

Volume 133/Number 7 July 2020

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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**Going
above
and
beyond**

—PAGES 14-16

**THANK YOU
FOR BRINGING
MY MAIL!**

*I can count on you even
when the world goes crazy!*



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 printouts 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.

A new understanding of heroism



**Fredric V.
Rolando**

Our members, our union and our country are being tested this summer by three overlapping crises.

First, of course, is COVID-19. Although many states are beginning to ease the economic lockdowns put in place to slow the spread of the virus, the public health crisis is far from over—the number of new infections is now rising in 21 states, while the prospect of effective treatments and a vaccine remains months away at best. More than 115,000 Americans have died from it, and the number could rise substantially.

Second, we face the worst economic crisis in nearly 100 years. With more than 20 million Americans out of work and

a coming wave of bankruptcies, the economic situation is likely to get worse before it gets better. USPS has not needed taxpayer funding for four decades, but it will need it now, because of the falling mail volume caused by the pandemic-related economic shutdown.

Third, there is a crisis of injustice revealed not only by an ingrained culture of racism, but also by the uneven impacts of both the pandemic and the recession on our brothers and sisters of color. The resulting wave of protests by a multiracial coalition of people of all ages must be harnessed to move the country toward positive change—and we must be part of that change.

I am hopeful, for a very specific reason, that we will overcome these overlapping challenges: the everyday heroism of America's working people. We've known all along that ordinary letter carriers routinely do extraordinary things to help their customers in the neighborhoods they serve while delivering the mail. But since March, letter carriers and other postal employees—along with nurses, grocery store workers, bus drivers, police, EMTs and others—have shown themselves to be heroes of a different kind. Showing up to do essential work in the face of uncertainty and danger is also a kind of heroism, which makes it possible for Americans to shelter in place or work from home for months at a time to slow the spread of the virus.

It is this newly appreciated heroism that gives the country hope that we can overcome these challenges—and that is rallying the entire country behind the Postal Service. An astonishing nine in 10 Americans, regardless of political party, view the USPS favorably, according to a recent Pew Research poll. A recent Harris poll ranking 100 major U.S. companies rated the Postal Service as the nation's "most essential"

company. As a union, we must harness this public support to preserve and protect the Postal Service.

We have created a campaign to lobby Congress for emergency financial assistance to the Postal Service to make up for the loss in mail volume caused by the crisis. As part of this campaign, we commissioned a bipartisan public opinion poll that showed overwhelming support for such federal assistance. We're running advertisements on television and social media in targeted states with key senators. The poll and the ads can be viewed at heroesdelivering.com, which we are using to recruit citizen-allies to complement our members' efforts from NALC's website and social media platforms.

In mid-March, the House of Representatives passed the Health and Economic Recovery Omnibus Emergency Solutions Act—the appropriately named HEROES Act. It would provide a \$25 billion appropriation to the Postal Service and eliminate restrictions on our \$10 billion COVID-19 line of credit while funneling hundreds of billions of dollars to cash-strapped state and local governments. The goal is to protect the jobs of essential workers, who are crucial for overcoming the current crisis.

There are at least two factors that could complicate efforts to obtain COVID-19-related financial assistance for the Postal Service. First, some Republicans on our oversight committees doubt the Postal Service's need for assistance because package volume and revenue have surged with the crisis. But that surge is likely to be temporary, while the huge loss of mail volume and revenue due to the deep recession will persist for a longer time. Second, amid the crisis, we are experiencing a leadership transition in the Postal Service. Not only do we have a new postmaster general, but by the time you read this, we also will likely have a new deputy postmaster general and two new members of the Board of Governors. Like us, they too will be tested this summer.

To facilitate the nation's recovery, Congress must build confidence in the mailing industry and the country that the Postal Service is here to stay—by supporting it with funding during the crisis. Visit the NALC website to see what you can do. Send your family and friends who want to help to heroesdelivering.com. If we can mobilize the overwhelming goodwill of the American people, I am confident that the everyday heroism of our members will be rewarded.

Meanwhile, the NALC will continue to primarily focus on protecting the health and safety of letter carriers as the country begins the long process of returning to normal. We cannot let our guard down. As more people return to work and public life, our potential exposure to the virus will only increase. We must be more careful than ever. Please stay safe.



National Association of Letter Carriers, AFL-CIO

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

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A fair shake



**Philip
Dine**

We've criticized media coverage of postal issues when warranted. Fairness requires noting that as the Postal Service struggles with the pandemic's economic and safety impacts, the reporting has sharply improved.

Many of the glib clichés are gone, the valor of letter carriers is emphasized, the rationale for federal assistance to USPS made clear, the public's appreciation for postal employees chronicled.

Why? My quick take: It involves the journalistic practice of "parachuting in" to cover an important story, usually a derogatory term signifying the arrival on scene of a reporter unfamiliar with the terrain. But this time, the process has been beneficial. We are dealing with a myriad of fresh reporters un-

cumbered by conventional wisdom, aware that they have much to learn—and the results are reflected in their stories.

Meanwhile, there's this: Accompanying the news stories has been a stream of extraordinary essays—some historical or philosophical, others based around personal reflections—about the value of the post office and the meaning of mail, typically penned by historians or authors or activists.

The daily reporting informs; these pieces inspire.

Casey Cep, who graduated from Harvard a decade-plus ago, burst upon the American literary scene with her first book, *Furious Hours: Murder, Fraud, and the Last Trial of Harper Lee*. A year later, this May, she wrote a *New Yorker* article, "We Can't Afford to Lose the Postal Service."

The opening line reads like a novel: "I am probably one of the least consequential things my mother has ever delivered." The article then lingers on the close bonds her mother, a rural letter carrier for 38 years on Maryland's Eastern Shore, forged on the route.

It closes like this, "At a time when too few things connect us as a country, and too few of us have faith in our public institutions, we can't afford to lose the one we trust the most."

Growing up, Cep told me, her mother's and father's union contracts meant "braces" and a "union scholarship" for college: "I knew from a very young age that unions were the only power my parents had."

What prompted her piece? "It feels at this moment that the Postal Service is very precious. It is a unique moment. I think I have already hounded everyone I know to lobby Congress, and to thank their carrier."

She was "honored to speak" to us, given NALC's "advocacy on behalf of city carriers and the public who rely on the Postal Service," she said.

As for the widespread praise for her book, Cep said, "I'm proud to have written it," before quickly adding: "The great pride for me was knowing how many copies my mother got to deliver to customers who had known our family for decades."

Christopher W. Shaw, a California-based academic with a Ph.D. in history, wrote "The Conservative Case for the U.S. Postal Service" for *The American Conservative* magazine.

It wades into current Republican politics and argues convincingly—citing national security, rural culture, the Constitution, small businesses, community life and historical continuity—why conservative support for USPS should remain rock-solid, whatever the politics of the day.

In his compelling 2019 book, *Money, Power, and the People: The American Struggle to Make Banking Democratic*, Shaw delves into the history and import of postal savings. His first book: *Preserving the People's Post Office*.

Like Cep, he told me that growing up, union magazines—for IBEW, mine workers, operating engineers—were a household learning resource. Talking to letter carriers, he's impressed by how informed they are. He credits NALC: "Your journal is one of the good ones."

Will Leitch's headline atop yet another essay published in May includes this splendid phrase, "But the American post office is still magic—and I can prove it." How? By depicting in the NBC essay "the added poignancy" of his mail correspondence with newsletter readers during the shutdown.

It's not as if Leitch lacks things to do. He's a national correspondent for Major League Baseball, a contributing editor to *New York* magazine, founder of the sports blog Deadspin and author of five books, including *Are We Winning?*—on fathers, sons and baseball.

So why did he too agree to a *Postal Record* interview?

Growing up in Illinois farm country, he says, the mail was a link to the outside world; he marvels even today at "one of the few connective tissues remaining in this disparate and divided country."

"I like your audience and I like your publication," Leitch said. "To me, it's more important than ever."

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Consolidated Casing grievance settled

On June 3, NALC and the U.S. Postal Service settled a national-level grievance regarding the Postal Service’s unilateral testing of Consolidated Casing. This settlement (M-01923) requires that half of the 62 test sites be returned to their original route structure by July 31. The remaining 31 test sites will continue through Nov. 27.

The task force established by the

Memorandum of Understanding Re: City Delivery Task Force, will begin analyzing data from the test sites by July 20 to determine its application to future testing. Absent joint agreement by the parties to either continue the test or to jointly conduct alternative testing in these sites, the test sites will be returned to their original route structure by Jan. 22, 2021. Additionally, it is agreed there will be no further

expansion of this Case Consolidation test.

The local parties will jointly work through the transition of returning routes in the test sites to their original structure. Assistance and guidance will be provided by the appropriate NALC national business agent and by the USPS area manager, labor relations or their designees. **PR**

Consolidated Casing sites to be restored to original route structure by July 31 pursuant to M-01923

AREA	DISTRICT	OFFICE
CAPITAL METRO	ATLANTA	OLD NATIONAL
CAPITAL METRO	GREATER S CAROLINA	ANDERSON
CAPITAL METRO	NORTHERN VIRGINIA	NORTH ARLINGTON
CAPITAL METRO	RICHMOND	SEAPINES
EASTERN	APPALACHIAN	PARKERSBURG
EASTERN	CENTRAL PENNSYLVANIA	WILLIAMSPORT
EASTERN	KENTUCKIANA	MARTIN LUTHER KING JR
EASTERN	TENNESSEE	KINGSPORT
EASTERN	WESTERN NEW YORK	WEBSTER
GREAT LAKES	DETROIT	STRATHMOOR
GREAT LAKES	GR INDIANA	TERRE HAUTE
GREAT LAKES	LAKELAND	HAMPTON
NORTHEAST	ALBANY	NISKAYUNA
NORTHEAST	GREATER BOSTON	TAUNTON
NORTHEAST	LONG ISLAND	PATCHOGUE
NORTHEAST	NORTHERN NEW ENGLAND	INDUSTRIAL PARK
NORTHEAST	NORTHERN NEW JERSEY	KILMER
PACIFIC	BAY-VALLEY	CAMPBELL
PACIFIC	LOS ANGELES	SUNSET
PACIFIC	SACRAMENTO	ROSEVILLE
PACIFIC	SAN DIEGO	RIVERSIDE
PACIFIC	SIERRA COASTAL	SHERMAN OAKS
SOUTHERN	ALABAMA	GADSDEN
SOUTHERN	ARKANSAS	ASHER
SOUTHERN	DALLAS	BEVERLY HILLS
SOUTHERN	FT WORTH	AMARILLO MPO
WESTERN	CENTRAL PLAINS	CHISOLM
WESTERN	COLORADO/WYOMING	WESTWOOD
WESTERN	HAWKEYE	BURLINGTON
WESTERN	PORTLAND	KENTON
WESTERN	SEATTLE	COLUMBIA



News from Washington

Congress and White House at odds over postal economic relief

While letter carriers haven't missed a beat serving the public during a global pandemic, the same cannot be said for the 535 members of Congress, who have struggled to operate and legislate for much of the last four months due to COVID-19.

Both chambers have been in and out of Washington over that period, grappling with their agendas and with the definition of a "must-do" item. In both chambers, virtual hearings have become the norm, but their priorities and approach to governing in this environment couldn't be more different.

In a historic move in mid-May, the House altered its rules to allow for remote voting by proxy and for official remote committee proceedings during a public health emergency, to shield its members from back-and-forth travel from their districts. While some senators on both sides of the aisle, including Rob Portman (R-OH) and Dick Durbin (D-IL), called for the option of remote voting, Senate Majority Leader Mitch McConnell (R-KY) flatly rejected any discussion of the matter, opting for traditional in-person voting.

The differences between the chambers reflects continuing tensions between House Democratic leadership and Senate Republican leadership. Those differences continue to grow, especially as the November election gets closer and each chamber becomes more consumed with retaining its majority in what is shaping up to be a highly divisive presidential election.

Upon return from a two-week recess for the Fourth of July holiday, both chambers are expected to tackle significant issues such as additional COVID-19 relief, FY 2021 funding, nominations in the Senate and, per-

haps most contentious, an extension of additional unemployment benefits contained in the first relief package, which are set to expire on July 31. And so, the last two weeks of July will have a lot in store for legislators and leave Congress's schedule beyond the summer unclear.

HEROES Act update

In the June issue of *The Postal Record*, we reported on the introduction of the fourth legislative package to provide economic relief to the country in response to the COVID-19 pandemic. That measure, the Health and Economic Recovery Omnibus Emergency Solutions, or "HEROES" Act (H.R. 6800), passed the House and was immediately ignored by the Senate.

The \$3 trillion package contains many provisions and measures, which can be read about in last month's *Postal Record* or online at NALC's "Government Affairs" page.

With regard to the Postal Service, the HEROES Act provides \$25 billion in direct appropriations to help USPS weather the financial crisis brought on by the pandemic, in addition to the removal of restrictions placed in the CARES Act on the \$10 billion in added USPS borrowing authority from the U.S. Treasury. Also included in the package is the creation of a "Heroes Fund," which would provide hazard or premium pay of \$13 per hour premium pay on top of regular wages up to \$10,000 for essential front-line workers, including letter carriers and other postal employees.

Senate Republican leaders flatly rejected the overall measure from the House and, as it relates to the postal-specific provisions, have decided to take a wait-and-see approach. This

was recently confirmed in a June letter from Senate Homeland Security and Government Affairs Chairman Ron Johnson (R-WI), House Committee on Oversight and Reform (COR) Ranking Member Jim Jordan (R-OH) and COR Subcommittee on Government Operations Ranking Member Jody Hice (R-GA), who questioned the Postal Service on its financials during the pandemic in an attempt to downplay its need for financial assistance.

As the House and Senate negotiate a path forward, including the issue of providing financial relief to the Postal Service, the elephant in the room is the overwhelming public perception that the Postal Service has had a positive effect during the pandemic. The Harris Poll recently found that USPS ranked No. 1 among corporate entities that "played a truly essential role during the crisis," beating out UPS, Amazon, Walmart and Purell.

Negotiations on the next package will require the Senate to make its positions clear on other pandemic-related provisions contained in the HEROES Act as well, including the other postal measures, the absence of an enforceable national safety standard from the Occupational Safety and Health Administration (OSHA), the preservation of health coverage for people at risk of losing their employer-provided health insurance, an extension of unemployment benefits and the shoring up of our nation's voting systems. The voting systems need assistance, as recent state primaries have shown problems in guaranteeing that voters can safely exercise their constitutional right to vote amid this pandemic.

Senate Republican leaders have repeatedly stated that any action will wait until the end of the month, assert-

President Rolando appoints RWCA

NALC President Fredric Rolando has named Doug Lawrence of Syracuse, NY Branch 134 as a regional workers' compensation assistant (RWCA). Previously, Lawrence was detailed by Headquarters on several occasions to assist members with their workers' compensation claims.

Lawrence began his postal career as a city carrier in Syracuse in 1997. He served his branch as chief steward and arbitration advocate, before being elected branch vice president in 2016, a position he held until his appointment. He graduated from the NALC Leadership Academy in 2013.

RWCAs work in conjunction with the national business agents' offices to assist members with workers' compensation claims, strengthening the capacity of branches to provide union representation to NALC members. *PR*



Doug Lawrence

ing that they want to know both how the \$3 trillion spent thus far is being used and how additional relief will be paid for. Negotiations between the House and Senate to put together the next package will take place on an abbreviated timeline, likely from July 20 to Aug. 7. Meanwhile, NALC's outreach continues.

