears and noses. In a cold environment, most of the body's energy is used to keep the internal core temperature warm. Over time, the body will begin to shift blood flow from the extremities (hands, feet, arms and legs) and skin to the core (chest and abdomen). This shift may cause the exposed skin and the extremities to cool rapidly, and it increases the risk of frostbite and hypothermia. Combine this scenario with exposure to a wet environment, and trench foot also may be a problem.

What's worse, wind, rain or snow can hasten heat loss. The wind chill

factor measures how much heat the wind strips from your body before it heats itself back up, and of course a chilly rain or even snow might have the same effect. An outer layer that blocks the wind or keeps you dry is an essential part of your uniform.

If you have a health condition such as cardiovascular disease, diabetes or hypertension (high blood pressure), or if you take certain medications, you are at greater risk of both hypothermia and frostbite. Remember, exertion uses calories that the body also needs to keep warm, so eating snacks throughout the day may help.

The Occupational Safety and Health Administration (OSHA) recommends that workers in cold conditions:

- Wear proper clothing to protect from cold, wet and windy conditions. Layer clothing to boost its insulation and to allow you to adjust as conditions change, and cover extremities with a hat, gloves, etc.
- Take breaks in warm, dry shelters.
- Eat warm, high-calorie food and drink warm beverages, but avoid drinks with caffeine—the drug constricts blood vessels, hampering the body's ability to heat extremities. Avoid nicotine for the same reason.

“The first rule of cold weather is to prevent hypothermia or frostbite by wearing the right clothing and consuming warm food and drink,” NALC Director of Safety and Health Manuel L. Peralta Jr. said. “The second rule is to know the signs and get to a warm place if the cold is getting the best of you. Warm up in your vehicle or a warm place on your route when you need to, and if you are experiencing

problems, immediately contact your supervisors or dial 911 if you feel it is an emergency.”

Letter carriers who suffer cold weather injuries such as hypothermia and frostbite should seek treatment immediately and file a Form CA-1 claim for traumatic injury as soon as possible. Injured letter carriers waive their right to Continuation of Pay (COP) if the CA-1 is not submitted within 30 days. The employee (through his or her chosen medical provider) still must provide the required medical proof of injury as claimed.

Claims should be filed electronically using the ECOMP web portal found at ecompany.dol.gov. Directions on how to use ECOMP and file a claim can be found on NALC website at nalc.org/workplace-issues/injured-on-the-job.

If freezing isn't enough for you, winter also brings the threat of injury from walking or driving on ice and snow. Wearing proper footwear with good traction is essential, and taking shorter, more careful steps and using your eyes to seek a safe path also helps avoid ice-related falls. Keep in mind, when walking as well as driving, that meltwater can refreeze and form a thin, hard sheet of “black ice” that is invisible on blacktop. Choose your path carefully, and don't take shortcuts or try to follow regular walking routes if they are dangerous.

“Safety depends on you,” Peralta said. “Look out for city carrier assistants who don't have uniforms. Let's all help each other get through another winter safe and sound so we can enjoy carrying the mail next spring.”

For more information, visit nalc.org/workplace-issues/safety-and-health. **PR**



Elections 2020

What the results mean for letter carriers

With the 2020 elections behind us, the new landscape for letter carriers in Washington will continue to be challenging when the 117th Congress is sworn in on Jan. 3, and when the next president is inaugurated on Jan. 20.

In the meantime, the current administration and Congress are wrapping up a lame-duck session during a global pandemic that is once again spiking. Even without the added pressure of COVID-19, gridlock and partisanship have defined the Republican-controlled Senate and Democratic-controlled House of Representatives for years. This gridlock has been exacerbated by an unconventional and often unpredictable White House.

In the fallout from all of this, the country faces major challenges on two fronts: improving the economy and improving the response to COVID-19. Those continuing challenges have affected our ability to advance meaningful legislation and reforms specific to strengthening the Postal Service. It is unlikely that a change in the White House and shifts in the House and Senate will improve our landscape overnight.

Making sense of the results

At press time, President-elect Joe Biden and Vice President-elect Kamala Harris had surpassed the necessary 270 Electoral College votes to win the election. The results will be certified when the Electoral College meets to certify the results on Dec. 14. In the meantime, the president has continued to exhaust legal options in several states questioning the legitimacy of the election. These actions are unlikely to change the outcome of



President-elect Joe Biden

the election, according to most election observers, meaning that on Jan. 20, the Biden-Harris administration will take over.

In the interim, the current period of transition has been rocky, delaying the incoming Biden administration from using proper transition resources from the current administration. The result could delay the Biden administration's ability to take decisive actions starting on Day One.

What we do know about the incoming administration and letter carriers is that Biden has pledged to protect and promote the Postal Service. As the 2020 Democratic Party platform states:

The U.S. Postal Service (USPS) is the world's most efficient mail carrier, and Democrats are wholly committed to supporting a public USPS. We will fight all efforts to

privatize the USPS and will work to ensure the USPS is financially sustainable, including by repealing the mandate that the agency "pre-fund" retiree health costs. Democrats will protect the Postal Service's universal service obligation as a core American value and maintain six-day and doorstep delivery mail delivery, which is a lifeline for rural Americans. We will also support new revenue streams for the USPS, including allowing secure shipping of alcoholic beverages by mail and exploring options to enable unbanked and underbanked Americans to access financial services through the Postal Service.

In addition, Biden has repeatedly expressed his support for unions and worker protections, including this statement: "Strong unions built the great American middle class. Every-

thing that defines what it means to live a good life and know you can take care of your family—the 40-hour work week, paid leave, health care protections, a voice in your workplace—is because of workers who organized unions and fought for worker protections. As president, I’ll encourage union organizing and collective bargaining. And I’ll make sure every American has a fair shot at the American Dream, regardless of race, gender, income, or ZIP code. I believe in our founders’ ideals: ‘We hold these truths to be self-evident, that all men are created equal....’ We’ve never fully lived up to them, but we’ve never quit trying. And I’m not about to let us quit trying now.”

So far, the election has brought little structural change to Congress.

Democrats will continue to control the House, though their margin over the GOP narrowed, meaning that letter carriers will need to continue engaging representatives on both sides of the aisle, building relationships with new members and getting reacquainted with some returning members. As this publication was going to print, several races had yet to be called or were beginning a recount.

In the Senate, the current makeup is not yet finalized. Currently, the makeup stands at 48 Democrats and 50 Republicans. Democrats were able to flip two seats that were held by Republicans: Mark Kelly will replace Sen. Martha McSally in Arizona, and John Hickenlooper will replace Sen. Cory Gardner in Colorado. Republicans captured a seat in Alabama, where Tommy Tuberville defeated Sen. Doug Jones.

As this magazine was going to

print, two Senate elections remained up in the air in Georgia that will determine the balance of power in the Senate. Sen. Kelly Loeffler (R), who was appointed to her seat in 2019 by the governor, will face a runoff with the Rev. Raphael Warnock (D). The second contest is between Sen. David Perdue (R) and Jon Ossoff (D). In Georgia, a candidate must receive 50 percent of the vote to avoid a runoff. In both races, neither winner reached that threshold, so Georgia voters will decide the course of the Senate in the Jan. 5 runoffs.

Because the GOP has a 50-48 edge in the Senate, to maintain control of the chamber, Republicans need to win just one of those races; winning both would give them 52 seats. If the Democrats win both seats, the split of the Senate would be 50-50 with Vice President-elect Harris being the deciding vote. Georgia was one of the last states that some media outlets called in the presidential election for Biden; this was the first time in 28 years that Georgia had gone for the Democratic nominee.

Whatever the eventual balance of power is in the Senate, Homeland Security and Government Affairs Chairman Ron Johnson (R-WI), who has refused to address postal issues, will step aside from that role on the committee. Sen. Rob Portman (R-OH) will be the leading Republican on the committee, and Ranking Member Gary Peters (D-MI), who was just re-elected in Michigan, will remain the committee’s top Democrat.

No matter what happens on Jan. 5 in Georgia, NALC will continue to work with senators on both sides of the aisle to achieve what we need—but broader challenges exist that

must be addressed before we can move forward.

Healing divisions

In the popular vote, 73 million Americans voted for President Donald Trump, while 79 million voted for former Vice President Biden. Without question, this is a large vote margin for Biden, but more telling is that 73 million Americans voted for Trump—raising the question of what needs to be done to unify the country. As things now stand, the fires of division are so pronounced that the holidays might be uncomfortable around the virtual dinner table.

“Unity is our greatest strength as a country and as a union,” NALC President Fredric Rolando said. “Our first challenge will be to heal the division, anger and hostility that exist, as part of our effort to find a place of balance and progress for letter carriers and their families. For many within our union, it’s been an overwhelming time. Many of our members are celebrating the election results and many are not. That recognition is central to moving forward in unity to best serve our members.”

As essential workers, letter carriers have been at the center of public service during the pandemic, bringing Americans supplies so that they can shelter at home, and providing nearly 70 million Americans the ability to vote safely by mail. Those successful missions are worth celebrating.

As we prepare for the next Congress and administration, we will remain focused on our unifying goals—relief, repeal and the opportunity to pursue policies that would advance the Postal Service and protect letter carriers’ jobs, benefits and future. **PR**



Elections 2020

Letter carriers delivered democracy

In a year of extraordinary circumstances, letter carriers did an extraordinary job. Called upon to safeguard elections and keep Americans safe while looking out for their own health during a pandemic, letter carriers delivered tens of millions of ballots to voters, and completed ballots from voters to election officials.

NALC has long advocated for expanding the ability of Americans to vote by mail, but we didn't expect it to happen so quickly and dramatically. With a pandemic raging in an election year, most states turned to the mail to give voters safe access to ballot boxes by broadening access to voting by mail.

A large number of Americans embraced the vote-by-mail option: Postmaster General Louis DeJoy said at the USPS Board of Governors meeting on Nov. 13 that the Postal Service had delivered a total of 135 million ballots, counting both blank ballots mailed to voters and completed ones mailed to election officials.

Some voters waited until Election Day to cast their votes in person; some sent ballots by mail, and some received ballots by mail and then cast them by hand before Nov. 3 (Election Day), either at early voting polling places or at lockboxes set up by election officials.

Controversies and court battles swirled around the Postal Service for months. Yet, throughout USPS's political struggles, added scrutiny, unfair criticism from politicians, a surge in package delivery and personal health challenges posed by the COVID-19 virus, letter carriers demonstrated once again why they are essential workers playing the lead role in the mission of the most trusted federal agency.

"In this unprecedented election year, letter carriers did their jobs and did them well," NALC President Fredric Rolando said. "When difficulties of all stripes were thrown at them, they pressed on as they always do and safeguarded our democracy while protecting the safety of the public."

Background drama

The rapid shift to relying on the mail to deliver ballots came with controversies and court battles that began months before Election Day and persisted even after Nov. 3.

Soon after the COVID-19 virus began spreading in March, many states expanded access to voting by mail. President Trump's attacks on voting by mail began soon after—he claimed that mass voting by mail would be subject to fraud, while others saw in his attacks a fear that making voting easier would harm his re-election chances.

When DeJoy was named postmaster general in June, his changes to postal operations brought charges that he was trying to disrupt the vote-by-mail process to Trump's advantage. The changes included DeJoy's order to curtail use of some overtime to get mail out in a timely manner. A flurry of congressional hearings and lawsuits followed, and DeJoy said he would back off on most of the changes until after the election. He also agreed, at NALC's behest, to set up a task force with the four postal unions that met regularly to resolve any problems that arose regarding the postal role in the election.

Anticipating a surge in ballot deliveries as the election neared, campaigns battled in court over when ballots had to be received to be counted, which added to the tension in several

key states. Election laws in 28 states require mailed ballots to reach election officials by the end of Election Day to be counted; the other 22 states allow for counting them after Election Day, up to a certain number of days, if they are postmarked by Election Day.

In the weeks before the election, courts ruled on disputes over these deadlines state by state. In September, a federal judge in the Southern District of New York ruled that USPS could not cut funding for overtime leading up to the elections and required it to ship ballots as First Class after Oct. 15. Several courts in other parts of the country issued similar orders. Some lawsuits reached the U.S. Supreme Court, which ruled that ballots in Pennsylvania and North Carolina must be counted even if they were postmarked by Election Day and arrived within a certain time period; however, the court rejected a similar policy in Wisconsin because it was ordered by a federal judge, not a state election board or a state court with jurisdiction.

These were only a few of the conflicts over the details of mail ballots that occupied state legislatures, election boards and courtrooms all summer and fall. During the campaign, President Trump raised the specter of a legal challenge to ballots received by mail after Nov. 3.

As the election approached and following past practice, USPS adopted extraordinary measures across the country, including extended post office and delivery hours, Sunday collections, and the local sortation of ballots destined for local addresses for immediate delivery rather than sending them to regional processing plants.

Nevertheless, often-inaccurate reports of slow mail processing prompt-



ed federal judges to issue several orders to USPS to speed up delivery right up to Election Day.

A week before the big day, Judge Emmet G. Sullivan of the U.S. District Court for the District of Columbia issued perhaps the most demanding ruling of any court on the matter. He ordered postal leadership to tell any employee who had previously been informed of Postmaster General DeJoy's push to dramatically scale back late and extra trips that the directive was no longer valid, and ordered postal employees to perform those trips "to the maximum extent necessary to increase on-time mail deliveries, particularly for election mail." The ruling came in a lawsuit against USPS involving a coalition of voting rights groups.

The judge ordered USPS to tell employees specifically that "late and extra trips should be performed to the same or greater degree than they were performed prior to July 2020 when doing so would increase on-time mail deliveries" and that "any prior communication that is inconsistent with this instruction should be disregarded." Judge Sullivan also made clear that ballots must be delivered regardless

of postage, even if they had no stamp at all.

Sullivan issued another order requiring USPS to use its Express Mail network to speed ballot delivery and to handle ballots headed to the same city that they are mailed from to be processed the same day they arrive or at least the next morning.

Virtually all of the actions the judge ordered were adopted by the National Election Task Force weeks earlier and were in place already, but the extra judicial attention added to the pressure on the Postal Service.

The nation woke up on Nov. 4 to see the presidential results unclear, with several states still too close to call—in many cases due to outdated election laws that required waiting to count mail ballots until after the polls had closed. On Nov. 7, after poll workers counted all of the ballots, it became apparent that Biden had won, though Trump refused to concede—claiming that voting irregularities had cost him the election—and launched court battles to challenge the results in several states. Regardless of the complications and the challenges from delivering in a pandemic, letter carriers passed their

test of national voting by mail with flying colors, facilitating a record number of votes by mail.

Carriers worked hard to get the job done.

"Letter carriers across upstate New York and Ohio reported working very late days leading up to the election," Region 11 National Business Agent Mark Camilli reported. "Typically, carriers who would normally leave the office around 9 a.m. were working in the office until 1 to 2 p.m. due to several sets of political mail. Many ended their day at 9:30 to 10 p.m. or later to make sure that that day's mail was delivered." The election workload came on top of the ongoing surge in parcels brought by the pandemic.

"Region 11 also had a few locations case and carry mail on the Sunday prior to the election," Camilli added. "We got it done and we are all proud of the essential service letter carriers were able to provide."

Rolando praised letter carriers for a job well done.

"In every part of the nation," Rolando said, "letter carriers demonstrated their dedication to making the mail work for democracy." **PR**



Elections 2020

Released carriers made the pitch

As in previous elections, NALC deployed its political network to help pro-letter carrier, pro-labor candidates by contacting members of NALC and other unions on their behalf. The efforts were led by NALC state associations and NALC's network of legislative and political organizers (LPOs).

LPOs support the state associations by developing and implementing plans specifically designed for the challenges within each state to build their capacity to participate in campaigns. LPOs train other letter carriers, officers and rank-and-file activists to help carry out the plans and recruit new activists. The hard work of LPOs and state associations to prepare for the election season gave letter carriers a voice in the campaigns.

The five LPOs are:

- **Marc Ashmon** of Linden, NJ Branch 2876, who covers Regions 11, 12, 14 and 15.
- **John Beaumont** of San Francisco, CA Branch 214, who covers Regions 1 and 2, and the states of Arizona, Colorado and Wyoming from Region 4.
- **Brent Fjerestad** of Sioux Falls, SD Branch 491, who covers Regions 5, 7 and 10.
- **Eileen Ford** of Roswell, GA Branch 4862, who covers Regions 9 and 13.
- **Anna Mudd** of Louisville, KY Branch 14, who covers Regions 3, 6 and 8, and the states of Arkansas and Oklahoma from Region 4.

"We've strengthened our union's legislative and political network, and it took off this year," NALC President Fredric Rolando said. "The ground-work our LPOs and state association presidents have laid made a big differ-

ence, and it will boost NALC's voice in Washington, DC, on behalf of letter carriers."

LPOs paved the way for the campaign work many months in advance.

To prepare for the outreach efforts to union voters in Minnesota and Wisconsin, the two states Fjerestad focused on this year, he recruited ground-level letter carrier activists to work with the AFL-CIO campaigns by contacting fellow union members to give them information and urge them to vote for the endorsed candidates. The activists, all retired letter carriers, volunteered in this election as released carriers.

Fjerestad recruited retired carriers with the relevant computer skills for the task, set them up with the campaigns in each state, and helped them work through any problems.

"I tried to reach out to them every other day," Fjerestad said. "They did a fabulous job."

Ford organized the efforts of 23 volunteer retired carriers in Florida and North Carolina to work with the AFL-CIO in each state, and she praised their dedication. "They did an outstanding job," she said. "Their care for the Postal Service and letter carriers was very apparent."

As in most states, the volunteer carriers largely focused on phone calls to union voters rather than door-to-door canvassing, given COVID-19 concerns. "They worked a long career," Ford said, "and we didn't want them to jeopardize their retirement by getting sick."

Though the two states ultimately had disappointing results, she added, Ford said the letter carriers "got the message out" in a powerful manner.

State by state, those letter carrier activists at ground level helped to make

the plans developed by the state associations and LPOs a reality. Though in past campaigns some released letter carrier volunteers had gone door to door to drop campaign literature or had talked directly to voters, most of the volunteers had to switch tactics this year because of concerns about COVID-19 transmission.

"Primarily, we did phone calling" to voters in Michigan, said **Patty Linna**, a Western Wayne County, MI Branch 2184 member. "We just got on the phone banks and called daily. We did 100, 200, 300 calls a day" per person, she said.

Linna estimates that only about 10 percent of the calls were answered each day, but volunteers tried them again the next day. Later, the campaign added texting capability, so she was able to contact voters by text message as well. "That was really useful for younger people who don't answer the phone," she said.

She participated, with precautions to avoid the spread of the virus, in literature distribution on Election Day to urge voters to the polls. Linna also served as an observer as votes were tallied in Detroit.

Michigan, which candidate Trump won in 2016, voted for former Vice President Joe Biden this time, and U.S. Sen. Gary Peters (D), who was endorsed by the AFL-CIO, survived a challenge to retain his seat. "It seems that the work paid off," Linna said.

Wisconsin was another battleground state that chose Biden this year, with the help of volunteer carrier **Scott Van Derven**, after Trump had managed a victory there in 2016.

With a pandemic raging, Van Derven, a member of Milwaukee Branch 2 and former state association president

whose term ended in October, was confined to phone calls and texts to reach union members.

“Normally, I’d be on the doors,” he said. “That’s what letter carriers are good at.” He made a few hundred phone calls a day to union members across the state.

He noticed some trends that differed from 2016, when he also had worked to contact union members about AFL-CIO-endorsed candidates. This year, he said, “most people had pretty much made up their minds” about whom to vote for, and fewer were interested in third-party candidates.

“I had some really good conversations with people,” he added. When he happened upon a voter who strongly supported the endorsed candidates, Van Derven said, “that kind of gave you a little energy” that made the job easier.

Van Derven also used text messaging, which he soon learned was an effective tool for reaching younger voters. “In the younger demographic, it’s more what people respond to,” he said. “There was an interaction.”

With Biden winning the state by only 20,500 votes—about 0.6 percent, approximately the same margin Trump won by in 2016—the Trump campaign requested a partial recount after Wisconsin finalized its vote count. But because the margin of Biden’s victory



Due to COVID-19 restrictions, letter carriers and other activists participated in virtual phone banks.

stands at more than 0.25 percent, the Trump campaign was required to pay for the recount, unless the current margin narrows.

Pennsylvania State Association President and Mon-Yough Branch 332 member **Paul Rozzi** again volunteered as a released carrier in his state and noticed immediately the differences brought by the pandemic. “It was different this time because of COVID-19,” he said. The local AFL-CIO office is “usually a hive of activity, but there was none of that this time.”

Instead, “we used everything in our bag of options to try to get the message out,” he said, including phone calls, texts and some literature drops.

For the literature drops, he said, “we didn’t knock on doors or push conversations,” due to COVID-19. “We wore masks, and if we happened to see people outside, we stood well outside

the 6 feet to initiate conversations.”

After several days of ballot-counting in Pennsylvania, state officials announced the tally Nov. 7, showing Biden in the lead. That appeared to put Biden over the 270 electoral votes required to win the presidency. At press time, the Trump campaign was preparing a legal challenge to the state’s voting results.

“The LPOs and the releases did an outstanding job,” NALC Executive Assistant to the President Eddie Davidson said. “They worked day and night for seven weeks to get out the vote and have letter carriers’ voices heard.”

NALC’s political activism is paid for from the Letter Carrier Political Fund, a political action fund to which letter carriers make voluntary contributions. By law, no contributions to political campaigns are made from union dues. **PR**

Still time to contribute through CFC

As the holiday season continues, it's a great time to think about giving back. Since the founding of the Combined Federal Campaign (CFC) in 1961, the program has grown to become the country's largest workplace charitable giving drive. Established by President John F. Kennedy's executive order, the CFC has raised more than \$8.3 billion for charity.

Letter carriers are federal employees and therefore eligible to participate in the CFC. But the clock is ticking—the last day to register during the 2020 Open Season is Jan. 15, 2021.

During Open Season, employees can make pledges to the eligible non-profit organizations of their choosing. The CFC uses paycheck deductions to allow carriers to conveniently make regular charitable donations.

Carriers can choose which organizations to donate to from a list of more than 2,000 eligible charities. After those selections are made, carriers can

then specify their desired donation amount for each organization; that amount will be automatically deducted from their paychecks every pay period and sent to their chosen charities.

If retired letter carriers choose to donate, they will follow the same steps but will have their selected amount deducted from their annuity payments.

Three CFC charities have ties to NALC:

The Muscular Dystrophy Association (MDA) is NALC's only official charity. It is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support about 150 research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to mdausa.org.

The Postal Employees' Relief Fund (PERF) provides financial support to active and retired postal employees whose primary residence has been

completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at postalrelief.com.

United Way Worldwide is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life: education, financial stability and health. For more information, go to unitedway.org.

The simplest way to sign up to contribute is through the CFC Online Donation System at cfcgiving.opm.gov.

For more information, see last month's issue of *The Postal Record*. **PR**

President Rolando appoints new NBA, RAA

NALC President Fredric Rolando appointed a new national business agent (NBA) and regional administrative assistant (RAA) after Region 12 NBA Dave Napadano retired this month. To fill the vacancy, Rolando appointed Brian Thompson of New Castle, PA Branch 22 as the new NBA for Region 12 (Pennsylvania and southern and central New Jersey). Thompson previously served as RAA for Region 12.

Before Rolando appointed Thompson to be an RAA in 2016, he served as Branch 22 president, executive vice president and secretary-treasurer. He also worked as an arbitration advocate, NALC district team lead, route adjustment team member, and

served on the Pennsylvania State Association executive board. Thompson participated in the NALC National Joint Task Force for Article 8, Route Adjustment, Workplace Environment and City Delivery in 2013. Thompson began his career as a carrier in 2004 after working as a clerk. He graduated from the NALC Leadership Academy in 2009.

To fill Thompson's shoes as Region 12 RAA, Rolando appointed Bux-Mont, PA Branch 920 member Steve Wiley, who previously served as executive vice president of his branch.

Wiley began his letter carrier career as a part-time flexible (PTF) in 2004. He has served as his branch's representative for route inspections, as

an arbitration advocate and as executive vice president of his branch, a position he held until his appointment as RAA. Wiley also served periodically as a local business agent for Region 12. He graduated from the NALC Leadership Academy in 2019.

"We owe our thanks to Dave Napadano for his service and our best wishes in his retirement," Rolando said. "I look forward to working with Brian and Steve in Region 12." **PR**



Brian Thompson



Steve Wiley

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2020.

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, 2020.

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, 2021. (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, 2021.

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 2020-21 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of 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 December 31, 2020, 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.

2020



OF THE YEAR AWARDS

On a daily basis, letter carriers assist people who need help, and each year NALC highlights the special acts of courage and compassion performed by letter carriers who improve—or save—lives along their routes by choosing some of them as NALC’s Heroes of the Year.

The 2020 Heroes of the Year honorees were selected from more than 100 nominees, whose stories of heroism and community service were published over the course of a year in this magazine, as has been done since 1974.

A panel of independent judges reviewed the stories about heroic and humanitarian acts published in *The Postal Record* between June 2019 and June 2020 and gathered in a virtual meeting to determine the winners. The judges were Christopher Godfrey, chairman and chief judge of the

Employees’ Compensation Appeals Board at the U.S. Department of Labor; Christine Miller, director of labor engagement at United Way Worldwide; and Kim Dine, retired chief of police of the United States Capitol Police.

Because of the ongoing COVID-19 pandemic, the traditional in-person fall event could not be held to recognize the 2020 Heroes of the Year. NALC plans to put on a virtual event in the near future to honor the recipients.

“We are immensely proud of what the eight Heroes being recognized did,” NALC President Fredric Rolando said. “They represent our country’s best in public service. They truly are our heroes.”

President Rolando also thanked the judges for their work.

The Heroes’ stories are found in the following pages of this issue of *The Postal Record*. **PR**

Chyanne Fauntleroy

Garden Grove, CA Branch 1100



2020 WESTERN REGION
HERO OF THE YEAR

Chyanne Fauntleroy was on her route on April 19, 2019, when she saw police and volunteers passing out a bulletin for a 15-year-old girl named Abbey, who had been missing for 21 hours. Abbey has autism and functions at the level of a 12-year-old.

The Garden Grove, CA Branch 1100 member asked for a flyer so that she could keep an eye out for Abbey while delivering mail. Fauntleroy then continued driving her route. While driving, she spotted “a girl matching the description with no shoes on” walking down the street, she said. It was about two blocks away from where the girl had last been seen.

The city carrier assistant immediately pulled over next to the girl and

began talking to her to put her at ease. “I used to work with kids with disabilities,” Fauntleroy said. “As she’s talking to me, I’m calling police.”

To build their connection, Fauntleroy told Abbey that she herself was missing and needed help. Abbey said she would help her and told her not to worry or cry.

The carrier kept police on the phone as she asked Abbey random questions to keep her talking. She said that police told her, “You’re doing great; ask her these questions.”

The carrier noticed that Abbey had a drawing in her hand and asked the girl to make a drawing for her, which she did, as Fauntleroy kept her talking and kept asking the questions police

suggested, such as when she had last eaten. When Fauntleroy thought she was losing the girl’s attention, she threw in questions like, “What’s your favorite color?”

“I just kept switching the story up,” she said.

Fauntleroy kept the girl distracted until undercover police arrived.

Medics determined that Abbey was dehydrated but otherwise was all right, and soon reunited her with her family. More than 80 volunteers with the sheriff’s department had been out looking for the girl.

Then, a few weeks later, in early May, Fauntleroy was on her route when she came across a 3-year-old girl who was by herself.

“Where’s Mama?” she asked the crying girl when she ran up to her. She appeared not to speak English, so the carrier called 911 and waited with her for about 10 minutes. Before police arrived, the child’s mother came, and Fauntleroy was able to reunite them.

In selecting Fauntleroy as the 2020 Western Region Hero of the Year, the judges noted that the girls’ lives “were in pretty serious danger,” adding that it was important that the carrier “knew how to keep [both girls] safe and engaged during that time.”

The second-year letter carrier received praise in local and national media for watching out for her patrons. “I don’t think I’m a hero,” Fauntleroy said. “I was just doing the right thing that anyone else would do.” **PR**



Gerald Soileau

Lafayette, LA Branch 1760



2020 CENTRAL REGION
HERO OF THE YEAR



“I thought it was thunder, it was so loud,” Gerald Soileau recalled about hearing what sounded like an explosion outside the post office on Saturday, Dec. 28, 2019. He and fellow Lafayette, LA Branch 1760 members were busy casing their routes that morning when the sound echoed through the post office.

He was one of the first carriers to exit the building to see what was going on—and when he opened the door,

he saw a scene from a nightmare. “Everything was on fire,” Soileau said. A mid-sized plane had crashed into their parking lot, hitting several vehicles and setting most of the area ablaze.