NALC call to action

In these challenging times, letter carriers remain active, reminding members of Congress of the critical importance of what we do every day. As this publication went to print, more than 150,000 messages had gone to members of Congress on both sides of the aisle. In addition, through heroesdelivering.com, the public has sent nearly 50,000 messages on our behalf.

As we turn up the volume in July, letter carriers should continue contacting their members of Congress to urge support for postal funding in the next stimulus package. Let Congress know that the Postal Service doesn't need more debt and that there is overwhelming voter support for temporary federal funding. Visit the NALC "Government Affairs" page and follow links to the Legislative Action Center to deliver your message to Washington.

In addition, letter carriers should encourage their friends and families to visit heroesdelivering.com, which provides information to the public on the importance of USPS and the need to keep it strong during this pandemic. It gives readers an easy way to contact their legislators and call on them to support funding for the Postal Service in the next legislative package.

New leadership on postal Board of Governors and USPS

As this magazine was going to press, Louis DeJoy began his term as the postmaster general (PMG) and chief executive officer of the U.S. Postal Service. In addition, Lee Moak and William Zollars were undergoing Senate confirmation hearings to serve on the postal Board of Governors (BOG). The BOG has lacked a quorum since the resignation of Vice Chairman David Williams on April 30.

"The incoming leadership in the postmaster general position and on the Board of Governors comes at a challenging time for the Postal Service," NALC President Fredric Rolando said. "We look forward to working with DeJoy, Zollars and Moak to ensure that letter carriers have a voice as important decisions are made in the coming months."

Congressional action on police reform introduced

In the midst of a pandemic and following weeks of civil unrest following the police killing of George Floyd and other people of color, Congress is shining a light on initiatives aimed at reforming policing.

Rep. Karen Bass (D-CA) and Sen. Cory Booker (D-NJ), along with 164 House colleagues and 33 Senate colleagues, introduced the Justice in Policing Act of 2020 (H.R. 7120/S. 3912) in June. The bill calls for reforms to prevent the recurrence of what happened in Minnesota in May, when Floyd died as an officer knelt on his neck, and other incidents elsewhere.

The Justice in Policing Act would, among other provisions:

- Establish a national standard for the operation of police departments.
- Mandate data collection on police encounters.
- Reprogram existing funds to invest in transformative community-based policing programs.
- Streamline federal law to prosecute excessive force and establish independent prosecutors for police investigations.

Beyond those measures, the bill would improve police practices and training, ban choke holds and no-knock warrants, limit police use of military equipment and enforce the use of body cameras on uniformed officers. The legislation seeks to tackle systemic bias as part of the effort to build trust between law enforcement and local communities.

As of press time, no Republicans had co-sponsored the legislation; the party was instead working on its own police reform proposals. Senate Majority Leader McConnell had tapped Sen. Tim Scott (R-SC) to lead the chamber's effort, while Rep. Jim Jordan (R-OH) was looking to release his own plan.

"The crisis of police violence against people of color in America is not just a problem for minorities," President Rolando said. "It is a crisis for all Americans that must be addressed. It requires all of us to accept the need for deep structural reform that respects the human rights of all while honoring the essential work of our police. Even as we battle a terrible pandemic and its economic effects, we must make that reform the vital work of our democracy."

NALC has not taken a direct position on this legislation or on police reform in general, but will continue to monitor the progress of this legislation. **PR**

In other news

Courts deny AFL-CIO petition to OSHA

On June 11, a federal appeals court rejected the AFL-CIO's request to require the Department of Labor (DOL) Occupational Safety and Health Administration (OSHA) to issue an emergency temporary standard (ETS) on infection control in the workplace.

The U.S. Court of Appeals for the D.C. Circuit found that, "in light of the unprecedented nature of the COVID-19 pandemic, as well as the regulatory tools that the OSHA has at its disposal to ensure that employers are maintaining hazard-free work environments... the OSHA reasonably determined that an ETS is not necessary at this time."

As noted above, the HEROES Act (H.R. 6800) would require the development of safety plans in the form of ETS to protect front-line workers, including employees in health care and emergency medical services, firefighters, other emergency responders and other employees with an occupational risk of exposure during the COVID-19 pandemic. The intent was to cover and protect all employees under OSHA instead of relying on OSHA guidance documents, which are mere suggestions to protect workers through the pandemic.

"We are very disappointed that three judges did not deem the lives of America's workers worthy of holding an argument or issuing a full opinion," AFL-CIO President Richard Trumka said in a statement. "In fact, none of the other 'regulatory tools,' short of an ETS, require employers to do anything at all... An unprecedented pandemic calls for unprecedented action, and the court's action today fell woefully short of fulfilling its duty to ensure that the Occupational Safety and Health Act is enforced."

DOL rule to allow electronic delivery as default for retirement statements

Starting July 27, a new rule from the Department of Labor (DOL) will allow retirement plan administrators to use email, texts and websites as a default means to provide participants and beneficiaries the required documents about their retirement plans. The "Default Electronic Delivery by Employee Pension Benefit Plans under ERISA" rule from the DOL upends the current system, which provides hard-copy disclosures through the mail, but allows retirement plan participants and beneficiaries to opt in to e-delivery, if they would prefer.

On May 12, Reps. Morgan Griffith (R-VA) and Donald McEachin (D-VA) led a bipartisan letter signed by 47 members of Congress in support of preserving paper options for retirement documents. NALC supports the current system and appreciates the letter opposing this rule from this bipartisan group of lawmakers. The full text of the letter may be found at morgangriffith.house.gov/uploadedfiles/5.12.20_letter_omb_oira.pdf.

The new DOLA rule applies to private sector pension plans and not to CSRS and FERS. **PR**

NALC's structure works for you

For many letter carriers, being hired by the Postal Service provides them with an opportunity and a benefit they have never had before—being represented by a union. Joining NALC is not a requirement to be a city letter carrier; however, more than 92 percent of letter carriers choose to join. But what does it mean to be part of a union? How does the union work?

NALC represents all letter carriers, both career and non-career. We represent the interests of city letter carriers from the workroom floor to the national bargaining table, and NALC has a structure specifically designed to provide the best representation for its members.

At the national level, NALC's leadership consists of a 28-member executive council responsible for all aspects of union administration and policy. The executive council, composed entirely of letter carriers from throughout the country who have been elected by the membership to their positions, is made up of 10 resident national officers: president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, director of city delivery, director of safety and health, director of retired members, director of life insurance, and director of the health benefit plan. Three trustees are also on the executive council, as are 15 national business agents who represent the union's 15 geographical regions.

The 10 resident national officers work at NALC Headquarters in Washington, DC. Here, among many other things it does to represent the members, NALC negotiates with the Postal Service to set the terms of the National Agreement, the union contract that

outlines workplace rules, pay and benefits for city letter carriers.

NALC's national administration is grouped into 15 regions, each directed by an elected national business agent (NBA). Every region also employs at least two regional administrative assistants (RAAs), appointed by the NALC national president. Acting under the national president's ultimate direction, NBAs have extensive authority over union affairs in their regions.

An NBA's primary responsibility is contract administration—handling grievances, presenting arbitrations and dealing with postal management. They also provide skilled services to the field, responding to branch officers' requests for advice and assistance.

The 49 NALC state associations are responsible for legislative and political matters that affect letter carriers. State associations work closely with branches, NBAs and Headquarters on legislative and political issues. This work is important as we fight in Congress for the future of the Postal Service and for our jobs.

NALC's real strength, power and representation starts at the local level, with members belonging to more than 1,900 locals of varying size, known as branches, throughout the country. Here, local shop stewards and local branch officers work to protect letter carriers and to make sure postal management abides by the National Agreement.

Branches are run entirely by letter carriers. Although some of the larger NALC branches have one or more full-time elected officers, most branches elect officers to part-time positions. However, all branches rely heavily on volunteer union activists who, along with the branch officers, give their time

to help their fellow members. Members elect their own branch officers in free and fair elections, and any regular member in good standing may run for office. In addition, each branch has shop stewards—letter carriers who represent other letter carriers in their dealings with management.

In postal facilities, NALC's union shop stewards ensure that the rules and policies that NALC negotiates with postal management are followed. Stewards are branch activists who represent their fellow carriers on the job. A great deal of everyday NALC business begins, and ends, with stewards. "Some say stewards have the hardest job in the union," NALC President Fredric Rolando said. "But they also have the most important job. Stewards are the face and strength of our union."

Stewards are the bedrock of the union's representation of its members and enforcement of the National Agreement. Their work is essential because the National Agreement protects us in every facet of our job—it guarantees our wages, hours and working conditions. It also contains procedures for enforcing those guarantees.

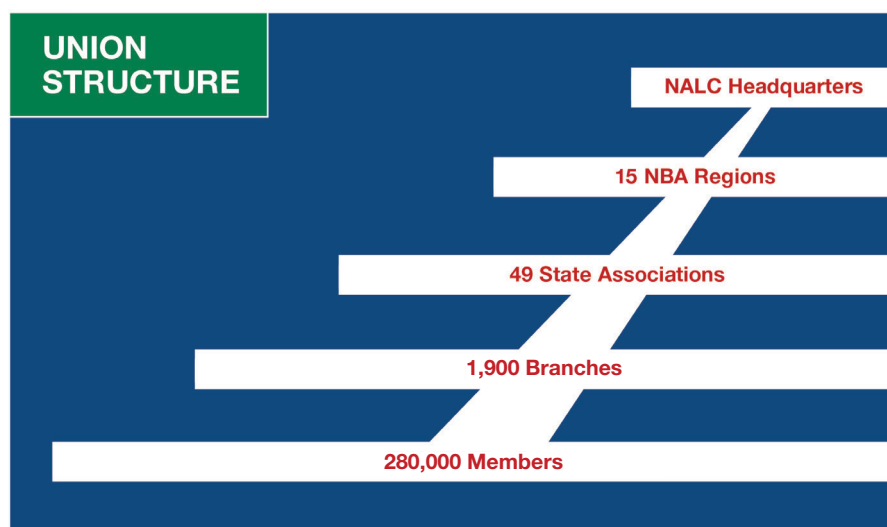
If you have a problem related to work, large or small, a steward is the person to approach. Have a work schedule problem? See your steward. Something wrong with your paycheck? Talk to a steward. The steward will know whether management is violating the contract, and if so, what to do about it.

Prior to employees being disciplined by management, generally they will be given a pre-disciplinary interview (PDI) or an investigatory interview (II) by management. If you are given one of these interviews, there is no doubt

that your supervisor or manager is looking for information to use against you so they can issue you discipline. All letter carriers, including city carrier assistants (regardless of how long they have been employed), have Weingarten rights, which means that you have the right to have a union steward present during a meeting in which management asks you questions that could lead to discipline. Stewards can assist you in any investigation by management and help ensure you get your “day in court.” If called to a meeting with management, U.S. postal inspectors or an Office of Inspector General (OIG) agent, always request that your union representative, officer or steward be present at the meeting before you answer any questions or participate in this discussion.

Stewards have the power to investigate, present and process grievances on behalf of a carrier, group of carriers or for the union as a whole. A grievance, as defined by the National Agreement, is “a dispute, difference, disagreement or complaint between the parties, related to wages, hours and conditions of employment.”

The grievance process has several steps, beginning with the steward filing the grievance paperwork and discussing the grievance situation with your immediate supervisor. This is known as “Informal Step A” of the process. Often, the problem is resolved at this point, but if not, the grievance is elevated to the branch president and postmaster (or their designees) to handle. This is “Formal Step A” of the process. If still not resolved, it is sent to “Step B”—involving a dispute resolution team (DRT), made up of one NALC member and one USPS management member.



Any grievance that the DRT is unable to resolve is sent to the national business agent for the region, who may decide to appeal the grievance to arbitration. If the grievance goes to arbitration, an NALC representative and a USPS representative present evidence and testimony to a neutral arbitrator, who makes a final and binding decision on the grievance.

Though some grievances go all the way to arbitration, most are resolved in the lower steps of the process. No matter how far it goes, every grievance involves a process that may take time and be subject to certain deadlines. If you have a problem, notify a steward immediately to allow ample time to investigate the situation and correct it or prepare a grievance.

What if a steward isn’t available? In that case, contact your branch. In a small branch, that could mean contacting the branch president directly. In a larger branch, you might be directed to talk to a specific officer who is responsible for your area. If the officer isn’t in your station and you can’t talk to him or her in person, call the branch.

Your steward and branch officers handle most contractual situations. If you are unable to contact the steward or branch officers, you should contact your NBA’s office.

“NALC is here to protect your contractual rights,” Rolando said. “So, when you have an issue, no matter how big or small, contact your steward or branch officers, and if necessary, your NBA.”

Contact us

While stewards and branch officers often can easily be reached in person or by phone, an NBA’s office may be farther away. To reach your NBA’s office, call or write him or her directly. The office numbers and addresses are listed on page 2 of each issue of *The Postal Record*. They also can be found on the NALC website—nalc.org.

If you need to contact one of the departments at NALC Headquarters, or the NALC Health Benefit Plan, you may call or write them as well. You can reach the main switchboard for Headquarters at 202-393-4695 and for the HBP at 888-636-6252. **PR**

Proud to Serve

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

Honoring heroic carriers

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

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

Carrier leads fire evacuation, saves 40

On March 12, Michigan City, IN Branch 455 member **Dixie Manns** arrived at one of her regular delivery stops, a building that housed mostly elderly residents. When she walked in, "I heard the fire alarm going off," the six-year carrier said.

Looking around, she saw an elderly man standing in his doorway. "I asked the guy if he had burned some popcorn, but he said, no, it was a paper towel," Manns recalled. "But when I walked into the apartment, it was a grease fire." The man was moving slowly and did not respond when Manns urged him to evacuate; knowing that they did not have time to waste, Manns picked him up, despite her small stature, and carried him out of the apartment into the hallway.

The carrier knew that the woman living across the hall was on oxygen, so she rushed over to warn her about the fire. While dialing 911, she also started banging on residents' doors and telling everyone to leave the building. During the commotion, she noticed that the elderly man she had carried was still not exiting with the other residents. Worried that he would be trampled if there was a rush to the exits, Manns picked him up again and carried him outside.

Manns then went back into the building, determined to make sure that all those inside had evacuated. "By the time I got upstairs," she said, "it was pitch black [from the smoke]." She continued to knock on doors until police and firefighters arrived.

All in all, Manns may have saved 40 people with her warnings before emergency personnel arrived on the scene. "I don't feel like I was a hero," Manns said. "I just feel like I did what needed to be done."

She added, "I knew those people would be in trouble if I didn't help. I was just doing what I felt anyone should do."

Quick thinking from carrier helps avert fire

Milwaukee, WI Branch 2 member **Nathan Sies** was delivering to an apartment building on his route on March 5 when he noticed that "the smoke alarm was going off," he said. "And it smelled like burnt popcorn." The building houses several disabled residents, so the carrier was especially concerned and decided to investigate the situation. In the hallway, Sies passed two residents, whom he warned about the burning smell. One of the residents called 911.

While dropping off his deliveries, the 18-year carrier and Air Force veteran noticed a large FedEx package standing against the wall. "I moved the package away from the wall," he said, "and saw that it had been propped up against a heater. The back portion was charred." As Sies watched, the charred portion of the packaging caught fire.