Soileau reacted quickly, realizing that the main gate was blocked by the fire, he rushed around to the other gate, which was padlocked shut due to construction. As Soileau described it: “God allowed me to hit the gate, and the chains fell off.” The carrier then was able to sprint through to the parking lot. “The fuselage [of the plane] was scattered everywhere, and the whole area was covered in black smoke,” he said. “I felt like I was running in slow motion.”

After the plane crash-landed and broke into pieces, a large part of it had landed in a field next to the post office. “It left a trail of smoke and fire,” Soileau said. The carrier ran over to that part of the plane and helped rescue the only surviving passenger, who had severe

burns all over his body. The other five passengers on the plane had been killed in the crash.

Once Soileau had pulled the injured man to safety, he ran over to another victim of the crash: a carrier’s spouse, Danielle Britt, who had driven to the office to surprise the carriers with donuts. The plane had collided with her car, ejecting her from the vehicle.

Soileau and a holiday clerk carried Britt away from the area, which was still in flames. She was badly burned and had to undergo numerous surgeries after her hospitalization. Soileau also was taken to the hospital, where he was treated for smoke inhalation and stress.

The 22-year carrier described the experience as surreal. “It seemed like I was having an out-of-body experience,” he explained. “I wasn’t scared that I was going to die—I just knew when I heard them crying for help that I had to help.”

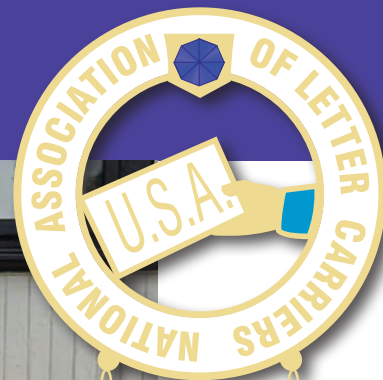
The Heroes of the Year judges were impressed by Soileau’s actions, commenting that they “had never heard anything like it before.” Soileau had “probably saved lives,” they added.

Having spent 10 years in the Air Force, Soileau thinks his military training helped him keep calm in the extraordinary situation. “I was just trying to do what I could,” he said.

As for his recognition as the 2020 Central Region Hero of the Year, the carrier expressed gratitude for the award, but was hesitant about the label. “I really didn’t see myself as a hero,” Soileau said. “I reacted and did what we all should do—help our brothers and sisters.” **PR**

Sydney Rodgers

Buffalo-Western New York Branch 3



2020 EASTERN REGION
HERO OF THE YEAR

As Buffalo-Western New York Branch 3 member **Sydney Rodgers** began to drive away from a house on her route that she had just delivered to on Feb. 12, a car pulled into the house's driveway.

As the carrier watched, a man got out of the car, dragged his female passenger out of the car, and engaged in an altercation with her, Rodgers said.

The carrier called the police, and then ran to the woman's aid. "I told the guy to get off of her, and then he started coming at me," Rodgers said.

The carrier's interference gave the woman time to flee inside, but it didn't stop the attacker for long. Once more, he began to move in intimidating fashion toward Rodgers.

"He was yelling at me and coming at me," she said. She went back to her truck, and once she called 911, the man fled the scene.

Buffalo police received the call from Rodgers at 11:30 a.m. and responded to the scene. The carrier provided police with the license plate number of his car. "We carry pens with us, so I was able to write it down as he was driving away," she said.

She also briefed her postal supervisors on the incident, and postal inspectors discussed the matter at a meeting with the station's letter carriers the next day.

Rodgers, a former four-year letter carrier who left the Postal Service earlier this year, said that she felt she had made a difference with her intervention, adding: "I stepped in and did what anyone should."

The judges agreed with Rodgers' assessment. "She was observant enough and diligent enough to notice what was going on," they said, and as a result was able to make a "big difference."

The carrier said she was grateful to be named the 2020 Eastern Region Hero of the Year. **PR**



Matthew King

Champaign, IL Branch 671



2020 SPECIAL CARRIER ALERT
AWARD HERO OF THE YEAR

“I was parked for my 10-minute break, and I looked to my left,” Champaign, IL Branch 671 member **Matthew King** recalled. It was March 12, 2019, and King was on his route.

“I [originally] thought that someone was grilling,” he said, “but then I knew that there was too much fire.”

One of the houses in the neighborhood had caught fire—a stray cigarette butt had set the porch ablaze. “I ran over and banged on the door [to alert anyone inside],” the three-year carrier said. As it turned out, an entire family, including three children, was still inside the home, unaware that the house was in flames.

After helping everyone outside, King called 911 and went into the home to find buckets. He subsequently organized a chain of water buckets with help from neighbors, and then managed to keep the fire contained

until firefighters arrived. Thanks to King’s timely intervention and quick thinking, “we were able to save the house,” he said, and nobody was injured.

The story was covered at the time by the local NBC affiliate, WAND-TV, and King was recognized in an award ceremony at the fire station for his act of bravery. But King, an Army veteran, shrugged off the praise and ceremonies. “I don’t really feel like I had a choice in the matter,” he said. “When there’s something that needs to be done,” such as extinguishing a burning building, “you just have to do it.”

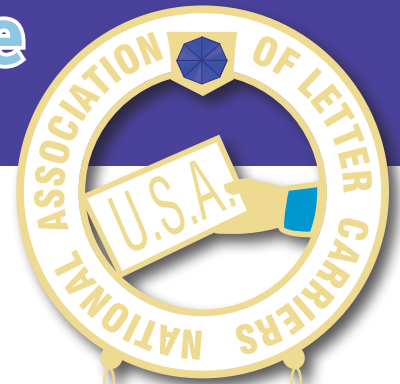
The judges praised King’s impulse to act quickly, saving the lives of a family and saving their home from serious damage, and recognized him with NALC’s 2020 Special Carrier Alert Award. “He was taking care of the neighborhood,” they said. **PR**



The residents of the home Matthew King saved thanked him.

Eric Beu & Mark Simone

Cleveland, OH Branch 40



2020 UNIT CITATION
HEROES OF THE YEAR

After attending Branch Officers Training for the day in Minneapolis, **Eric Beu** and **Mark Simone**, members of Oklahoma City, OK Branch 458, decided to take a train to the Mall of America in the late afternoon of Sept. 17, 2018.

While on the way, a young blind man got off at the same stop as the two carriers. After noticing that the man was about to step onto the open tracks, Beu asked if he needed help. The man, Abraham, told the carrier that he was looking for the Mega Bus stop. Beu googled the location and discovered that the man was at the opposite end of town.

Simone and Beu wanted to help Abraham, so they assisted him in making his way across town. On the way, the two carriers got to know the man, who was in Minneapolis to check out a school for the blind. Abraham's friend had driven him from Chicago and, on the way to Minnesota, they had gotten into an argument; his friend then left him and drove back to Chicago.

"It was just a bad deal for him," Simone said.

Abraham asked if they could help him get back home to Chicago. Simone and Beu agreed that they couldn't leave him stranded in Minneapolis.

Beu bought the man a bus ticket back to Chicago. Because Abraham hadn't eaten since breakfast, and the bus wasn't scheduled to leave for about three hours, they found a restaurant that was still open. After Simone treated Abraham to dinner, the carriers walked him to the bus stop, put him on the correct bus, and made sure he had cab fare to get from the bus station to his home in Chicago.

Abraham called Beu the next morning to let them know that he had made it home and thanked them for the help.

Both carriers dismissed any accolades for their actions.

"We just did what any other normal human being would do," Simone, a 21-year carrier and a Marine Corps

veteran, said.

Beu, in his sixth year of carrying mail, said that, as letter carriers, "We keep our heads on a swivel for all sorts of things."

Simone added, "Your customers notice everything you do, whether you see them every day or not."

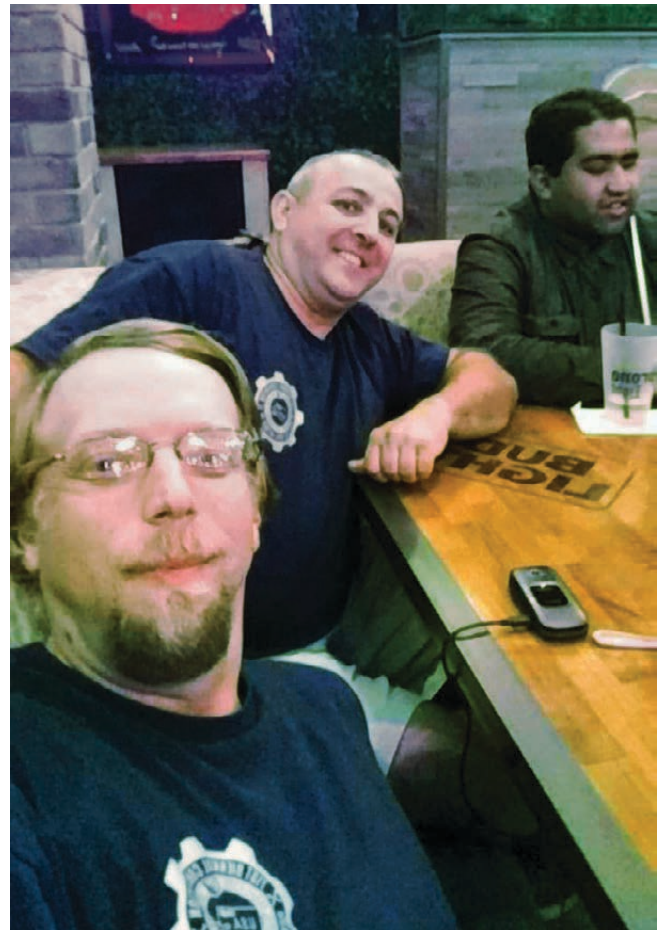
Although their co-workers have taken to singing "Wing Beneath My Wings" to them at the post office, Beu said that while they were "very

humbled and honored," to receive the award, they hadn't acted to gain recognition—they simply "saw someone in need."

Simone echoed that sentiment. "We're not heroes," he said. "You're just at the right place at the right time. It's just chance."

The judges saw heroism and compassion in their actions, though, and were impressed by the pair's ability to stay calm and handle the situation. In bestowing NALC's 2020 Unit Citation Award on Beu and Simone, the judges said, "They went above and beyond the call of duty to help a stranger who needed assistance."

Beu said their actions are all part of the profession. "Our job requires [that] we are observant; this carries over to our life outside the USPS," he said. "When you see someone in trouble, you help without hesitation." **PR**



Eric Beu (l) and Mark Simone helped a blind man named Abraham (r) get food and safely home.

Jerry Giesting

Cincinnati, OH Branch 43



Jerry Giesting did more than mourn after his son, Brad Giesting, died in 2016 after a long struggle with liposarcoma, a rare form of brain cancer. Giesting, an Army veteran like his son and a member of Cincinnati, OH Branch 43, founded a charity group, Brad's Blessings, to give back to the community.

"We didn't want his memory to die," Giesting said.

Brad served in Iraq as part of the 101st Airborne from 2005 to 2006.

While in Iraq, he was exposed to burn pits, used for garbage disposal, in which hazardous waste often was burned. Some veterans and health professionals suspect that the exposure to burn pits has led to health problems, including the type of cancer that took Brad's life.

After returning from Iraq in 2006, Brad married his high school sweetheart

and had two daughters. He was diagnosed with cancer in May of 2013, and despite 70 rounds of chemotherapy, 30 radiation treatments, six surgeries and a last-hope clinical trial, Brad succumbed to the cancer on Oct. 22, 2016.

Despite his enormous health problems, Brad managed to maintain a positive outlook. "He kept the family laughing throughout his ordeal," Giesting said. "He had a huge sense of humor and tried to keep people on a high note, even when he was struggling."

To honor Brad's memory, his family promotes a "Random Acts of Kindness Day" each year on Oct. 22, the anniversary of his death, to urge people to spread love. On that day, Brad's Blessings distributes care packages for people facing health challenges who

are nominated by friends or family. This year, the group received about 75 requests for "sunshine boxes" to spread cheer to ailing people of all ages.

"We started the foundation to help other people who are going through cancer. We tried to find, in particular, families of veterans who served in Iraq and Afghanistan who were exposed to the burn pits," Giesting said.

Brad's Blessings' activities include scholarships and gifts of supplies for students at both grade school and high school levels. Meanwhile, the Bradley M. Giesting Kindness Scholarship is awarded to a student from a veteran's household with financial need. The first scholarship helped a student pay tuition to attend Archbishop McNicholas High School in Cincinnati, which Brad attended. Also, three graduates of McNicholas who are headed for military careers after graduation received gifts to help them as they moved to a new chapter in life. The foundation awards one high school and one grade school student a scholarship each year.

True to its name, Brad's Blessings has allowed his family to turn a tragedy into service to others with similar challenges.

"It's a terrible thing to have happened," Giesting said, "but we know there are a lot of people out there like him suffering—that's why we want to keep his memory alive and try to help those who have served."

"I'm very surprised, shocked and pleased," at being named NALC's 2020 Humanitarian of the Year, Giesting, a 35-year letter carrier, added.

The judges were impressed at the way Brad's Blessings multiplies its impact to encourage others to join in bringing help and good cheer to those in need. The effort "spreads exponentially to help others," they said. "It grows and grows beyond the one deed." **PR**



Brad Giesting (c) with his father, Jerry (r), who went on to create a charity group in Brad's honor.

Pedro Mendoza

Grand Junction, CO Branch 913



2020 NATIONAL
HERO OF THE YEAR



The scene of a man yelling at a woman caught the attention of Grand Junction, CO Branch 913 member **Pedro Mendoza** while he was on his route on Jan. 13. “I thought it was a domestic disturbance at first,” he said, and moved quickly to intervene. As he got closer, however, he heard the woman screaming at the man to get away from her and her baby. “I heard him telling her, ‘I’ll kill you,’ and I thought, ‘Oh no, you’re not. Not on my watch,’” the 20-year carrier said.

As Mendoza moved forward, another man also stepped in from across the street. The neighbor, Carlos Garcia, yelled at the suspect to get away from the woman, and “[the man] turned around to go for him,” Mendoza recalled. To keep the man from attacking Garcia, Mendoza asked him what his problem was, and the man turned around to face the carrier. At that point Garcia’s two daughters walked up the street, and Mendoza told Garcia to go protect them: “I said, ‘I can handle this.’”

This comment appeared to infuriate the man further; as he approached the carrier, screaming vicious insults, the man pulled out a knife. “He came toward me, swinging the knife,” the carrier said. “I took off my postal coat and wrapped it around my right arm. Then I waited for the right moment to punch him or take him down.”

Finally, Mendoza saw his chance. “He swung the knife a few times, and then he stumbled,” the carrier said. “And the second the knife was [pointing] down, I rushed him.” He tackled the man to the ground and placed him in a chokehold. “I slammed him to the ground until I heard the knife drop,” he added.

Garcia then came over and grabbed the knife, and they waited for the police to arrive. The man struggled to free himself, but Mendoza kept him pinned, telling him, “I’m not going to let you hurt any of my customers.”

When police arrived, the suspect attempted to escape, but Mendoza helped officers recapture and handcuff him.

“Then I picked up my scanner and went to deliver the mail,” the carrier said.

Mendoza’s actions later were covered by several local news outlets, and the elementary school along his route put up a large sign thanking him for his bravery. The maintenance workers at the post office decorated his postal vehicle with stickers praising him and comparing him to Captain America, the superhero. “I say, I’m not a hero; I just did what I had to do,” Mendoza said.

The judges were deeply impressed with Mendoza’s actions and named him the 2020 National Hero of the Year. “He didn’t know if he’d be killed—the unpredictability of what he was getting into” elevates his heroism, they said. “He put his life in danger.”

Mendoza stated that the most important thing to him was protecting his customers. “People come up to me and say, ‘I don’t know if I would have done what you did for just anyone,’” he added. “But it’s not just anyone. It’s the people on my route.” **PR**

Recognizing the NALC Disaster Relief Foundation contributors



NALC Disaster Relief Foundation

Make a donation by sending a check or money order to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.

From the wildfires in the Northwest to the derecho in the Midwest to the hurricanes along the Gulf Coast, 2020 has reminded us all that natural disasters can strike any part of the country and affect anyone. NALC branches and members remain determined to provide aid to members who are affected by these disasters.

Through the NALC Disaster Relief Foundation, NALC answered the call from branches and individual members who wanted a mechanism to send cash donations, supplies, uniforms and other assistance to their brothers and sisters affected by natural disasters. The Foundation is structured so that when a natural disaster occurs, an assessment can be made quickly and then followed up with much-needed relief for our affected members.

NALC President Fredric Rolando announced the formation of the Foundation at the 2018 national convention in Detroit. “The NALC Disaster Relief Foundation reflects the will of the members, who have asked for a way to help their fellow sisters and brothers quickly and efficiently,” Rolando said.

Since then, hundreds of individual donors, branches and state associations have pitched in to help the Foundation build its capacity to assist regular NALC members in need.

On the following pages are the hundreds of donors, listed by branch number, who have pitched in since we last ran the list of contributors in the December 2019 edition of *The Postal Record*.

“We thank these supporters, and we know there will be more to follow because letter carriers always look out for each other,” Rolando said.

Rolando urged letter carriers to consider supporting the Foundation this December, in the spirit of the season. Do-

nations 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.

All donations from letter carriers, branches and state associations go directly to NALC members who need assistance—no administrative costs are deducted.

Any NALC member who has faced hardship as a result of a natural disaster or wildfire can apply for assistance by completing the Application for Relief Grant available on the Foundation’s web page at nalc.org/disaster. The eligibility requirements are outlined in the application. The Foundation’s board of directors will consider the applications and will issue grants on an objective basis to eligible individuals as funds are available. Members do not have to wait for emergency relief or insurance claims to be settled to apply for aid. Applications must be received no later than 120 days after the date when the natural disaster occurred, unless the applicant can provide sufficient reasons for the delay.

“The generosity of letter carriers never ceases to amaze me,” President Rolando said. “The Disaster Relief Foundation is an invaluable lifeline for our sisters and brothers in need, in the true spirit of solidarity.

“The NALC Disaster Relief Foundation is continuing to grow, thanks to its generous supporters,” Rolando added. “We have been hard at work providing assistance and support to NALC members struck by disaster. Not only does the Foundation help these letter carriers get back on their feet, it shows them that they aren’t alone in their struggles. Let’s continue to be there for our sisters and brothers in need.” **PR**

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What to do if you're injured on the job

The work that letter carriers do is dangerous. Driving and delivery duties can result in accidents that cause traumatic injuries such as muscle and tendon sprains, broken bones and torn ligaments, or even more serious outcomes. Repetitive tasks performed over extended periods of time can cause occupational injuries like carpal tunnel syndrome, tendinitis, “tennis elbow” and other overuse syndromes.

Fortunately, a law exists that protects postal employees who suffer on-the-job injuries by providing certain benefits to them. The law applies to all postal employees, career and non-

career, permanent and temporary—including city carrier assistants (CCAs). However, the law comes with an associated bureaucracy and complex system of regulations that can be frustrating to navigate, particularly when the injury is hard to diagnose, has long-term effects or causes significant disability from work.

This can be eased by a basic understanding of the law, as well as by assistance from NALC—which can help members file on-the-job injury claims, deal with the complexities that often arise, and appeal adverse decisions. This assistance is one of the benefits of membership in the union.

The Federal Employees' Compensation Act (FECA), enacted in 1916, protects carriers and provides benefits such as full payment of medical expenses, travel expenses to medical appointments, partial payment of lost wages, and compensation for permanent impairments to certain body parts and functions. It authorizes the Department of Labor (DOL) to establish regulations and administer the law. DOL created a sub-department—the Office of Workers' Compensation Programs (OWCP)—to administer the program and decide all issues regarding on-the-job injury claims.



OWCP has sole authority to decide all questions regarding the claimed injury. OWCP determines whether an injury is work-related, whether wage-loss compensation is payable, whether surgery is authorized, and all related issues. The Postal Service has *no authority* to decide whether an injury is job-related, what benefits are payable, or any other adjudication-related issue.

OWCP differentiates between traumatic and occupational injuries based on the duration of the causing factors. When an injury is caused by work factors that occur at one point in time (for instance, a fall down stairs) or during the course of one workday or shift, it is a traumatic injury, and a Form CA-1 is used to report it. When an injury is caused by work factors that occur over a course of more than one workday or shift (for instance, carpal tunnel syndrome and other repetitive-use syndromes), it is an occupational injury (or illness) and a Form CA-2 is used to report it.

Injured letter carriers can now file claims electronically via OWCP's ECOMP web portal. ECOMP allows employees to electronically file claim forms, compensation forms, track the status of forms or documents submitted through ECOMP, and electronically upload and submit documents to existing OWCP claim files. You can register and file claims from your home computer, tablet or cell phone. NALC recommends using ECOMP for all claim filing and document submissions, as this provides the claimant with a digital receipt. To begin the electronic claim filing process, go to the ECOMP website, ecomp.dol.gov.

One vital OWCP principle to remember is that claimants have the burden

of proof. That means the injured carrier has the burden of proving all elements of a claim: that a diagnosed condition exists, that work factors caused the condition, that the identified work factors actually took place, and so on.

To prove a diagnosed condition exists, OWCP requires that a claimant provide a written report from a physician that includes a diagnosis. The diagnosis cannot be from a physician's assistant (PA), nurse practitioner (NP) or similar medical professional. Written diagnoses that are not signed by a recognized doctor will not meet a claimant's burden of proof. Many claims are denied because the only report of diagnosis is signed by a PA or NP. OWCP will accept a report from a PA or NP if it is co-signed by a doctor.

OWCP also requires that the claimant provide a written opinion from a physician that identifies the specific work factors the physician believes caused the diagnosed injury and gives a detailed explanation of why the physician holds that opinion.

To meet the burden of proof to show that work factors caused the reported injury, OWCP requirements generally differ depending on whether the injury was traumatic or occupational. In traumatic injuries (CA-1), evidence that work factors actually took place is often readily apparent. For instance, if a traumatic injury is caused in a vehicle accident, police reports or Postal Service forms will show that the incident occurred. If a traumatic injury is caused by a slip and fall, there often are direct witnesses. Even when there are no witnesses, traumatic injury claims in most cases do not present problems regarding the burden to

prove that work factors caused the injury.

On the other hand, occupational injuries (CA-2) always require a specific procedure to prove that work factors triggered the occupational injury. In every claim of occupational injury, the injured worker must write a description of the work duties he or she believes caused the injury. The written description must then be provided to the attending physician and to the worker's supervisor. The attending physician must read the description and then write a report stating that he or she has read the description and is providing an opinion about whether those identified work factors caused the injury. The supervisor must advise OWCP whether the Postal Service agrees that the identified work factors took place.

The description of work factors written by the injured employee is a critical element in every occupational injury (CA-2) claim. The written description should be factual and concise. It should avoid the use of postal terms that non-postal personnel may be unfamiliar with. Estimations of weights, repetitions, durations, etc., never should be exaggerated. The written description of work factors in occupational injury claims will constitute one of the foundations of the claim, and it is important that it be done accurately. It is generally a good idea to seek assistance from your branch OWCP specialist or national business agent's office in writing the description of work factors.

The FECA places the burden of proof on the injured worker, but it also places requirements on the employing agencies, including the Postal Service. For instance, when an employee submits a

Injured on the job (continued)

CA-1 or CA-2 to a supervisor, the FECA requires that the supervisor sign the receipt portion of the form and provide it to the employee. It then requires that the employer complete the agency portion, provide a complete copy of all pages of the form to the employee and submit the completed form to OWCP within 10 working days.

OWCP regulations require that the injured worker claim wage-loss compensation by submitting OWCP Form CA-7 through the employing agency—in this case, the Postal Service. The regulations require that the Postal Service certify the correct pay rate and then forward the CA-7 to OWCP within five working days of receipt from the employee. If the Postal Service loses or misplaces the CA-7 and the employee does not make it known that he or she submitted one, OWCP will not pay wage-loss compensation because it will not be aware that the employee is claiming wage-loss compensation. If the Postal Service delays forwarding the CA-7 to OWCP, payment to the employee also will be delayed because OWCP cannot process wage-loss compensation until it receives a CA-7. Workers who are registered in ECOMP can file a CA-7 electronically and eliminate any delays.

These and other employer requirements are in place to protect injured workers. Postal Service failures to comply with them can result in denied and delayed OWCP claims. Therefore, it is important to make your local union representative aware that you have suffered an on-the-job injury so the union may challenge any failures or errors by the Postal Service relating to on-the-job injury claims.

Since OWCP bills the Postal Service for all of the money OWCP spends paying medical bills, on wage-loss

compensation, etc., the Postal Service has a distinct interest in minimizing the number of claims that are accepted by OWCP as work-related, and in minimizing the payments that are made when claims are accepted. This interest sometimes results in a lack of training for supervisors about OWCP requirements or low prioritization of processing OWCP claim forms.

Another important thing to remember is that adverse decisions by OWCP can be challenged only through OWCP's own internal appeals procedures. When OWCP denies a claim, it is required to provide a formal written decision explaining the reason for the denial and providing notice of appeal rights.

OWCP has three avenues of appeal when it denies a claim. Only one appeal route can be pursued at a time. The time limits, as well as the rules regarding evidence and related matters, differ for each of the appeal routes. The choice of which appeal route to pursue will depend on the specific facts of the case, and the reasons given by OWCP when it denied the claim.

Successfully navigating the OWCP appeal procedures can be challenging. NALC members who receive formal denials of OWCP claims should seek assistance from their branch OWCP specialist or national business agent's (NBA) office. NALC members do not need to pay lawyers or orga-

nizations to assist them with their claims. OWCP benefits belong to the injured worker, not to an outside lawyer or organization. If your OWCP claim becomes overly complex, your NBA may refer you to one of NALC's regional workers' compensation assistants (RWCAs). RWCAs are fellow letter carriers who have expertise relating to the FECA and the claims process. RWCAs are available to assist members free of charge.

"The work that letter carriers do is physically demanding and objectively dangerous," NALC President Fredric Rolando said. "Sometimes they suffer on-the-job injuries. When they do, the FECA is intended to protect them from many of the adverse financial consequences."

"In too many cases, however, the intent of the FECA is frustrated because the letter carrier is not familiar with the rules for reporting and proving the claimed injury, or because the Postal Service fails to comply with its obligations regarding the injury," he added. "NALC members can avoid that unhappy situation by being familiar with OWCP's rules and by relying on their branch or national business agent for assistance."

For more information on FECA, ECOMP and additional resources related to on-the-job injuries, members should visit nalc.org/workplace-issues/injured-on-the-job. **PR**

Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5, of the USPS-NALC and USPS-APWU national agreements, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 25-20—Week 2 (Nov. 28, 2020)—and ends Pay Period 01-21—Week 1 (Dec. 25, 2020).

HISTORY

Preserved

“We’re such a current culture and society, we don’t think about ordinary people

doing extraordinary things back in the day,” said **Nancy Piwowar**, who says she’s “become the go-to person for local history” in her hometown of Plainfield, NJ.

Piwowar, a retired letter carrier, now spends much of her time involved in the history of her community, from preserving historical landmarks to researching genealogy.

“I just want people to recognize what’s around them,” the Branch 396 member added.

Except for her time earning a bachelor’s degree in art history from Wilson College in Pennsylvania, the carrier has spent her entire life in north central New Jersey, where she enjoys delving into the region’s history as a “local public historian” rather than an academic historian.

When Piwowar joined her branch after starting as a letter carrier in 1980, she became interested in the local union’s history. Before retiring in July 2018 after 38 years of carrying mail, she served her branch as vice president, shop steward and Equal Employment Opportunity (EEO) representative. She has continued in her position as branch treasurer since her retirement.

When developers came calling in the 1980s to develop the land across the street from her house that was a known Revolutionary War encampment, she helped fight to preserve it. “I’ve always been an activist,” she said.

Then one of her friends recruited her to join the Historical Society of Plainfield.

When the society realized that composer John Philip Sousa’s first concert after leaving the Marine Corps was in Plainfield in September of 1892, it put together a centennial concert in 1992. Piwowar did a lot of research for it—in the old-fashioned way. “That was in the days before the internet,” she said, adding, “I always like to put the pieces of the puzzle together.”

Surprisingly, history wasn’t always Piwowar’s favorite school subject growing up. “We weren’t really taught the local stories,” she said.

Lately, she’s focused on the early 20th century. With the historical society, the retired carrier has been researching the casualties of the Spanish flu pandemic of 1918-1920 among World War I veterans from Plainfield. Piwowar recently was contacted by the family of a WWI veteran named Martin Kane, who died in October 1918 at Fort Hancock in New Jersey. After an explosion of the Morgan Munitions Depot that killed dozens of people, he had been sent to guard the area. There was not enough food and water, and he soon succumbed to pneumonia related to the flu.

Kane was Irish American; he had been in the United States for only three years when he was drafted and entered the U.S. Coast Guard. Two members of the veteran’s family, who are in Ireland and the United States, found Piwowar through an online exhibit. They already had done some research, but they wanted help from the carrier in getting concrete information so the soldier could have a proper burial place.