Sies carried the parcel out of the building, while one of the

residents grabbed a fire extinguisher and put out the fire. In a letter to the post office, the police officer who arrived at the scene praised Sies's actions: "You have several [people] who are wheelchair-bound in this complex. If Nathan had not taken action, the results could have been disastrous."

Carrier awareness aids rescue from burning home

On Feb. 14, Wilmington, NC Branch 464 member **Anthony Watson** was delivering to a house on his route when, he says, "I saw that the front deck was on fire."

Once he realized that the fire was likely to engulf the whole building, the five-year carrier called 911. Watson also checked to make sure that there were no cars in the driveway, and was relieved to see that the homeowner's car was gone.

The carrier then went to the back of the duplex to deliver mail; by the time he reached the front of the building again, Watson said, "it had reached their roof."



Anthony Watson

When police and firefighters arrived a short time later, Watson watched as the officers opened the door. He was startled when an elderly woman rushed out of the house with her clothes on fire. After she dropped to the ground and rolled, she was taken to the hospital, where she was treated for burns.

As the carrier later found out, the woman was a relative of the homeowner and had been staying with her for a few weeks—and, according to police, Watson's timely call had likely saved her life. Firefighters also were able, because of his call, to extinguish the blaze before it spread to the neighboring house.

Watson, an Army veteran, played

down his key role in the situation's positive outcome, stating, "I just did what anyone would have done."

Carrier alerts homeowner to 'major' gas leak

When Buffalo-Western NY Branch 3 member **Michelle Danner** was walking between two houses on her route on Feb. 14, she smelled a strong odor of natural gas coming from one of the houses.

"I know the lady who owns the house," the city carrier assistant explained, "and I know that the house next door is actually owned by her parents, so when I saw her father work-

ing in the yard, I stopped and told him" about the odor.

Danner completed the rest of her loop, and when she went past the house again, she could tell that someone had been investigating the situation; there were fresh footprints in the snow between the two houses, right where she had smelled the natural gas.

"I went back to the office," she said, "and I later found out that when the gas company came to check, [the company representative] told the owner that it was a major leak."

Danner added, "I'm glad I was able to save someone's house and maybe their life. I can't imagine a situation like that happening to me." **PR**

Help on the way

Jose Colon Sr. was delivering on his route on the morning of March 13, the Cincinnati, OH Branch 43 member recalled, when he heard screaming coming from the garage of one of the neighborhood homes. The 26-year carrier and Air Force veteran ran toward the source of the noise and found his elderly customer lying on the floor of her garage. The woman had fallen and was unable to get up. Colon called her daughter but was unable to help his customer in the meantime because of the aggressive behavior of her dog. After completing his deliveries in the neighborhood, Colon came back to the house, by which time the customer's daughter had subdued the dog and called for an ambulance. As it turned out, the customer had broken her femur and underwent surgery. She was

confined to a wheelchair while in recovery, but Colon said she was "doing well." The customer and her daughter later called the post office to thank the carrier for his help—that was the first that his co-workers had heard about the situation, because Colon felt that he had simply done the right thing and did not want any credit or praise for his



Jose Colon Sr.

actions. "I just wanted to get her help," he said. "That's all I was concerned about."

On April 29, retired letter carrier and Buffalo-Western NY Branch 3 member **Douglas Fordyce** noticed that his neighbor's mail and newspapers had been building up in the mailbox. He described his neighbor as "a kind of recluse," and was used to not seeing her for periods of time, but he knew that this behavior was out of the ordinary for her. Looking around, he also saw that her garage door had been left open, but her car was still there. Knowing in his gut that something was wrong, Fordyce knocked on the neighbor's door, but received no answer. His letter carrier instincts kicked in, and he called emergency services for a welfare check. The responding police found the woman in distress—piles

of her accumulated things had tumbled down on top of her and pinned her to the floor. "She had been lying there for a couple of days," Fordyce said. An officer told Fordyce that if he had not alerted authorities, it was doubtful that the woman would have survived another day. Fordyce attributes his actions to the years he spent delivering mail. "It comes naturally after all those years," he said. "I carried for 30 years, and I would be up at someone's door every day," he said. "You are always looking out for your customers, and that doesn't change once you retire." In praising Fordyce for his actions, Buffalo-Western Branch President **David Grosskopf Jr.** said, "Even in retirement, letter carriers are serving and saving their communities!" **PR**

For the

thrill
of it



Riding roller coasters is a way of life for self-described adrenaline junkie **Tom Nickerson**.

“I rode my first roller coaster probably when I was 5 or 6,” the Hopkins, MN Branch 2942 member said. “It’s a release. You get an adrenaline rush without bodily harm. It’s almost a drug for me.”

If he doesn’t ride for a while, he added, he “gets grumpy.”

Though most amusement parks currently are closed due to the COVID-19 pandemic, Nickerson said that under normal circumstances he goes to his local park, Valleyfair in Shakopee, at least once a week and usually as much as two to three times weekly.

After finishing his route, he’d head just down the road from the Eden Prairie post office to get his roller coaster fix. In addition, he added, “I spend almost every one of my non-scheduled days at an amusement park.”

The two-year letter carrier said that some of his co-workers are aware of his hobby. “They don’t understand it, but a big hunk of ‘em know,” he said. “I’ve tried to get them to call me ‘Coaster’ around the office. It’s stuck a little bit.”

Nickerson has ridden 405 unique

coasters. “I keep very good track of them,” he said. He notes that some of the rides are cloned in parks (such as at all of the Six Flags theme parks) around the country, but each roller coaster counts. He’s been to more than 70 amusement parks in all.

The carrier is a member of the American Coaster Enthusiasts (ACE), the world’s largest organized club of roller coaster lovers with more than 6,000 members. The group organizes events all over the world, including in Japan and the United Kingdom.

Nickerson serves as an ACE North Central regional representative for Minnesota, Iowa, Nebraska and the Dakotas. He usually helps to put on at least two events in the region a year. “We don’t have a ton of coasters around us,” he said.

The region has 100 members, with 15 regularly going to the Minnesota events. “You get to know them really well,” he said. He added that the next closest region, in the Chicago area, has about 300 members, and he tries to attend events there as well.

When Nickerson goes outside of his chapter, he is able to go to as many as four big events a year, usually including ACE’s flagship events such



Top: ACE’s Coaster Con
Above: Nickerson (front) and his dad ride a roller coaster.

as Coaster Con (which is one week long, with 18-hour days) and three-day weekend events such as Preservation Con, along with a seasonal spring or summer con. The locations for these flagship events rotate. In 2019, ACE held events 48 weeks out of the year.

The carrier says the members generally get a good deal at parks, with special perks such as private ride times

Right: Nickerson on a tunnel walk tour of the Voyage at Holiday World in Santa Claus, IN

Below: The carrier's tattoo



and a catered meal.

Nickerson always looks forward to trips with ACE; so far, he has attended parks all over the United States, and in Toronto, with fellow members.

Before the pandemic hit, he was excited about a planned ACE vacation to Italy to ride roller coasters. When the trip gets rescheduled, "I will be on it," he said.

Nickerson loves the sense of community of ACE. "It's like-minded people doing something similar to you," he said. "The knowledge of everyone in ACE is fantastic."

While the carrier says that he is not a "stats guy," he adds that many members can compare notes about rides' speeds, heights and other factors. And though his 400-plus coasters milestone sounds impressive, he says some members have thousands under their belts.

Nickerson finds that when there is a large get-together, instead of riding coasters continuously, you'll see a lot of people "riding the bench" because they want to catch up with their coaster enthusiast friends.

"The only time you get to see them is these events," he said. "We enjoy each other's company. I've got friends all over—Massachusetts, Texas, Chicago and all the enthusiasts in the Minnesota area. It's an escape for many people."

The carrier also wears a constant reminder of his love of the group. "I've got an ACE logo tattooed on one arm," he says.

Nickerson explained that many people plan vacations around something in particular, like a cruise or beach. "I plan my vacations around amusement parks," the carrier said. He added, "The roller coaster gets me there," and then other attractions lead him to stay and round out his itinerary, with side trips such as brewery and winery tours.

The carrier also says that the beauty of these trips is that you can return to a

park years later because you will have a new experience there. "The hobby never stops," he said. "They're always building more."

Nickerson says that he has "hit 80 to 90 percent of the big parks in the U.S.," but that there will always more to ride. The rest that he has not been to—yet—are smaller family amusement parks, he explained.

A big debating point for enthusiasts when it comes to roller coasters is whether wooden or steel coasters are better. "I'm a steel enthusiast, but wood is coming along nicely," Nickerson said. "I really like woods, but the problem is they are rickety."

Up until the last decade, wood coasters were generic, the carrier says—up, down, a few turns. There are now hybrids of wood and steel, in which steel is added to older wooden rides. "They're really starting to modernize them, which makes them more fun," Nickerson said.

But does he have a favorite roller coaster?

"When you've been on over 400, it's hard to pick a favorite," he said, adding that Iron Rattler in Six Flags Fiesta Texas in San Antonio is a candidate. The park is built in a former quarry, so the coaster plummets down an actual cliff. "That's real close to my top tops," he said.

His other favorite parks are Dollywood in Tennessee, Silver Dollar City in Missouri, Kennywood in Pennsylvania and Canada's Wonderland in Toronto.

Though his hobby is on hold, virtual events are taking place. "All the parks are trying to stay top of mind for people," he says. That has included providing coloring pages and releasing park food recipes, such as the Disney parks' famous Dole whips.

"I have partaken [of] some of those



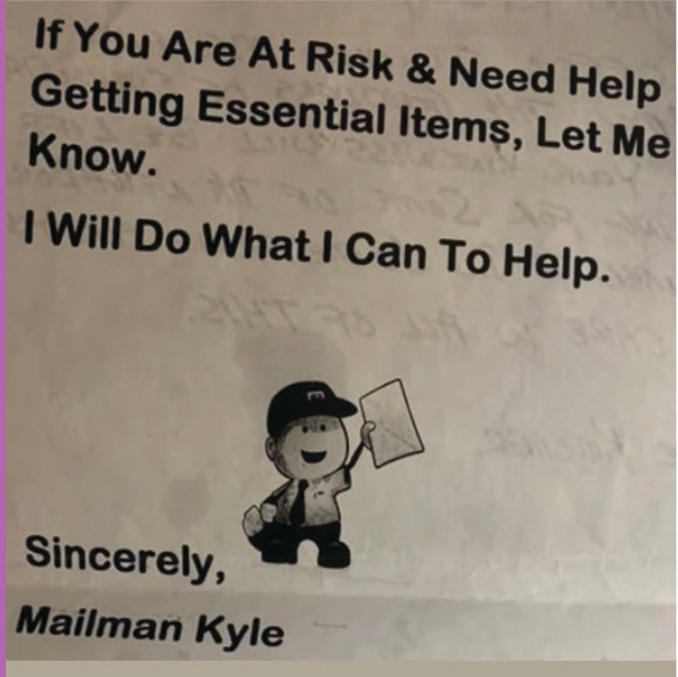
activities," Nickerson said, adding that he planned to participate in the virtual "Coaster Con at Home."

But mainly, he's looking at his calendar, planning dates and hoping for the best. He has booked two trips to amusement parks in Oklahoma and Indiana this summer.

The carrier monitors his news feeds for any information about reopenings. "I'm waiting anxiously for any news," he said, adding that ACE's publication, *RollerCoaster!*, is an important source for him. "I'm reading through that to keep my jitters at bay," he said.

Nickerson says that with high-adrenaline activities like skydiving and bungee jumping, the high is short-lived. When you go to an amusement park and ride roller coasters, the adrenaline rush lasts all day.

"There are very few thrills that can compare," he said. **PR**



Going above and beyond

Carriers step up when needed most



Agnes Small

Americans know that letter carriers often go above and beyond the requirements of their jobs, to the benefit of their communities. That dedication has shone brightly as the COVID-19 pandemic has gripped the country. Even as letter carriers face their own stress as essential workers at risk of contracting the coronavirus—many with families at home, isolated from work or school—they are serving their communities by helping their customers cope with the crisis and are serving their country by helping blunt the curve of the virus.

This month, *The Postal Record* brings you a few examples of letter carriers going out of their way for their customers, as well as stories of thankful postal customers who went the extra mile to show appreciation, in some instances by organizing celebrations of their letter carrier all along the route. We know that these few examples represent many more carriers who have gone beyond the call of duty.

For 26 years, **Agnes Small** has delivered on a route in San Juan Capistrano, CA, that includes a retirement community. When the pandemic began, it forced the residents into strict isolation.

“The seniors really took it seriously,” she said. “What I saw in my customers was a genuine fear.”

The Garden Grove, CA Branch 1100 steward offered to help link some of the seniors to the outside world by

buying groceries for them.

“It was the least that I could do,” Small said. “I was already out.”

A few of the senior customers gave her shopping lists, and Small bought and delivered the items after finishing her workday.

“You just do what you think is right,” she said.

On her route in Arvada, CO, **Tiffany Buskirk** noted the familiar signs on front lawns congratulating a prospective high school graduate in the house. Most graduation ceremonies and many family celebrations were canceled because of the pandemic. Buskirk, a former vice president of Arvada Branch 4405 and an NALC Leadership Academy graduate who has carried mail since 2003, decided to give the graduates some additional recognition.

“What could I do to put smiles on their faces?” she wondered, adding: “I wanted to give them something positive and encouraging.”

Buskirk decided to write each graduate a warm letter of congratulations.

“I don’t know your name, and you probably don’t know mine, but I guarantee you recognize the vehicle I drive around the neighborhood,” she wrote. “This little note is from me, your letter carrier, Tiffany. I saw the yard signs of the 2020 graduates and wanted to give you all a little something.”

Her note continued: “Congratulations. You’re a star in the making. This is only the beginning.”

Several of the students or their

Opposite page: Kyle West and the flyer he posted for his patrons

parents have sent thank-you notes or thanked her in person as she passed on her route.

“I just wanted to...spread happiness,” she says.

Doe’s Eat Place is a homey restaurant on **Andy Derrick’s** mail route in Little Rock, AR. Derrick, a member of Little Rock Branch 35, often stops in to have lunch. In late March, restrictions on working, shopping and dining imposed by the state to slow the spread of COVID-19 began to empty the restaurant’s tables. On one of his visits to Doe’s Eat Place, Derrick realized that the restaurant and its employees were bound to suffer financially.

“There were more employees there than customers,” he told the local ABC TV affiliate, KATV. “It didn’t sit right.”

When he paid his lunch bill for \$12.09, Derrick gave a generous tip—well more than the cost of the meal—to each of the restaurant’s 22 employees, to make things a little easier for them.

“It’s my community,” Derrick said. “I deliver to them. I know all of them. Just trying to support them because they support me.”

“We need to see that right now,” Doe’s Eat Place owner Katherine Eldridge told KATV. “When everything looks so gloomy and uncertain, we need to know that there are people out there that are doing good things to help us out.”

Derrick said he wished he could do more, adding: “But we’ll get through this and go back to normal and I can come back and get my fish on Fridays.”