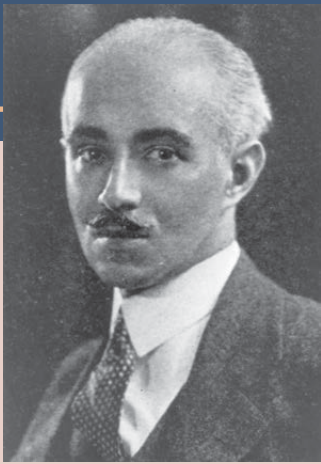
“We’ve been emailing back and forth,” she said. “We’re trying to get this man a tombstone that he deserves after 102 years.”



Nancy Piwowar



The Drake House Museum, run by the Historical Society of Plainfield



Architect Julian Abele (l) was believed to be the chief designer of the Trumbauer/Abele Greenhouse complex at Duke Farms (above). Piwowar also was instrumental in getting the Bedminster African Burying Ground (below, l) recognized as a historical site.



breakfasts, to see if she can help. The congresswoman's office has reached out to the U.S. Department of Veterans Affairs on behalf of the family.

Piwowar says that if people were to look it up, they would realize that a lot of places have interesting histories, especially as regards her postal brethren. "I think people have taken letter carriers for granted all these years," she said, adding, "I think this year has changed a lot of opinions. We have a lot to offer in our communities.

"I'm sure there are letter carriers all over the country who could tell stories," she continued. "Libraries don't think about asking retired letter carriers for oral histories. We have knowledge of history that others don't have."

That history, she says, includes noticing the geography on mounted routes, as well as seeing things change over the years—for example, knowing where farms existed before the land was developed.

Piwowar is an advocate for, and researcher of, local history and historic preservation, especially of the contributions of African Americans to north central New Jersey.

She is a member of the City of Plainfield Cultural and Heritage Affairs Advisory Board. "We're consulted on certain artistic issues," the carrier said. The board helps the city give grants for

local organizations to put on concerts and events.

The carrier also serves as the president of the Board of Trustees of the Historical Society of Plainfield, which manages the Drake House Museum, an 18th century colonial house. The society is a private-public partnership with the city of Plainfield. The board gives grants and provides tours, especially for school visits and Girl Scouts and Eagle Scouts. Piwowar says she especially enjoys answering kids' historical questions.

For many years, Piwowar has worked with local National Association for the Advancement of Colored People (NAACP) units for two major causes.

When there was a plan to demolish the Trumbauer/Abele Greenhouse on Doris Duke Farms, the carrier joined in protests that prevented the structure's destruction. The greenhouse is historically significant as one of the earliest known designs of Julian Abele, one of the first African-American architects, who designed most of the Gothic buildings on the campus of Duke University in North Carolina, as well as the Philadelphia Art Museum. The carrier realized the connection between the architect and the museum there years ago during an NALC event, where she saw a sign mentioning Abele's design contributions.

Meanwhile, since 2013, Piwowar has been an historical research consultant to the local NAACP units for the Bedminster African Burying Ground Preservation Project, trying to preserve one of the earliest African-American burial grounds. She happened to be off work one day when a friend invited her to a meeting with the NAACP and concerned neighbors to learn more.

The small plot of land, which has an unknown number of unmarked graves of Americans from the post-Revolu-

tionary War era, was purchased for \$3 in 1801 by a free black man, Robert Aaron, and two slaves known as Rick and Yaff. The three men wanted it as a resting place for themselves and their Black neighbors. The land is believed to be the first in the state owned by slaves.

Piwowar stepped in to help research Aaron after learning that he did not have a will. As a landowner, it would be unusual for him not to have had a will, she said. The carrier soon discovered a citation for a will and was able to play a part in helping save the property from destruction. In 2016, the land was marked with a historical plaque explaining its significance.

Because of her work, Piwowar received a Humanitarian and Historian Award from the Tri-City branch (encompassing Summit, Vauxhall and Springfield, NJ) NAACP in June 2019.

"As we move forward in the spirit of our freedom-fighting ancestors, we must again pause, reflect, remember and never forget that our freedom did not come without a struggle," Tri-City NAACP President Raiford Daniels said at the awards ceremony. He went on to congratulate Piwowar and the other honorees for their "extraordinary examples, even in the face of doubt and defeat."

"It was humbling," Piwowar said of receiving the award. "By recognizing me, they also recognize the sites and the people that came before me and the people who I researched. I want people to have respect [for others] and provide people with dignity."

Piwowar has helped get sites in her state added to a "most endangered" list, including a Catholic church that was designated as a historical site in 1985. The process is "complicated but worthwhile," the carrier says.

In addition, Piwowar has authored

Postcards for the missing lamp posts stolen from the Plainfield post office

several local articles in the *Encyclopedia of New Jersey* and assisted writers with historical research. Because of her work with the Drake House, she was able to help a writer in Ohio with research material about the Drake family's move from New Jersey to Ohio in 1788.

In postal circles, Piwowar's name is known for her role in helping to track down stolen antique post office lamp posts in Plainfield in the mid-1990s.

It all started when she was having lunch in October 1995 with her Branch 396 president, **Michael Breslin**, who told her that the antique lamp posts had just been taken from the Plainfield post office during a renovation of the facility's exterior.

"I got upset," she said. "How could someone steal off the post office?"

So Piwowar got to work: "I researched the lamp posts, and I made a wanted postcard" that described the twin 1915 neoclassical bronze lamp posts, each 10 feet tall and weighing 300 pounds.

"I sent out hundreds of postcards," she said, and she went to antique shows to see if she could locate them or get clues. Breslin, who remains the branch president, noted that he even tagged along with Piwowar to check out some places to make sure that the lamp posts had not been turned over for scrap metal.

Because that was in the early days of the internet, when someone told Piwowar, "You have to put this on the Web," she didn't know what that meant. So, continuing her old-style shoe-leather search, she met with a local police detective, who was investigating the case along with postal inspectors. Soon, the county estab-

Help find a piece of Plainfield's history!

You can help the U.S. Postal Service and City of Plainfield, NJ recover the lampposts stolen during the week of Oct. 23, 1995.

The two matching 1915 neoclassical bronze lampposts are 10 ft. tall and weigh about 300 lbs. each. At the time of the theft, they were painted black and one globe was broken.

Citizens who have information about this crime can call the 24-hour hotline at **1-908-654-TIPS** to speak to a *Crime Stoppers* operator. Callers do not have to identify themselves to be eligible for the reward.

Your assistance in returning these important pieces to their original location in front of Plainfield's Post Office is most appreciated!

CRIME STOPPERS HOTLINE
1-908-654-TIPS!

Up to \$5,000 Reward Offered



If you have any information, please call 24-hour
CRIME STOPPERS HOTLINE 1-908-654-TIPS!

lished a Crime Stoppers hotline, along with an offer for a \$5,000 reward—rare for an artifact.

Media outlets picked up the story, including *The New York Times* and NBC.

Someone eventually called Crime Stoppers with a good lead, and detectives tracked down the thief and recovered the antique lamp posts.

"It was quite an experience. We got him," Piwowar said. "Everyone was happy in town," and motorists would honk their horns as they passed by the post office.

"They're still out there today," she said of the lamp posts, adding that "people still refer to me as the 'lamp post lady.'"

Breslin said that Piwowar has "always been doing things like this" to help with the preservation of history and has empathy for the plights many groups face. "When you really look at it, she's doing it from many different aspects," he said, adding, "She doesn't want anyone to forget this stuff. History is her thing, and she cares about injustice."

The ongoing COVID-19 pandemic has affected her work, with some museums and other facilities closing except for occasional outdoor events

and her research rendered more difficult because not all libraries or archives have their information online. To help out, Piwowar has partnered with a nearby library to help put on some virtual programs about local history.

There is no shortage of topics for the carrier to look into, however. "I keep getting projects and projects and projects," she said.

Piwowar especially enjoys helping people add to their knowledge of their family history, such as with the veteran's family, so family members will grow up learning a family story or legacy. "They know it's true, but they don't know where to look" to fill in the information gaps, she said.

The carrier also occasionally speaks at the Drake Museum with many members of the Drake family, who travel there to learn more about their ancestry as part of what the carrier calls "genealogy tourism."

"It doesn't heal people, but it fixes a hole in people's stories," she said of her work.

Piwowar is relentless in her pursuit of history and likes to share her knowledge. "You can't make up these stories," she said. "People don't realize what's in their back yard." **PR**

Goodbye, 2020; hello, 2021



**Brian
Renfro**

The year 2020 has been a year unlike any other in my memory. It seems like the overwhelming majority of news and events this past year have been negative. The past year has posed challenges that most of us have never faced before. As I've written previously, letter carriers have risen to every challenge, as we always have, but that doesn't mean it's been easy. We have worked on many fronts to protect ourselves and our interests to be sure that we continue to provide service to our customers. Despite the challenges, letter carriers should be proud of that effort this year, and there is reason to be hopeful for the future.

Unfortunately, the pandemic continues to rage around the country. We are all hopeful that the vaccine developments that have been recently reported make a difference sooner rather than later. Meanwhile, for letter carriers, we have several other positives to look forward to in 2021.

Recently, we were able to reach tentative agreement on a collective-bargaining agreement with the Postal Service. You can read the details of that agreement in this magazine, as well as on the NALC website. Negotiating a national collective-bargaining agreement for a bargaining unit with hundreds of thousands of members is often a long and arduous process. That has certainly been the case for the last 17 months. I want to thank all of the officers and staff who worked hard to assist President Rolando and me—not only in negotiations, but also in the process of preparing for and presenting our case in interest arbitration, while simultaneously continuing to negotiate. Our union is blessed with talented members and staff serving in many different capacities, as well as professionals who provide the highest level of service to our union.

As defined in Article 16 of the *NALC Constitution*, regular members in good standing will soon have the opportunity to vote “yes” or “no” on the tentative agreement. We will continue to work to be sure that each member has a clear understanding of what is included in the agreement so that each can make his or her own educated decision. The ratification process is another shining example of our union's democratic processes that have been put in place over the years. It is something of which we should all be proud.

On Jan. 20, Joe Biden will be sworn in as president of the United States. Elections are usually heated. They cause

strong feelings to come to the surface in many people. This one has been different from any election I remember, and each individual's feelings likely won't change on Jan. 20. There is good news for letter carrier jobs and the Postal Service, however. The Biden administration will support letter carrier jobs and a strong Postal Service.

I'm very appreciative of all of the NALC staff and members who worked hard in several states around the country to help elect President-elect Biden. The pandemic changed a lot of what we traditionally do to communicate with union members. In most locations, knocking on doors wasn't safe, so we had to use more virtual forms of communication. As always, NALC members and staff stepped up, adjusted, and gave their time to help their brothers and sisters.

Our work is not over. In the next couple of weeks, voters in Georgia will decide who will control the U.S. Senate by voting in two runoffs for Georgia's two Senate seats. Letter carriers need a change in Senate leadership. Under Majority Leader Mitch McConnell, the Senate has been the place where postal-related legislation that would benefit letter carriers and the Postal Service has died.

The House of Representatives has passed bipartisan legislation to repeal the mandate to pre-fund future retiree health benefits and to provide needed funding to help the Postal Service sustain itself through the COVID-19 pandemic. Despite bipartisan support in the Senate and urging from Republican senators in his own caucus, McConnell has refused to bring these pieces of legislation to the Senate floor, or even to consider them. This is unacceptable, and NALC members in Georgia know it.

I want to once again express my thanks to all letter carriers for your tireless work during a very difficult year. I wish each of you an enjoyable holiday season. More than ever before, I think we all wish for a happy new year!

Happy
Holidays!



Election results



**Lew
Drass**

Well, the presidential election is finally over. That is the best thing I can say about it. I thought the 2016 presidential election was the ugliest, most divisive presidential election that had taken place in my lifetime, and we would never see anything quite like that again. Never say never.

Each candidate in 2020 seemed to spend a lot of his time trying to convince voters that his opponent was a complete failure, a horrible person, and a crook. Joe Biden was more subtle about it and did not bring Donald Trump's family into it, but both candidates participated in this sort of thing. I think the tone of

things was one of several reasons why this election had the largest turnout in our nation's history. People on both sides of this election clearly wanted their voices heard this time around, which is a good thing.

The most annoying part of this election for me was the claim that mail-in ballots are somehow fraudulent and the Postal Service is unreliable.

Oregon has had mail-in ballot voting for 20 years now. The state of Washington has had it for 14 years. There have been several other states that have gone to a mail-in ballot system more recently. There is no evidence of widespread fraud with a mail-in ballot system in any of these states. Any claims to the contrary just ain't true. The same can be said for claims that the Postal Service is unreliable when it comes to handling ballots that go through our system.

One state that seems to be at the center of these kind of claims is Pennsylvania. The commonwealth of Pennsylvania does not have a mail-in ballot system; it has a "no excuse" absentee ballot system. The Republican-controlled Pennsylvania state legislature voted to change absentee ballot rules from requiring a specific reason(s) for requesting an absentee ballot to "no excuse needed" to request an absentee ballot. It also passed a rule to end straight-party voting in Pennsylvania. Both changes occurred last October, which was well before the pandemic. Unfortunately, counting of absentee ballots cannot begin until after the polls close in most counties in Pennsylvania.

Donald Trump and the Republican Party encouraged their supporters to vote in person on Election Day. Joe Biden and the Democratic Party encouraged their supporters to vote by mail and mail their ballot back in, or to drop it off as soon

as possible after receiving the ballot. It should come as no surprise to anyone that supporters on both sides followed the directions given to them, which is why Donald Trump was leading after all the in-person Election Day votes were counted, and why Joe Biden will win decisively once all of the votes are counted. Joe Biden is ahead by more and more votes every time the count is updated.

As I write this, it is almost two weeks after the election and there still is considerable division around the country over the results. We have seen celebration parties going on in some cities and protests in others. This would have been true regardless of who won this particular election. The same thing happened after the 2016 election, except the tone seems louder this time.

In 2016, some folks pointed out that Hillary Clinton won the popular vote by almost 3 million votes and said that she should have won the election because of this. As we all know, that is not how it works. Donald Trump won the Electoral College by a margin of 306-232 in 2016, which made him our president for the last four years.

There are a much different set of facts to look at in 2020. My crystal ball tells me that when all is said and done, Joe Biden will have won the popular vote by close to 6.5 million votes. He will also win the Electoral College by a margin of 306-232, which will make him our president for the next four years.

Accepting the results of an election when you supported the side that lost is never an easy thing, but in a democracy, it is necessary. As such, it is time for all of those who supported Donald Trump to accept the fact that Joe Biden won the election and wish our new president the best of luck in his new position. He will certainly need all the help he can get to lead the country out of crisis and division. He has always had a reputation for having the ability to reach across the political aisle and get things done during his many years in the Senate. I have high hopes that President-elect Biden will do the same now.

Speaking of politics, it is also the season for NALC elections. It is natural for us to be divided on whom we support in branch elections. Hard-fought campaigns are as much a part of our organization as they are for our lawmakers, but at the end of every race, there is going to be a winner and a loser. The trick is for all of us in NALC to remember that we are all on the same team when the election is over. Please respect the election results in your branch and support the winning candidates. They will need your help to make your branch as successful as it can be.

In closing, I wish all of you and your families a wonderful holiday season and a happy New Year!

Even more important reminders



**Nicole
Rhine**

The six-month per capita tax call will be mailed out to branches this month. NALC bills branches semi-annually, in June and December, for the national and state per capita tax of their direct-paying members. For more information on the six-month per capita tax call, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a dedicated chapter on NALC dues (Chapter 2). Please see pages 2-12 and 2-13 for information on the six-month per capita tax call. A hard copy of the guide can be purchased from the Supply Department, and an electronic copy is available at nalc.org/financeguide.

Only branches that have direct-paying members will receive the six-month per capita tax call. The majority of direct-paying members are members who have been separated from the rolls of the Postal Service with an approved claim with the Office of Workers' Compensation Programs (OWCP) or retirees who receive wage-loss compensation from OWCP in lieu of Office of Personnel Management (OPM) retirement benefits. A minority of direct-paying members are members who retired prior to Oct. 1, 1982, who were not required to enroll in the annuity dues withholding program. Some of these retired members still pay their dues directly to the branch.

Per Article 2 of the *NALC Constitution*, members separated from the Postal Service with an approved claim with OWCP can remain regular members of the NALC, and retiring members can retain membership into retirement.

A member who is separated from the rolls of the Postal Service but has not yet retired must pay active letter carrier dues until he or she applies for and obtains retirement status from OPM. When an active member is separated from the rolls of the Postal Service with an approved OWCP claim and wishes to retain membership in the NALC, the branch must notify the Membership Department in writing that the member intends to continue membership. Upon notification, the Membership Department will list the member on the semi-annual per capita tax call.

Additionally, members who retire with an approved claim through OWCP 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 if the member wishes to retain membership into retirement, as the Department of Labor does not allow for dues payments from OWCP payments. Again, the branch must notify the Membership Department in writing that the retired member does not receive an annuity payment from OPM, but instead receives payments from OWCP, and that

the member wishes to retain membership as a retiree and be placed on the semi-annual per capita tax roster.

It is the branch's responsibility to collect national, state and local dues—unless the branch has a policy under which some or all of the dues will be waived—and to remit the national and state portion to NALC Headquarters every six months upon receipt of the six-month per capita tax call.

Any retiree in good standing in his or her branch moving to another city may transfer membership to the branch located in such city, if it is his or her wish to do so.

Article 2, Section 3 of the *Constitution for the Government of Subordinate and Federal Branches* contains provisions for transferring membership from one branch to another as a retired member. On occasion, the Membership Department does not receive the required information necessary to process the transfer, which causes a delay. To assist with the issues the Membership Department encounters, below is what is needed to complete a transfer of membership for a retiree:

(c). In the case of a retiree member seeking to transfer membership, [h]e/she shall make application to the Recording Secretary of his/her Branch, who shall ascertain from the Financial Secretary if all dues and assessments charged against him/her on that date are fully paid; if so, it shall be the duty of the Recording Secretary to announce at the next regular meeting of the Branch that the application has been received and all obligations discharged. There being no objections, the Recording Secretary will at once forward to the Recording Secretary of the Branch with which affiliation is desired, a letter of recommendation. The letter shall be read at the first regular meeting of the receiving Branch held after its receipt and the transferred individual shall be considered a member at that time. The Recording Secretary of the Branch shall then notify the Recording Secretary of the original Branch that the transferee has been received into membership.

Once this process has been completed, a copy of the letter of recommendation from the originating branch, as well as a copy of the letter from the receiving branch that the transferee has been received into membership, must be forwarded to the Membership Department along with a request that the transfer of membership be completed.

On occasion, my office receives calls from branches or state associations that are changing bank accounts, asking what information is needed at Headquarters to change the account. If a branch or state association is planning to change banks, an officer should contact the Membership Department for an Electronic Deposit Change Form. The form must be completed and signed by the president and the secretary-treasurer and returned to Headquarters along with a voided check from the new account. We recommend that the old bank account remain open until a dues deposit is verified as being made into the new account.

A guide to submitting bylaw changes



**Paul
Barner**

Article 15 of the NALC Constitution sets forth rules that branches and state associations must follow to approve a change in their bylaws. After the proposed bylaws have been approved by the branch or state association, the changes must be submitted to the Committee of Laws for approval.

Recently, NALC developed an electronic bylaw submission method accessed through the Members Only portal on the NALC website. This database will also begin the process of creating an electronic library of bylaw submissions and the resulting rulings by the Committee of Laws.

To access the bylaws database, branch and state association presidents can go to the NALC website and log on to the Members Only portal.

Click the “Bylaws” button, which will access the “Maintain Bylaws” page of the database. From there, bylaws can be created or amended and then submitted to the Committee of Laws for action. After the file has been successfully uploaded, a “File Uploaded Complete” verification will appear. Before submitting requests, please ensure that article and section identifiers are entered for the corresponding bylaw provision or proposed change, and the latest version of the bylaws is uploaded into the portal. A detailed PDF tutorial is available for download.

Once the Committee of Laws renders its decision, the portal will be updated. A hard copy of the committee’s decision also will be mailed to the address of record of the submitting branch or state association.

The new electronic bylaws submission database is intended to offer an alternative for submitting bylaw proposals for review by the Committee of Laws. Branches and state associations may continue to submit bylaw proposals by mail, by their choice. Regardless of the submission method, the historical library of bylaw submissions and corresponding decisions from the Committee of Laws will be available for view. Branches and state associations will not be able to view other branch or state association bylaw proposals, or those corresponding decisions from the Committee of Laws.

In addition to the electronic format, NALC will continue to make a form version available. The forms and instructions can be found on the NALC website. Once on the homepage, click “Union Administration,” and then click on the assistant secretary-treasurer page. There will be a link for branch bylaw changes. Click this link to find links for the bylaw form that NALC has made available. The PDF form is executable, allowing it to be completed online and printed out. A non-fillable version of the form also can be accessed by clicking the second form link. This version of the form can be printed and completed manu-

ally. Both forms can be used on any operating system (PC, Mac, Linux, etc.). To assist, there also is an instruction page.

If a very small font size is required to accommodate the required wording, please attach a separate sheet in a larger font to the form so it can be more easily read, or use multiple forms for the same section.

All parts of the form must be completed. Please make sure to include a contact phone number in case the Committee of Laws needs more information.

The exact wording of the prior language must be included, along with exact wording of the new language. A general description of the intended change is not adequate. If the prior language has been deleted, write “Deleted” in the new language box. If the proposed language is new, write “New” in the current language box. Submit the form along with two copies of your current bylaws. Then mail the forms and two copies of the current bylaws to: Assistant Secretary-Treasurer, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Once received, the bylaws are uploaded into the database, and previous correspondence from the Committee of Laws to the branch/state association is attached for review by the assistant secretary-treasurer, who makes a recommendation to the Committee of Laws. The current members of the Committee of Laws are Manuel L. Peralta Jr., Jim Yates and myself.

The Committee of Laws has three possible decisions that can be rendered when reviewing proposed changes. They are: “approved,” “approved with exception” and “in conflict with the *National Constitution*.”

“Approved with exception” means that the item listed as an exception is in conflict and not yet approved. In order to remedy the exception and amend the bylaws, the entire process must be completed again (submission, notification, voting and mailed to the Committee of Laws).

The Committee needs exact language for both the old and new language. Each section where there is a word change needs to be listed. If, for example, you are changing every reference from vice president to executive vice president, you must list each reference with the old and new language. (It is helpful if you bold only the new language changes.)

Provisions in bylaws may not be implemented without the approval of the Committee of Laws, pursuant to Article 15. Exceptions are bylaws fixing the amount of initiation fees, dues and reinstatement fees, or the time and place of meetings. They become effective at the time determined by the branch or state association. However, it is recommended that you send a copy to the committee so that we have a record of the change and so we can notify you of any problems that exist with the language. We hope that this information will assist branches and state associations when they are altering or rescinding bylaws.

On a final note, I want to wish everyone a merry Christmas and joyous holiday season!

Peak season concerns and updates



Christopher Jackson

Recently, I have received a variety of questions from members on various topics related to city delivery. I would like to use this month's article to address some of these questions and update the membership.

Parcel delivery concerns

Peak season is in full swing and, accordingly, it seems as if every household in the United States is receiving multiple packages daily. In the last few weeks, I have received increased reports from around the country regarding parcels bearing USPS shipping labels being delivered by other courier services. Sometimes other courier companies will intend for USPS to deliver these parcels and

will apply the USPS shipping label. Then, for whatever reason, the other shipping company will decide to deliver the parcel themselves instead of offering it to USPS for delivery.

This decision to change the delivery company after the USPS label has been applied to the parcel has always been concerning for letter carriers. Some carriers are concerned that when a parcel bearing the USPS label is delivered by another service, customers may mistakenly believe these parcels were delivered by their USPS letter carrier. If the delivery is unsatisfactory for the customer, city carriers feel responsible even if they were never provided the parcel for delivery. I admire this commitment to our customers, and it is unfortunate when these parcels are redirected away from the city carrier who has the experience, knowledge and professionalism to best make these deliveries.

Unfortunately, USPS has no ability to prevent this situation from occurring. If a customer has questions regarding a delivery made by another courier service, letter carriers should politely explain that USPS was not involved in the delivery. The Postal Service is the most trusted federal government agency and letter carriers take pride in providing excellent customer service and being the public face of USPS.

7:01 rule

With recent operational impacts related to the COVID-19 pandemic, letter carriers' daily workloads have been uncertain. To protect a full-time regular carrier's right to a full eight hours of work, NALC and USPS agreed to extend a Memorandum of Understanding (MOU), M-01913 in NALC's Materials Reference System, regarding Section 432.53 of the *Employee and Labor Relations Manual (ELM)*. This MOU clarifies the ELM language by stating in part:

Any hours not worked between the seventh and eighth hour of a regular scheduled day pursuant to ELM 432.53 are included in an employee's regular rate of pay pursuant to ELM 443.212.g. All delivery service supervisors are reminded that city letter carriers should not be excused under the 7:01 rule unless they have completed their routes and cannot be assigned to any available work in the same wage level for which they are qualified. Undertime can be used to work in route books, case mail for the next day's, delivery, pivoting, etc. Local management at all delivery units must reemphasize to all city letter carriers that they must report to their supervisor whenever they desire to clock out prior to completing a full 8-hour workday, minus time covered by the 5-minute leeway rule.

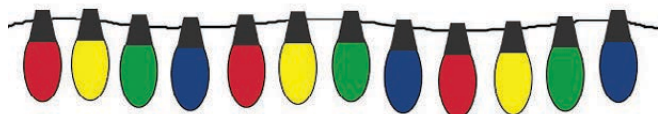
City carriers who work more than seven hours but do not have enough work to complete a full eight hours may be approved to clock out and still receive eight hours of pay under this provision.

Video technology testing

In June of 2019, USPS began testing the use of video cameras, supplied by USPS contractor Lytx, and GPS technology in city delivery vehicles. The Postal Service hopes to use the technology to identify ways to assist in modifying driver behavior, improve behind-the-wheel performance, and reduce the severity and frequency of motor vehicle mishaps. The Postal Service also hopes that this technology could be used to improve driver safety, reduce tort claims and exonerate carriers involved in vehicle accidents. In addition, this technology could serve as a training and monitoring tool for new carriers, as well as for those considered to be at higher risk. The initial testing was limited to two locations, in the Capital and Santa Ana Districts.

In August of 2020, NALC received notification that the Postal Service intended to expand this testing; however, in a subsequent letter dated Oct. 13, the Postal Service canceled the Phase Two expansion of the test. NALC filed a national-level grievance regarding USPS use of this video technology. I will update the membership if the Postal Service intends to resume testing.

This year has been full of unexpected challenges for letter carriers and, in fact, for people around the world. I am hopeful that this holiday season is the beginning of a better 2021 for everyone. Best wishes for a very merry Christmas and a happy New Year to you and your families.



Elections and the future of safety



Manuel L. Peralta Jr.

The election is behind us, yet it's not. The current president is challenging the outcome of the election and, while doing so, has put up one of his famous walls to keep President-elect Biden from preparing his administration to serve us.

President-elect Biden, on the other hand, is doing all he can to name his team and to hit the ground running. Opening the door to the president-elect and his team is expected for a peaceful transition. That is, only if you put the country first.

The real winners in this election are the voters. More than 153.5 million U.S. citizens voted. Wow! It was also made clear that this was the largest vote-by-mail turnout in history. USPS delivered Americans' votes

to election officials so their voices could be heard. You are in great part responsible for that success. Congratulations to you all for the job well done.

As I write this month's column, I have great hope that the incoming administration will take all necessary steps to take control of COVID-19. Some of you may protest and oppose many of the necessary steps out of a fear of hindering freedom. When public health—the real experts, and not the political administrators—speak out, you will find that they understand the seriousness of the situation and the need to take some extreme steps.

Agencies of the government such as USPS will do only what they are required to do and some (not all) of what is recommended.

The Centers for Disease Control and Prevention (CDC) has been hamstrung by the current administration and is not being allowed to take steps that it knows are necessary. The process of reporting infections was modified by order of the administration, resulting in a deceitfully lower number, which puts everyone at higher risk. The administration took the position that less testing results in a lower infection rate, but the truth is that less testing results in hiding the infection rate.

Apply that principle to our world. Imagine that you are injured on duty and don't report the injury because of your fear of retaliation. Imagine further that thousands and thousands of employees throughout USPS do the same, and that because of this, the "reported" injuries and the corresponding rate drop drastically. Your managers and their higher-ups get pats on the back and other forms of accolades because

"they reduced the injury rate" throughout USPS. Injuries need to be reported, investigated, and what is learned must be passed on to others to protect them from the same.

Back to COVID-19: The Department of Labor's Occupational Safety and Health Administration (OSHA) has done little, if anything, to change the behavior of the business community as regards protecting its employees in all walks of life. Recently, OSHA issued an update boasting how many citations it had issued. I reviewed the nature of those citations this morning as I write this, and discovered that about 90 percent of the citations were limited to the health care environment.