With mostly elderly, low-income people depending on him for deliveries on his route in Colerain Township in suburban Cincinnati, OH, **Kyle West** already knew that his job was essential. But when the COVID-19 pandemic

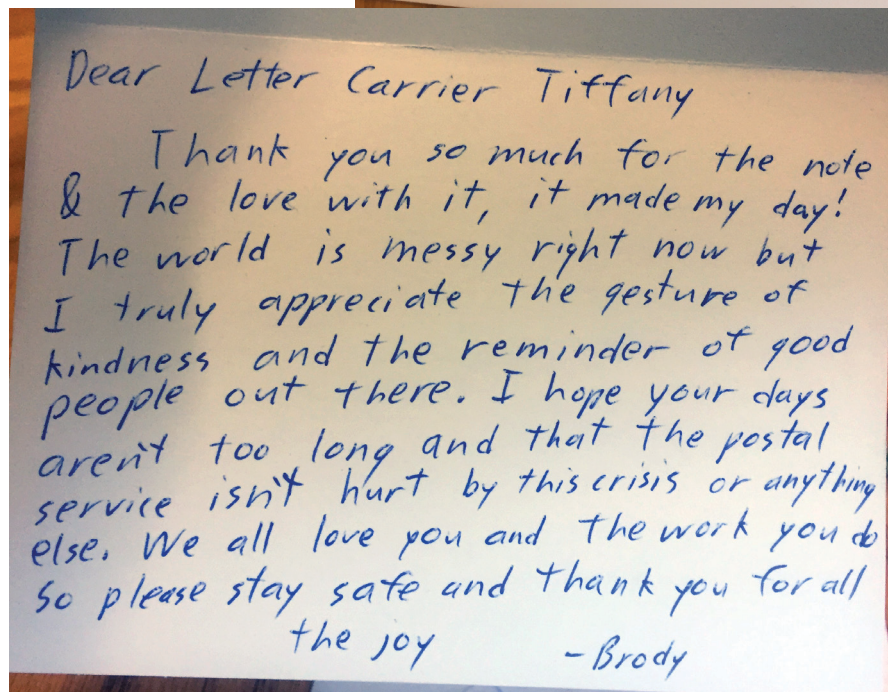
forced many seniors to stay home, the Cincinnati Branch 43 member wanted to do more than deliver mail as an essential worker.

When a patron on his route asked for help getting toilet paper, West, who is about three years into his letter carrier career, went above and beyond his job to serve his customers. West printed and distributed a note to about 400 of his patrons he knew were elderly: “If you are at risk and need help getting essential items, let me know. I will do what I can to help.” He signed the note with the name his customers all know him by: “Mailman Kyle.”

About 30 customers on West’s route responded with requests for help, but what surprised West was that even



Tiffany Buskirk (above) received many thank-you notes (below) for her messages to 2020 graduates.





Andy Derrick's generous tips were appreciated by the staff at Doe's Eat Place.

more responded by offering to donate items. His customers left toilet paper, cleaning supplies and hand sanitizer at their doors for West to distribute to others in need.

"Everything I dispersed was given to me by other customers," he said. Once word got out in local media about West's inspiring actions, community members began bringing items to his post office as well.

West, who has served his current route since October, said that being cut off from personal communication with his elderly customers who self-quarantined was another hardship on them, because they enjoy his daily visits. But it was difficult for him and his fellow carriers, too.

"It's hard for all of us as well, not being able to talk to our customers," he said. "That's one of the big parts of our day—being able to see all our favorite people."

West's selfless actions earned him a trip to the White House in May. He received a message from White House staff, he said, "and the next day, I was in DC. It was wild." President Donald Trump introduced and praised West at a media event.

"Customers often tell us during difficult times that seeing us out every day gives them a sense of normalcy in their lives. The gratitude we are receiving from our customers is greatly inspiring," West said at the White House event. "I'm very proud to work for the Postal Service and

to deliver for our country."

As letter carriers continue to serve by doing their jobs in difficult circumstances, often going above and beyond the call of duty, their customers are showing gratitude. Carriers are finding thank-you notes, cards and letters from children in mailboxes. Postal patrons are leaving masks, water bottles and other essentials for their letter carrier. And in some towns, entire neighborhoods are organizing special demonstrations of gratitude.

In Half Moon Bay, CA, neighbors organized a special surprise appreciation day for San Mateo, CA Branch 1280 member **Jose Cisneros** for his efforts not only during the pandemic, but throughout his letter carrier career.

Neighbors all along his route treated Cisneros to cheers and music. He found many mailboxes decorated with balloons and signs expressing gratitude.

"I feel happy to be appreciated," Cisneros told the *Half Moon Bay Review*. "I just try and treat people the way I would want to be treated."

Postal customers on **Mary Lou Rowe's** route in Huron Township, OH, showed their thanks with signs along her route.

Neighbors decorated their mailboxes with colorful streamers and handmade signs of support for Rowe and USPS.

"It brightened my day," Rowe, a member of Lorain, OH Branch 583, told the *Sandusky Register*.

Greater East Bay, CA Branch 1111 member **Sal Garcia** was greeted with signs of gratitude at dozens of homes on his route in Fremont, CA, most made by children staying home from school during the pandemic.

"We value and respect your service. Thank you," read one sign made by a youngster. Touched by the gesture, Garcia took pictures of every sign.

"It felt really good," Garcia told San Francisco's local ABC affiliate, KGO-TV news. "I took pictures of them because I did feel something. I'm appreciative of the way they responded."

In nearby Berkeley, CA, neighbors on the route that fellow Branch 1111 member **Kerry Jones** has served for 24 years surprised him with signs of appreciation and gratitude. Neighbors put the messages on windows, doors, benches, sidewalks and, of course, mailboxes, so that Jones couldn't miss them.

"After all these years, I thought you couldn't surprise me, but you did," Jones told his patrons via local news website *Berkeleyside*. "Some of these [signs] have made me close to tears."

Whether it's letter carriers going beyond for the communities they serve or those communities recognizing the value and dedication of their carrier, such episodes provide bright spots in the COVID-19 pandemic.

"There are so many letter carriers who are helping their communities in extraordinary ways during these difficult times," NALC President Fredric Rolando said. "We wear the postal uniform with pride as we do more—often, far more—than what is asked of us. The appreciation our customers have shown us is proof that our efforts have meaning." **PR**

Figuring out mask use during summer heat

As the COVID-19 pandemic carries on into summer, the Centers for Disease Control and Prevention (CDC) continues to recommend wearing cloth face coverings in public spaces where social-distancing measures are difficult to manage. This is especially true in areas of the country with clusters of community-based transmission.

“During this pandemic, I would wear a face covering anytime I’m near another person at work or in public,” NALC President Fredric Rolando said.

It’s important to understand how to stay safe, and comfortable, in the heat when wearing face masks as part of the job. Some carriers say that, since they work by themselves on their routes, they do not wear one unless a customer approaches them. Many also say they wear them in the post office and when they deliver to businesses, as required by some state laws regarding public places.

“I’m following New Jersey guidelines and only wearing [a face covering] in a business or if a customer has to speak with me,” Cape Atlantic, NJ Branch 903 member **James Albertson** said. “When I walk into the business, bandanna goes up; walk out, bandanna comes down. Bandanna goes up on the street if I can’t social distance.”

In an April 25 statement, President Rolando wrote: “The Postal Service released a mandatory stand-up talk which states that until the COVID-19 pandemic is no longer an issue, employees must wear face coverings or masks when there is a local or state face-covering order or directive in place, or when an employee who does not deal directly with the public cannot achieve or maintain social distancing in the workplace. Cloth

face coverings or masks are mandatory, consistent with such local or state face-covering directives or orders.

“The situations in which face coverings or masks must be worn and the expiration date of the orders vary greatly amongst the many jurisdictions. Check any mandates in your area for specific requirements.”

Several carriers had suggestions for what to do to keep cool during the times you need to wear a mask.

“My wife bought us ... cooling towels, [to be] used as a mask when needed as well,” Emerald Coast, FL Branch 4559 member **Justin Hill** said. The makers of the cooling towels say they are a type of cloth that wicks moisture away and can keep a person cooler during exercise. “It has been the best we can find for the summer heat here in Florida,” he added.

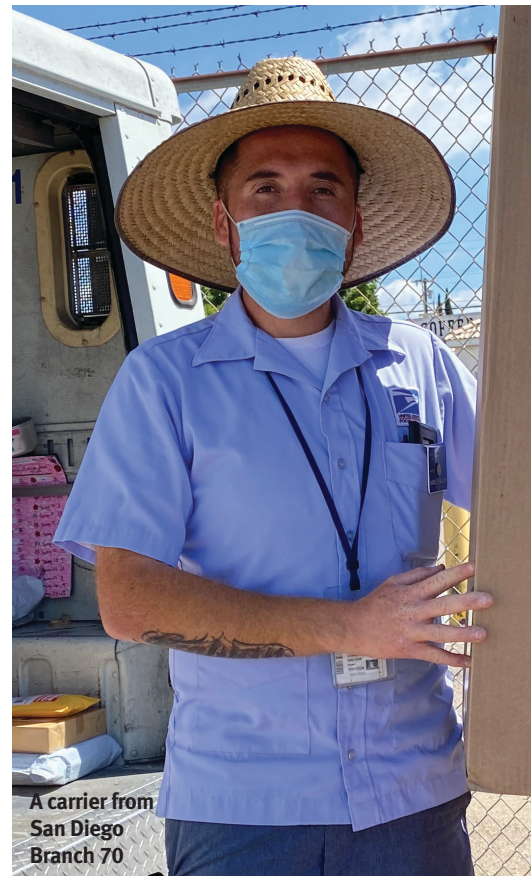
Another letter carrier recommended putting something cool around the neck when it’s hot outside, such as a wet towel or neck fan. “With it already being hot and some carriers having to get in and out of their vehicles frequently, their body temperature is increasing and they are perspiring, losing water,” Pensacola, FL Branch 321 member **Niquita Potter** said.

“Drinking water and a cooling method like the wet towel or neck fan will help with maintaining a safe body temperature. Breaks are important, as well as the availability of ice and water.”

Occasionally using wet wipes or washing your face were other frequently suggested tips.

USPS tests different types of face coverings

The Postal Service conducted testing in Fort Lauderdale and Tampa, FL; Dallas, TX; and Greenwood, SC, regarding the use of various types of



materials and styles to be used as face coverings during the hotter months. The styles of coverings tested included various bandanna-type masks, neck gaiters and even cooling masks.

Results indicated that letter carriers liked three of the five styles tested, two of which were the neck gaiter style, and the other being a bandanna style.

“The Postal Service is now in the process of ordering sufficient supplies of the face coverings preferred by the carriers in the test sites,” Rolando said. “We are also discussing the use of fans in the workplace as it relates to CDC recommendations during the pandemic.” **PR**

NALC branches improvise to hold meetings during COVID-19 pandemic

The COVID-19 pandemic has created many new challenges for carriers. Among them is how branches can hold meetings, whether of their executive boards, with shop stewards or even for the general membership.

That was the question facing New Jersey Merged Branch 38 President **Michael O'Neill**. Some answers were delivered by his grown daughter, who lives with him and who, as a teacher, had to learn new ways of reaching her students. One of the tools her school used was Zoom, an online video conferencing service that has been widely used during the pandemic.

"You have all these kids on the screen at the same time," he said. So, he asked her, "How do you do it?"

She taught him, and he started doing staff meetings among the six full-time officers of his branch as well as the slightly larger executive board.

The branch canceled its April and May in-person general meetings, and

while it doesn't traditionally hold meetings in the summer, there was some branch business that needed to be dealt with, including a merger and some changes to branch bylaws.

So they tried Zoom for a full membership meeting. O'Neill was pleased that the meeting drew 114 attendees.

"I was really nervous," O'Neill said. But he started the meeting with everyone muted, and the software had tools that helped the meeting run smoothly. He was able to share his computer screen, which showed the bylaws changes and the merger resolutions.

Attendees could push a button to raise their hands, and a polling tool helped keep track of votes. "We got our votes and we got a great, great response from it," he said.

Because the branch was still learning the system, he told his members that if they had any questions, they should give him a traditional phone call at a separate time.

Branch 38 hasn't used it just for branch meetings. O'Neill recently

used Zoom for a labor-management meeting in one of the small offices. With 65 stations in the branch, and some of them quite small, the teleconferencing system has proved helpful for certain aspects of union work.

One of the country's first confirmed cases of COVID-19 occurred in New Rochelle, NY. Hudson Valley Merged, NY Branch 137 President **Joe DeStefano** and other branch leaders were on their way back from regional training in New Jersey when they learned of the case, which meant that they couldn't hold in-person meetings.

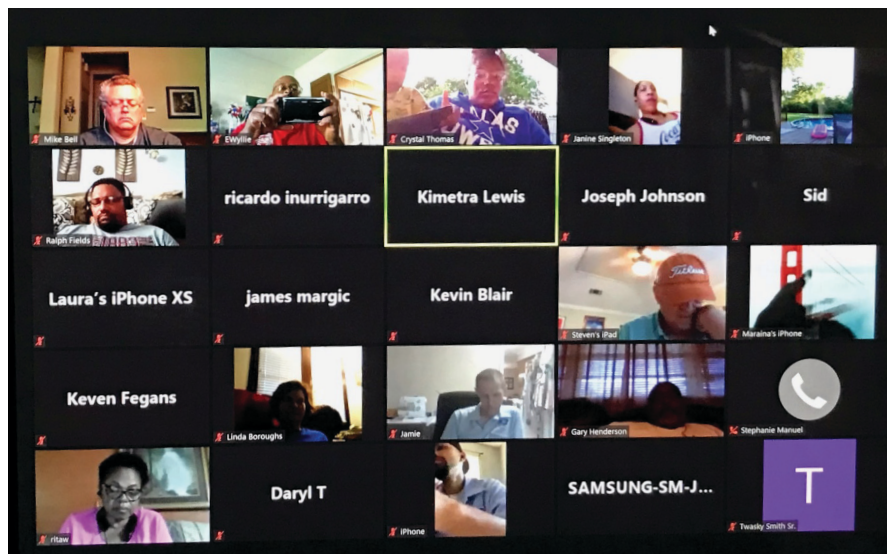
As DeStefano recounted, "Right away we were asking ourselves, 'How are we going to communicate with our members?'"

Friends outside of the Postal Service recommended Zoom as the service to use. DeStefano decided to use the free trial to test it out with a couple of people from the branch and quickly, he says, "we saw how it could be beneficial."

The branch has 63 offices and 1,300 members, but with a limit of 100 attendees on the Zoom meeting, the leaders had to be creative. "What we decided to do was invite shop stewards, alternate stewards and safety personnel, whoever can make whatever meeting, to come on the meeting and we will get the information out to the offices that way," DeStefano said. "During a pandemic, it was really important for us to do that because we were getting daily information."

DeStefano also participated in video teleconferences with another service called Webex, often with district managers. He would take that information to his branch's Zoom meetings and return with updated information for the district meetings the next day.

A Dallas Branch 132 meeting held via Zoom



NALC President Fredric Rolando has attended some branch meetings held remotely during the pandemic.

“During the height of this pandemic, it was working tremendously for us,” he said.

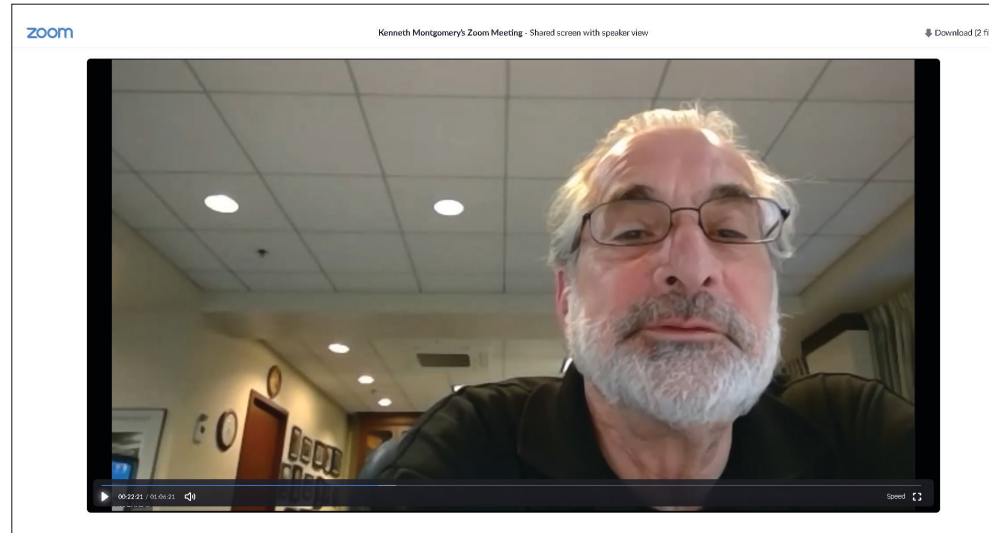
Though the coronavirus information took precedence, the branch leaders decided to look for information on other topics that they could get out through the new tool. They invited Region 15 National Business Agent Larry Cirelli to speak one week, and after that was a success, they asked NALC President Fredric Rolando to attend.

“He came on,” DeStefano said. “He spent a little over two hours with our carriers, which was great because we had a lot of people who have never been exposed to national officers. Really, it’s put a spark into the whole branch.”

NALC Executive Vice President Brian Renfroe attended the next week. “People were able to directly ask him a question and have a conversation,” DeStefano said. The branch has since invited its congressional representatives, as well as the district manager.

“[Members] got to see the aspect of what I’m dealing with at the district. And they got to put some of their concerns out there,” he said. “And for the district manager, it was good for him, too, because if he hears me making all the complaints, it becomes white noise after a while. But now he got to see it from the people. And now when he goes into offices, people go up to him and say they saw him on the Zoom meeting and now [they have] someone [they feel] comfortable talking to.”

Lincoln, NE Branch 8 has been using Zoom for branch meetings as well. “It’s worked fine,” Branch President **Sion Odom** said. “We still hold voice votes. We still do everything like we normally do. We’re just doing it on the app.”



While Odom simply gives the login information to his stewards to get the information out to active members, the branch has been mailing the information to retirees or members who are harder to reach.

One of the challenges for branches using the technology is how to make it easy for people to ask questions without overwhelming the branch leaders running the new technology. For Branch 8, Odom has the sergeant-at-arms watch for people who push a button to raise their hand at the meeting. The sergeant-at-arms will get the full question in the chat and let Odom know that there’s a question.

Members seem to have responded positively to the new approach. “We’ve actually had numbers that I haven’t seen at regular meetings,” Odom said. “We have a couple of towns that are about 25 minutes or an hour away. So we’ve had a few people join us from there.”

In addition, Branch 8 has used the tool for a special city carrier assistant meeting with only the branch president and vice president. “They could ask questions and then we can give them answers.”

The branch is thinking of continuing using the technology in some capacity

even after in-person meetings can once again be held.

Rochester, NY Branch 210 has held meetings on Zoom, too. The stewards in each station post a notice on the bulletin board about the meeting. Members then email Branch 210 President **Kenny Montgomery** to obtain the link and password to attend.

“The meeting progresses normally with motions and votes of those in attendance as long as there is a quorum,” Montgomery said. The secretary takes attendance and anonymous attendees are not allowed.

As of June 4, the branch had held three meetings and a special legislative meeting using Zoom. Montgomery says he likes the tools the system has.

“The nice part about Zoom is you can set up the account with everyone muted when they enter the room and it allows them to unmute themselves when needed,” he said. “Also, you can share documents on screen, like financial reports.”

The only problem he reported was the occasional member with a bad connection who could not be heard. But the benefits have outweighed the problems, as using this tool has allowed the branch to host Region 11 NBA Mark

Camilli and President Rolando on the teleconference.

Not everyone wants to use video, so Dayton, OH Branch 182 President **John Oross** decided to use teleconferencing for some special town hall-style question-and-answer sessions. “It was free and easy to use,” Oross explained of the decision.

The meeting was well attended, with 140 people, and it went well, he said. “It was just giving them an update on everything that’s going on.”

To enhance the experience using technology, he asks people to text him questions they have and then he reads them aloud, rather than having a lot of voices on the line at one time.

He’s used the system for steward meetings as well, starting sometime around April, and though it’s worked fine, he still is deciding how the branch will use it in the future. “I’m a dinosaur. I’m the old kind of guy, the

old-school union man,” Oross said. “But I realized in the comments [I heard] after, that a lot of the new carriers like it.”

With the branch starting to open up and hold meetings with social distancing, he plans to try an in-person meeting at 6:30 p.m. with a follow-up teleconference at 8 p.m., where he’ll recap the meeting for those who did not attend.

For those who are thinking of using a system like Zoom, both Branch 8 President Odom and Branch 38 President O’Neill recommended watching instructional videos and holding some practice meetings. “I would normally be afraid of [something like this],” O’Neill said. “But once you get into it, it’s not that hard at all.”

Branch 137 President DeStefano advised taking baby steps. “I tried jumping into certain things too fast, like I tried to do a PowerPoint presentation.

Yeah, I had some technical difficulties. It’s still a learning process. We’ve been doing it for a couple months and I learn something new every week,” he said.

Another problem can be what is heard by members. On one meeting, they could hear an attendee using the bathroom. “It’s an adventure each week,” DeStefano said, laughing.

All of those interviewed said that using technology to hold these meetings at a time when people cannot gather because of pandemic-related social-distancing requirements has been a benefit for their members.

“If we didn’t have it, I don’t know what we’d be doing right now,” O’Neill said, “because I’m trying to keep as many of our people out of our office building as possible.”

“Hopefully we won’t have to do [this] in September,” he said of using Zoom for branch meetings in the fall. “But we’re prepared for it.” **PR**

NALC launches Stamp Out Hunger Donor Drive



LETTER CARRIERS' DONOR DRIVE

For the last 27 years, the National Association of Letter Carriers has been proud to hold the Stamp Out Hunger Food Drive, the nation’s largest one-day food drive, on the second Saturday in May.

Due to the COVID-19 pandemic, NALC wasn’t able to safely collect and distribute food in May this year. However, the union will schedule the 28th annual Stamp Out Hunger Food Drive when it is safe to do so.

“In the meantime, the need for food assistance is more urgent than ever, and we want to give everyone the opportunity to continue to help meet that need,” NALC President Fredric Rolando said.

Anyone can go to nalc.org/food to find a list of food banks in any state. From there, you can pick a food bank in your community, click the link and make a donation. It’s that easy.

“The Stamp Out Hunger Food Drive is a drive with a single mission—to feed the hungry in America, and as always, with your help, we will,” President Rolando said.

Food drive coordinators can find resources to help them raise awareness about the donor drive in their local communities on the NALC website. **PR**

Unique and changing times



**Brian
Renfroe**

Over the last few months, we have all experienced events and circumstances that are unique both inside and outside our postal and letter carrier worlds. Everything that has happened and is currently happening has caused reactions in most of us, including uncertainty, outrage and hope.

In March, we all began to experience the COVID-19 pandemic. The effect this pandemic continues to have on our day-to-day lives, minute-to-minute work lives and our employer are unprecedented. Seemingly overnight, everything changed. Our daily routines outside of work changed. Our jobs changed in many ways. As mission-critical employ-

ees, letter carriers continue to heroically serve through the pandemic, even as we have had to adjust many of our activities at work. So much is uncertain. While some issues with COVID-19 have become clearer, there is still uncertainty that requires us to be diligent on a daily basis to protect ourselves, our families and the customers we serve at a time when they need us more than ever.

The pandemic has had a dramatic effect on the economy, resulting in shifts in mail volume and revenue. We've seen sharp decreases in letter and flat mail, while parcel volumes have suddenly increased. So far, the revenue loss from mail has to some degree been offset by the increased revenue from parcels. Predictions are difficult, but it's safe to assume that some of the mail volume lost will not come back, and that the parcel volume will not sustain the Christmas-like volumes that we have had during the last few weeks. The Postal Service needs legislative assistance to financially sustain our service through the pandemic. Additionally, the Postal Service has entered a new era, with Postmaster General Louis DeJoy having taken office on June 15 and with two new governors recently confirmed to the USPS Board of Governors.

The interest arbitration hearing dates for a new collective-bargaining agreement scheduled for May, June and July were previously postponed due to the continuing effects of the COVID-19 pandemic. We have confirmed new hearing dates in September through November in front of neutral arbitrator Dennis Nolan. We continue to prepare for interest arbitration daily, while continuing discussions with the Postal Service.

In May, the world witnessed another example of systemic racism in our country with the horrific killing of George Floyd by police in Minneapolis. This led to outrage and sustained protests all over the country. Unfortunately, a few took advantage of these protests to destroy property, loot and commit violent acts. Several post offices were destroyed or damaged, and letter carriers were robbed. Thankfully, no letter carriers were seriously injured, and as protests grew, they quickly became more peaceful in most places. These protests and the varying ways that millions of people now participate in the Black Lives Matter movement have shown the power of solidarity.

“The heroic work of letter carriers serving the people in this country has given many people hope.”

All of these factors make this the most unique period that many of us, including me, have experienced in our lifetimes. There is, to be clear, some good news here. That good news is that there is hope. Even in a time where each of these issues I mentioned has been politicized when none of them should be, there is hope. That hope comes in many forms.

It remains to be seen when the COVID-19 pandemic will end, but we all hope it is soon—for our safety and health, our economy and our employer. The heroic work of letter carriers serving the people of this country has given hope to many. Your hard work to educate our elected officials gives us great hope of achieving the legislative action we need. We look forward to working to build what we hope will be a strong partnership with Postmaster General DeJoy that aims to strengthen the Postal Service through legislation, improved operations and innovation in a way that values postal employees. We have confidence in our officers, staff, attorneys and the others who will participate in our interest arbitration proceedings. Our goal is to present a strong case and achieve a collective-bargaining agreement that is fair and that rewards letter carriers for our contributions to the success of USPS.

The sustained, powerful and peaceful involvement of millions of people in the Black Lives Matter movement gives us real hope that things will change. We stand with our members in the effort to eliminate once and for all the institutional racism that has plagued us for too long.

Do the right thing: M-01915 is different



**Lew
Drass**

about what they mean. Hence, they do the wrong thing.

“Management has an absolute responsibility to do everything possible to help keep us safe until this pandemic is over.”

The Memorandum of Understanding (MOU) Re: Temporary Workplace Changes to Promote Social Distancing- COVID-19 (M-01915) states in relevant part:

COVID-19 The parties agree that the social distancing recommendations of the Centers for Disease Control and Prevention (CDC) are important measures which should be practiced as much as possible to slow the spread of the coronavirus (COVID-19).

With that in mind, the parties agree that in postal installations with 100 or more workyears of employment, to minimize the possibility of exposure to the coronavirus or the possibility of unknowingly spreading the coronavirus to a larger portion of the workforce by working in multiple facilities, to the extent possible all city letter carriers will work in their employing facility for the duration of this agreement. In addition, to the extent possible the Memorandum of Understanding Re: City Carrier Assistants - Temporary Assignments to Other Post Offices will not be in effect for the duration of this agreement....

This provision means that we do not move city carrier assistants (CCAs) from station to station in an installation,

or from city to city, unless you have a situation where it is impossible to work a CCA in his or her own station. The circumstance where a particular station is short-handed on a given day for whatever reason is not a valid reason to move CCAs from station to station. This practice is exactly what M-01915 forbids and is why the document was written and agreed to in the first place. We need a first responder from management who has the juice to enforce this agreement.

Quick story: We are in Anytown, USA. M-01915 is signed on March 30. Anytown’s postmaster just continues to move CCAs from station to station as if there was no pandemic and there was no agreement to stop doing this. This matter is reported to the national business agent (NBA). The NBA contacts the area manager of labor relations and the district manager and asks for help with compliance by getting this postmaster to knock it off. Management at the area/district level tells them to quit moving CCAs from station to station. This postmaster ignores them and continues the practice.

M-01915 gets extended on May 19, to be continued until July 17. They continue to move CCAs from station to station. The union grieves for the second time. USPS agrees to stop moving CCAs around the city for the second time. They continued and have agreed to stop for a third time. Some employees have been forced to take sick leave for fear for their personal safety. My question is, where is the discipline for this postmaster, or why hasn’t the postmaster at least been relieved of his or her duty? A better solution is to have a first responder with the juice to convince this postmaster to stop moving CCAs from station to station.

These are not normal times. This is not a normal compliance request, either. Letter carriers have been on the front lines of this pandemic since Day One. Management has an absolute responsibility to do everything possible to help keep us safe until this pandemic is over. M-01915 is clearly intended “to do the right thing,” but what good is it if it is not going to be followed at the local level?

Management created a compliance arm of labor relations at the headquarters level several years ago. It has always been my understanding that this group has the juice to achieve compliance anywhere in the country. Why can’t USPS use this group to serve as its first responders to address situations such as the one described above?

On another note, our Formal A and Beyond training classes are still scheduled at this time for Sept. 13-18 and Nov. 15-20. It is hard to say whether it will be possible to have them or we will have to cancel because of the pandemic.

The Maritime Institute has agreed to waive any cancellation fees, so we probably will wait another month to decide. If we do end up canceling, branches that have already sent their money in will be fully refunded.

Membership dues and collection of per capita tax roster



Nicole Rhine

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

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

(national, state and local dues) from NO-DED members, or it may choose to seek repayment from the member for only the national and state portion of the dues. Some branches choose to forgive the entire dues amount. (The branch absorbs the cost of the national and state per capita.) Once the branch selects a policy, all members under the same circumstances must be treated equally. (See Article 7, Section 3 (b) of the *Constitution for the Government of Subordinate and Federal Branches*.)

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

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

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

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

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

“Branch secretaries are reminded that the completion of the semi-annual branch per capita tax roster is the duty of the branch.”

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

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

Reminder: Due to the COVID-19 pandemic, the NALC Membership Department has been unable to mail out the monthly statements and membership information to state associations since April. The information for 2020 was made available in May only to state presidents, state secretaries and state treasurers by selecting the “State Dues Roster” button in the Members Only portal.

Branch presidents, secretaries and treasurers were provided access to their branch bi-weekly dues rosters through the Members Only portal in April. NALC Headquarters also is working to provide state and branch retiree dues information through the Members Only portal.

Power to the people



**Paul
Barner**

Democracy means many things to many people, but it is universally defined as the power that lies with the people for the people. This power resides, in part, in the right to demonstrate peacefully and to have our voices heard in order to create positive change. The more voices that unite, the more powerful the message for change. The more powerful the message, the greater chance for swift and long-lasting results.

Throughout our nation's history, united voices have manifested themselves in protests and ultimately have served as catalysts for great changes in the lives of Americans. Protests give a voice to the seemingly voiceless and hold those

in power accountable. Let's take a look at a few important protests over the years:

Boston Tea Party (1773)—This was one of the earliest documented protests in America, where the voicing of people of displeasure over high British taxes eventually led to the dumping of crates of British tea into the Boston Harbor. This act of protest sparked the American Revolution, which ultimately ended in America's freedom from British rule.