The news blast boasting the issuance of these citations highlighted the following citations:

- Failure to implement a written respiratory program;
- Failure to train on the proper use of personal protective equipment (PPE);
- Failure to provide a medical evaluation, respiratory fit test (for PPE);
- Failure to report an injury, illness or fatality;
- Failure to properly record an injury or illness on the right forms; and
- Failure to comply with the General Duty clause.

Think about the above and you note the following: The vast majority of these citations were issued to the health care world. OSHA would run out of ink if the administration would allow it to respond to the hundreds of complaints initiated by letter carriers throughout the country or, for that matter, most workers in every other walk of life.

Next topic: The availability of PPE has been limited, because the current administration has refused to focus on worker safety.

It is time to again protect the interests of the worker. We congratulate and welcome President-elect Biden and Vice President-elect Harris and look forward to their leadership.

Keep an eye on each other. Merry Christmas and happy New Year!



Retirement planning, three months out



Dan Toth

I have previously written about planning for retirement from five years out and one year out. This article will focus on the final three to six months in more detail. If you have read my other *Postal Record* articles in April 2019 and August 2020, respectively, and are in the final stretches, you probably have requested your application (the blue book) and received an annuity estimate. If not, you should do so by calling Human Resources Shared Service Center (HRSSC) at 877-477-3273 (TTY 866-260-7507).

At this point, you should have carefully reviewed, and now understand, all of your annuity estimate. This includes your special annuity

supplement eligibility and amount (if applicable), deductions for a survivor annuity and, most importantly, the amount of your basic benefit.

Shortly after receiving your blue book, you should call HRSSC back to schedule your retirement counseling. The next step I recommend is to make a spare copy of your application before you fill it out, so that if you make an error or need to change information, you can use another copy and start again.

Most people are not used to completing multiple pages of forms, and it is easy to be nervous about making such a life-changing transition. I recommend that, prior to counseling, you complete as much of the application as you can. Simply skip any sections you don't understand and jot down your questions. During your counseling, you can ask questions and complete your form with confidence.

As detailed in the November 2020 Contract Talk column, employees are entitled to individual retirement counseling. The general practice from HRSSC is to conduct group-counseling sessions. This works for many letter carriers, but some need an individual session because they have numerous questions, or because the questions include private details they would rather not share with strangers. If you need or want an individual session, be sure to request it and provide sufficient time prior to your intended retirement date to fit it in.

To understand your complete retirement picture, you also need to review and understand the other two legs of your retirement, the Thrift Savings Plan (TSP) and your Social Security benefit.

Whether or not you plan to tap into your TSP immediately, you will want to review your withdrawal options and learn

how to obtain the appropriate forms. One TSP publication that will help provide guidance is *Withdrawing from Your TSP Account for Separated and Beneficiary Participants (TSPBK02)*. I would be remiss if I didn't mention my previous article regarding snake oil salesmen (March 2020). Before making decisions to move your funds from the TSP to another company, you should be fully aware of your decision and ensure that your financial interest is the priority.

If you haven't already, you can create a Social Security account online at ssa.gov/onlineservices. This portal allows you to see your earned benefits, review your earnings history, make address changes, set up or change direct deposit, and print 1099s. As mentioned earlier, you'll want to review your Social Security benefits and determine how, and possibly when, you will start your benefit.

If you haven't narrowed your retirement down to a particular day, there are some considerations. If you separate at the end of a pay period, you will earn your sick and annual leave for that period. Employees whose separation is effective before the last Friday of a pay period do not receive leave credit or terminal leave payment for the leave that would have accrued during that pay period. Another way to maximize your benefit is by taking advantage of the terminal leave payout. When the Postal Service calculates the terminal leave payment, it projects the leave from the separation date forward, and any holidays that fall within the terminal leave period also are paid.

The most important factor when deciding which day to retire involves when you start earning an annuity. FERS employees start earning their annuity on the first day of the month following their separation. In practice, the vast majority retire at the end of the month and don't sweat the small considerations like finishing a pay period or projecting holidays with the terminal leave.

Plan the first few months after retirement. Once you submit your application to the Postal Service, it will wait until you separate so that it can finalize your service history and ship the application to the Office of Personnel Management (OPM) for processing. Although OPM has a goal of starting interim payments as soon as possible, you will receive only a portion of your annuity and may be receiving these interim payments for months. You should plan to have some money saved to make sure you can weather the temporary shortfall. One item that may help here is the terminal leave payment from the Postal Service. When you retire, you'll receive a payment for your earned annual leave balance. But by the same token, if you retire with a negative balance, you will be liable and should plan accordingly.

The last step is to enjoy your hard-earned retirement!

Review your life insurance needs



**James W.
“Jim” Yates**

At the end of each year, many letter carriers turn their attention to the benefits they received from the Postal Service. This is because the Federal Employees Health Benefits (FEHB) program has an open season, during which you may change health benefit plans or enroll in coverage. Conversely, Federal Employees’ Group Life Insurance (FEGLI) does not have regular open seasons. FEGLI open seasons are infrequent, and none are currently scheduled. This does not mean that you should ignore your life insurance needs.

There is no open season to join the United States Letter Carriers Mutual Benefit Association (MBA). You may join at any time. The MBA was established in 1892 to provide members with benefits, and is available through

the combined strength of all NALC members.

The MBA portfolio of products includes:

- MBA Whole Life
- MBA Life Paid Up at Age 65—Whole-life insurance policy paid up at age 65
- MBA 20 Pay Life Policy—20-year premium payment whole-life insurance
- Independence—One-time premium payment whole-life insurance
- MBA 5 Year Renewable and Convertible Term Life
- MBA 10 Year Renewable and Convertible Term Life
- MBA 20 Year Term Life
- MBA Term Life to Age 65
- Retirement Savings Plan—An annuity product to supplement retirement income that is available as a traditional IRA, Roth IRA, non-qualified deferred annuity or immediate annuity
- Hospital Plus—A hospital confinement policy

MBA’s Whole Life Paid Up at 65, 20 Pay and Independence plans offer limited premium payments for a lifetime of coverage.

In today’s economy, planning to protect the financial stability of your family’s future is vital. Sound financial planning covers a wide area of insurance protections such as life, accident and health. Insurance protection goes hand in hand with annuities, wills, investments and savings. Protect your investment in your home and in your family with life insurance.

Review your insurance needs

Periodically, you should take time to review your current insurance needs. A great way to start would be to consider how you would answer the following questions:

- How many children do you have at home? If you have children at home, you should consider additional coverage to

allow for day-to-day living expenses, should something happen to the breadwinner.

- If something happens to the financial provider, would all of the current life insurance proceeds be used to cover living expenses? Children’s education could be in jeopardy should adequate funds not be available for everyday living expenses.
- If you’ve recently purchased a new home, do you have sufficient mortgage protection insurance? Many families do not purchase mortgage protection insurance to cover the entire outstanding mortgage. The MBA may have a product that can help fill the gap.
- Are you a two-income family? You should consider insurance for your spouse if your family is depending on your spouse’s income to meet financial needs.
- What about an untimely loss of one of the parents? Many families say, “We are young and in good health.” Accidental deaths can interrupt the family’s financial situation abruptly.

Keeping up with changing needs

Needs change—children grow up and start their own families. If, in the future, you need less coverage, you should reduce your insurance to an amount that is appropriate for you.

Situations change—MBA policies cannot be taken away from you regardless of your health, where you work, or your marital status.

Upon request, the MBA will mail you information about the plans we offer. After you have reviewed the brochures, you may select coverage for yourself, your spouse, your children, grandchildren and great-grandchildren. Step-children, step-grandchildren and step-great-grandchildren can also be covered. NALC members can even purchase life insurance coverage for their parents.

Premiums can be paid by convenient payroll deduction or on a monthly or annual basis by check or electronic funds transfer. The convenience of payroll deduction assures that the policies will always be paid timely, maintaining the financial security you want and have obtained. One allotment can be used to pay the premiums on all of your policies with the MBA.

Once you receive an MBA policy, you’ll have 30 days to examine it. There is no risk. If you return your policy within 30 days with a written cancellation request, you will receive a full refund of paid premiums on the policy.

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

Please note: Currently, due to the COVID-19 pandemic, the MBA phone lines are open only on Tuesdays and Thursdays from 8 a.m. to 3:30 p.m. Eastern Time.

I’d like to take this time to wish MBA Administrator Mary Freshman a long and happy retirement. Mary has worked for MBA for 35 years and will be missed. I’d also like to wish everyone and their families a happy holiday season and a healthy New Year.

End-of-year mental health reflection



**Stephanie
Stewart**

It is hard to believe that we are closing out on the last month of the year, which means that this is my final *Postal Record* article for 2020. I believe most people are ready for 2020 to be a distant memory, but unfortunately, regardless of time passing, we will carry the effects of this year well into the future.

According to the Centers for Disease Control and Prevention (CDC), during June of 2020, U.S. adults reported considerably elevated mental health conditions associated with the COVID-19 pandemic. Younger adults, racial/ethnic minorities, essential workers and unpaid adult caregivers reported having experienced disproportionately worse mental health outcomes,

increased substance use and elevated suicidal ideation.

Mental and physical health are equally important components of overall health. Moreover, mental illness, especially depression, increases the risk for many types of physical health problems, particularly long-lasting conditions such as stroke, Type 2 diabetes and heart disease.

First, let's consider: What is mental health? Mental health consists of a person's emotional, psychological and social well-being. It affects how we think, feel and act. It also helps determine how we handle stress, relate to others and make choices.

Everyone goes through changes in their emotions, thoughts and behavior from time to time. But when these changes make you less able to function on a day-to-day basis, then it is time to talk to a doctor or mental health professional. Symptoms can vary depending on each individual's situation, but some signify that it is time to seek help. These include: feelings of depression, anxiety, excessive anger; sadness or crankiness that last longer than normal; withdrawing from friends and family; loss of interest in things you normally enjoy; thoughts of self-harm; and increased substance abuse. These can all be warning signs of mental illness.

If you have any concerns about your mental health, or experience any of these symptoms, there is help available—you are not alone. With appropriate support, you can identify mental health conditions and receive appropriate treatment. Please, do not wait.

High Option members

If you are a member of the NALC High Option Plan, please reach out to OptumHealthSM Behavioral Solutions by calling 877-468-1016, 24 hours a day, seven days a week. This toll-free number gets you right to OptumHealth Behavioral Solutions dedicated customer service department, which is staffed with

professionals who can give you immediate and confidential assistance. OptumHealth Behavioral Solutions is a nationally recognized leader specializing in providing behavioral health care and substance abuse services. It consists of more than 6,500 facilities nationwide and more than 225,000 in-network clinicians.

You also can schedule tele-mental health/virtual visits for added convenience. To locate an in-network tele-mental health provider, call Optum at 877-468-1016. You also can visit liveandworkwell.com to locate a tele-mental health provider and find other member resources. The portal provides access to self-management tools, prevention programs, educational materials, videos and more to help members manage chronic diseases, find ways to alleviate stress, and take charge of their overall health and well-being.

CDHP/Value Option members

No matter which plan you are enrolled in, there is help. We understand that mental and emotional well-being is essential to overall health. Cigna Behavioral Health network for the NALC Health Benefit Plan CDHP and Value Option Plan has more than 327,000 in-network clinicians, 6,000 in-network facilities and 20,000 in-network clinics.

The website mycigna.com provides convenient, confidential and open access to information you need, when you need it. An online search tool also is available to help you find an in-network clinician. If you call 855-511-1893, a specialist can help you identify the nature of your problem and match you with an in-network provider who has the appropriate experience to help with your specific needs.

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

- Physical/emotional abuse
- Depression and/or anxiety
- Alcohol and drug addiction
- Eating disorders
- Alzheimer's disease and dementia
- Post-traumatic stress disorder
- Schizophrenia
- Bipolar disorder
- Stress

As one of my favorite childhood characters, Winnie the Pooh, said, "I always get to where I'm going by walking away from where I have been."

Let's walk away from 2020 together, look toward the future, seek help when we need it, support and help others, realize that it's OK to not be OK, and commit to improving our physical and mental health, no matter where we have been.

On behalf of the NALC Health Benefit Plan, I want to wish you and your families a great holiday season and happy New Year.

Contract Administration Unit

Brian Renfro, Executive Vice President
Lew Drass, Vice President
Christopher Jackson, Director of City Delivery
Manuel L. Peralta Jr., Director of Safety and Health
Dan Toth, Director of Retired Members
Jim Yates, Director of Life Insurance

Opting

When an assignment is temporarily vacant for five days or more, a special procedure called “opting” grants certain letter carriers the right to “hold-down” the assignment for the duration of the vacancy. This article will explain the rules and regulations covering the opting process.

The 2014 USPS-NALC *Joint Contract Administration Manual (JCAM)* explains which assignments are available on page 41-12:

Duty Assignments Eligible for Opting

Vacancies in full-time Grade One assignments, including Reserve Regular assignments, are available for opting.

Due to the Memorandum of Understanding (MOU) Re: Pay Schedule Consolidation, letter carriers occupying Grade One assignments were slotted into the equivalent step in Grade Two of their respective pay schedules. As a result of this MOU, no assignments are currently classified as Grade One. For the purposes of applying the opting language, regular full-time routes are the equivalent of former Grade One assignments. Temporarily vacant “carrier technician” assignments are not available for opting under this provision. Instead, these assignments are filled in accordance with Article 25.

Articles 41.2.B.3 and 41.2.B.4, found on pages 116-117 of the 2016 National Agreement, define which employees are eligible to opt on available temporary vacancies:

3. Full-time reserve letter carriers, and any unassigned full-time letter carriers whose duty assignment has been eliminated in the particular delivery unit, may exercise their preference by use of their seniority for available craft duty assignments of anticipated duration of five (5) days or more in the delivery unit within their bid assignment areas, except where the local past practice provides for a shorter period.

4. Part-time flexible letter carriers may exercise their preference by use of their seniority for vacation scheduling and for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned. City carrier assistants may exercise their preference (by use of their relative standing as defined in Section 1.f of the General Principles for the Non-Career Complement in the Das Award) for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned that are not selected by eligible career employees.

Except where a local past practice provides for a shorter period, vacancies lasting less than five days need not be filled as hold-downs. Clarifying the meaning of this five-day requirement, National Arbitrator Clark Kerr held that opting is permitted when vacancies are expected to include five or more workdays, rather than vacancies that span a period of five calendar days but may have fewer than five days of scheduled work. These anticipated five days may include a holiday (M-00237).

M-00237, as well as many other key contractual “M” documents, can be found in the Materials Reference System (MRS) at nalc.org/mrs.

While city carrier assistants (CCAs) are entitled to opt on temporary vacancies, they must wait 60 calendar days after being hired before exercising this right. This was addressed by the national parties’ joint Questions and Answers 2011 USPS/NALC National Agreement (M-01870):

69. Is there a waiting period for a new CCA (no former experience as a career city letter carrier or city carrier transitional employee) before the employee can opt on a hold-down?

Yes, 60 calendar days from the date of appointment as a CCA. Once the CCA has met this requirement there is no additional waiting period for applying for/being awarded a hold-down when the employee is converted to career.

The National Agreement does not set forth specific procedures for announcing vacancies available for opting. However, procedures for announcing vacancies and procedures for opting for hold-down assignments may be governed by local memorandums of understanding (LMOUs) or a binding past practice; see the Memorandum of Agreement dated Feb. 7, 1983 (M-00446). The LMOU or past practice may include: method of making known the availability of assignments for opting, method for submission, a cutoff time for submission and duration of hold-down. In the absence of an LMOU provision or binding past practice, the provisions of Article 41.2.B apply. In that case, there is no requirement that management post a vacancy, and carriers who wish to opt must learn of available assignments by word of mouth or by reviewing scheduling documents.

For the opting procedures in your office, consult your shop steward or NALC branch officer.

Article 41.2.B.5 of the National Agreement provides that once an available hold-down assignment is awarded, the opting employee “shall work that duty assignment for its duration.” An opt is not necessarily ended by the end of a service week. Rather, it is ended when the regular carrier returns, even if only to perform part of the duties (for example, to case but not carry mail).

There are situations in which carriers temporarily vacate hold-down positions for which they have opted (for example, an absence due to leave). This employee may reclaim and continue a hold-down upon returning to duty—see Step 4 settlement, H4N-3U-C 26297, April 23, 1987 (M-00748). If the opting employee’s absence is expected to include at least five days of work, then the vacancy qualifies as a new hold-down within the original hold-down. Such openings are filled as regular hold-downs, such that the first opting carrier resumes his or her hold-down upon returning to duty.

Additionally, a CCA who has opted for an assignment does not lose the hold-down during the mandatory break in service between appointments. This issue is addressed in M-01870, which states the following:

73. Will the 5-day break in service between 360-day terms end an opt (hold-down)?

No.

(continued on next page)

Opting (continued)

74. Does the 5-day break at the end of a 360-day appointment create another opt (hold-down) opportunity?

Only where the break creates a vacancy of five work days. In such case the opt is for the five day period of the break.

There are some exceptions to provisions that require an employee to work the hold-down assignment for the duration of the vacancy. CCAs may be “bumped” from a hold-down to provide a part-time flexible (PTF) employee assigned to the same location with 40 hours of straight time work to which they are entitled under Article 7.1.C of the National Agreement. This issue is clarified in M-01870:

67. Can a CCA be taken off an opt (hold-down) in order to provide a part-time flexible employee assigned to the same work location with 40 hours of straight-time work over the course of a service week (Article 7, Section 1.C)?

Yes, a CCA may be “bumped” from an opt if necessary to provide 40 hours of straight-time work over the course of a service week to part-time flexible letter carriers assigned to the same work location. In this situation the opt is not terminated. Rather, the CCA is temporarily taken off the assignment as necessary on a day-to-day basis.

In addition, both PTF and CCA employees may be bumped from a hold-down assignment to provide sufficient work for full-time employees. Since full-time employees are guaranteed 40 hours of work per service week, they may be assigned work on routes held down by a PTF or CCA if there is not sufficient work available for them on a particular day (see M-00097).

Bumping a PTF or CCA from a hold-down is a last resort, as reflected in a Step 4 settlement, H1N-5D-C 7441, Oct. 25, 1983 (M-00293), which provides:

A PTF, temporarily assigned to a route under Article 41, Section 2.B shall work the duty assignment, unless there is no other eight-hour assignment available to which a full-time carrier could be assigned. A regular carrier may be required to work parts or “relays” of routes to make up a full-time assignment. Additionally, the route of the “hold-down” to which the PTF opted, may be pivoted if there is insufficient work available to provide a full-time carrier with eight hours of work.

While M-00293 only references PTF letter carriers, the national parties have agreed that rules pertaining to opting apply to CCAs as well. This understanding is stated in M-01870:

70. Is there a difference in the application of opting (hold-down) rules between part-time flexible city carriers and CCAs?

No.

Some LMOUs allow the regular carrier on a route to bump the carrier technician to another route when the regular carrier is called in on a non-scheduled day to work on his or her own route. In such cases, the carrier technician can displace

an employee who has opted on an assignment on the technician’s string if none of the other routes on the string are available. In this situation, the employee’s opt is not terminated. Rather, he or she is temporarily bumped on a day-to-day basis, see Step 4, N8-N-0176, Jan. 9, 1980 (M-00154).

Regardless of the reason a PTF or CCA is bumped from a hold-down on a day-to-day basis, the opt is not terminated. The employee retains the right to the opted assignment once the need for bumping has ended.

One other exception to the duration language in Article 41.2.B.5 pertains to CCAs on a hold-down assignment when they are converted to full-time regular career status. Article 41.1.A.7 gives management the right to assign a newly converted employee to a residual vacancy within the installation. However, due to the duration provision mentioned earlier, the employee would have been required to remain on the hold-down until temporary vacancy ends. To clarify these perceived competing provisions, the parties signed a Letter of Intent Re: Opting Duration, found on pages 222-223 of the 2016 National Agreement, modifying this requirement. This letter states in pertinent part:

Of course, management may decide to assign an employee to a residual vacancy pursuant to Article 41.1.A.7 at any time, but the employee may not be required to work the new assignment until the hold-down ends. However, the employee may voluntarily choose to end the hold-down and assume the new assignment in this circumstance.

A full-time employee who has opted may also bid for and obtain a new, permanent full-time assignment during a hold-down. A national pre-arbitration settlement, H1N-5G-C 22641, Feb. 24, 1987 (M-00669) established that such an employee must be reassigned to the new assignment. If there are five or more days of work remaining in the hold-down, then the remainder of the hold-down becomes available to be filled by another opting carrier.

While opting employees are entitled to work the regularly scheduled days and the daily hours of duty of the assignment, they do not assume the pay status of the full-time regular carrier being replaced. A PTF or CCA who assumes the duties of a full-time regular by opting is still paid his or her regular rate of pay during the hold-down. While they are entitled to work the regularly scheduled days and the daily hours of duty of the assignment for the duration of the vacancy, PTFs and CCAs are not guaranteed eight hours daily or 40 hours weekly work by virtue of the hold-down alone. In addition, PTFs and CCAs on hold-downs are not guaranteed the right to not work on non-scheduled days.

Letter carriers with questions regarding the opting provisions contained in the National Agreement, LMOU provisions and relevant past practices in the employing office should contact their shop steward or branch officer.

Holiday fundraising season



Christina Vela Davidson



Below is a thank-you letter from Kathy Kauffman, MDA's executive vice president/chief strategy and development officer.

Muscular Dystrophy Association shares its gratitude for NALC members

As one of the Muscular Dystrophy Association's longest and most dedicated partners, I wanted to recognize and thank all members of the National Association of Letter Carriers for your unparalleled support of MDA. On behalf of the entire MDA community, we are humbled and appreciative of your relentless pursuit (even in the face of a pandemic) to Deliver the Cure for the families we serve.

Following the MDA Kevin Hart Kids Telethon, we wanted to thank everyone who helped MDA to raise more than \$10.5 million leading up to and during the event. We were honored to have the talents of Kevin Hart and his incredible friends to help launch the biggest MDA event of the year. The more than 2 hour special and extended hours featured an evening of comedy and musical performances, as well as an inside look at the essential work of the MDA through impactful profiles on families, research, care, and advocacy. To watch the Telethon including the special shout outs to NALC, go to mda.org.

During the MDA Telethon, and every other major event in MDA's history, we have been grateful to have NALC members stand alongside us. Thank you, from our hearts to yours for the ways in which you continue to lift up MDA's mission.

With gratitude,

Kathy Kauffmann

Order your MDA package from NALC

To raise money until the end of the year or until the packages are sold (whichever comes first), I have created an NALC/MDA

Sisters and brothers, I want to wish you a warm and safe holiday season. May 2020 end in a better fashion than it began; with Biden/Harris winning the election, it looks good.

The joint mission of NALC and the Muscular Dystrophy Association (MDA) is to free individuals from muscle-debilitating diseases and to be a source of comfort and hope to patients and their families. Every day, people go to extraordinary lengths to advance this mission.

package, which costs \$100 (see photo below). We do not have many, so orders will be filled on a first-come, first-served basis. I believe that it will make a great Christmas gift or branch award. The package comes with one MDA tote bag, one NALC/MDA T-shirt, one MDA magnet, one MDA keychain, one MDA bracelet, two NALC/MDA poker chips and one Cigna hand sanitizer. All funds go to MDA, and money spent by a branch or an individual will be counted toward the branch's 2020 year-end numbers.

Important reminders for the holidays

The holidays are some of the best times for people to give! Remember that MDA's NALC web page (mda.donor-drive.com/event/nalc2020) and your individual fundraising pages will remain open through Dec. 31, so continue to collect donations there as people are willing to give.

All checks and offline gifts received by the branch should use the NALC Donation Allocation Card (see nalc.org/mda) and mail donations to MDA, Attn: NALC, 161 N. Clark St., Suite 3550, Chicago, IL 60601. Please send copies to NALC Headquarters as well.

Thanks again for your continuous hard work helping to #DeliverTheCure! This year, I am requesting that all branches send their MDA information and paperwork by Dec. 28. Remember, helping MDA can help you, too. By supporting MDA, you enhance letter carriers' public image, boost members' morale and draw positive attention to NALC. You are the best #heroesdelivering!



The NALC/MDA package includes a tote bag, a T-shirt, a magnet, a keychain, a bracelet, poker chips and hand sanitizer. Orders will be filled on a first-come, first-served basis.

Updated members list for the NALC Veterans Group



Assistant to the President for Community Services
Christina Vela Davidson

As we stated last month, more than 1 in 5 NALC members, some 60,000 active and retired letter carriers, traded their military uniform for that of a letter carrier. Membership in the Veterans Group provides access to information and tools specific to veterans' rights and benefits, which often intersect with their rights and benefits as postal employees.

As the largest civilian employer of military veterans, the Postal Service is the beneficiary of the commitment and reliability of veterans. This same level of devotion and allegiance also has made the NALC Veterans Group one of the strongest and most successful union veteran organizations.

Upon joining the Veterans Group, all members receive

a *Veterans Guide* and a lapel pin as a symbol of gratitude for their military service and membership in NALC. The *NALC Veterans Guide* is a handbook full of valuable information for active and retired carriers who also are veterans or are currently serving in a reserve component of the armed forces or in the National Guard.

Veterans Group members also may purchase exclusive merchandise from the NALC store. To shop, go to nalc.org/store. All products are union-made in the USA.

The 236 member names below are new additions to the Veterans Group as of Nov. 10, 2020.

To be listed next year in the November edition of *The Postal Record*, you must be a member of the Veterans Group. To join, fill out the form below, or go to nalc.org/veterans, fill out and print the membership form, and then mail the completed application to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

ALABAMA

Branch 530, Birmingham
G. Williams

Branch 1314, Decatur
Timothy McIntyre

ARIZONA

Branch 704, Tucson
Gabriel Esparza

Branch 1902, Arizona Mgd.
Nicholas Villa
Frank Polka

CALIFORNIA

Branch 70, San Diego
Michael Copeland

Branch 133, Sacramento
David Coronado
Robert Livensparger

Branch 231, Central CA
Bobby Martin

Branch 411, San Bernardino
John Marek

Branch 627, Napa
Thomas Sedlack

Branch 1100, Garden Grove
Wallace Hall
Raymond Peterson

Br. 1111, Greater East Bay
Desiri Moret

Branch 2086, Burbank
Jesse Montes

Branch 2200, Pasadena
George Barnes

COLORADO

Branch 47, Denver
Arnold Russell
Brian Stertzbach

Br. 204, Colorado Springs

Marcus Henderson
Joseph Kraemer
Jimani Henley

Branch 4405, Arvada
David Mead

Branch 5996, Centennial
Kevin Osieczanek
Paulette Burchfield

CONNECTICUT

Branch 19, New Haven
W. Cavanaugh Jr.

Br. 20, Connecticut Mgd.
Richard Latino
Thomas Hedrick

Branch 60, Stamford
Jerome Dena

DIST. OF COLUMBIA

Branch 142, Washington
Anthony Shirk
James Lyles

FLORIDA

Br. 53, Northeast Florida
Joseph Harvey Jr.
Vernon Smedley

Branch 1071, South Florida
David Bennett

Br. 1091, Central Florida
Matthew Cronrath
Barbara Haugsoen

Br. 1477, W. Coast Florida
William Boden
John Cashman
David Toth
John Wenk

Br. 1690, W. Palm Beach
Andrew Fariello
Yasser Espinal

Branch 2148, Sarasota

Richard Nelson

Br. 4559, Emerald Coast
Raymond Seigler

GEORGIA

Branch 73, Atlanta
Julius Hughey

Branch 578, Savannah
James Cooper

ILLINOIS

Branch 11, Chicago
Kimberly Carter
Gordon Freeman Jr.
Jason Galloway
Marcus Gladney
Sonya McDonald
Roosevelt Myles
Freddrick Tolliver
Melvin Williams

Branch 31, Peoria
Travis Hasten
Dustin Jordan
Gene Sharp

Branch 88, Galesburg
Lyle Twidwell

Branch 245, Rockford
Maurice Johnson

Branch 318, Moline
Timothy Johnson

Branch 384, Mattoon
Austin Etherton

Branch 522, Bloomington
Gary Barton

Branch 825, Oak Brook
Isagani Rabino

Branch 1107, Wilmette
Mark Havel

Br. 1197, Southern IL Mgd.
David Brauner
Jeanne Hatfil

INDIANA

Branch 367, New Albany
Robert Hubler

Branch 828, S. Central IN
Brandon Busick

Branch 888, Carmel
John Huskey

Branch 1399, E. Chicago
Robert Wright

IOWA

Branch 314, Council Bluffs
Richard Thomsen
Dawn Trotter

Branch 352, Central IA Mgd.
Harry Thomas

Branch 371, Keokuk
Marvin Godell

KANSAS

Br. 5521, Shawnee Mission
Salvador Flores

KENTUCKY

Branch 14, Louisville

John Ratterman

Branch 1408, Madisonville
John Eli

LOUISIANA

Branch 129, Baton Rouge
Murphy Bell

Branch 2730, Gretna
Jermaine Lewis

MAINE

Branch 2394, Presque Isle
Robert Rossignol

MARYLAND

Branch 651, Annapolis
Richard Cordle

MASSACHUSETTS

Br. 25, MA Northeast Mgd.