Abolitionist movement (1830-1870)—This 40-year movement to end slavery led to protests against the government and eventually grew into the Civil War. Finally, in 1865, the 13th Amendment was passed to abolish slavery.

Triangle Shirtwaist Fire Protest (1911)—A fire in an unsafe factory killed more than 100 people, prompting a march on New York's 5th Avenue with nearly 80,000 people. This march helped to pass new laws to improve workplace safety and helped unite the growing union movement.

Women's Suffrage Parade (1913)—In an effort to support women's right to vote, more than 8,000 people, joined by bands, floats and mounted brigades, marched in Washington, DC, the day before Woodrow Wilson's inauguration. It was the first suffrage parade of its kind. The 19th Amendment was eventually passed in 1920, giving women the right to vote.

March on Washington for Jobs and Freedom (1963)—The Rev. Dr. Martin Luther King Jr. was joined by 200,000 supporters at the Lincoln Memorial to protest racial inequality. After one of the most famous speeches in U.S. history, King met with President John F. Kennedy to discuss new legislation to remedy these issues. This mo-

ment in history is credited with building support for the passage of the Civil Rights Act of 1964 (protecting against discrimination based on gender, race, color, religion or ethnicity), and the Voting Rights Act of 1965 (prohibiting racial discrimination in voting).

National wildcat strike (1970)—We all know the story here, as this year marks the 50th anniversary of one of the most momentous events in postal history—the Great Postal Strike of 1970—setting the course of postal affairs for decades to come. A city letter carrier, Vincent Sombrotto—who later served as NALC president for 24 years—was at the forefront of rank-and-file members in New York City, insisting on better wages. This event led to the passing of the Postal Reorganization Act and set in motion lasting changes in the postal labor movement.

Anti-war movement (1967-1972)—The protests began as general opposition to the Vietnam War but led to a widespread mistrust of the government. This mistrust began with the discovery of the "Pentagon Papers," which contained information on the war that the government was trying to cover up. Some say that this movement led to the eventual end of the war; in any case, it certainly reinforced the important role of the press to deliver the truth to the people.

March on Washington for Lesbian, Gay and Bi Equal Rights and Liberation (1993)—More than 800,000 people marched in Washington, DC, for the rights of the LGBTQ community, seeking anti-discrimination laws that would protect citizens from being discriminated against based on sexual identity. The march helped gain national social recognition for the LGBTQ community, and increased funding for HIV/AIDS research.

As you can see, protests have been woven into the fabric of America since its founding. We are greatly indebted as a nation to those who were courageous and used their voice to protest, and their subsequent actions to promote change. Remembrance of these and other important protests is timely, as we the people once again act now against the injustices and under-representation plaguing black lives today.

During this month in which we celebrate 244 years of independence as a nation, let's continue to remember that freedom isn't free from action, and also continue to remember that the power lies with the people.

Updates for city delivery initiatives



Christopher Jackson

The last six months have certainly been challenging for letter carriers. The COVID-19 pandemic and occurrences of civil unrest have created increased safety risks for all postal employees. As always, letter carriers have risen to the challenge and continue to provide extraordinary service to the public. While it may not be business as usual for letter carriers, the show must go on and city delivery is ever-changing. I want to use this month's article to give you some updates on new and existing city delivery initiatives.

Consolidated casing

On June 3, NALC and the Postal Service settled a national-level grievance regarding the Postal Service's unilateral testing of consolidated casing. This settlement (M-01923) requires the Postal Service to select 31 of the 62 test sites and return them to their original route structure no later than July 31. USPS provided NALC with the list of test sites which will be returning to their original route structure by the end of July. This list is available in the "Consolidated Casing Grievance Settled" article on page 4 in this edition of *The Postal Record*. Additionally, beginning July 20, the City Delivery Task Force will begin analyzing data from the test sites to determine its application to future testing. The remaining 31 sites will continue through Nov. 27 and, absent joint agreement by the parties to either continue the test or to jointly conduct alternative testing in these sites, the remaining sites will be returned to their original route structure by Jan. 22, 2021. The settlement also provides that there will be no further expansion of the test process and that all routes in the test sites will be evaluated and adjusted, if necessary, beginning in January 2021.

As of June 3, any pending or future grievances related to consolidated casing not resolved at Formal Step A are to be sent directly to the appropriate NALC national business agent (NBA) and USPS area manager of labor relations (AMLR) to determine whether such grievances will be closed as a result of this settlement or processed through the grievance procedure.

For a more detailed explanation of M-01923, visit nalc.org/news/nalc-updates/consolidated-casing-grievance-settled.

Expansion of service

On June 2, USPS announced that a major athletic footwear retailer has elected to resume its ship-from-store

program with USPS. The retailer began shipping outgoing parcels from 1,171 stores nationwide on May 27 using Priority and First-Class Mail services. City carriers will receive a carrier pickup notice and will collect these parcels from retail locations during their regular scheduled delivery times.

Other retail partnerships continue to grow as well. In January, one major retailer introduced same-day parcel pickup and delivery in Florida, resulting in more than 1 million additional parcels delivered so far this year. A current partnership with a retail pharmacy chain has provided nearly 7 million additional parcels for delivery through the end of May.

Amazon parcel delivery continues to be a significant source of revenue for USPS. Through the end of May, more than 74 million Amazon Sunday and holiday parcels had been delivered this year. Overall, the Postal Service has delivered almost 583 million Amazon parcels this calendar year. Also beginning in January, the Postal Service partnered with another courier service for Sunday delivery of parcels. This collaboration has resulted in 11 million additional parcels being delivered on Sundays through the end of May.

Delivery vehicles

In August of 2018, USPS purchased 20 right-hand drive commercial off-the-shelf (COTS) vehicles—10 each of the Mercedes Metris and the Ford Transit Connect vehicles for city delivery testing. Upon conclusion of the testing, USPS determined that the Mercedes Metris would be a suitable addition to the fleet. In May, USPS announced the addition of the Mercedes Metris right-hand drive vehicles into the delivery fleet. USPS will deploy approximately 17,310 vehicles over the next three years. Deployment began in May and will continue through September 2022. Of the 4,092 Metris vehicles scheduled for deployment in 2020, USPS anticipates that approximately 3,392 will be assigned to city delivery routes. In 2021, USPS anticipates that about 3,700 Metris vehicles will be assigned for city delivery. An additional 8,813 vehicles are scheduled for deployment in 2022, but the number designated for city delivery has not yet been determined.

Additionally, USPS will purchase and deploy 7,160 new Promaster vehicles intended to replace the 2008 Chevrolet Uplander and 2009 Dodge Caravan vehicles.

Recent global events may have changed how we deliver the mail, but amidst the uncertainty, the Postal Service and letter carriers persevere. I am proud of city letter carriers and applaud your continued commitment to serve your communities, despite the challenges.

The House convenes a hearing



Manuel L. Peralta Jr.

On May 28, the Workforce Protections Subcommittee of the Committee on Education and Labor held a hearing to explore the performance of the federal government in protecting worker safety during the COVID-19 pandemic.

In her opening statement, Chairwoman Alma Adams (D-NC) expressed her concern that the decision-making of the federal agencies was being driven by politics rather than science, and emphasized that:

The COVID 19 pandemic has resulted in the worst worker safety crisis in [the Occupational Safety and Health Administration. (OSHA)'s] 50 year history. Nothing compares.

In the past 4 months, more than 62,000 health care workers, who we have asked to risk their lives without protective equipment, have been diagnosed with COVID 19 and at least 291 have died. And this is an underestimate. According to CDC, these shocking numbers are a mere fraction of the true toll due to the absence of reporting by as many as 27 states, New York City and the District of Columbia.

Think of the magnitude of this simple statement. In April, fewer than half of the states were reporting all employees diagnosed with COVID-19. As of mid-June, the Johns Hopkins COVID-19 Dashboard shows 115,747 deaths in the United States.

Adams continued:

But as we will discuss today, we actually don't really know the toll to workers because this nation has no system for collecting data on COVID 19 infections in the workplace. And employers are not obligated to publicly report these infections. Some government agencies refuse to make this information public due to employer concerns about adverse publicity, leaving workers and the public unaware of what risks they are facing.

We cannot lose sight of the fact that this is largely a tragedy inflicted on our nation's essential workers. People who don't have a choice on whether they have to go to work. Many of those on the frontlines are low income workers and disproportionately people of color who don't have the luxury of teleworking from home.

COVID 19 is largely a workplace disease and a community tragedy...

No one has more respect for the dedicated staff of OSHA and the hard work they do every day than this Committee, as

evidenced by our advocacy for the agency's budget and opposition to the torrent of rollbacks to worker safety protections. The failure to competently address the life threatening hazards that working Americans are facing from COVID 19 is not the fault of OSHA professional staff, but rather due to the unfortunate decisions of OSHA's political leadership.

The first witness who testified was OSHA Principal Deputy Assistant Secretary Loren Sweatt, who was appointed in August of 2017 by the administration. Her written opening statement was brief, and she added a comment that OSHA recently had been sued by the AFL-CIO for not having issued an emergency temporary standard (ETS) to protect working people from occupational exposure to infectious diseases, including COVID-19. Her statement goes on to say:

While extensive guidance is important as the rapidly changing dynamic of this pandemic continues, it is important to recognize OSHA also has existing standards that serve as the basis for its COVID 19 enforcement. Those standards include rules regarding respiratory protection, personal protective equipment (PPE), eye and face protection, sanitation, and hazard communication...

That sounds like no additional standards are necessary; however, during questioning by the panel, she was asked how many citations had been issued by OSHA to employers for their COVID-19 behavior. The answer—only one. And that citation was explained as a record-keeping violation.

Not a single OSHA citation was issued for any employer's failure to comply with OSHA's General Duty clause (obligation to maintain a work environment free of known hazards that can cause serious injury or death).

Sweatt also was asked if COVID-19 poses a grave danger to working men and women. She refused to answer that question.

Why is that question of any import? The AFL-CIO had petitioned the Department of Labor to issue an ETS relating to infectious diseases. In a response dated May 29, the day after this hearing, Sweatt wrote the following to the AFL-CIO:

...Section 6(c) of the Occupational Safety and Health (OSH) Act authorizes OSHA to issue an ETS only if the Secretary of Labor determines (1) that employees are exposed to a grave danger from exposure to substances or agents determined to be toxic or physically harmful, and (2) that issuance of an ETS is necessary to protect employees from danger.

I am certain that if an emergency standard was necessary for a company (employer), it would have been issued by now. However, how many working men and women must contract COVID-19 or die from COVID-19 before this administration and its appointees consider this to be a grave danger?

Elections have consequences. Keep an eye on each other.

Disability retirement



**Dan
Toth**

In this article, I will discuss disability retirement for Federal Employees Retirement System (FERS) employees. While Civil Servant Retirement System (CSRS) employees of course also have the option of disability retirement, all active CSRS employees are likely eligible for an immediate annuity, as CSRS was phased out approximately 36 years ago.

There are several requirements for FERS disability retirement. You must be in a position covered by FERS with at least 18 months of creditable service and become disabled. The following criteria must be documented:

- A deficiency in service with respect to performance, attendance or conduct, or, in the absence of any actual service deficiency, a showing that the medical condition is incompatible with either useful service or retention in the position;
- A medical condition that is defined as a health impairment resulting from disease or injury, including psychiatric disease;
- A relationship between the service deficiency and the medical condition such that the medical condition has caused the service deficiency;
- The duration of the medical condition, both past and expected, and a showing that the condition, in all probability, will continue for at least one year from the date the application for disability retirement has been filed;
- The inability of the employing agency to reasonably accommodate the employee's medical condition and,
- The agency's consideration of the employee for reassignment to any vacant position within the employing agency and commuting area, at the same grade or pay level, for which the employee is qualified.

FERS disability retirement can be applied for within one year of separation and generally commences immediately following your last time in a pay status. One component of FERS disability is that you also must apply for Social Security disability. However, there is no obligation to be approved for Social Security disability to be accepted for FERS disability. In fact, it is not uncommon to be accepted to FERS disability and denied Social Security disability. This is because Social Security disability is more restrictive.

To establish your claim, OPM will consider the documentary evidence from you, the Postal Service and your physician. This includes SF 3112, Documentation in Support of Disability Retirement and SF 3107, Application for Immediate Retirement. To request a disability retirement ap-

plication, call the Human Resource Shared Service Center (HRSSC) at 877-477-3273 (TTY 866-260-7507).

The Office of Personnel Management (OPM)'s review process can take months and sometimes longer than a year. For most applicants, this also means many months of no pay or annuity, so be sure to submit an application as soon as you determine it is appropriate for you to do so. If you decide to withdraw your application, you must notify OPM in writing of the withdrawal request. The request to withdraw can be accepted if it is received by OPM before your application is approved or before you have been separated from the Postal Service, whichever comes later.

The computation of a FERS disability annuity is complicated. If you are age 62 or older at retirement or meet the age and service requirements for immediate voluntary retirement, you receive your earned annuity based on the general FERS annuity computation. Otherwise, for the first 12 months, the disability annuitant receives 60 percent of the High-3 average salary, minus 100 percent of his or her Social Security benefit. After the first 12 months, the annuitant receives 40 percent of the High-3 average salary, minus 60 percent of his or her Social Security benefit.

At age 62, the annuity is recomputed to an amount that essentially represents the annuity the individual would have received if he or she had continued working until the day before his or her 62nd birthday and then retired under FERS non-disability provisions. The High-3 average salary does not change except to account for cost-of-living increases.

FERS disability annuitants under age 60 are deemed restored to earning capacity if earnings for any calendar year equal or exceed 80 percent of the current salary rate of the position they retired from. This allows disability annuitants to find employment outside of the federal government and supplement their annuity if they do not exceed the 80 percent threshold. After age 60, there is no limit on your earnings.

Cost-of-living adjustments are not payable for the first 12 months if under age 62. After the first 12 months, or after age 62, cost-of-living adjustments are payable.

Receipt of disability benefits from OPM and total or partial disability benefits from the Office of Workers' Compensation Programs (OWCP) at the same time is considered a dual benefit and is prohibited. The annuitant can elect to receive whatever benefit is more advantageous. However, receiving an OWCP schedule award and OPM benefits at the same time is not prohibited.

Disability retirement can be complicated and exacerbate a stressful time in life. Please reach out to the NALC Retirement Department if you have any questions. We can be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to noon or 2 p.m. to 4 p.m. (Eastern time), or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

Hospital Plus



**James W.
“Jim” Yates**

The U.S. Letter Carriers Mutual Benefit Association (MBA) offers many products to NALC members (career carriers, retired carriers and city carrier assistants). One is our Hospital Plus plan. Hospital Plus provides cash when you need it most—when you’re confined to a hospital. Hospital Plus will provide you with up to \$100 per day in daily cash benefits. These benefits begin the first day of your hospital stay and last up to one full year. They are not subject to federal income tax. Hospital Plus is not health insurance; it is a hospital confinement policy. The benefits of Hospital Plus minimize the impact of non-medical expenses on a family’s budget and help close

the gap between health insurance coverage and the cost of a hospital stay. Hospital Plus does not cover time spent in a skilled nursing facility (SNF).

Hospital Plus is designed to help NALC members pay for things that major medical insurance won’t cover. Those things may have nothing to do with hospital services, such as:

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

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

Your premium is based on the NALC member’s age when the Hospital Plus coverage is purchased. If you purchase it for your spouse and/or children, the premium still is based on the member’s age at the time of purchase. All of your children are covered by the same premium, regardless of the size of your family. Children must be the insured’s unmarried legal children who are under 19 years of age and living with the insured, or between 19 and 23 years of age and a full-time student.

There is no age limit for members to purchase Hospital Plus. There is no medical exam when purchasing this policy and you cannot be turned down for health reasons.

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

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

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

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

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

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

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.

Protecting your child's health



Stephanie Stewart

This month, I want to focus on the health of our children. Routine examinations and staying healthy are important for adults, but so is establishing healthy habits at a young age. We often associate the onset of medical problems with aging, but unfortunately, children are not immune to health issues.

Parents and guardians, when was your child's last wellness exam? Now's a great time to review the recommended frequency for checkups and vaccination records, provide healthy food choices, encourage daily exercise, and monitor activities such as teeth brushing and sunscreen use.

We have an excellent checklist on our website to help you stay in the

know about your child's health care needs. You can take this checklist to your child's next appointment and use it as a guide for discussion with your pediatrician or family practitioner. On the second page, you will find a preventive health recommendation schedule for screenings and immunization. Reviewing this chart is a simple and easy way to stay on top of the recommendations according to the age of your child. To locate the checklist, visit nalchbp.org; look under the "What's New" section in the middle of the page and click on the link titled "Routine Immunizations."

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

Examinations:

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

Screenings:

- Depression screening as recommended by the U.S. Preventive Services Task Force (USPSTF) from ages 12 to 17.
- Fasting lipoprotein profile (total cholesterol, LDL, HDL and triglycerides):
 - One, ages 9 to 11
 - One ages 18 to 21
 - Age 17 and younger with medical indications as recommended by Bright Futures/AAP

- Hearing screening:
 - Ages 3 to 10
 - For those at high risk as recommended by Bright Futures/AAP through age 21
- High blood pressure screening as recommended by USPSTF
- Human Immunodeficiency Virus (HIV):
 - Age 15 and older
 - Age 14 and younger at increased risk as recommended by USPSTF
- Oral Health Assessment:
 - One, ages 12 months and 18 months
 - One, annually through age 6
- Urinalysis—one annually, ages 5 to 21
- Vision screening as recommended by Bright Futures/AAP ages 6 to 18.

Weight help

If your child struggles with his or her weight, we are also here to help. If enrolled in the High Option Plan, visit nalchbp.org for information and tips on weight management and overcoming childhood obesity. You can access numerous articles on food, nutrition, exercise and fitness specifically geared for children. You also can find recipes, meal suggestions and a BMI chart designed for children from ages 2 to 20.

Through this online tool, parents can sign up for a free "OptumHealth Live and Work Well" monthly email newsletter that can be tailored to their child's age and special interests.

Children's Mental Health Awareness

Each year, May 7 is recognized as National Children's Mental Health Awareness Day. Although this date has passed, I still would like to talk about this subject, as positive mental health is essential for healthy development. According to the Centers for Disease Control and Prevention, it is estimated that one out of every five children experiences a mental disorder each year. While mental illness in a child may be hard to identify, warning signs may include: continual sadness, withdrawing from friends and social settings, self-harm, thoughts of death or suicide, loss of appetite, substance use or abuse, difficulty concentrating or drastic mood changes.

If you have concerns about your child, please speak with a professional healthcare provider for treatment options. Remember, taking control of a situation early can be critical to overall health and could lead to a better outcome. Take responsibility; all children deserve a happy and healthy future.

Detailed information on the benefits for the NALC Health Benefit Plan can be found in the official 2020 brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the official brochure.

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

Time-projection tools

Recently, NALC received notification from USPS of a change to the Delivery Operations Information System (DOIS), a time-projection tool used in many locations by management to estimate the daily workload of city carriers. USPS informed NALC of its intent to reduce the amount of time allocated to parcel delivery from 90 to 60 seconds per parcel when DOIS estimates a route's street time. This change to DOIS does not modify any contractual rights or handbook provisions for city letter carriers.

Over the years, the Postal Service has developed various tools to estimate the daily workload of letter carriers. Misuse of these tools by front line supervisors has been the subject of multiple grievances that have risen to the national level. It is important for letter carriers and shop stewards to understand the national-level settlements pertaining to time-projection tools and how they relate to the use of these tools on the workroom floor.

While the names have changed with each newly developed tool, what has not changed are the letter carrier's responsibilities and reporting requirements outlined in *Handbook M-39, Management of Delivery Services*, and *Handbook M-41, City Delivery Carriers Duties and Responsibilities*.

In the past, NALC has challenged the use of any projection derived from the use of these tools as the sole determinant of a carrier's daily workload or as the sole basis for disciplinary actions. These issues have been resolved in several national-level settlements regarding time-projection systems. This article discusses these settlements, as well as the National Agreement and Postal Service handbook provisions relating to USPS-developed time-projection tools.

“[NALC and USPS] agreed that DOIS projections ‘are not the sole determinant of a carrier’s leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action.’ ”

In 1979, NALC and USPS came to an agreement—M-00394 in NALC's Materials Reference System (MRS)—concerning the use of the Delivery Unit Volume Recording System (DUVRS). DUVRS was an early tool used to project office time for letter carriers. This settlement states that

DUVRS “will not constitute the basis for disciplinary action for failure to meet minimum standards” and that the program “will not constitute the sole basis for a carrier's leaving time.”

In 2001, a national-level settlement, M-01444, was signed regarding three different projection systems. M-01444 makes clear that these three projection systems “will not constitute the sole basis for discipline” and that “no function performed by POST or DOIS, now or in the future, may violate the National Agreement.”

The agreement also quotes Section 242.332 of *Handbook M-39*, which states:

No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.

M-01444 also reinforced language agreed on in the 1985 national-level settlement M-00304, stating:

There is no set pace at which a carrier must walk and no street standard for walking.

A 2007 settlement, M-01664, protected letter carriers from management's use of DOIS time projections. The parties agreed that DOIS projections “are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action.” The settlement also makes clear that the use of DOIS does not change the letter carrier's or the supervisor's responsibilities and requirements found in *Handbook M-39* and *Handbook M-41*.

In 2011, NALC and USPS settled a national-level interpretive dispute over management's use of an “office efficiency tool” developed in the Greater Indiana District. This settlement, M-01769, extends the same protections contained in M-01664 to management's use of the “office efficiency tool” that was the subject of this grievance. The terms of M-01769 also are applicable to any management-office or street-time projection tool/system currently in use or similar tool/system developed in the future. The language states:

The subject office efficiency tool is a management tool for estimating a carrier's daily workload. The office efficiency tool used in the Greater Indiana District **or any similar time projection system/tool(s)** will not be used as the sole determinant for establishing office or street time projections. Accordingly, the resulting projections will not constitute the sole basis for corrective action. This agreement does not change the principle that, pursuant to Section 242.332 of *Handbook M-39*, ‘No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort

Time-projection tools (continued)

which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards. Furthermore, as stated in the agreement for case H1N-1N-D31781, 'there is no set pace at which a carrier must walk and no street standard for walking.'

Projections are not the sole determinant of a carrier's leaving or return time, or daily workload. The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. (Emphasis added.)

The letter carrier's reporting requirements referenced in M-01769 and outlined in section 131.4 of *Handbook M-41* read in relevant part as follows:

131.4 Reporting Requirements

131.41 It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

131.43 Complete applicable items on Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

131.44 Report on Form 1571 all mail undelivered—including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

131.45 Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on Form 1571.

131.46 Before you leave the office, enter on Form 1571 the mail curtailed; when you return, add any mail which was not delivered and which was returned to the office. Follow any special local procedures set up to identify errors and corrective actions for mail returned because it was out of sequence.

Section 28 of Handbook M-41 outlines the procedures for letter carriers to fill out PS Form 3996, Carrier—Auxiliary Control, and to submit it to the supervisor when the letter carrier estimates that the daily workload cannot be completed in the allotted time. It also details the requirements of the supervisor in Item L of the form. A complete explanation of Section 28, PS Form 3996 and related USPS

supervisor responsibilities can be found in the *Letter Carrier Resource Guide* available at nalc.org/resourceguide. To order a printed version of the guide, log on to the Members Only section of the NALC website, click the checkbox below the image of the guide and a copy will be mailed to your NALC address of record.

The Performance Engagement Tool (PET) is the latest USPS computer program used by floor supervisors to project a carrier's daily workload. As with DOIS and the "office efficiency tool" created by the Greater Indiana District, PET cannot be used as the sole determinant of a letter carriers' daily workload. NALC's *Guide to the Performance Engagement Tool (PET)* was created to help local union representatives understand how PET works and to assist in filing successful grievances related to the improper use of the PET tool. This guide is available at nalc.org/workplace-issues/city-delivery/body/PET-Guide-Final-03202017.pdf.

“The Performance Engagement Tool (PET) is the latest USPS computer program used by floor supervisors to project a carrier's daily workload.”

As indicated, any time-projection tool being used by management cannot be used as the sole determinant of a letter carrier's daily workload projections. Letter carriers still are responsible for estimating the amount of time it will take to complete their assigned duties. Likewise, management still has a responsibility to manage that workload within the confines of the handbook language, as well as the above-referenced settlements. Shop stewards are advised to consider citing violations of these settlements in all grievances concerning management's improper use of office and street time projection tools or systems.

July online fundraising challenge



Christina Vela Davidson



The NALC Branch Challenge for MDA is another way to virtually raise money for MDA as the COVID-19 pandemic continues. I am challenging each NALC member to raise or donate at least \$10 to Deliver the Cure, the NALC fundraising event for the month of July.

We have been supporting MDA for many years, and we plan on being by its side until a cure is found. Kids and adults with neuromuscular diseases need our support now

more than ever to continue to have access to the care they need, especially in the midst of a pandemic.

Set up a page or make a donation at NALC's fundraising link: mda.donordrive.com/event/nalc2020.

Recognition

Each week in July: The top 10 NALC fundraising branches will receive a thank-you video from an MDA family.

At the end of July: The top two NALC fundraising branches in July will win a Zoom call with MDA national ambassadors, including new MDA National Ambassador Ethan LyBrand (see below).

MDA National Ambassadors

Each year MDA selects National Ambassadors to represent the thousands of people living with neuromuscular disease and inspire the community through their personal stories. This year, MDA has two National Ambassadors representing the spectrum of people living with neuromuscular disease: Tana and Ethan. They will be sharing our important mission with MDA partners, sponsors, and supporters.



Meet Ethan LyBrand

"I hope to make other kids happy," Ethan says. "I'm excited to go talk to people about having this disease and still living life to the fullest every day."

- 👤 Age: 10
- 📍 Hometown: Decatur, Alabama
- ⚕️ Diagnosis: Duchenne muscular dystrophy

In school, Ethan LyBrand's favorite subject is history — he loves learning about the past. As an MDA National Ambassador, he's hoping MDA will make history for future generations of kids like him, too, with new treatments and cures for all types of muscular dystrophy.

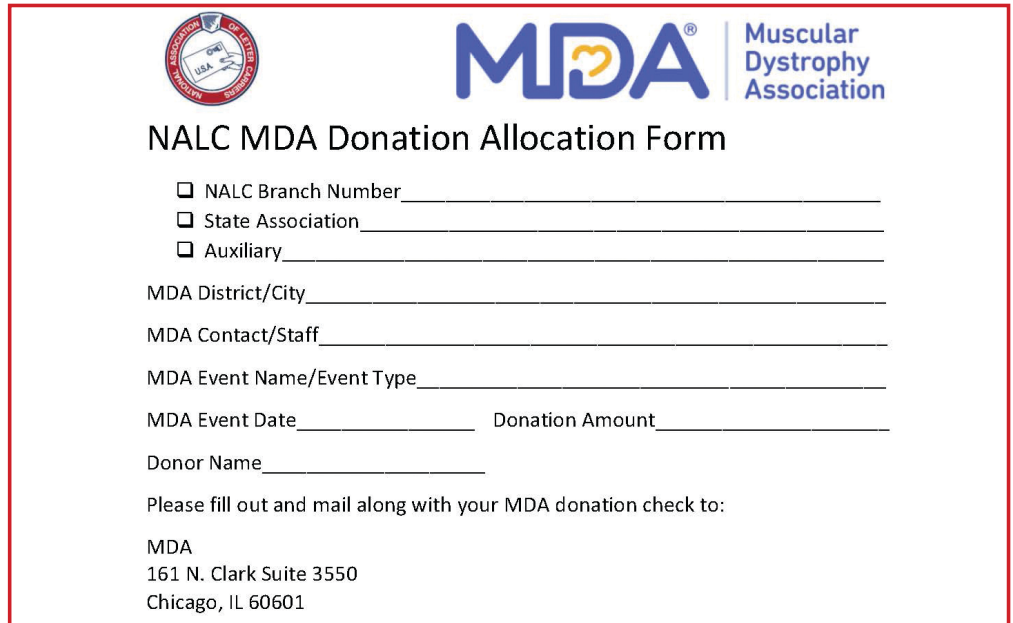
Ethan was diagnosed with [Duchenne muscular dystrophy \(DMD\)](#) in June 2011, two days before his second birthday. The next month, Ethan's parents, Jordan and Josh, found their local MDA.

Fundraising challenge (continued)

Actions

NALC branch presidents: If you've not done so already, please set up an online campaign for your branch at mda.donordrive.com/event/nalc2020 (see instructions below).

Checks and offline gifts received in July can count toward the branch challenge; be sure to use the enclosed NALC Donation Allocation Card and mail donations to: MDA, 161 N. Clark St., Suite 3550, Chicago, IL 60601. Please send copies to NALC Headquarters as well.



NALC MDA Donation Allocation Form

NALC Branch Number _____

State Association _____

Auxiliary _____

MDA District/City _____

MDA Contact/Staff _____

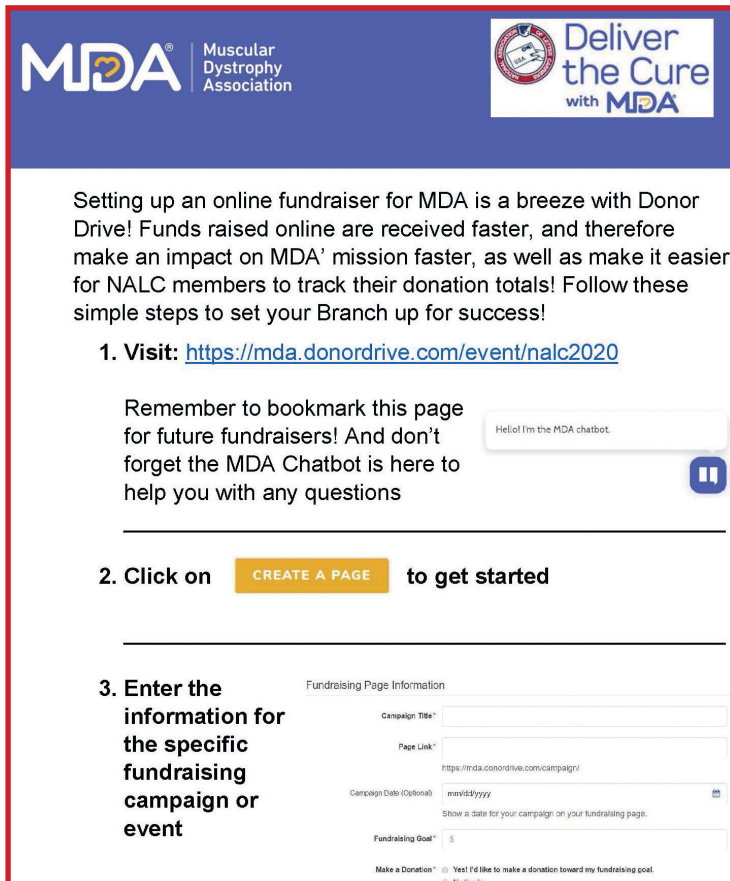
MDA Event Name/Event Type _____

MDA Event Date _____ Donation Amount _____

Donor Name _____

Please fill out and mail along with your MDA donation check to:

MDA
161 N. Clark Suite 3550
Chicago, IL 60601



MDA Muscular Dystrophy Association

Deliver the Cure with MDA

Setting up an online fundraiser for MDA is a breeze with Donor Drive! Funds raised online are received faster, and therefore make an impact on MDA's mission faster, as well as make it easier for NALC members to track their donation totals! Follow these simple steps to set your Branch up for success!