Robert Gravel Jr.
Larry Rager

Branch 34, Boston

Kevin Conroy
Edward Navis
Maurice Ev Jones
John Maguire

Branch 51, Fall River
Normand Charette

Branch 212, Lawrence

Daniel Lyons Jr.
Richard Benjamin
Glenn Dowling

MICHIGAN

Branch 1, Detroit

Frank Zacharias
Gordon Isaacson

Branch 56, Grand Rapids
Richard Davidson

Branch 232, Jackson

Brian Sharlow

Branch 2555, E. Lansing

Jon Molnar

Br. 4374, South Macomb
Erhardt Brunke Jr.

MINNESOTA

Branch 9, Minneapolis

Wayne Kelash
Alf Mork
Alemayehu Tolla

Branch 28, St. Paul

Bernard Garhofer
Edward Mikolajczyk Jr.
Michael Parkos

Occupational disease claims



Assistant to the President
for Workers' Compensation
Kevin Card

It is clear that 2020 has been a tough year for all of us, especially letter carriers. As the pandemic has swept through the country and the Postal Service, tens of thousands of letter carriers have been quarantined. As letter carriers were quarantined, those still working continue to endure mandatory overtime, with many working six or seven days a week. All of that extra work takes a toll on our bodies.

With insufficient rest periods, your body may not be able to heal from daily micro-traumas. Small aches and pains can develop into occupational injuries. Letter carriers who develop such occupational injuries should file a Form CA-2 claim.

Successfully filing a CA-2 for an occupational disease is a multi-step process. The first step is to write a work narrative explaining your day-to-day duties as a letter carrier so that your doctor can write a medical report connecting specific work factors to your diagnosed conditions. A good work narrative describes an average day on your route.

Mail volume and deliveries fluctuate every day, so avoid exact numbers. Describe how long you sort and deliver mail. Estimate mail volumes, weights, distances and repetitions. Never exaggerate. Use action words that describe your work factors like walking, carrying, reaching, pushing, pulling, etc. Be sure to put your name, address and phone number on the work narrative, and sign and date it.

The next step is to take a copy of your work narrative to your doctor.

A medical report from your doctor needs to describe the causal relationship between specific work factors and the diagnosed injury. The report needs to be based on objective medical evidence, such as physical exams, tests, X-rays or MRIs. A good report describes the physiological mechanism by which specific work factors caused, aggravated or accelerated the diagnosed condition.

It's important that your doctor know that your work does not need to be the primary cause of your injury. Letter carrier work duties often accelerate minor medical conditions, making them worse. Injured workers should advise their doctor that the Office of Workers' Compensation Programs (OWCP) treats acceleration just like direct causation. Doctors often use the word "exacerbate" when the word "accelerate" is more appropriate.

A medical report diagnosing acceleration needs to explain how, absent your work duties, your diagnosed condition(s) would not have worsened. Given the heavy nature of our work, doctors can document the acceleration of diagnosed conditions.

The doctor's report must list the diagnosed condition(s) and state his or her opinion with "reasonable medical certainty." Reasonable medical certainty is a bureaucratic term required by OWCP. A suitable medical report does not have to be lengthy; all the necessary information can be on one or two pages. That makes it easier for OWCP claims examiners, too.

Once you have the medical report describing the causal relationship between your work and your medical condition, you can take the next step and register in ECOMP, OWCP's web portal, and then file the claim. Instructions on how to register and file claims via ECOMP can be found at nalc.org/workplace-issues/injured-on-the-job.

As you fill out the CA-2 online, you will come to Question 11; it asks for the date that you first became aware of the disease or illness. You can use the date your condition was diagnosed. Question 12 asks the date you first realized the disease or illness was caused or aggravated by your employment. That will be the date your doctor signs the medical report.

You should file the CA-2 as soon as possible, preferably within 30 days from the date listed in Question 12. However, the CA-2 will meet the statutory time requirement if filed no later than three years after the date of your last exposure to the work factors that caused the injury.

The Postal Service is required to send your CA-2 to OWCP within 10 working days of receiving it from you. Filing the claim via ECOMP can expedite Postal Service compliance. Once OWCP gets your CA-2, it will assign you a claim number and send you a letter. You can track the processing of your claim on your ECOMP dashboard.

You should upload any medical reports directly to OWCP using ECOMP. Do not give your medical reports to the Postal Service and expect it to send them to OWCP. Instructions for uploading documents also can be found on the NALC website's "Injured on the Job" page.

Many letter carriers struggle with occupational diseases and don't file claims. You have the right to be compensated for your on-the-job injuries. Exercise that right and file a claim.

I want to thank you for all of the good work you have done during this difficult year. May you have a safe and peaceful holiday season.



Monthly CSRS annuity payments for letter carriers who retire on March 1, 2021

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on March 1, 2021. Estimates are computed by using the given high-3 aver-

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

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

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$64,308			CC Grade 2 / High-3 Average ¹ : \$ 65,647		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,943	\$172	\$1,771	\$1,983	\$176	\$1,807
21	2,050	182	1,867	2,092	187	1,906
22	2,157	193	1,964	2,202	198	2,004
23	2,264	204	2,060	2,311	209	2,103
24	2,371	215	2,157	2,421	220	2,201
25	2,479	225	2,253	2,530	231	2,300
26	2,586	236	2,350	2,640	241	2,398
27	2,693	247	2,446	2,749	252	2,497
28	2,800	258	2,543	2,858	263	2,595
29	2,907	268	2,639	2,968	274	2,693
30	3,014	279	2,735	3,077	285	2,792
31	3,122	290	2,832	3,187	296	2,890
32	3,229	300	2,928	3,296	307	2,989
33	3,336	311	3,025	3,405	318	3,087
34	3,443	322	3,121	3,515	329	3,186
35	3,550	333	3,218	3,624	340	3,284
36	3,657	343	3,314	3,734	351	3,383
37	3,765	354	3,411	3,843	362	3,481
38	3,872	365	3,507	3,952	373	3,580
39	3,979	375	3,604	4,062	384	3,678
40	4,086	386	3,700	4,171	395	3,777
41	4,193	397	3,797	4,281	406	3,875
41+11 months & over ⁵	4,287	406	3,881	4,376	415	3,961

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between March 1, 2018, and Feb. 28, 2021, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$473.01 per month if for self plus one (code 323), \$408.94 if for self and family (code 322), or \$196.82 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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

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

Monthly FERS annuity payments for letter carriers who retire on March 1, 2021

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on March 1, 2021. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$64,308			CC Grade 2 / High-3 Average ¹ : \$65,647		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,072	\$107	\$965	\$1,094	\$109	\$985
21	1,125	113	1,013	1,149	115	1,034
22	1,179	118	1,061	1,204	120	1,083
23	1,233	123	1,109	1,258	126	1,132
24	1,286	129	1,158	1,313	131	1,182
25	1,340	134	1,206	1,368	137	1,231
26	1,393	139	1,254	1,422	142	1,280
27	1,447	145	1,302	1,477	148	1,329
28	1,501	150	1,350	1,532	153	1,379
29	1,554	155	1,399	1,586	159	1,428
30	1,608	161	1,447	1,641	164	1,477
31	1,661	166	1,495	1,696	170	1,526
32	1,715	171	1,543	1,751	175	1,576
33	1,768	177	1,592	1,805	181	1,625
34	1,822	182	1,640	1,860	186	1,674
35	1,876	188	1,688	1,915	191	1,723
36	1,929	193	1,736	1,969	197	1,772
37	1,983	198	1,785	2,024	202	1,822
38	2,036	204	1,833	2,079	208	1,871
39	2,090	209	1,881	2,134	213	1,920
40	2,144	214	1,929	2,188	219	1,969
Each additional year ⁵	53.59	5.36	48.23	54.71	5.47	49.23

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between March 1, 2018, and Feb. 28, 2021, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$473.01 per month if for self plus one (code 323), \$408.94 if for self and family (code 322), or \$196.82 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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



From the Trustees

It's nine months into the pandemic, and the world's population has adopted in many ways to living with the changes that COVID-19 has brought to our lives. Narrowing it down to our Nalcrest community, the residents have also adapted. In past years, Nalcrest has sponsored many events for its residents that brought us all together in solidarity. Those gatherings have changed in 2020, however, and Nalcrest will continue to adapt.

Two significant gatherings are the annual Thanksgiving dinner, and the holiday social and parade in December. This year will require coordinating a different Thanksgiving meal to include all of the fixings. It will be a takeout event from the Nalcrest Café, adhering to all the COVID-19 precautions. It is hoped that in 2021 we can all gather together and celebrate the meaning of Thanksgiving.

The staff and Nalcrest trustees are strategizing to pull off a holiday parade with some changes to the manner in which it is conducted that will give the residents the opportunity to have a vehicle parade and keep the Nalcrest spirit flowing.

NALC President Rolando has advised that the

annual residents meeting normally held in January or February will be postponed due to the virus. Residents will be notified when it is rescheduled.

The best way to keep abreast of what is happening and for updates at Nalcrest is to "like" us on Facebook at "Nalcrest Foundation, Inc."

Guest apartments for short-term rentals are available; contact the office for details. More than 180 retired NALC members are on the wait-

ing list to live at Nalcrest. That should be an indicator of what a benefit it is to belong to the NALC.

The Nalcrest staff and trustees extend a wish for a healthy and happy holiday season to our members and families. We thank all active letter carriers for their dedication in making the USPS an essential part of the American fabric in these troubled times.

Stay safe always.

Matty Rose

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, or call 863-696-1121.

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern



Nalcrest decorated for its Thanksgiving festivities.

Veterans' legislation roundup

CCOVID-19 has affected virtually every element of legislating during the second session of the 116th Congress. Despite the inaction on most major legislation, a few noteworthy pieces of veterans' legislation successfully made it across the finish line prior to the election.

Bills signed into law

H.R. 1812—Veteran Center Eligibility Expansion Act (became law Oct. 20, 2020)

This bill provides mental health services such as counseling for National Guard, Reserve or Coast Guard members who responded to national disasters, emergencies or drug interdictions, all high-stress situations that often have an impact on mental health.

H.R. 2372—Veterans' Care Quality Transparency Act (became law Oct. 20, 2020)

This bill requires the Government Accountability Office (GAO) to evaluate various aspects of mental health and suicide prevention services of non-VA entities who partner through a memorandum of understanding (MOU) with the Department of Veterans Affairs (VA).

S. 785—Commander John Scott Hannon Veterans Mental Health Care Improvement Act of 2019 (became law on Oct. 17, 2020)

This bill seeks to strengthen outreach to veterans and provide expanded options for mental health, with the goal of reducing veteran suicide. It includes increasing the VA mental health workforce at veteran centers; increasing rural access for veterans through telehealth; creating a pilot program to provide free access to different types of holistic therapies such

as animal, art, agricultural, sports and post-traumatic growth (PTG); creating a grant program to collaborate with veterans community organizations to help identify at-risk veterans and provide services aimed at prevention; and studying suicide risks based on environmental factors such as high altitude. The legislation also requires a study of VA suicide prevention resources.

House activity

Prior to the November election, the House of Representatives unanimously passed several veterans-related measures, which now await Senate action. Most notably, two are aimed at the issues of mental health and suicide prevention.

H.R. 8247—Veterans' Comprehensive Prevention, Access to Care, and Treatment (COMPACT) Act of 2020

This bill seeks to reduce suicide by providing symptom-based emergency crisis, creating a pilot program for information sharing between the VA and designated friends and family of veterans, tracking and reporting on transition from active service to veteran status, establishing a program to educate caregivers of veterans with mental health disorders, establishing an inter-agency outdoor recreation task force for veterans, contacting out-of-touch veterans for comprehensive medical exams in order to keep coverage eligibility, requiring crisis intervention and training annually for VA police to assist in the de-escalation of high-stress situations, identifying gaps in care for homeless female veterans, and ascertaining the locations where female veterans are receiving their VA health care to ensure that care there meets their needs.



In addition to the bills above, the House also passed measures aimed at supporting veterans through the COVID-19 pandemic, addressing VA debt collection and contraception for female veterans.

H.R. 7105—Dependable Employment and Living Improvements for Veterans' Economic Recovery (DELIVER) Act

This bill took six separate bipartisan measures and folded them into one bill that would expand services such as food, shelter, education, training, legal services and access to telehealth services for homeless and unemployed veterans during the COVID-19 pandemic.

H.R. 5245—Stopping Harm and Implementing Enhanced Lead-time for Debts for Veterans (SHIELD for Veterans) Act

This bill prevents the VA from collecting benefit overpayments resulting from a delay in processing and extends to 90 days' notice of intent to recollect payment before collecting, gives veterans the right to dispute an overpayment or ask for a waiver of debt. The VA must also report to Con-

Veterans' legislation roundup (continued)

gress within 180 days of enactment on its plan to improve its communications with regard to overpayments.

H.R. 3798—Equal Access to Contraception for Veterans Act

This bill extends female veterans' access through the VA to the same no-cost, basic contraceptives available to civilians through the Affordable Care Act.

Senate activity

In addition to the bills that recently became law, the Senate Armed Services Committee has taken an interest in the Postal Service to ensure that delivery of medications to veterans during the pandemic are prioritized. The Committee also saw the introduction of a few measures.

S. 4579—Department of Veterans Affairs (VA) Cost of Living Adjustment (COLA) Act

This bill would increase COLA benefits for wartime disability compensation, dependent compensation, clothing allowance, dependency and indemnity compensation for spouses and children.

S. 4393—Toxic Exposure in the American Military (TEAM) Act of 2020

This bill changes the evaluation and care by the VA of veterans who are exposed to toxic substances during their military service.

S. 4511—Veterans Benefits Enhancement Act

This bill would expand education,

legal and burial benefits for survivors and members of the National Guard or Reserve.

With the lame-duck session coming to a close, it is unclear whether the bills listed under House and Senate activity will make it to the finish line, or if other bills can be expected. Either way, the 117th Congress is expected to once again see a myriad of veterans-related legislation.

Join the NALC Veterans Group

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

In Memoriam

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

Kenneth M. Ross	Br. 1902	Arizona Merged	Harry B. Richards	Br. 2184	Western Wayne Co., MI	John L. Rainbolt	Br. 458	Oklahoma City, OK
Edward Joubert	Br. 35	Little Rock, AK	Christophe Phillips	Br. 2942	Hopkins, MN	Wrayburn H. Hall	Br. 916	Eugene, OR
Jesse M. Zamora	Br. 231	Central California	Melvin H. Lange	Br. 9	Minneapolis, MN	Dennis L. Hodges	Br. 284	Erie, PA
Jesus J. Buenrostro	Br. 1100	Garden Grove, CA	Robert Steinmetz	Br. 9	Minneapolis, MN	Warren N. Chew	Br. 157	Philadelphia, PA
Minh T. Vi	Br. 1100	Garden Grove, CA	Jerome J. Waalk	Br. 9	Minneapolis, MN	Robert L. Cohen	Br. 157	Philadelphia, PA
Becky M. Hayes	Br. 133	Sacramento, CA	Henry C. Basinger	Br. 1692	Columbus, MS	James G. Krewson	Br. 157	Philadelphia, PA
Michael A. Treichak	Br. 133	Sacramento, CA	John W. Fitzpatrick	Br. 984	St. Charles, MO	William J. Balzer	Br. 84	Pittsburgh, PA
Hill J. Maniquiz	Br. 2902	Tri-Valley, CA	Steve J. Keresztesy	Br. 425	Bergen County Mgd., NJ	Harry L. Bauer	Br. 84	Pittsburgh, PA
Carl E. Llafet II	Br. 47	Denver, CO	Edgar J. Decker	Br. 5420	Brick Town, NJ	Charles J. Knurek	Br. 84	Pittsburgh, PA
James D. Neel	Br. 47	Denver, CO	E. A. Calabrese	Br. 38	New Jersey Mgd.	William G. Thornton	Br. 84	Pittsburgh, PA
Albert C. Volpe	Br. 229	Pueblo, CO	Anthony J. Digiovanni Jr.	Br. 768	Somerville, NJ	Malik White	Br. 84	Pittsburgh, PA
Giuseppe Ferri	Br. 11	Chicago, IL	Edward I. Hoey Jr.	Br. 6000	Long Island Mgd., NY	Jack L. Gingery	Br. 50	Williamsport, PA
Allan W. Gilliean	Br. 11	Chicago, IL	Thomas L. Maddock	Br. 6000	Long Island Mgd., NY	Joseph J. Harraka	Br. 55	Pawtucket, RI
Floyd S. Marshall	Br. 11	Chicago, IL	David V. Smith	Br. 6000	Long Island Mgd., NY	Roger T. Christiansen	Br. 491	Sioux Falls, SD
Patricia A. Larson	Br. 245	Rockford, IL	Richard S. Bendlock	Br. 40	Cleveland, OH	W. J. Freeman	Br. 950	Abilene, TX
Martin F. Hanley Jr	Br. 39	Indianapolis, IN	Mathias F. Golobic	Br. 40	Cleveland, OH	Frank L. Herrington	Br. 950	Abilene, TX
Ronald D. Helmick	Br. 39	Indianapolis, IN	Joseph J. Gonzales	Br. 40	Cleveland, OH	Roy W. Mauldin	Br. 950	Abilene, TX
John K. Jorman	Br. 39	Indianapolis, IN	Kevin D. McIntyre	Br. 40	Cleveland, OH	Kelton T. Williamson	Br. 950	Abilene, TX
Randall D. Dunagan	Br. 69	Sioux City, IA	Allan H. Nicholson	Br. 40	Cleveland, OH	Charles L. Wattner	Br. 132	Dallas, TX
Charles W. Finnell	Br. 361	Lexington, KY	Al L. Olsen	Br. 40	Cleveland, OH	James J. Thomas	Br. 3792	Midland, TX
Kyomi J. Lewis	Br. 361	Lexington, KY	Michael Onesko	Br. 40	Cleveland, OH	Thomas W. Allen	Br. 4784	Richardson, TX
Don Chandraseri	Br. 2611	Silver Spring, MD	Michael J. Perna	Br. 40	Cleveland, OH	Margaret J. White	Br. 247	Tidewater, VA
James A. Wu	Br. 34	Boston, MA	Frank Wasylko	Br. 40	Cleveland, OH	F. C. Lariere	Br. 79	Seattle, WA
Daniel A. Nowak	Br. 1	Detroit, MI	Daniel G. Woodard	Br. 182	Dayton, OH	Donald A. Lowe	Br. 79	Seattle, WA
Robert T. Czartoryski	Br. 232	Jackson, MI	Alfred S. Valenti	Br. 196	Elyria, OH	James A. Robinson	Br. 79	Seattle, WA
Mark A. Harrington	Br. 246	Kalamazoo, MI	Ronald L. Hays	Br. 45	Springfield, OH	Issac M. Sanchez	Br. 79	Seattle, WA
Robert M. Summerfield	Br. 256	Mid-Michigan	Donald E. Moberly	Br. 458	Oklahoma City, OK	Steven L. Kerr	Br. 442	Spokane, WA

State Summaries

California

As I write this, the election results are mostly in. We elected a letter carrier-friendly president in Joe Biden, and we helped unseat Sen. Martha McSally (R-AZ). Letter carriers who called into Arizona to help with a labor-to-labor campaign can take pride in electing pro-labor Senator-elect Mark Kelly. We also gained a Senate seat in Colorado. But we lost a race in Alabama, and a few of our friends in the House also lost. So, a mixed bag—kind of like the election in 1992. In that election, Bill Clinton won the presidency, but Republicans gained 10 House seats and held their own in the Senate.

We still have a chance to retake the Senate. There are two seats in Georgia that are up for grabs. If both Democrats win, we have a Senate majority and give our president-elect an opportunity to enact a program beneficial to our interests. Remember how we got our present-day postmaster general? The Donald nominated all of the members of the present-day postal Board of Governors, who in turn were confirmed by a Senate led by Mitch McConnell. Do you want to change the leadership of the USPS? That's kind of hard when the same guy leads the legislative body in charge of confirming the president's nominees. How did Mitch treat President Obama's nominees again? So if you want a different result, it stands to reason that you need a new Senate majority leader.

If you have free time to make calls in support of Jon Ossoff and the Rev. Raphael Warnock, it's time well spent. Any time and effort spent helping our good friends Nancy Pelosi and Chuck Schumer pass legislation beneficial to strengthening the United States Postal Service is time well spent.

Eric Ellis

Florida

This fall, I have had the honor and privilege of working with 19 other letter carrier retirees as part of NALC's release staff to work with local AFL-CIO Central Labor Councils throughout Florida for the Labor 2020 election campaign. They are as follows: Branch 53, Maceo George and Bob Henning; Branch 1071, Sandy Lilleo, Ben Allen, Arthur Sorey, Charles Schmaus, George Pratt, Dusty Rhodes and Erik Mooney; Branch 1091, Shane Ulbin, James G. Ford and Jacquelyn Daly; Branch 1477, me; Branch 1690, Kevin Byrne; Branch 1753, Joanne Cannon, from Branch 2008, Jerry Lonergan; Branch 2072, Rocco DiMase; Branch 2689, Mike Clark and Mike Monopoli; and Branch 3367, Darrel Partee.

All of these brothers and sisters were dedicated and motivated, working eight to nine hours a day, sometimes six days a week and a couple of hours on Sundays. Our goal was to help bring about a change in the administration of our nation, a change to secure liberty and equal rights for all of our citizens, a change to strengthen organized labor, a change to strengthen and protect the Postal Service, and a change to end the rhetoric of hate and division emanating from the presidency for the past four years. With the election of Joe Biden and Kamala Harris, the first of these goals have been achieved. The others will be a work in progress,

requiring the continued efforts of organized labor and all people of goodwill.

Unfortunately, the pandemic has taken an upswing, and we are having more carriers and other postal employees test positive for COVID-19 almost daily, which, in turn, creates more work for everyone else. However, we know that the new administration will put together a realistic plan to work to bring the pandemic under control.

Once again, we have a tropical storm in the Caribbean threatening our coast.

O.D. Elliott



Florida State Association President Al Friedman (above) recently appeared as a guest on the podcast "Journeyman's Journal," hosted by Javan Frinks. They discussed the reality of delivering the mail and how it keeps the nation connected, the challenges the Postal Service faces as it has come under attack during the election, and community services efforts such as the Stamp Out Hunger food drive.

Kentucky

Our NALC legislative and political leadership helped shape the results of the 2020 elections in favor of our goals. Your Kentucky State Association is grateful to participate here and across states where "battlegrounds" helped carry the Electoral College. We can still help carry the two U.S. Senate runoff elections in Georgia, where the Labor 2020-endorsed candidates can give the majority to the party that favors a strong U.S. Postal Service.

We know President-elect Biden and Vice President-elect Kamala Harris want U.S. Mail, its federal employees and unions like NALC to prosper. Our 350 million citizens also prosper from daily mail, six to seven days a week.

Our friend and honorary Louisville Branch 14 member, Rep. John Yarmuth, was re-elected. Awesome work from NALC President Rolando and Executive Vice President Brian Renfroe. Officers, staff, LPOs and labor releases, were constantly phoning and texting with Labor 2020 to get out the vote. Now we are fortunate to be able

to change the inaction and blocking of legislation in the U.S. Senate.

KYSALC members, especially retirees, may have opportunities to call into Georgia. Active members should be out of uniform and off the clock. Changing the makeup of the U.S. Senate to a labor-friendly majority is beneficial to all of our citizenry. What a great new year we can get by flipping these two U.S. Senate seats in Georgia. This would also make it easier to fight COVID-19, and all its harm to our employer, members, jobs and benefits, like health care and the TSP.

Either way, the stalling in the Senate while the country suffers, like Kentucky unemployment, is unacceptable. Voting sent a message. Participation in our democracy will continue our great American way of life.

Bob McNulty

Louisiana

Season's greetings to all. The election for president of these United States of America is over. Joe Biden and Kamala Harris are the winners. This was a divisive election, which will leave a bad taste in the mouths of some, and sweet satisfaction in others. We have to find a way to move forward for the good of our country. Hopefully we can get Mr. McConnell to do his job and solve problems, instead of obstructing progress.

In Louisiana, nothing much changed within our delegation in Washington, DC. Cedric Richmond won re-election in the 2nd Congressional District, and there is a runoff between two Republicans, Luke Letlow and Lance Harris, in the 5th Congressional District. The winner will maintain the current balance of power in the state; five Republican congressmen and one Democratic member, Mr. Richmond. Sen. Bill Cassidy was re-elected for another term after numerous challengers ran against him, the strongest being Adrian Perkins. Mr. Perkins is currently the mayor of Shreveport, and his résumé is quite impressive. He's a West Point graduate and served three combat tours in Iraq and Afghanistan as an Army officer. He left the Army and earned a law degree from Harvard, and decided to come back home and serve his state. He lost the Senate race, but he's only 34 years old; his future looks bright.

Finally, hurricane season is over, but it didn't go quietly. After devastating Southwest Louisiana earlier in the season, this last hurricane took a shot at our largest city, New Orleans. Her name was Zeta, and she packed a punch; thankfully, no major flooding, but her winds caused havoc in the Crescent City and suburbs.

Goodbye, 2020!

Troy M. Scott

Texas

Merry Christmas; 'tis the season to be cheerful, thankful and giving. I know you are working hard to deliver for your customers and our members. Consider donating to the NALC Disaster Relief Foundation, where we take care of our own, and be a blessing.

As this comes to print, the NALC/USPS will

have completed the interest arbitration on a new contract for letter carriers. I know our team put on the best case. Now, we wait for the results.

Speaking of results, the 46th president of the United States will be Joe Biden. John Cornyn was re-elected as one of our two senators. Thirty-six congressional seats in Texas were at stake, and most were won by large margins. A handful of races were nail-biters. Several open races bring new opportunities to build new relationships.

As a state association, we are liaisons to this incoming Congress on letter carrier issues. We will be ready to hit the ground running as we ring in the New Year and a new Congress.

More than 11 million people voted in Texas. Wow, that is awesome. Thank you for participating in the voting process. Your vote does count, and it clearly showed. Now imagine the Texas legislature passing legislation to expand vote-by-mail. S.B. 95 will give each Texan an option to request an absentee ballot for any reason.

This expands your options to exercise your right to vote. Reach out to your Texas state senators to support this bill. Thank you, Homer, for getting Sen. Menendez to introduce this bill.

Texas branch presidents, prepare for the Committee of Presidents meeting on Jan. 30 in Houston—just a friendly reminder.

Support the USPS, the NALC and each other. Merry Christmas and happy New Year. See you in 2021 as Texas leads the legislative way.

Carlos Rodriguez Jr.

Election Notices

Atlanta, Georgia

Branch 73 will hold its annual meeting on Thursday, Jan. 14, 2021, at Branch 73's union hall, located at 1842 Candler Road, Decatur, near the intersection of Glenwood Road. The meeting will begin at 5:30 p.m., provided that the Atlanta Letter Carriers can conduct a meeting at the union hall given COVID-19 restrictions.

Denise Reed, Pres., Br. 73

Brooklyn, New York

This is an official notice to all Branch 41 members, in accordance with the NALC Constitution and Branch 41 bylaws, that nominations for delegates to the 2021 New York state convention will be held at the regular branch meeting on Dec. 8. The 64th biennial state convention will be held in Schenectady July 24-26, 2021.

John A. Cruz, Pres., Br. 41

Danville, Virginia

This is to serve as the official notice to all members of Branch 595 of the nominations and elections of branch officers.

Nominations will be held at our regular branch meeting on Tuesday, Feb. 9, 2021, at 6:45 p.m. Candidates must accept nominations at the time made, or if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative and three trustees. The terms of office will be for two years, beginning April 1, 2021. The candidates elected president, vice president, secretary and treasurer, by virtue of their office, shall be automatic delegates to the national and state conventions during their term.

The election will be conducted by secret ballot at the regular branch meeting on Tuesday, March 9, 2021, at 6:45 p.m. Any member who, for any reason, will be unable to vote on March 9 may obtain an absentee ballot by writing to: The Election Committee, NALC Branch 595, P.O. Box 595, Danville, VA 24543. Requests for absentee ballots must be received by the election committee no later than Feb. 28, 2021. Write-in votes are not permitted.

J. Scott Gammon, Sec., Br. 595

Marietta, Georgia

As per the Branch 119 bylaws, Article 10, Section 4: "The officers shall constitute the budget committee. Branch 119 shall enforce and maintain a working budget to be presented by the officers for approval at the regular branch meeting in November."

The officers of Branch 119 met and developed a working budget. Due to the ongoing pandemic, the budget will be presented and voted on at the next in-person meeting.

If there are any questions, please call the branch hall at 770-422-4355.

Felicia G. Strong, Sec., Br. 119

Mentor, Ohio

This is an official notice to all members of Branch 4195. We will accept nominations for branch officers at the regular Jan. 14, 2021, union meeting.

Franklin Leonard, Pres., Br. 4195

Northern Virginia

Due notice is hereby given to all members of Branch 3520 of nomination and election of all elected officers for the term of office 2021-2023. Nomination will take place at the regular meeting of the branch, scheduled for Thursday, Feb. 11, 2021, at 7:30 p.m. at the Motel 6, Governor Room, 6654 Arlington Blvd., Falls Church (subject to COVID-19 restrictions).

Written acceptance of nomination must be received by the branch secretary-treasurer no later than 5 p.m. on Friday, Feb. 12, 2021, from those candidates nominated for office. This provision will be waived if a candidate has been unavoidably detained. For ballots to be valid, they must be received at the post office box, rented for election purposes, no later than 10 a.m. on March 11, 2021. Election results will be announced at the regular branch meeting on Thursday, March 11, 2021.

Officers to be nominated are: president, sergeant-at-arms, vice president, health insurance representative, secretary-treasurer and six trustees.

Deborah B. Quinn, Sec.-Treas., Br. 3520

Richland, Washington

This is official notification to all members of Branch 3877 that nominations of all branch officers will take place at the regular branch meeting in January. The election will take place at the regular branch meeting in February.

Nominations must be made in writing; if you need an absentee ballot, you can request one by writing to: NALC, P.O. Box 4321, West Richland, WA 99353.

Heidi Rebstock, VP, Br. 3877

Silver Spring, Maryland

In accordance with Article 5 of the NALC Constitution, this serves as official notice to all members in good standing of Branch 2611 that nominations for delegates to the 48th Biennial Maryland/Washington, DC state association convention, to be held in Ocean City, MD, Oct. 10-12, 2021, will take place during the January branch meeting scheduled for Jan. 11, 2021, at 7:30 p.m.

Members of the branch executive board, by virtue of their elected office, shall automatically be delegates to all state and national conventions in accordance with branch bylaws.

Nominees must be present at the time of nomination and accept their nomination orally, or must have submitted their nomination to the branch secretary in advance of the nomination meeting. All nominees not present must accept their nomination and submit their acceptance in writing within three days of the nomination meeting.

All members in good standing shall be eligible to be nominated as a branch delegate, except a member who, voluntarily or otherwise, holds, accepts or applies 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. The member shall be ineligible to nominate delegates or accept nomination as a delegate for a period of two years after termination of such supervisory status. Upon nomination, nominees must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Robert Babb, Sec., Br. 2611

Toms River, New Jersey

This is to serve as official notice to the members of Branch 2128 that nominations for delegates to the 2021 New Jersey state convention will be held at our Jan. 12 general membership meeting in the Elks Lodge, 600 Washington St., Toms River at 6 p.m. Any member in good standing is eligible for nomination.

Members must be present to accept a nomination or have submitted an acceptance letter, for nomination, to the recording secretary in advance of the meeting. Balloting for the nominees

will take place at the February general meeting, if necessary.

Edward Sedillo, Sec., Br. 2128

Tri-Valley, California

This is official notice to all members of Branch 2902 that nominations for branch officers will be accepted during the Dec. 17 and Jan. 21 branch meetings, beginning at 7 p.m. These meetings will be conducted via Zoom and teleconference.

In order to get the link for the Zoom and teleconference meeting(s), you must send an email to webmaster@nalcbranch2902.org by no later than 1 p.m. on Dec. 17 or Jan. 21. If you are unable to send an email, call the Branch 2902 office at 818-700-9715 or 818-700-9747 by no later than 1 p.m. on the meeting date, and the link will be provided to you.

If you are unable to attend either of the Zoom/teleconference meetings, you may submit a nomination by mail to the branch office at 21540 Prairie St., Suite C, Chatsworth, CA 91311. Nominations submitted by mail must be received at the branch office no later than Jan. 21, 2021. Ballots will be counted on Feb. 18, 2021.

The following officer positions will be open for nomination: president, executive vice president, senior vice president, vice president, treasurer-financial secretary, recording secretary, director of retirees, MBA/NSBA officer, health benefit officer, assistant health benefit officer, sergeant-at-arms and five trustee positions. These officers will serve a less-than-three-year term that will expire after our next branch elections (to be conducted in December of 2023). The president, executive vice president, senior vice president, vice president, secretary-treasurer and recording secretary shall be delegates to state and national conventions by virtue of their offices.

All nominations may be accepted or declined verbally at the nominating meetings, or in writing no later than seven calendar days after the close of nominations on Jan. 21, 2021. Failure to accept nominations as stated will result in an automatic decline.

The election will be conducted by secret ballot. Ballots will be mailed to each member in good standing at their last known address. Completed ballots will be accepted up to 5 p.m. on Feb. 18, 2021, at Jon Gaunce Union Hall.

Laura Rowe, Rec. Sec., Br. 2902

Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

75-year pins

Leroy Gilmore Milwaukee, WI Br. 2

70-year pins

Raymond E. Butler Birmingham, AL Br. 530
James E. Johnson Wilmington, DE Br. 191
Victor P. Porro Wilmington, DE Br. 191
Charles W. Tyravsky Wilmington, DE Br. 191
Donald L. Slaton Northern Virginia Br. 3520

65-year pins

James K. Daley Greater E. Bay, CA Br. 1111
William H. Barry Wilmington, DE Br. 191
James E. Johnson Wilmington, DE Br. 191
Stanley J. Noronowicz Wilmington, DE Br. 191
Victor P. Porro Wilmington, DE Br. 191
Daniel B. Waibel Wilmington, DE Br. 191
Mervin L. Robinson Garden City, KS Br. 1412
Charlie R. Smith Newport News, VA Br. 609
Joseph R. Multhauf Milwaukee, WI Br. 2

60-year pins

Everette G. Henley Jr. Birmingham, AL Br. 530
Owen G. McCrary Birmingham, AL Br. 530
Thomas A. Randle Birmingham, AL Br. 530
Edward S. Balcerski Wilmington, DE Br. 191
James E. Johnson Wilmington, DE Br. 191
Joseph C. Pepe Wilmington, DE Br. 191
Victor P. Porro Wilmington, DE Br. 191
Daniel B. Waibel Wilmington, DE Br. 191
David J. Bonnell Muncie, IN Br. 98
Richard R. Bonnell Muncie, IN Br. 98
Robert G. Olski Wilmington, NC Br. 464
Charles G. Smith Raleigh, NC Br. 459
John B. Ballance Las Vegas, NV Br. 2502
Kenneth R. Wilkerson Danville, VA Br. 595
Lloyd E. Burnette Northern Virginia Br. 3520
Charles R. George Northern Virginia Br. 3520
Ernest E. Graves Northern Virginia Br. 3520
Ronald E. Grimm Northern Virginia Br. 3520
Richard M. Jerman Northern Virginia Br. 3520
Charles J. Lentz Northern Virginia Br. 3520
Richard A. Ness Northern Virginia Br. 3520
Darrold D. Smith Northern Virginia Br. 3520
John W. Smith Northern Virginia Br. 3520
Edward J. Spence Northern Virginia Br. 3520
Gene R. Stewart Northern Virginia Br. 3520
Ronald L. Stultz Northern Virginia Br. 3520
Francis E. Hotz Milwaukee, WI Br. 2
Thomas J. Lapinske Milwaukee, WI Br. 2
Paul H. Vandenberg Milwaukee, WI Br. 2

55-year pins and gold cards

Lloyd W. Stephenson Birmingham, AL Br. 530

George C. Sarros Burbank, CA Br. 2086
Herbert W. Hahn II Greater E. Bay, CA Br. 1111
Matthew P. Hurley Greater E. Bay, CA Br. 1111
Hugh P. McNamara Greater E. Bay, CA Br. 1111
Lester A. Utley Greater E. Bay, CA Br. 1111
Stanley L. Waters Greater E. Bay, CA Br. 1111
James E. Johnson Wilmington, DE Br. 191
Edward W. Lang Wilmington, DE Br. 191
Victor P. Porro Wilmington, DE Br. 191
Daniel B. Waibel Wilmington, DE Br. 191
John P. Williams Wilmington, DE Br. 191
Robert L. Adams Shawnee Mission, KS Br. 5521
Howard C. Burris Shawnee Mission, KS Br. 5521
Laurie D. Henderson Shawnee Mission, KS Br. 5521
William J. Hofer Shawnee Mission, KS Br. 5521
James R. Osborn Shawnee Mission, KS Br. 5521
Ronald E. Pfaffly Shawnee Mission, KS Br. 5521
Logan H. Teachey Raleigh, NC Br. 459
Harold B. Mayers Westfield, NJ Br. 1492
Richard L. King Las Vegas, NV Br. 2502
Nolan S. Jones Pasadena, TX Br. 3867
Joseph M. Behan Northern Virginia Br. 3520
Gary A. Bowley Northern Virginia Br. 3520
Ernest L. Cephas Northern Virginia Br. 3520
Conley B. Cooper Northern Virginia Br. 3520
Michael A. Cornelius Northern Virginia Br. 3520
Owen R. Dunbar Northern Virginia Br. 3520
Jack S. Fleming Northern Virginia Br. 3520
Kenneth B. Ford Northern Virginia Br. 3520
Forest T. Foster Northern Virginia Br. 3520
Edward Gankiewicz Northern Virginia Br. 3520
James H. Goodyear Northern Virginia Br. 3520
Thurman L. Harmon Northern Virginia Br. 3520
William Humphrey Jr. Northern Virginia Br. 3520
Gregory Kott Northern Virginia Br. 3520
Harry G. Lutz Northern Virginia Br. 3520
John R. McGreevy Northern Virginia Br. 3520
Lawrence R. Moore Northern Virginia Br. 3520
Thomas B. Pearson Northern Virginia Br. 3520
James P. Pumphrey Northern Virginia Br. 3520
James C. Sherfey Northern Virginia Br. 3520
Ronald N. Simpson Northern Virginia Br. 3520
Darrold D. Smith Northern Virginia Br. 3520
James A. Smith Northern Virginia Br. 3520
Ronald M. Swain Northern Virginia Br. 3520
James E. Taylor Northern Virginia Br. 3520
Ted W. West Northern Virginia Br. 3520
Alonzo W. Brown Richmond, VA Br. 496
John T. Jackson Richmond, VA Br. 496
Arthur Smalls Richmond, VA Br. 496
Dennis M. Bulowicz Milwaukee, WI Br. 2
Robert C. Hutchinson Milwaukee, WI Br. 2

50-year pins and gold cards

William M. Akers Birmingham, AL Br. 530
James A. Akin Birmingham, AL Br. 530
Gerald M. Cain Birmingham, AL Br. 530

Nathaniel Cook Birmingham, AL Br. 530
Myron N. Craddock Birmingham, AL Br. 530
Tommy Q. Demedicos Birmingham, AL Br. 530
Jerry G. Dill Birmingham, AL Br. 530
Donald R. Dobbs Birmingham, AL Br. 530
John L. Earle Birmingham, AL Br. 530
J. R. Freeman Birmingham, AL Br. 530
Roosevelt Gillispie Birmingham, AL Br. 530
Douglas R. Goodwin Birmingham, AL Br. 530
James T. Green Birmingham, AL Br. 530
John C. Harris Birmingham, AL Br. 530
Warner V. Johnson Birmingham, AL Br. 530
Helen K. Jolly Birmingham, AL Br. 530
Lewis H. King Birmingham, AL Br. 530
Emmett Lawson Jr. Birmingham, AL Br. 530
Thomas L. Long Birmingham, AL Br. 530
James N. McKee Birmingham, AL Br. 530
Gerald E. McLaughlin Birmingham, AL Br. 530
Herbert O. Millstead Jr. Birmingham, AL Br. 530
Luis M. Pagan Birmingham, AL Br. 530
James B. Rice Jr. Birmingham, AL Br. 530
Robert Robinson Birmingham, AL Br. 530
Louis C. Rodgers Birmingham, AL Br. 530
Willie J. Scott Birmingham, AL Br. 530
Rex K. Seale Birmingham, AL Br. 530
T. G. Shelby Birmingham, AL Br. 530
Arthur M. Silvey Birmingham, AL Br. 530
J. H. Smith Birmingham, AL Br. 530
William M. Stinson Birmingham, AL Br. 530
Durell E. Tyler Birmingham, AL Br. 530
Lamar R. Victory Birmingham, AL Br. 530
Thomas E. Ward Birmingham, AL Br. 530
Terry L. Weathers Birmingham, AL Br. 530
G. W. Williams Birmingham, AL Br. 530
Joe L. Williams Jr. Birmingham, AL Br. 530
Marshall W. Daniel West Memphis, AR Br. 4189
Leslie C. Poe West Memphis, AR Br. 4189
Paul E. Sanders West Memphis, AR Br. 4189
Benard K. Stevens West Memphis, AR Br. 4189
James M. Stevens West Memphis, AR Br. 4189
Leroy B. Bachmeier Canoga Park, CA Br. 4006
James B. Barron Canoga Park, CA Br. 4006
Paulette M. Benson Canoga Park, CA Br. 4006
Lynn G. Brewer Canoga Park, CA Br. 4006
D. B. Broadbent Canoga Park, CA Br. 4006
Joyce E. Christlieb Canoga Park, CA Br. 4006
Louis M. Corralejo Canoga Park, CA Br. 4006
Kathryn A. Ewing Canoga Park, CA Br. 4006
Dennis Hoerner Canoga Park, CA Br. 4006
Joe F. Hutchins Canoga Park, CA Br. 4006
Theodore W. Jajko Jr. Canoga Park, CA Br. 4006
Frank H. Mazer Canoga Park, CA Br. 4006
W. E. McGrath Canoga Park, CA Br. 4006
Darlene K. Musselman Canoga Park, CA Br. 4006
Thomas F. Musto Canoga Park, CA Br. 4006
Dennis R. Rutzen Canoga Park, CA Br. 4006

Honor Roll

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

John C. Witherspoon	Las Vegas, NV	Br. 2502	William B. Davis Jr.	Florence, SC	Br. 1416	Cecil H. Jeffers	Elizabethton, TN	Br. 2831
Michael J. Krauciuonas	Flushing, NY	Br. 294	Leo E. Dawkins	Florence, SC	Br. 1416	David A. Pierce	Elizabethton, TN	Br. 2831
Luis S. Mendez	Flushing, NY	Br. 294	Randal E. Eaddy	Florence, SC	Br. 1416	Rickey J. Presnell	Elizabethton, TN	Br. 2831
Robert S. Trezza	Flushing, NY	Br. 294	Rufus B. Gaskins	Florence, SC	Br. 1416	Katherine I. King	Bellville, TX	Br. 5210
Raymond W. Glover	Long Island Mgd., NY	Br. 6000	Paul A. Geise	Florence, SC	Br. 1416	Gracie A. Boyett	Borger, TX	Br. 3844
Louis J. Puzino	Long Island Mgd., NY	Br. 6000	Kenneth R. Kennedy	Florence, SC	Br. 1416	Donald E. Fine	Borger, TX	Br. 3844
R. L. Brown	New City, NY	Br. 5229	William F. Melton	Florence, SC	Br. 1416	John M. Cantu	Euleless, TX	Br. 5938
D. S. Nash	New City, NY	Br. 5229	Ernest P. Moody	Florence, SC	Br. 1416	Melvin Christopher	Euleless, TX	Br. 5938
G. R. Oronzio	New City, NY	Br. 5229	Hampton A. Morris	Florence, SC	Br. 1416	Robert W. Courtney Jr.	Euleless, TX	Br. 5938
Gerald F. Lewis	Raleigh, NC	Br. 459	Harold V. Porter	Florence, SC	Br. 1416	Kevin P. Finney	Euleless, TX	Br. 5938
John R. Murray	Raleigh, NC	Br. 459	George A. Springs	Florence, SC	Br. 1416	John T. Glenn	Euleless, TX	Br. 5938
Loyd D. Strickland	Raleigh, NC	Br. 459	Bobby E. Turbeville	Florence, SC	Br. 1416	James W. Hunt	Euleless, TX	Br. 5938
Ernest F. Faison	Wilmington, NC	Br. 464	Fred W. Batson	Greenville, SC	Br. 439	Herbert H. Jacoby	Euleless, TX	Br. 5938
Oscar C. Hill III	Wilmington, NC	Br. 464	James E. Carter	Greenville, SC	Br. 439	Michael R. Lee	Euleless, TX	Br. 5938
Erwin L. Kane	Wilmington, NC	Br. 464	Myron J. Clardy	Greenville, SC	Br. 439	James A. Ramsey	Euleless, TX	Br. 5938
Charles E. Way	Wilmington, NC	Br. 464	Troy G. Clements	Greenville, SC	Br. 439	Juan R. Gonzales	Harlingen, TX	Br. 2983
Stanford A. McHenry	Roseville, OH	Br. 6280	Joe E. Clevenger	Greenville, SC	Br. 439	Alberto L. Fonseca	Harlingen, TX	Br. 2983
John L. Showalter	Vermilion, OH	Br. 3437	Wayne S. Duncan	Greenville, SC	Br. 439	Humberto O. Lopez	Harlingen, TX	Br. 2983
Paul J. Smith	Vermilion, OH	Br. 3437	David E. Fleming	Greenville, SC	Br. 439	Michel J. Priadka	Harlingen, TX	Br. 2983
R. B. Cline	Muskogee, OK	Br. 1042	T. C. Fulbright	Greenville, SC	Br. 439	Earl L. Weber	Harlingen, TX	Br. 2983
Kenneth J. Christ	Lebanon, OR	Br. 2912	Dusty S. Harris	Greenville, SC	Br. 439	Dominick Falco Jr.	Navasota, TX	Br. 3318
Merle E. Ulm	Lebanon, OR	Br. 2912	Don E. Hughes	Greenville, SC	Br. 439	Jerry L. McLellan	New Braunfels, TX	Br. 2805
William J. Virden	Lebanon, OR	Br. 2912	Donald Morgan	Greenville, SC	Br. 439	C. A. Battiste	Charlotte Amalie, VA	Br. 6412
G. V. Bush	Levittown, PA	Br. 4973	Floyd Nelson	Greenville, SC	Br. 439	Juan C. Rivera	Charlotte Amalie, VA	Br. 6412
A. G. Cantrell Jr.	Levittown, PA	Br. 4973	James R. Odell	Greenville, SC	Br. 439	Alford A. Williams	Charlotte Amalie, VA	Br. 6412
W. E. Dolton	Levittown, PA	Br. 4973	Kenneth R. Parnell	Greenville, SC	Br. 439	Jerry W. Charles	Danville, VA	Br. 595
Alfred J. Erdossy	Levittown, PA	Br. 4973	Lonnie E. Perryman	Greenville, SC	Br. 439	Edwin C. Schwartz	Richmond, VA	Br. 496
Michael Hromchak	Levittown, PA	Br. 4973	Bruce H. Powell	Greenville, SC	Br. 439	Lavonne C. Milek	Arcadia, WI	Br. 2504
Charles H. Parrish	Levittown, PA	Br. 4973	Odis D. Rumsey	Greenville, SC	Br. 439	Rolland S. Larson	Black River, WI	Br. 2516
David T. Rappe	Levittown, PA	Br. 4973	Larry J. Suddeth	Greenville, SC	Br. 439	James R. Gottschalk	Fort Atkinson, WI	Br. 729
C. Thurber Jr.	Levittown, PA	Br. 4973	John O. Swanson	Greenville, SC	Br. 439	Lois H. Chase	Kent, WA	Br. 2038
David E. Anderson	Morrisville, PA	Br. 2572	James W. Helms	Lancaster, SC	Br. 2533	Charles E. Marshall	Kent, WA	Br. 2038
H. F. Briggs	Morrisville, PA	Br. 2572	Mary F. Hudson	Lancaster, SC	Br. 2533	James T. Morris III	Kent, WA	Br. 2038
John A. Havrilla	Morrisville, PA	Br. 2572	Richard L. Knight	Lancaster, SC	Br. 2533	Solomon Nesbit	Kent, WA	Br. 2038
Thomas W. Hines Jr.	Morrisville, PA	Br. 2572	John W. Carter	Lancaster, SC	Br. 2533	Frank J. Seligman	Kent, WA	Br. 2038
William D. Horan	Morrisville, PA	Br. 2572	Charles E. Snipes	Lancaster, SC	Br. 2533	Donald E. Swin	Kent, WA	Br. 2038
Michael J. Dempsey Jr.	Morrisville, PA	Br. 2572	Donald E. Williams	Lancaster, SC	Br. 2533	Thomas D. Taylor	Kent, WA	Br. 2038
Roger V. Gladu	Manville, RI	Br. 3501	Glenn R. Cates	Elizabethton, TN	Br. 2831	Frank J. Rick	Milwaukee, WI	Br. 2
Marcel A. Menard	Manville, RI	Br. 3501	James W. Childers	Elizabethton, TN	Br. 2831	Gregory L. Maciejewski	Milwaukee, WI	Br. 2
James C. Atkinson	Florence, SC	Br. 1416	Glenn C. Church	Elizabethton, TN	Br. 2831	Robert J. Baker	Prescott, WI	Br. 5354
Thomas C. Berry Jr.	Florence, SC	Br. 1416	Billy H. Gregory	Elizabethton, TN	Br. 2831	James V. Hoppe	Powell, WY	Br. 4482
Harry W. Cook	Florence, SC	Br. 1416	Michael T. Honeycutt	Elizabethton, TN	Br. 2831			

Retiree Reports

New Orleans, Louisiana

“We the people.”

“Not a moment too soon.”—Tim McGraw

On Nov. 3, America stepped away from the abyss. The preamble to the Constitution and Delhi, LA’s finest (Tim McGraw) said it regarding the past election. Someone recently remarked to me that I make a few political observations; roger that. That’s what has gotten me my pension and benefits. I’m making sure that those benefits still come—and as the election proved, 48 percent of voters don’t want to see that happen. My response: “Not on my watch.” The prevailing side in this election supports democracy; history will show it did the right thing. Democracy is fragile, and it demands constant vigilance. The better angels of nature were victorious this time. What will happen in 2021? Stand by!

For Branch 124 retirees, tentatively we are going ahead with the Christmas party on Dec. 9 at the union hall at 1 p.m. COVID-19 Phase 3.5 protocols will be observed and in effect. Dues-

paying members and non-dues-paying members are welcome to make small donations as you see fit.

Recently we lost two beloved members of our community here in New Orleans: Nate Lacour, union leader of the teachers’ union, and Lucille Bridges, the mother of Ruby Bridges. Women, and particularly women of color, including Stacey Abrams and Susan B. Anthony, made the election of Kamala Harris possible after the 100th anniversary of 19th amendment.

Christmas and holiday greetings are extended to you and your family members. There’s more work to be done in 2021. Don’t think for a second that Mitch McConnell and his henchmen are your friends. Some union members who voted for those people, come on over for truth, love and democracy—we got ya.

Happy Kwanzaa, Hanukkah, Eid. Prosperous 2021!

Please donate to our political action fund, your benefits insurance.

Stanley L. Taylor, Branch 124

Paterson, New Jersey

By the time this article comes to print, this nation will have elected (or re-elected) a president of the United States. Although these times are unprecedented, at least in our memories, it is hoped that this nation has made the best decision possible in moving this nation forward.

Humans are very adaptable (in most cases) in dealing with a national crisis in attempting to comply with Centers for Disease Control and Prevention guidelines while trying to eliminate or, at the very least, curb this national epidemic of which we are currently facing.

We hope that our president for the next four years has the leadership skills to keep our nation safe in many ways, including directing or advising on how to maintain our safety and health, and provide us with the best possible tools and ways of staying healthy.

Joseph Murone, Branch 120

Auxiliary Update



Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



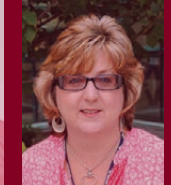
Cythensis Lang
President



Cynthia Martinez
Vice President



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

From the Secretary

A special thanks to President Christopher Schroeder and Kenosha, WI Branch 574 for their donation.

We appreciate your support!

The holidays are upon us and I hope everyone is doing well.

As you know, 2021 is a critical time for the National Auxiliary. We need to build up the Auxiliary membership! I am encouraging all auxiliary presidents and secretaries to start contacting your members to get their commitment for 2021. As you are reading this, please remember to send in your dues.

Your per capita letters will include instructions, per capita forms, a list of 2020 members and a return envelope. Please review all of the information and complete any blanks. Fifty-year members, please update your information, and if you would like a per capita form sent to you, contact me at 217-864-4684. We also have email addresses for each state's branch presidents, and they will also receive membership forms.

The per capita forms will be mailed on Jan. 2. If you have not received your forms by Jan. 18, please contact me at 217-864-4684.

National Auxiliary dues are still \$20, with no charge for 50-year members. Checks need to be addressed to "NALC Auxiliary."

Start looking for your per capita forms in January!

Crystal Bragg



AUXILIARY OFFICERS

Cythensis Lang, President
319 Chelsea Court
Satsuma, AL 36572
251-679-4052
cslang54@gmail.com

Cynthia Martinez, Vice President
3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-843-8676
camslm@yahoo.com

Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion IL 62549
217-864-4684
cbragg5414@comcast.net

Linda Davis, Assistant Secretary
114 E. Staff Sgt. Pendleton Way
Yakima, WA 98901
509-969-1334
lindadyakima@gmail.com

Pam Fore, Treasurer
3618 Hileman Drive S.
Lakeland, FL 33810
863-853-2113
sdprfore@aol.com

NALC Member App

Available for free in the Apple App Store and the Google Play Store



Include me in the fight for letter carrier rights

Sign me up as an Auxiliary member!

Branch No. _____ Branch City _____ Auxiliary No. _____

Name _____ Phone No. (____) _____

Address _____

City _____ State _____ ZIP _____

I am a family member of NALC member _____ of Branch _____

Return form with membership fee of \$20 to a local Auxiliary member or mail to:

NALC Auxiliary
Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549

Branch Items

Albany, New York

Congratulations to Dan Dillon and Elizabeth Giacone on their recent retirement from the Postal Service. Dan retires with 34 years of service and Liz with 23 years. We wish you both a long and healthy retirement. Enjoy!

Congratulations to Don Donato, Neil Hefferan and Mike Stallmer on receiving their gold cards signifying 50 years of NALC membership. I had the pleasure to work with these three gentlemen during my career. I thank you all for your dedication to our union and our branch; congratulations to you all!

Jay Jackson, Branch 29

Anchorage, Alaska

Well, the presidential election is over, and letter carriers played a major role by delivering and collecting vote-by-mail ballots as well as absentee ballots. It was the mail-in voting that propelled President-elect Biden to victory. We now have a president who supports letter carriers and the Postal Service and, hopefully, he can restore the most-trusted agency designation we've enjoyed for many years. Instead of always having to be on the defense the last four years, we can use our energies to get COVID-19 relief for the Postal Service and repeal the mandate to pre-fund retiree health care.

We won't have a president who continually attacks the Postal Service and refers to us as a joke. And we won't hear the baseless allegations that carriers were throwing away ballots. Members told me stories of customers questioning whether they were going to deliver their ballot or throw it away. It was disgusting how the current administration tarnished the stellar reputation of carriers. Letter carriers are professionals, and they take their duties regarding election mail very seriously. The PMG took actions that were a step in destroying the Postal Service, giving those who want to see the company privatized ammunition in those discussions. My hope is our new president will appoint labor-friendly appointees to the NLRB and many other agencies that affect all of our jobs.

While we have members who did not support President-elect Biden, know that NALC supported his campaign because it was best for letter carriers and their jobs. NALC was founded to look out for the interests of letter carriers. And now, more than ever, it's time for letter carriers to be recognized for their efforts in this pandemic and the election. Letter carriers deserve to be treated better.

Stay safe, and merry Christmas to all.

Jim Raymond, Branch 4319

Appleton, Wisconsin

Thanksgiving has passed and Christmas is fast approaching. I could whine and cry and point fingers at those who I feel have made our work environment challenging, but we are all living it each in our individual ways, so why point fingers, because when you point, there are still three fingers pointing back at yourself. (And besides, someone has taught me it's not polite to point!)

Let's talk about the good this year. Retirements, oh, they have been plentiful, so hopefully I'm not missing anyone. Tim Vander Heyden started us out in Appleton last February and then Gretchen Mish, Patty Weyers, Mike Moran, Dave McNichols, Greg Roe, Brian Olk, Shirley Martinez, Jim Sanderfoot, Robert Ragone and Nathan Wright all followed! We are celebrating you all, even if the party hasn't been scheduled yet!

Kimberly, Menasha, New London and Appleton carriers all had a very successful election season. No major hiccups in delivery, and we are all



Buffalo-Western New York Br. 3 honored Joseph Desiderio (top inset) Leonard Pzeniczny (middle) and Kenneth Zotara (lower inset) with 50-year gold cards.

glad that the onslaught of political mail is behind us. We all also weathered what seemed like an uneventful census year. Next up is to successfully get through our Christmas season.

This holiday season in our branch has seen its lowest number of employees on staff in my 35-plus-year career. COVID-19, as we all know, has changed many facets of our job, including the fact that we have so many co-workers quarantined and/or sick that the hours are 12 a day and it's six- and seven-day workweeks for many.

As we look ahead to 2021, let's all be thankful that we have made it through a monumental year. While it hasn't been easy, let's hope that someday soon we can look back on 2020 and tell stories of hardships and heroes, and how the world changed and we all learned to have a little more patience.

Kay Hanke, Branch 822

Boston, Massachusetts

The Boston district, as of Nov. 6, has 315 positive cases of COVID-19; this is up from 257 positives on Oct. 6. This is almost an average of two positive cases per day over the last month. The major issue still remaining is a deep cleaning of any office that has had a positive test. I have visited every office that has had a positive test at least once and, for the most part, these

offices are cleaned. On the occasion that I have found an office that needs work, I have reported it to upper management. The Postal Service has cut back on the custodial craft, and some offices do not have a full-time custodian.

These offices have a custodian who is only scheduled for four hours or less per day. In the current COVID-19 environment, this is not acceptable. I have suggested a mobile cleaning crew that has a van loaded with cleaning supplies and that is dispatched to any station that has a new positive test first, and if there is a lull in these cases they go to all other offices that have custodial manpower issues. For the most part, I do not care who does the cleaning as long as it gets done!

I would like to congratulate and welcome the two CCAs who were converted on Nov. 7. Additional congratulations go out to all our recent retirees: Nate Brown, Paul Cacchiotti, Bennie Faletta, John "Jack" Haley, Mark Lester, Steve Lusardi, Mike McCormack and Deborah Salmon. Enjoy yourselves, as you have earned it. The branch would also like to express our condolences to the families of active carrier Thomas "Tommy" Vreeland and retired letter carrier Joseph F. Macaluso. Rest In peace, my brothers.

Jerry McCarthy, Branch 34

Brick Town, New Jersey

For a very long time, I have been looking for the right person to take our local into the future. At our October meeting, I nominated Anthony Baszkowski for the office of president. Anthony was elected by acclamation and will begin his term on Jan. 1. He is well prepared and will do an excellent job. I urge everyone to get behind him, and all of our officers and stewards, with your support. Having been president for many terms, it is a great feeling to "pass the gavel" on to Anthony with such peace of mind.

I also want to congratulate all of our officers on their re-elections, and Michael Dalelio on his election to the office of vice president (previously held by our president-elect).

If we are able to have our December meeting (dependent upon COVID-19 restrictions at the time), please come out and celebrate the swearing-in of all of our officers.

I want to thank NALC and our national officers for the excellent job that they do, and for all of the training opportunities and resources they provide to us. We truly have the best union in the country, led by individuals with passion and integrity.

I also want to thank our local officers and stewards for the pleasure of having served with such a great bunch of individuals. The men and women of our local are truly the best anywhere, period.

Lastly, I want to thank all of our members. We are strong when we stand together. It has been a pleasure serving you. Once again, thank you for the privilege.

Wishing everyone the very best this holiday season, and a safe, happy, healthy and prosperous New Year.

Philip W. Cornell, Branch 5420

Camden, New Jersey Merged

Branch 540 is currently in the middle of our annual shop steward nomination process. Any active member in good standing can run for shop steward or alternate steward. I've been fortunate this past year to have a few younger members step up and take on these steward roles. The Camden Annex is a large installation, and we had been very short-handed in the shop steward department for some time.

I've also been fortunate this year because one of my shop stewards has returned from parts unknown. I'm kidding. Anthony Guddo is in the military reserves and has finally returned from his deployment. We are all glad of his safe return and thank him for his service to our nation. We also thank him for his service representing the letter carriers of Branch 540. OK, Anthony, now get back to work! LOL.

As I write this, Joe Biden has been announced as president-elect, Trump has not conceded the election, COVID-19 is spiking again and, through it all, we keep delivering the mail. Even after the U.S. president belittles our work and questions our ethics, we keep delivering the mail. After a political lackey is named PMG and immediately starts to dismantle our processing capabilities and infrastructure, we keep delivering the mail. In the midst of a dangerous and seemingly never-ending pandemic, we keep delivering the mail. There's something special in the DNA of a letter carrier that keeps us moving forward despite the obstacles put in front of us. Congratulations to all of us for a job well done. When the dust finally settles and the court cases have been heard and the investigations are complete, I will feel confident knowing we held up our end of the bargain. You're welcome, America.

Chuck Goushian, Branch 540

Carmel, Indiana

2020 is going to go down as one of the most difficult years to be a letter carrier for three main reasons. The first reason is the coronavirus global pandemic, where we have put ourselves at risk every day to deliver for our customers. The parcels exploded for several months and over the summer, creating a peak season of its own. The second reason is the 2020 election and all of the election mail we delivered in the fall. I have never seen the amount of political mail we have delivered this election season. It has been a pretty significant (one-two) punch here in Indiana. Then, as soon as we ended the election season, we will encounter the Christmas peak season, when I predict we will shatter every parcel record known to mankind. I predict the online shopping season will be like no other, because people will order more online and avoid the malls because of the surge of the coronavirus in the fall.

The only good news is, when you read this in December, hopefully we are preparing for a new president and a new administration in Washington. Let's hope we are celebrating the great news of taking back the White House and we can Make America Normal Again.

Hopefully, we can have something to look forward to in 2021 and we can start to make

this country normal again with a Biden administration. Elections have consequences, and it is time we the workers take back America and demand that the middle class gets a seat at the table. You want to move this country forward and create economic growth, then allow more workers to have a union behind them like we do in NALC. Unions can make this country great again. Let's hope my vision comes true!

Knowledge is power!

Ronnie Roush, Branch 888



Buffalo-Western New York Br. 3 honored George Pettapiece with a 35-year pin.

Charlotte, North Carolina

We here at Branch 545 would like to wish all of our fellow carriers and their families a happy holiday season. We know that this time of year can be very stressful, with the added volume of mail and parcels, and the extra added hours at work needed to get everything delivered. We hope all of you get some much-deserved rest and quality time with your loved ones.

The year 2020 has been an eventful year, to say the least. Our carriers and union stewards have had to deal with all kinds of changing situations being thrown at them, including caser routes, ESAS program and COVID-19, and that does not include the usual violations of the contract. But through it all, our carriers have continued to do their jobs with the integrity and professionalism that we all have come to know and expect from every carrier. Our customers know the lengths to which we have all gone to continue to deliver our routes, from long hours to added safety measures. They truly know the value of the Postal Service, and we would like to thank each and every one of you for your continued dedication and service to excellence.

The union leadership would also like to let everyone know that we are continuing to work within the parameters established by our local government leaders regarding COVID-19. We are hopeful that we can resume in-person union meetings as soon as possible in accordance with established guidelines.

Justin Fraley, Branch 545

East Lansing, Michigan

Wow! Thank you to postal workers—clerks, mail handlers and carriers alike—who worked hard getting ballots delivered. That was a close one! America may never know the debt owed, but we do.

These days, it's not enough to just vote—mail-in votes have to survive various suppression schemes. They have to be delivered on time to count, and you, for the most part, managed that in a very tough situation involving deliberately slowed-down mail. Think what might have happened if there were 10,000 fewer votes in Detroit “captured” in a deliberately delayed delivery environment. Michigan might have been lost. Or 40,000 fewer votes in Philadelphia might have made the difference in Pennsylvania. Or 20,000 fewer votes in Milwaukee, or 25,000 “misplaced” votes in Las Vegas, could have lost Wisconsin or Nevada. Altogether, only 55,000 votes and the Trump/DeJoy scheme to steal the election by delaying ballots quite possibly could have succeeded. However, thanks to you guys, they failed and their future plan to privatize and destroy the Postal Service has been dealt a serious setback. But we're not done yet. We still have to get rid of an anti-Postal PMG and a hostile Board of Governors. We can't rest until they're gone, too.

Too bad we can't count on Trump fading away to nothing. I find it disheartening that Trump was so narrowly defeated and that he found his greatest support among those also hardest hit by COVID-19, a testimony to how eagerly people are to believe the clumsiest of lies. His followers think they can “believe away” all of their problems, and they foolishly ignore a pandemic as it rages around them, all because one man tells them to cast aside all protections against a merciless foe in the name of a blind and stupid faith in him.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

As far back as 1981, there has been a collective-bargaining agreement between USPS and NALC. It has been an agreement that both parties agreed to follow. We have agreements that were settled either through negotiations or through binding arbitrations. In talking to stewards and presidents within my district, I have found out that there are certain postmasters, station managers and supervisors who have failed to read the memo that there is a contract that is to be adhered to by management and labor. I have been told that some supervisors are not allowing carriers to see their stewards, won't give them PS Forms 3996s, won't honor Steward's Request for Documentations, won't honor Step B decisions telling them to comply with Articles 17 and 31, and a postmaster telling the branch president that they will not post a route, but instead revert the route without going through the proper procedures. I find this appalling, and it burns me up. The National Agreement and JCAM are our bible that has been agreed to by USPS and NALC. We as a union must keep management in their place and make them abide by the contract.

Branch Items

I encourage all presidents and stewards to follow the National Agreement and *JCAM* and make management do the same. It is important that we protect our members, and I encourage you to ensure that their rights are protected. Make management treat us with dignity and respect, and if they don't, *file!* on them. If they violate the contract, *file!* sooner or later, hopefully sooner, so they will understand there is a contract that they must follow.

Congratulations to President-Elect Joe Biden.

Percy Smith Jr., Branch 4559

Evansville, Indiana

We're writing this Christmas/December article, and our Christmas gift has already arrived—the election of Joe Biden as the next president of the United States, along with his running mate, Kamala Harris, as vice president and the tie-breaking vote in the Senate, hopefully.

We are still not out of the woods because we don't yet know the outcome of the two Senate races in Georgia. Wouldn't that be sweet to have people on our side in control of Congress and the White House. Of course, it may take the National Guard to get his butt out of the White House before Joe Biden and his team can move in.

On the home front, we still have the same problems as always. Carriers testing positive for COVID-19, other carriers quarantined because of their close proximity on the workroom floor, overtime violations too numerous to count and non-ODL carriers working overtime on and off their assignments on a daily basis.

We have CCAs working 21 straight days without a day off—we have Amazon Sundays here in Evansville. We have tried to get our postmaster to rectify this situation, but we are so short-staffed it creates an impossible situation.

I'm very proud of our carrier workforce here at Branch 377, not just in Evansville, but throughout southwestern Indiana. I must confess, it was never this bad during my days of trudging through the heat, and snow, and rain—many long years ago.

Merry Christmas, everybody.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

Great job to all my fellow carriers who delivered and collected mail-in ballots during this past election. It was said we could not handle it, but here in Fargo-West Fargo, we did what we are entrusted to do and without extremely long days. Hopefully, when this edition of *The Postal Record* is delivered, the election results will be accepted so that we can move on to the next chapter.

This was also an election year for our branch officers. Congratulations and thank you to all who continue to give their time in repeat roles as union officials. Rich Kilien will continue to lead us as branch president. Emily Roers will fill a seat on the executive board after many years as our branch treasurer. Thank you, Emily, for all the years taking care of our finances, and con-

gratulations to Stacie Rinde on taking over that role.

A carrier's last year is usually filled with "how many days left" asked by fellow employees; maybe a sick day or two might be used; it is a time to enjoy the last time being around co-



Greeley, CO Br. 324 President Richard Byrne presented Floyd "Al" McWilliams (above) with his 55-year membership pin and Hollis Stone (below) with his 70-year membership pin.



workers you have gotten to know after dozens of years working together. Joe Moch, due to the pandemic, did not get that chance, as the last few months he has been on extended leave. Joe has been and will be missed at Prairiewood, as he is truly a professional carrier, well-liked by all, and did his job with great care. On behalf of the entire branch, congratulations Joe, and enjoy your retirement; you earned it.

As with many other events this year, our annual holiday party will not take place due to the ongoing pandemic we are facing.

Congratulations to Matt Grabill, Joe Nelson and Andrew Cockfield on their recent conversions to regular.

Brian Prisinzano, Branch 205

Fresno, California

Joe Biden will be our 46th president. A major goal of his is for Congress to work together. If that is done, we will have leadership for all, instead of crisis and division. Our credibility and democracy in the world will be a role model for

the rest of the world. Those have been attacked from within for four years. Our own Postal Service, our jobs, and the future of our families will be better off, including getting much needed safer, more efficient delivery vehicles.

I want to give credit to, and thank, all of our NALC union brothers and sisters, AFL-CIO and others who volunteered so many hours in getting a labor-friendly candidate into the White House. There is much damage to be repaired. It will take time. Twenty Republican senators are firmly against any additional stimulus package.

One plus with Joe Biden as president is Treasury Secretary Mnuchin will be replaced. He is a major opponent to any help for our Postal Service. Say what you want: What happens to our Postal Service has an effect on small businesses, trucking, printing and our country as a whole. You can bet there will be unnecessary, baseless, sore-loser actions before our 46th president is sworn in. We do not need such drama. Hopefully I am wrong about that. Good things happen when we are united.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

The Trump regime telegraphed its 2020 election strategy early. Trump fraudulently asserted that mail-in ballots were especially vulnerable. Then, despite the U.S. COVID-19 public health crisis that made mail-in ballots so urgently needed, Trump blocked any grant to the public Postal Service under threat of veto of the entire \$2.2 trillion CARES Act! Trump admitted he was starving the Post Office so it would be unable to carry out its vital mail ballot role. Finally, Trump financial backer, Greensboro's Louis DeJoy, became postmaster general in June and immediately began to implement Trump's planned disruption and dismantling of the 245-year-old U.S. Post Office.

But Trump-DeJoy underestimated the admiration the people of the U.S. have for the public Postal Service and its workers, for its day-to-day reliability even in pandemic circumstances, and especially with the 2020 election on the horizon. Strong bipartisan Republican- as well as Democratic-leaning public support also translated into bipartisan congressional support. Both the House and the courts found PMG DeJoy guilty of crippling the Post Office, and he was ordered to immediately reverse his destructive postal policies.

Trump led efforts over many states to count the Election Day ballots first. At the end of that day, with himself in the lead, in an illegal effort to suppress the mail-in vote, Trump called for the count to be ended—but not in Arizona, with him catching up to Biden there. Vote-by-mail led to record turnout of voters and to Biden's victory. The result: Letter carriers and postal workers with our postal unions were successful in overcoming Trump's attack on the democratic right to vote.

Follow-up to the Biden-Harris victory: We need to launch a powerful campaign among the postal public to drive out of the public Post Office the thoroughly exposed and disgraced DeJoy!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

The election and the Post Office have both been big news stories recently. We had just one job to do, and that was not to screw it up. I believe the crafts did an excellent job processing, moving and delivering the mountain of political and election mail this election season. That being said, we most likely won't be remembered for that. Most likely we will be remembered for the more than 300,000 ballots missing in the system on Election Day. By court order, the Postal Service was instructed to perform sweeps in 15 facilities to locate these ballots, but failed to do that. Facilities that were to be swept included two in Pennsylvania and one each in Florida and Arizona—all hotly contested states.

The Postal Service should be invisible to the public. Mail should arrive at its destination on time without drama and court orders. We should be a business run like a service and not a service run like a business. We should be apolitical and not tip the balance of an election in any direction. Our postmaster general is not up to this task. This election season was catastrophic, and DeJoy needs to be shown the door.

Several members have asked recently about retirement solicitations that are often mailed to us at work. Many of these outfits prey on federal employees because they know we will likely have a nice nest egg tucked away in our Thrift Savings account. It is their strategy to get you to re-invest that money with them. No private fund can offer lower administrative costs than the Thrift Savings Plan. NALC offers retirement assistance, and our branch is fortunate to have Region 13 retirement specialist Ronda Sisk among our members. Please see her before you give these vultures any of your money.

Larry Wellborn, Branch 443

Hopkins, Minnesota

Feels like I struck a nerve. Branch 4319 President Raymond came out swinging. Sadly, he failed to connect with any of his punches. First, I did mention my nearly 12-year tenure as a member of the Northland DRT in the October Branch Items. Second, it was Mr. Raymond who previously stated in a Branch Item that the NALC members of the Northland DRT could not pass "our basic steward college." I simply went off of his reference. Third, the grievance which originally distressed Mr. Raymond to the point of beginning his rants is precisely about remedies, the rights of his members and a failure on the part of Branch 4319, not the Northland DRT.

In that case, the union failed to grieve the actual violation. It grieved issues resulting from the original violation many months later. The issue was discussed with the NALC Region 2 office, Region 7 office, NALC Headquarters and USPS Western Area Labor Relations. These discussions were necessary because the remedy requested by the union was not contractually compliant and would have caused additional harm to a member of Branch 4319.

Grievances for Branch 4319 were being decided for several years by the Northland DRT prior to Mr. Raymond becoming president. His predecessor was the venerable Don McQuigg. There

were no public issues made of Step B decisions during Mr. McQuigg's tenure or during the early part of Mr. Raymond's time as president. There was never a request for modification or dismissal of a Step B decision by the NALC Region 2 office during the almost 12 years I worked in the Northland DRT office, including all of the cases Mr. Raymond has referenced over the years.

I guess Mr. Raymond doesn't want to let facts get in the way of a good story.

Warren Wehmas, Branch 2942

Kansas City, Missouri

"Neither snow nor rain nor heat nor gloom of night nor pandemic nor social unrest nor internal sabotage stays these couriers from the swift completion of their appointed rounds."

This was going to be my suggestion at one of the microphones set up at the national convention. Unfortunately, I was totally shut down by RumorControl (RUMCOM), who straight-up told me I didn't have a snowball's chance in Hades of adoption. So, instead, I'll place it in the unofficial letter carrier guide, "WEDLVR2USA," to at least get it off my chest.

It seems we went from a stressful election season directly into "our season" as repercussions from the disastrous plan to disrupt the election by using USPS will certainly carry over through the Christmas rush. With the loss of equipment at the direction of PMG NoJoy, waiting on mail from the plant has become extremely prosperous through its ridiculousness. Mail has arrived as late as 10 o'clock in Independence on several occasions—sometimes with OTDL carriers having three-hour splits waiting upon their return.

However, true heroes will rise to the occasion, and having witnessed the public celebrating you/us as they celebrated President-elect Biden's victory: "WEDLVR2USA."

As a reminder to PMG NoJoy and all of the other cohorts, conspirators and cronies who attempted to usurp the ideals of democracy: Please submit your PS Form 3575, Change of Address Order, no later than Jan. 6, 2021, in order for any legal documentation you get as a result of karma to be delivered to you because: "WEDLVR2USA."

Because we deliver to the USA "in spite of." To all those who have suffered a loss due to COVID-19 or from the senseless violence which pervades this great nation, please accept the condolences from the NALC Branch 30 family.

In solidarity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Merry Christmas, city carriers.

There is no such thing as an ex-city carrier. Once a city carrier, always a city carrier! As we know, overtime is being handed out like candy, and so is discipline on unauthorized overtime. So here is some retiree advice from past management discussions on how to request overtime assistance. First, request and fill out a 3996. If they deny you, request a witness/steward and request it again. Do not argue. They can-

not deny you this form. When filling it out, make sure you write down where and at what time you plan to take your lunch. You can avoid any misunderstandings on where you were and what you were doing later. Be specific about why you are requesting overtime. Breathe deeply and do not lose your cool when dealing with the floor supervisor. Once again, do not argue. There is no sense, and it will not help your cause. Do not make decisions—that is what the 204-b/supervisor gets paid to do. If you are on the street and can't make it back in time, call back as soon as you can, which will give the supervisor extra time to get someone out to help you. If you will follow these procedures, you will make it much more difficult for management to discipline you, and much easier for us to defend you should you be disciplined. Information is Job One!

Have a safe, happy New Year!

Tony Rodriguez, Branch 419

Minneapolis, Minnesota

As we reach the end of the year and look back, 2020 has certainly been one for the record books. It is safe to say that this year has been more challenging than most in recent history for Branch 9 and its members.

In March, the coronavirus pandemic arrived. Our state shut down, our significant others were furloughed, and our children began distance learning. Our parcel numbers soared, as did our overtime. We did what we do best, serving the public without missing a beat.

Fire was not our friend this year. Our Branch 9 building burned to the ground on March 22. In May, we lost both Minnehaha and Lake Street stations in the civil unrest that followed the killing of George Floyd.

As summer approached, it was a bit too calm for 2020, so our new postmaster general spiced things up, lowering our delivery standards and removing sorting machines in the name of efficiency. We were suddenly front and center stage, the topic of discussion and working under a microscope, where we stay to this day.

We survived another cycle of election mail. Hallelujah! But not to be outdone, COVID-19 is ramping up right along with mail and parcel volumes, just in time for peak season.

Not all is lost. The strife of 2020 has also given unexpected gifts. We've learned how much our customers appreciate us. We discovered how bighearted our NALC brothers and sisters are when there are carriers in need. We successfully delivered hundreds of thousands of mail-in and absentee ballots. We've proven that vote-by-mail works.

We've found out that, despite unprecedented circumstances and strife, we can not only survive but thrive when challenges are thrown our way. We can move into 2021 with assurance that by working together, we can overcome anything.

In solidarity—

JoAnn Gilbaugh, Branch 9

Monterey, California

Perhaps by the time this is read, the election will be decided. I am hopeful that a grateful nation will be able to put aside its differences

Branch Items

and believe we are all Americans and act appropriately. I've watched with sorrow as families are being torn apart and facts aren't being checked.

I have to tell you, I was quite surprised to hear that there is a manager in Monterey wearing a bulletproof vest and helmet. Is this 2020 or what? I thought we had come so far, but now I'm just not sure.

Carriers are working endless hours to make sure their customers are taken care of. Working through a pandemic has its challenges, such as worrying about your families and hoping you're doing everything you can to stay safe. Hopefully next year will bring a vaccine that is safe and it will ease some of the pressure.

I'm anticipating notice that our long-awaited arbitration will be scheduled early next year. It's been a long haul: Next year begins the three-year mark since the inspections. Keep the faith—we will get there! I'm sorry it's taken so long, and I know your routes are still overburdened.

As we enter the holiday season, grab your seats and hold on. I know you're going to be working long hours with tons of packages. Do your job professionally. If you're clocking out and then finishing casing your mail on street time, you are hurting yourself, but you're all grown adults, so the choice is yours. Just don't complain to me if your route doesn't get a proper adjustment.

Welcome to all of the new PTFs in Monterey; now to get more vehicles!

Stay happy, healthy and safe. Hoping all of your holidays are blessed.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

My fellow letter carriers—
It gives me great pleasure to converse with you at this particular time.

A lot of important events have taken place since last we conversed. We have now elected a new president of the United States, Joseph Robinette Biden Jr., the 46th president, only the second Catholic elected president, and a newly elected vice president, Kamala Harris. The American people have spoken and mandated. A great example of the democratic process of voting at work. Many people have died for the opportunity and chance to vote. You have spoken, and we hear you loud and clear. Many states that were red turned blue.

I commend my union brothers and sisters on this history-making event, electing the first African-American, South Asian woman to the office of vice president! We have a tough road ahead, combatting the coronavirus and tackling systemic racism and global warming. We all have to do our part to achieve these goals.

It behooves each and every one of us to be vigilant, watchful and cognizant of what's going on around us. Maybe now the Postal Service can get much-needed assistance that it sought. Every American deserves a postal system that is viable, dependable and reliable. We must keep the confidence that we will achieve all of these things.

We are a strong, determined union that accomplishes our mission. All of us, let us con-

tinue to attend meetings, wear masks, practice social distancing and wash your hands! May we give to LCPF.

As always, yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

I have respect for Shaquille O'Neill—he will only use his name and acting skills on adver-



A postal patron on Philadelphia, PA Br. 157 member Jim McGovern's route shared their thanks.

tisements that he has used and has faith in. The reason I say this is that I have faith in the USPS, but not blind faith.

Carl is doing a fantastic job with Customer Connect, drumming up business for us. It's an uphill battle with our tangerine toddler appointee Lou NoJoy. He is single-handedly trying to destroy service, especially with the election. We are in the spotlight again (sad when you have to say "Don't use us 'cause we won't get your vote there on time"). I have had problems with the service we are *not* providing. Lightning striking twice is very far and few between in the same spot, but it got me twice. Both times sent a package 157 miles away (2.5-hour drive) in the great state of Pennsylvania going from one side to the other, first one went to New York and went around in circles for a week before it came back and arrived at its destination. So, I thought to myself, what are the chances it would take that long again? You guessed it, but this time there was *no scan* for a week; at least the last time I knew where it was. Paid for priority service (\$22...it was a big box) and got bulk-rate service. Now I know we have a pandemic goin' on and we have people who are protecting themselves staying home, and I don't blame them. I was told it would arrive on Monday after sending on Friday. They forgot to tell me it would be the following Monday. I blame DeJoy for this! Rant over.

On our end, we deliver what we get. Keep up the good work. Peace!

Joel Stimmler, Branch 542

Oklahoma City, Oklahoma

The most excruciating, tantalizing election in my memory is over. Well, almost. Letter carriers and postal employees did their jobs, just as they always have and always will, despite a lot of obstacles placed in their way. They performed their appointed tasks in a calm, efficient and orderly manner, even with the mountainous amount of absentee/mail-in ballots they received. They can be proud of what they accomplished during this momentous election. And letter carriers can count on the fact that our new president and vice president are worker friendly and will, from Day One, help ensure that the Postal Service will remain a valuable asset for the American people.

Both President-elect Joe Biden and Vice President-elect Kamala Harris are people who care about workers and their families. While the makeup of Congress is still being contested, we will have a lot of friends on both sides of the aisle to help up protect and improve our wages, benefits and our retirements. There is still a lot for us to do to make sure that we have a safe and secure retirement, and that the Postal Service will be a secure entity that will deliver the mail to every single patron in the nation as efficiently and as effectively as we always have.

Thanks to letter carriers, postal clerks and all of the hardworking employees of the United States Postal Service, we were able to have a safe and efficient election.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

Good things happen in Philadelphia! Yes, Philadelphia is a special cradle of liberty. Our founder, William Penn, put forth the vision of "putting the power in the people." Nearly a century after his arrival, Philadelphia was the place where those stirring words reverberated around the world—"inalienable rights to life, liberty, and the pursuit of happiness" and "we the people" were written and enshrined. For generations to come, a storm of strangers would cherish Philadelphia as the place where these founding documents were written and ratified.

Being the cradle of democracy, it was only fitting that Philadelphia and its surrounding counties put the Biden-Harris ticket over the top to 270 electoral votes. Many organizations, including the AFL-CIO District Labor Councils, the building trades, civic groups and the ever-important letter carriers worked incredibly hard to make sure that citizens registered to vote and that those votes counted.

Letter carriers across the city and beyond moved heaven and earth to ensure that every mail-in-ballot arrived at the Board of Elections on time. Each morning at 9:15 a.m., members of the joint NALC/USPS election task force dialed in to a conference call reporting the status of ballots at their facility. With few exceptions, the "all clear" signal was given, meaning no ballots were in their station for more than 24 hours.

On Nov. 7, Pennsylvania bestowed its 20 electoral votes to Biden-Harris. Letter carriers across the "City of Brotherly Love" and suburbs described the admiration and appreciation they received from the public. They were hailed as

heroes of democracy and rightfully so. I am so proud of you.

In transitioning, I would like to remind everyone to stay safe. Remind your co-workers to wear their protective masks when social distancing is not possible. We are all in this together.

Happy holidays and God bless!

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

Letter carriers live to see another day. Our future seems to be a bit more secure, but we're not finished. News surfaced recently regarding optimism on a new contract. Separate negotiations alongside the interest arbitration hearings could be promising. Today, things look to be brighter for letter carriers, even though the next 50-plus days will almost certainly be tumultuous. Still, there's work to be done.

Strike while the iron is hot. That day is coming soon. Do you remember when you were asked to contact your elected officials about stimulus for the Postal Service? It still needs to be heard from the COVID-19-induced damage of 2020. Depending upon how the Senate runoffs turn out, letter carriers may have gone from a once-in-a-lifetime convergence of privatization to the opposite end with a potential repeal of the pre-funding mandate (among other things). You will most likely be called upon again to be that same nuisance to your congressional representatives when that day arrives.

On to another (and totally related) subject: *Do not speak to the media about the election* (or any other work-related topic, for that matter). If you see something questionable occurring at your installation, there are proper avenues for you to take that fall in line with your terms of employment. Contact your branch leadership. They will get in touch with your manager or their manager. You are the employee, not the employer. Be smart, use the proper channels and protect yourself so that you, too, can live to see another day. It would be a shame (and rather costly) to squander it.

Branch 84 would also like to wish the best to NBA David Napadano in his retirement. Thank you for your support over the years. Go Steelers!

John Conger II, Branch 84

Portland, Oregon

We are working hard! We've made it to December, and everything is nuts. I recently received the following message from our branch V.P., and I knew that I needed to share it with you. I think it's so very important to honor the old-timers and the "good ol' days." Our history is rich and meaningful.

Herb Couperthwaite passed away on Sept. 2. He started with the P.O. in 1960 and retired from University May 1, 1999. Carried Route 146 there for years. He called all the guys "Jack" and all the women "Jill" because he couldn't remember names.

We all called him the General. His Jeep caught on fire one day, and he tried to use someone's cell phone to call the boss. The boss said that Herb said on the phone, "Herbie to base, over." He was the only carrier in Portland

who couldn't qualify to drive a long life. Instead of driving through the cones, he just drove over them. He said, "They can't do nothing to me, Jack." He had to drive an old half-ton until he retired. I saw him drive into a pole one day. He just backed up and kept going. Did not report the accident. I thought, "Oh crap. How am I going to deal with that?" I looked at his vehicle. It had Bondo falling off of it and was covered with deep scratches. I shrugged. They didn't do anything.

One time a carrier said, "Hey, they're hassling the General." We all left our cases and walked over to his case and just stood there. The boss finally turned around and saw about 50 carriers standing around him. He kind of turned white and walked through us and went back to the desk where he belonged.

Thanks to Jim Baxter.

Herb, rest peacefully, brother.

Suzanne Miller, Branch 82

Providence, Rhode Island

I want to take this time to encourage everyone to continue to be proactive when it comes to keeping ourselves safe when it comes to COVID-19 as cases continue to pop up in our stations, and numbers continue to rise in our district and elsewhere. We must remain vigilant when it comes to social distancing while in our offices in addition to wearing masks. And most importantly, do not get into altercations with anyone over masks.

The holidays are going to be different this year, as we may not be able to celebrate in large groups as we are used to, but maybe by doing our part for Thanksgiving, we may be able to return to some normalcy by Christmas, New Year's, Hanukkah, etc. Also, a reminder that by the time you are reading this, Open Season may be coming to a close; make sure you have done your homework and make your decision regarding your health care.

Congratulations to Bill Prevatt on his retirement from USPS on Oct. 30. Bill was a 33-year veteran letter carrier who was on the same route his whole career. He was an important part of the community and beloved by many on his

route. We wish Bill all the best as he begins a new chapter in his life.

Congratulations also to the seven CCAs in Providence who were converted to full time on Oct. 10, and the two CCAs who were due to be converted on Nov. 7, and also the four CCAs converted from the East Greenwich, North Kingstown and Coventry installations.

Lastly, as we enter into the business of the holiday season, I just want to remind everyone to continue to work safely as work hours and mail volumes increase!

Anthony Turcotte, Branch 15

Racine, Wisconsin

The best part of being a scribe is proudly representing my branch on the comings and goings and what-nots of our branch, offering a quick peek into postal life through our window. Lots to say in 300 words; I may ramble, but I promise I'm not on meds. Yet.

News flash: Dinosaurs are not extinct. They're lurking everywhere. You have them in every office. They are polished, seasoned, experienced veteran carriers. Dinosaurs date back to a time when you actually mailed in a check and waited six to eight weeks for delivery. Today, if a package isn't here in two days, they send out a tracer. Hats off to our OTDLers, CCAs, volunteers and forced carriers working late into the night. I mean late! Anybody coming back can plainly see the train of pumpkins with bumps lined up. We grind it out and come back again the next day. That's true grit. Not John Wayne, but Jeff Bridges true grit! When did we start working this late into the night? It feels like it happened overnight. The reality is that this happened piecemeal over time. I'm thinking the USPS should snag a few 2-tons and create a parcel post route and a second shift workforce.

Finally, congratulations to our newest last punch bunch retiree, Jeff Helgensen! Jeff spent 13 years in the Navy before being piped aboard the good ship USPS for another 25 years. He was given the nickname "New Guy" when he first started. Well, it kinda stuck. So calling New Guy "Jeff" sounds off key. Who does out the nicknames in your office? We got ours. Just

COLA: Cost-of-living adjustment

- ▶ Following the release of the July 2019 Consumer Price Index (CPI), the cost-of-living adjustment (COLA) under the 2016-2019 National Agreement is **\$624 annually**. This COLA is based on the change in the CPI from the base index month to July 2019, with the previous six COLAs subtracted.
- ▶ The 2022 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 2019 and third quarter of

2020, is **0.3 percent** and will be finalized with the publication of the September 2021 CPI in October 2021.

- ▶ The 2021 COLA under the Federal Employees' Compensation Act (FECA) is projected to be **1.4 percent** following the release of the October 2020 CPI. This COLA is based on the change in the CPI between December 2019 and December 2020 and will be finalized with the release of the December 2020 CPI in January 2021.

Visit nalc.org for the latest updates.

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think, New Guy, it all started with Otis's outgoing mail in a bread bag. It has been a pleasure working with you! Enjoy your retirement. Merry Christmas, everyone!

Chris Paige, Branch 436



Jamaica, NY Br. 562 Vice President Gregory Klopfer presented a 50-year gold card to retiree Giovanni Cortese.

Rockville, Maryland

As of this writing, Biden and Harris have more than 270 electoral votes, and thus will be inaugurated on Jan. 20, 2021. *This was the most important election in our lifetimes.* Trump and the White House had advocated for privatizing the USPS and eviscerating collective bargaining. Through collective bargaining, NALC has achieved more than 140 pay increases since 1970.

Tens of thousands of people worked arduously to get the Biden-Harris ticket elected. However, I want to especially acknowledge the work Stacey Abrams and her group accomplished in registering close to 800,000 people in Georgia! As it stands today, it looks as if Georgia and its 16 electoral votes will go to Biden and Harris. There is no way this could have become a reality without Stacey Abrams. Thank you, Stacey.

We, NALC, are currently involved in interest arbitration because of collective bargaining. We have this as a result of the brothers and sisters who went on strike in 1970. These letter carriers are true heroes, and we owe almost everything NALC has won because of the Great Postal Strike of 1970. Consider some of the issues Fred Rolando and his team are fighting for right now: letter carrier compensation, subcontracting, no-layoff provisions, various memos regarding safety, the way we are treated on the workroom floor, route evaluations and management stealing our time (meaning stealing our money!). There are many other areas of disagreement, and NALC will keep us informed of any agreements reached.

Please visit our website, set up by union brother Chuck Clark, at nalc3825.com. We now have more than 310,358 hits! We have important information concerning COVID-19 and lots of information on CCA rights and benefits. We

have added important Step B decisions and Formal A settlements, as well as arbitration decisions.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

After nearly 147 million votes cast on Nov. 3, one thing is certain—the United States is a decidedly divided nation. While we congratulate the president- and vice president-elect, there is no doubt that the months and years ahead are going to require a great deal of healing.

Daniel Strauss of *The Guardian* said, “The American people have disavowed four years of a sluggish presidency. They have chosen decency over dysfunction, fact over fiction, truth over lies, and empathy over cruelty. They have rejected the last four years of ugliness, divisiveness, racism and sustained assaults on constitutional democracy. Now the real work begins.”

The last four years has exposed the deep political polarization that has overcome this nation that has only been exacerbated by the COVID-19 pandemic, economic uncertainty, and demonization of the media at the expense of the vitriol of social media.

Mr. Biden's appeal to those who voted for the president was a small step in the right direction. “Our nation is shaped by the constant battle between our better angels and our darkest impulses,” Biden said. “What presidents say in this battle matters. It's time for our better angels to prevail... I pledge to be a president who seeks not to divide, but to unify, who doesn't see red states and blue states, only sees the United States. I'll work with all my heart to win the confidence of all of you.”

What comes in the weeks and months ahead is whether this nation chooses to remain divided or seek the better angels of our nature. In 1787, Benjamin Franklin walked out of Independence Hall after the constitutional convention and was asked, “Dr. Franklin, what have we got, a republic or a monarchy?” To which Franklin replied, “A republic, if we can keep it.”

Tom Schulte, Branch 343

San Antonio, Texas

At the time of this reading, everyone now knows the presidential election is over. From a letter carrier and USPS employee perspective, thank you, Jesus, a new administration is coming into the White House!

This incoming president believes in the need for a viable Postal Service and does not look at our company as a joke. He has a long history of support for unions and collective bargaining. That bodes well for us, because we can now focus more on expanding our brand instead of playing defense and fighting against attempts at privatization. We cannot totally relax on that issue, though, because there are plenty of privatizing supporters still out there, but it's great to know that the incoming president isn't one of them. Strictly speaking about the Postal Service and letter carrier issues, the Biden-Harris administration is what we need at this time. We have a great opportunity the next four years to

grow as a company and a union. The COVID-19 pandemic is continuing to wreak havoc, but we have to continue taking the precautions necessary to stay safe at work and at home. We all are suffering from COVID-19 fatigue, but the scientists say a vaccine is close to being ready for use next year. Until then (whenever that is), we just have to keep it pushing, like we always have.

Congratulations to our new officers for 2021-2024, who were elected Nov. 12, and 2021 stewards, who were elected Dec. 10. 2020 has been a year unlike any I can remember. We delivered the nation's mail through an economic shutdown, global pandemic, national elections and another Christmas season. Take the time for a well-deserved rest and enjoy the holidays with family and friends. Merry Christmas and happy New Year.

Tony Boyd, Branch 421

Seattle, Washington

When President-elect Joe Biden wants to talk about the backbone of America, when his new administration wants to have a round table discussion about the economy and the unemployment crisis—we, the NALC, should have a seat at the table. You want jobs? We got 'em. You need entry level, living wages, with an opportunity to move up? Yep, got that, too. All USPS needs is better management. Not everything is about the bottom line, or making a deal. Some things are about providing an opportunity, giving a toehold for those who struggle, tossing a lifeline for those who need hope, and giving a grub stake to those who still believe in the American Dream. The Postal Service employs more than 97,000 military veterans; it is one of the largest employers of veterans in the country. Being a letter carrier is not just a job, it's a proving ground and a safe landing zone for our veterans returning to civilian life.

USPS is a great jobs generator, and there's certainly nothing wrong with the workers. The Postal Service consistently tops the favorability list in the Pew Research Center's survey of public views of government agencies. There wasn't that much wrong with the Postal Service either, except for that \$5 billion pre-funding mandate; that anchor Congress attached to its bottom line. The Postal Service can be a means of positive social change if utilized properly. Plain and simple, the Post Office should operate as a jobs creator. This is America's opportunity to get people out of the unemployment lines, off the dole, and back to work. You don't need a degree, just a willingness to work. You don't need to know a lot, but there's a lot to be learned on the job. Congress needs to stop trying to run the Post Office like a business—it's not a business, it's a “service,” and should operate as such.

Don Nokes, Branch 79

Silver Spring, Maryland

Our branch is conducting board and member meetings virtually. They have been successful and informative, despite my ongoing technology learning curve. Please attend; it's important!

I want to thank John Lawson for the use of his home and cooking skills as we engage our shop stewards with the training necessary to navigate the present work climate. We all have enjoyed learning from each other.

“The seeds of corruption cannot take root in the light of transparency.” I made that up! No really, I did! Well, maybe I subconsciously plagiarized someone, but it’s a true statement. As union leaders, it behooves you to be transparent, being able to explain all decision-making. Stewards need to be able to justify their action (or non-action) to their peers—and to anyone, for that matter. I am proud of our branch, since as we encountered situations that called for more transparency we made them so. It is obvious to me that the NALC, at the national level, encourages transparency and should be commended.

Imagine if our political system were truly transparent. Presently, the “seeds of corruption” have been nurtured in the darkness of corporate greed. If the system was made transparent, the citizenship would not tolerate what is occurring. Corporate money can create a lot of distraction from reality, unfortunately. A transparent system would not allow the current USPS PMG or Board of Governors to remain in their positions and would result in successful postal reform.

More than 90 percent of the citizenry want USPS to be run as a service, not a business.

Keep an ongoing analysis of what you are planning (planning). If it cannot survive a test of transparency, maybe it would be wiser to rethink. If it is already in place, maybe root it up and bring it to “show and tell.”

Lee Taylor, Branch 2611

South Jersey, New Jersey

The election drama has finally ended! Or has it?

As I write this month’s article, I thought we reached the finish line on all of the crazy voting issues and accusations of the media and the administration on how it was our fault there were issues with this year’s election. Let’s get real here, we delivered and returned all of the election mail that was given to us, as we always do each and every election cycle. I guess since this year there was so much turmoil, they wanted to throw us into the mix of hindering the results of the election.

Whatever happens going forward, I can say there should be no blame on the Postal Service or our members. We were no factor in the results of this year’s election. It appears there will be lawsuits and challenges of the administration in the tabulating of the votes from certain states. You can’t make this stuff up. This is just another 2020 event that has made this the craziest year ever. Who could have thought that a presidential election would not have been decided on the night of the election! Hopefully, when the dust settles, we will have the man in the Oval Office who our national union has stated will be best for the Postal Service and our members.

We are having runoffs for the Senate positions as well, which could give the Democrats control of the House and Senate. This is definitely a year for the record books. I hope we can

get through this mess with no more issues and try to get back to somewhat normality. I have a feeling this isn’t over and we will be still talking about this next year. Keep the faith! Happy holidays.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Happy holidays! During this season more than most, we appreciate it this year be-



At a Columbus Day golf outing, Rochester, NY Br. 210 raised \$3,104 for MDA. Pictured (l to r) are Branch President Kenny Montgomery, Syracuse, NY Br. 134 President Tom Dlugolenski, former Br. 210 Vice President John Wilson and former Br. 134 President Jim Lostumbo.

cause of all that this year has entailed. The pandemic remains a great challenge for us. Because of this, our MOUs most likely will be extended for another period. These MOUs have protected our members through this challenging time.

Through this storm, we have endured again. NALC has made the case for us in arbitration for our new contract. While most members take this process for granted, I must tell you that it is the culmination of all the time since our last contract. This is what the NALC excels at. So, rest assured that we will prevail.

The big news since our last “talk” is that this country elected the NALC-endorsed 46th president of the United States of America. The impact is great for us. We went from an anti-union administration to a pro-union administration. So, we will be able to play offense instead of being on the defense.

As carriers, we often do not understand the big picture. The importance of our legislative efforts, our Letter Carrier Political Fund (LCPF), and its impact. These things become evident when we win a presidential election. But *all* elections are important. NALC has always taught us that our relationships (established through lobbying efforts) over the years always pay off.

During the pandemic, most of our customers have recognized our value. They really relied on us with regard to the ballots. I could not have been more proud of our members and how we as a union (and company) handled the political

football that was the ballots. There is no way that anyone can blame the working men and women of the Postal Service. Instead, I salute *all* of you!

#PleaseStaySafe #TheBestIsYetToCome #LoveOnOurCCAs #YouAreThePostalService

Eric Jackson, Branch 725

Springfield, Ohio

I’m tired of those silly safety reminders on our scanners. My favorite stupid one was “Turn your LLV fan on to circulate air.” Simply genius. But safety is also taking care of yourself so you can take care of your loved ones.

One of our supervisors went in for a routine exam and they found cancer.

Carriers have tested positive for COVID-19 in Springfield and Yellow Springs.

I recently went for a routine eye exam and they found glaucoma.

An LLV was slammed into on South Bird Road by a car going at least 50 mph. The carrier suffered a concussion and whiplash, and the LLV was totaled.

A customer caught COVID-19 and pneumonia, and is hospitalized.

Life is short, don’t make it shorter. Keep yourself, and your loved ones, safe. Get those medical and eye exams. Wear your seat belt all the time, not just at work. Get a flu shot. Pneumonia and shingles shots are also available. And for us old folk—don’t put off that colonoscopy!

And for everyone’s safety, wear a mask and wash your hands. As I write this article, there are 2,533 people hospitalized in Ohio with COVID-19. In Ohio alone, there have been 261,482 confirmed cases and 5,547 deaths due to COVID-19. Twenty-three deaths daily. Don’t be one of them. Your spouse, children, grandkids, friends and family all want you to be around for a while longer. Don’t disappoint them.

A special thanks to all of the carriers who are making the extra effort to attend branch meetings. I know it’s hard after a long day at work. Thank you.

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

Brian Gourilis, Branch 45

Toledo, Ohio

I’t’s been an election to remember. With the record-breaking number of mail-in ballots, it was time for the Postal Service to shine, to show the country “we deliver.” It failed miserably!

To begin with, back in August, 14 states filed a lawsuit regarding the changes Louie Delay was instituting that slowed mail processing and delivery. At that time, Mr. Delay insisted that processing election mail remained the organization’s top priority. In October, the Postal Service reported, five days in a row, a drop in on-time delivery of ballots. Several federal judges had to order the Postal Service to take extraordinary measures to deliver ballots on time. That’s supposed to be our main goal, to deliver!

There were reports of more than 300,000 ballots scanned into mail-processing centers in

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Florida, Michigan and Pennsylvania, but never scanned for delivery. A federal judge ordered the Postal Service to sweep facilities in those states for ballots.

Another federal judge ordered the Postal Service to use Priority Mail to deliver ballots in Michigan and Wisconsin after being presented data showing that on-time delivery of ballots sent by voters in those states was too slow. The judge also ordered them to, starting Nov. 1 and through Nov. 10, report to his court the prior day's all-clear status for each facility and processing center in the Detroit area and a district covering most of Wisconsin. He also demanded the Postal Service use Express Mail to ensure delivery of ballots by 8 p.m. on Election Day.

Our branch has been pointing out the terrible delays out of Detroit's processing centers for a month. Hopefully, President Biden will appoint a competent PMG.

Ray Bricker, Branch 100

Tri-Valley, California

As I write this Branch Item on Nov. 10, lame-duck President Donald Trump refuses to admit he lost the election and has instead chosen to rile up his many supporters with fake news about election fraud. Did anyone really believe that President Trump (for 70 more days) would not be a sore loser and would instead focus on aiding in a smooth transition for President-elect Joe Biden's team? Did anyone really believe President Trump (for 70 more days) would accept defeat with a modicum of dignity and class, and help to reunite our fractured nation by admitting to his supporters that he lost the election, fair and square, so we could all finally move on? As expected, President Trump (for 70 more days) will not go quietly into that good night, and God only knows how the next 70 days will unfold; I advise everyone to buckle their seat belts, because it will no doubt be a real sh*t show!

On a somber note, NALC members will no longer enjoy the writings of Jackson, MI Branch

232 scribe Bob Czartoryski, who died on Oct. 12 at the too-young age of 72. After selfishly reading my own Branch Items in *The Postal Record*, I read Bob's always-entertaining Branch Items next. Bob carried in New York before moving to Michigan in 1997. Old timers may remember that Bob was on Branch 2902 President Jon Gaunce's "New Generation Leadership Team" (NGLT) slate that ran against NALC President Vince Sombrotto's slate in the 1994 NALC national election. Bob ran for Region 15 national business agent against Alan Ferranto in that election and, like the other candidates on the NGLT slate, was soundly beaten by his opponent. Rest in peace, Bob, or as you would say, "Cut and roll."

Ray Hill, Branch 2902

Westchester Merged, New York

Sorry for not submitting anything throughout these stressful times. But to be honest, I could only have brought more stress to you all.

The state and condition of the Westchester District is a disgrace. There is no consistency of mail processing or transporting to offices. Supervision is at an all-time low point. There is no administrative or labor knowledge coming out of 1000 Westchester Ave. Once again, we are understaffed for the holiday season, as well as unequipped with dependable vehicles. The district needs to be revamped and replaced with adequate managers and well trained and equipped CCAs. Once again, this district is going in the opposite direction, starting carriers later in the morning so they are delivering later at night in the unsafe darkness. We are experiencing many retirements. I can only hope that the new group of CCAs can be professionally trained and fit in uniforms, as well as adequately paid to survive in this extremely high cost-of-living area.

Please, everyone, adhere to COVID-19 policies of masks, social distancing and overcrowd-

ing. We will get through this with a new administration and a vaccination hopefully very soon. Stay strong and healthy.

Rich Montesarchio, Branch 693

Western Wayne County, Michigan

Like so many others, Branch 2184 and its members have experienced an exceptionally difficult year. 2020 has been full of unprecedented challenges. Additionally, we in Branch 2184 recently incurred a devastating loss with the sudden and unfathomable passing of branch officer and steward Michele Szafaran, a talented and innovative NALC Leadership Academy graduate whose future in our union was limitless. We grieve first and foremost for Michele's loving family. Her union family and friends cannot and will not ever forget all that she was to us.

Our active members as well as letter carriers throughout our nation have continued to go well above and beyond with their tireless work in this challenging year. Chronic staffing issues in many Branch 2184-represented stations have added to the burden they are experiencing. A large increase in absentee ballots handled by the Postal Service, combined with excessive political mailings, made this year's election cycle especially difficult.

Ultimately, it was America's letter carriers who stood up and stood out to protect the integrity of our American democracy from both a dreadful pandemic and a deceitful assault waged by the now outgoing president. There is little rest for the weary, as the peak mailing season now presents new challenges. However, our nation's letter carriers, who are world's finest delivery service employees and who are represented by the world's best public employee union, will carry on as always, delivering for America.

Joe Golonka, Branch 2184

How to submit items

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

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

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

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

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

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

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city

and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at 202-662-2851.

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

NEW Insignia Products



NALC Insignia Collection

ITEM DESCRIPTION		PRICE EACH	QTY.	TOTAL AMOUNT
INDICATE QUANTITY DESIRED NEXT TO SIZE				
1	Soft Heathered Grey T-Shirt	MD_LG_XL_2X_3X		
2	Men's Raglan Sleeve Sport Shirt	MD_LG_XL_2X_3X		
3	Men's Embossed Pattern Sport Shirt (Black)	MD_LG_XL_2X_3X		
4	Men's White Retiree Shirt	MD_LG_XL_2X_3X		
5	Ladies' Slub Pique Sport Shirt (White)	SM_MD_LG_XL_2X_3X		
6	Men's Tiger Stripe Sport Shirt (Blue)	MD_LG_XL_2X_3X		
7	Men's Black Fade Sport Shirt	MD_LG_XL_2X_3X		
	Men's Blue Fade Sport Shirt	MD_LG_XL_2X_3X		
8	Men's Charcoal Basket Weave Sport Shirt	MD_LG_XL_2X_3X		
9	Ladies' Tiger Stripe Sport Shirt (Blue)	SM_MD_LG_XL_2X_3X		
10	Ladies' Black Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
	Ladies' Blue Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
11	Cotton Mock Turtleneck (White)	MD_LG_XL_2X_3X		
	Cotton Mock Turtleneck (Navy)	MD_LG_XL_2X_3X		
12	Men's 1/4 Zip Slub Pullover Jacket (Navy)	MD_LG_XL_2X_3X		
	Men's 1/4 Zip Slub Pullover Jacket (Black)	MD_LG_XL_2X_3X		
13	Sweatshirt (Extreme Heavyweight, Navy)	MD_LG_XL_2X_3X		
14	Microfiber Sport Jacket	MD_LG_XL_2X_3X		
15	Ladies' White Zip	SM_MD_LG_XL_2X_3X		
16	NALC Winter Cap			\$10.00
17	Navy Cap with Fashion Red Sandwich Visor			\$15.00
18	Gold Medallion Pocket Watch			\$110.00
19	Men's Medallion Watch w/ Steel Link Bracelet			\$85.00
	Ladies' Medallion Watch w/ Steel Link Bracelet			\$85.00
20	Men's Black Medallion Watch w/ Exp. Bracelet			\$85.00
	Ladies' Black Medallion Watch w/ Exp. Bracelet			\$85.00
21	Ladies' Charm Bracelet (Silver or Gold Finish)	SILVER _____ GOLD _____		\$20.00
22	Veteran Challenge Coin			\$10.00
23	Money Clip			\$15.00
24	NALC Earring			\$15.00
25	Veteran Drawstring Backpack			\$10.00
26	Veteran Window Static Decal			\$1.00
27	NALC Trailer Hitch Cover			\$10.00



Completely fill out shipping instructions below. Please print or type

Name: _____
 Title: _____ Branch #: _____
 Address: _____
 City: _____
 State: _____ Zip: _____
 Phone: (_____) _____

Attach check or money order made payable to Secretary-Treasurer, NALC and send with completed order form to: National Association of Letter Carriers, Supply Dept., 100 Indiana Avenue, N.W., Washington, D.C. 20001-2144 Telephone: (202) 393-4695

You can order NALC products at nalc.org/store

Mutual Exchanges

CA: Huntington Beach (1/03) to Chandler, Gilbert, Mesa or Queen Creek, AZ. Two stations, roughly 150 routes. OT galore. SoCal weather. Vu, 714-653-8510 or vt415@att.net

CO: Denver (10/15) to Phoenix, AZ or surrounding area. Regulars only. Surprise Sun City West, Glendale, Peoria, Litchfield Park, Avondale/Goodyear, Tolleson, Buckeye. Relocating for warmer year-round climate. Dwayne, 216-702-3374 (call, text or voicemail) or dwaynese2@yahoo.com.

CO: Grand Junction (11/13) to Murray, KY or surrounding areas. Regular carriers only. Two offices for bidding. Lots of sunshine, close to mountains. Moving to be closer to family. Lynette, 970-250-6718 or lynettond@aol.com.

FL: Bradenton (8/00) to Anderson, SC. Jerry, 941-932-6157 or jerrymoden@yahoo.com.

FL: Ft. Lauderdale (6/93) to Lynchburg, VA; Michigan City, IN or surrounding areas. Large office with OT. John, 561-329-0944 or jetorres01@yahoo.com.

FL: Ft. Myers (3/20) to Charlotte, NC. Beaches and sunshine, plenty of OT and five bidding stations. Ray, 786-431-8352 or rayalfalla@gmail.com.

FL: Naples (4/06) to Spring Valley, Nanuet, NY. Family reasons, nice route. Regulars only. Lots of OT. Duverneau, 239-560-2517 or garyfrancois96@yahoo.com.

FL: New Port Richey (6/11) to Knoxville, TN. Close to beaches, great fishing, boating, golfing. OT available if desired. Hoping

to move before next school year. Regular carriers only. Christian, 727-485-6737 (text or call) or palacios.c09@hotmail.com.

FL: Seminole (10/14) to Sebring, FL (Avon Park area). 15 minutes from beaches, awesome office, awesome people. Friendly. Lots to love out here. Lots of OT. Judy, 863-273-4087 or gidget6868@yahoo.com.

NV: Las Vegas (7/04) to Honolulu, HI or surrounding areas. Regulars only. No state tax. Nice weather year-round. OT available. Moving for family reasons. Hyun, 702-538-6330 (text or call) or hyunp9823@hotmail.com.

NV: Las Vegas (11/15) to Riverside County, CA. No state tax. Plenty of OT. 13 bidding stations. Jianhong, 702-336-9043 or jianhong.an@yahoo.com.

UT: Salt Lake City (6/01) to West Seattle, WA or surrounding areas. 11 bidding stations, lots of OT, union-strong office. Regulars only. Family reasons. Sean, 801-230-2393.

UT: South Salt Lake (6/16) to Roanoke, VA. South Salt Lake is a small office with fun management who leave you alone. Close to downtown Salt Lake City and the mountains. Great area for hiking, skiing and other outdoor activities. Looking to swap in the next six months. Andrew, andrewmagrey@gmail.com.

WA: Spokane (9/17) to Las Vegas, NV or surrounding areas. Would like to move to Vegas ASAP for family reasons. Regulars only. OT available. Raul, 509-294-9732 or raulgutierrez1985@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., December's deadline is for the January publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

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

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

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1405611

Davontay Spillman-Phifer



Missing Since: Nov 2, 2020
Missing From: Dallas, TX
DOB: Dec 5, 2006
Age Now: 13
Sex: Male
Race: Black
Hair Color: Brown
Eye Color: Brown
Height: 5'9"
Weight: 120 lbs

Extra Photo



Both photos shown are of Davontay. He may still be in the local area.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Dallas Police Department (Texas) 1-214-744-4444



MISSING

HELP BRING ME HOME

NCMEC: 1405332

Tilki Nerviani



Missing Since: Oct 29, 2020
Missing From: San Rafael, CA
DOB: Apr 6, 2005
Age Now: 15
Sex: Female
Race: White
Hair Color: Brown
Eye Color: Green
Height: 5'7"
Weight: 172 lbs

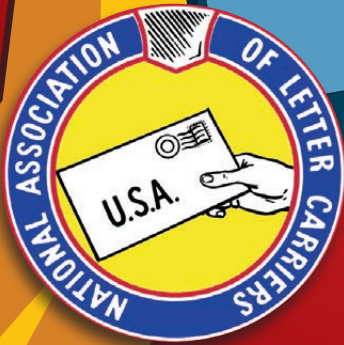
Tilki was last seen on October 29, 2020.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Marin County Sheriff's Office (California) 1-415-479-2311



social media

Join the conversation!

Follow NALC HQ's social media accounts to get the latest letter carrier news and updates straight from the source. Follow our pages; interact with us by liking, commenting and sharing content and encourage others to do the same. For suggestions and photo/video submissions, please use social@nalc.org.



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(NALC)**

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**NALC Member App
(iTunes, Google Play)**

2020



OF THE YEAR AWARDS