- Visit:** <https://mda.donordrive.com/event/nalc2020>

Remember to bookmark this page for future fundraisers! And don't forget the MDA Chatbot is here to help you with any questions

2. Click on **CREATE A PAGE** to get started

- Enter the information for the specific fundraising campaign or event**

Fundraising Page Information

Campaign Title* _____


Page Link* <https://mda.donordrive.com/campaign/>

Campaign Date (Optional) mm/dd/yyyy

Show a date for your campaign on your fundraising page.

Fundraising Goal* \$ _____

Make a Donation* Yes! I'd like to make a donation toward my fundraising goal. No, thanks.



MDA Muscular Dystrophy Association

Deliver the Cure with MDA

- Enter your Branch number and click "Continue to Next Step"**

Registration Questions

What is your branch number? _____

CONTINUE TO NEXT STEP Cancel

- Enter your personal information as Branch President, and owner of the campaign**

Name: First Name _____ Last Name _____

Enter my name as (Optional) _____

State* _____

City* _____

State/Province* (SELECT) _____

Zip/Postal Code* (10101, 10102) _____

COUNTRY* UNITED STATES _____

Phone* (512)321-1234 _____

NALC ID#* 123-456-7890 _____

Please verify the email address: Muscular Dystrophy Association (MUSC) _____

- Create a username and password so you can log back in to manage the pages**

Account Information

Email Address* _____

PHONED _____

Create Password* _____

CREATE PAGE Cancel

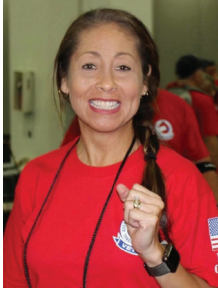
- Congrats! You can now customize your page and start fundraising!**

Thanks for creating your page!

You did it! You've created a page for our cause.

CUSTOMIZE YOUR PAGE

Food drive goes online with Stamp Out Hunger Donor Drive



**Assistant to the President for Community Services
Christina Vela Davidson**

The 28th annual Letter Carriers' Stamp Out Hunger® Food Drive, originally scheduled for May 9, was postponed earlier this year because of the COVID-19 pandemic. NALC, along with our national partners, is fully committed to rescheduling the food drive when it is safe for all participants.

Meanwhile, as I will explain in a moment, NALC has developed a plan whereby generous Americans unable to offer the bags of foods they are accustomed to putting by their mailboxes on the second Saturday each May to be

collected by letter carriers, can use a different means to help feed those in the community who are in need of assistance.

The annual success of the food drive is due to the efforts of letter carriers, other postal employees, community volunteers and residents. Their safety is of paramount importance. Much of the country remains under shelter-in-place or similar

advisories, and public health authorities such as the Centers for Disease Control and Prevention (CDC) still are instructing the public to social distance, which makes it impossible to hold the traditional food drive at this time.

We look forward to once again holding the food drive—the largest one-day food collection in the country—when it is safe to do so. However, NALC and our national partners recognize that food assistance is even more of a critical need during this difficult period, and we remain committed to helping those in need.

And so, NALC and its partners have devised the Stamp Out Hunger Donor Drive, a virtual food drive for all communities across the United States, Guam, Puerto Rico and the Virgin Islands. On June 15, NALC rolled out the Donor Drive to the public.

The Stamp Out Hunger Donor Drive is a drive with a single mission—to feed the hungry in our country. Please donate what you can to a community food bank at nalc.org/food.

Encourage everyone you can to contribute; these donations will stay local and help keep everyone fed and safe in this time of uncertainty. If you have any questions, please contact me at fooddrivesocial@nalc.org.

In Memoriam

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

George V. Coffer Jr.	Br. 1100	Garden Grove, CA
Gus W. Erickson	Br. 1100	Garden Grove, CA
Jorge G. Felix	Br. 1100	Garden Grove, CA
Thomas R. Stamos	Br. 1100	Garden Grove, CA
Richard M. Williams	Br. 1100	Garden Grove, CA
Leroy C. Eason	Br. 24	Los Angeles, CA
George L. Juenemann	Br. 24	Los Angeles, CA
Morris W. Rudofsky	Br. 24	Los Angeles, CA
Clifford Meyer Jr.	Br. 1291	Modesto, CA
Ranier Veth	Br. 1291	Modesto, CA
Mike T. Garcia	Br. 133	Sacramento, CA
Charles T. Goldsmith Jr.	Br. 70	San Diego, CA
Richard E. Smith	Br. 70	San Diego, CA
Larry B. Hardisty	Br. 866	Visalia, CA
Lionel E. Thiebaut	Br. 47	Denver, CO
Richard E. Freivogel	Br. 86	Hartford, CT
Harry J. Clark	Br. 1977	Newark, DE
John Goosby Jr.	Br. 73	Atlanta, GA
Lewis Jones	Br. 73	Atlanta, GA
Diane Newell	Br. 73	Atlanta, GA
Benjamin Turner	Br. 73	Atlanta, GA
Ivorla Davidson	Br. 2550	Fort Lauderdale, FL
Angela J. Hampton	Br. 2550	Fort Lauderdale, FL
Perry E. Lloyd	Br. 1477	West Coast Florida
Harvey H. Hoffmann	Br. 155	Belleville, IL
Sarah A. Bean	Br. 2010	Arlington Heights, IL
Unique Clay	Br. 11	Chicago, IL
Edward A. Hrycko	Br. 11	Chicago, IL
Cenetra A. Ward	Br. 11	Chicago, IL
Rosalio Garcia Sr.	Br. 825	Oak Brook, IL
Marco C. Robertson	Br. 825	Oak Brook, IL
Gerald R. Worth	Br. 825	Oak Brook, IL
Gary D. Gray	Br. 245	Rockford, IL
James C. McGee	Br. 80	Springfield, IL
James L. Janigan	Br. 580	Hammond, IN
Angela Summers	Br. 39	Indianapolis, IN
Dean W. Casotti	Br. 611	Boone, IA

Robert S. Fry	Br. 14	Louisville, KY
Ernest A. Nagy	Br. 197	Shreveport, LA
Pasqual A. Rosati	Br. 34	Boston, MA
Stephen J. Mahoney	Br. 334	Framingham, MA
L. P. Holleran	Br. 25	MA Northeast Mgd.
Donald E. Burrage	Br. 46	Western Mass.
Elmer A. Balko	Br. 2184	W. Wayne County, MI
Tamika Shields	Br. 1	Detroit, MI
William R. Teets	Br. 3126	Royal Oak, MI
Lawrence J. Schluck	Br. 2942	Hopkins, MN
James M. Georges	Br. 9	Minneapolis, MN
Dennis O. Burski	Br. 388	St. Cloud, MN
Kenneth C. Riekhof	Br. 30	Kansas City, MO
John H. Henrichs	Br. 343	St. Louis, MO
Edward A. Matthews	Br. 343	St. Louis, MO
Michael Delong	Br. 2502	Las Vegas, NV
Andrew E. Felch	Br. 44	New Hampshire Mgd.
Henry J. Keckhut	Br. 540	Camden, NJ Mgd.
Harry F. Kuehner	Br. 540	Camden, NJ Mgd.
Alvin F. Plummer	Br. 540	Camden, NJ Mgd.
Natalya Isky	Br. 425	Bergen County Mgd., NJ
Daniilo G. Javier	Br. 425	Bergen County Mgd., NJ
Gerald A. Beals Jr.	Br. 38	New Jersey Mgd.
Donald R. Palamara	Br. 38	New Jersey Mgd.
Robert J. Feretich	Br. 444	Garden State Mgd., NJ
Joseph G. Francois	Br. 444	Garden State Mgd., NJ
Leo J. Cosgrave	Br. 29	Albany, NY
Edward J. Jarnot	Br. 3	Buffalo-Western NY
Joseph P. Giargiana	Br. 6000	Long Island Mgd., NY
J. J. Klement	Br. 6000	Long Island Mgd., NY
Kevin A. Urquhart	Br. 6000	Long Island Mgd., NY
M. L. Gorenberg	Br. 294	Flushing, NY
Rocco Lombardo	Br. 294	Flushing, NY
Kenneth Munzenberger	Br. 36	New York, NY
Arnold Narzem	Br. 36	New York, NY
Anibal Ortiz	Br. 36	New York, NY
Gonzalo O. Proano	Br. 36	New York, NY

Theresa Torres	Br. 36	New York, NY
T. J. Fitzgerald	Br. 358	Northeastern NY
Nicholas A. Lasorsa	Br. 693	Westchester Mgd., NY
Anthony L. Leggiero	Br. 693	Westchester Mgd., NY
James H. Capps Jr.	Br. 461	Winston-Salem
Ralph E. Wylie	Br. 148	Akron, OH
Harold L. Beard	Br. 78	Columbus, OH
Harold R. Weisenberger	Br. 78	Columbus, OH
Edward L. Szyskowski	Br. 100	Toledo, OH
John Veronie	Br. 100	Toledo, OH
Arthur A. Morgan	Br. 1958	Miami, OK
John M. Iampietro	Br. 254	Bethlehem, PA
Gary V. Drais Jr.	Br. 4317	Great Valley Mgd., PA
Frederick G. Bozic	Br. 84	Pittsburgh, PA
Edward R. Ohearn	Br. 84	Pittsburgh, PA
Marshall Reda	Br. 84	Pittsburgh, PA
Robert S. Marciano	Br. 15	Providence, RI
Chad F. McNeil	Br. 15	Providence, RI
Virgel M. Grimm	Br. 1308	Madison, SD
J. R. Cooper	Br. 1879	Etowah, TN
Tommie L. Brown	Br. 27	Memphis, TN
A. B. Childress	Br. 27	Memphis, TN
Herman E. Felker	Br. 27	Memphis, TN
Guy C. Fussell	Br. 27	Memphis, TN
Jack L. Lanley	Br. 27	Memphis, TN
John D. Brown	Br. 950	Abilene, TX
Joshua L. Nash Jr.	Br. 496	Richmond, VA
Robert F. Neash	Br. 2819	Virginia Beach, VA
S. E. Reynolds	Br. 481	Parkersburg, WV
Keith A. Wickham	Br. 572	Janesville, WI
Darold A. Dahlke	Br. 59	La Crosse, WI
Louis R. Barth	Br. 2	Milwaukee, WI
Walter J. Miller	Br. 2	Milwaukee, WI
Eugene R. Muckerheide	Br. 2	Milwaukee, WI
Richard R. Mueller	Br. 2	Milwaukee, WI
Eugene F. Schuelke	Br. 2	Milwaukee, WI
Richard C. Shurr	Br. 2	Milwaukee, WI

Help on the way



Assistant to the President
for Workers' Compensation
Kevin Card

Letter carriers are amazing. Five months into the coronavirus pandemic, and the mail keeps getting delivered. While most of the country has been sheltering in place, you have kept America connected. Your steady work has been nothing short of amazing, inspiring and humbling. Thanks.

As I write this, more than 1,400 letter carriers have tested positive for the novel coronavirus. Most have recovered and returned to work; many have been hospitalized; 14 carriers have died.

NALC has ramped up our efforts to help every letter carrier with work-related COVID-19 diagnoses file claims with the Office of Workers' Compensation Programs (OWCP). Your regional workers' compensation assistants (RWCAs) and a handful of letter carriers with experience in OWCP claim filing have been reaching out to infected letter carriers.

We have been assisting letter carriers with registering and filing claims in ECOMP, OWCP's electronic claim filing system. We have been helping letter carriers develop their work narratives so they can educate doctors about how much contact they have with co-workers and customers in a typical day. And we have been educating doctors on what medical evidence is needed to file a successful claim.

If you were infected with the coronavirus, believe you contacted the virus at work and have not filed a claim, you might consider doing so. Like any new illness, the full range of long-term effects caused by COVID-19 remain unknown. Almost weekly, the doctors, pathologists and epidemiologists studying the coronavirus find new maladies associated with the virus.

If your infection was mild and seems to have gone away, you might not be inclined to file a claim. Should you suffer symptoms in the future and want to file a claim, it could be difficult getting a claim accepted. If you have not been contacted by NALC, please call your national business agent's office; we will make every effort to help you. We will not stop until every letter carrier gets the help he or she needs.

While exposure to the coronavirus continues to be a daily concern, another epidemic is occurring with regularity: heat injuries.

As the warmest months begin, letter carriers' exposure to higher temperatures while delivering mail increases.

In Fiscal Year 2019, the Postal Service reported 571 heat-related injuries, 294 of which were considered non-recordable with no lost time. There were 277 serious enough that letter carriers lost time from work. Some heat-related injuries resulted in hospitalization; some letter carriers have yet to recover.

The Postal Service has procedures that must be followed for employees suffering heat injuries. Yet many supervisors have little knowledge of those procedures and all too often fail to follow those procedures, putting letter carriers at risk.

There are some guidelines that can prevent heat injuries: The National Institute of Occupational Safety and Health (NIOSH) recommends that employers provide the means for appropriate hydration and encourage workers to hydrate themselves. Letter carriers working in a hot environment for more than two hours should drink one cup (8 ounces) of water every 15 to 20 minutes. During the course of carrying your route, where you may have prolonged sweating lasting several hours, it is recommended you drink beverages containing balanced electrolytes, such as sports drinks.

Additionally, NIOSH suggests that employers implement a work/rest schedule and provide a cool area (e.g., air-conditioned or shaded) for workers to rest and recover. As letter carriers, we know that finding a cool area on the street or in our vehicles may be impossible. Do not let that stop you from retreating to a cooler environment on the route or back in the office.

Heat injuries can occur even when you have been appropriately hydrated and have rested as needed. Letter carriers should be mindful of the cascading effects of heat exposure, which can lead to extreme muscle fatigue, dehydration and lack of mental awareness.

It is vital that anyone suffering from a heat injury get the best care available as soon as possible. Relying on a neighborhood urgent care clinic to correctly diagnose and treat a heat injury is rarely sufficient. It is important that you see your primary care doctor. OWCP will not accept medical reports from physician's assistants or nurse practitioners without a doctor's signature.

Swiftly returning to work after a heat-related injury is problematic for letter carriers. Many doctors are unaware of letter carrier work duties and the demands to meet Postal Service expectations. The effects of heat injuries often linger well past the point where internal temperatures have become normal. Severe heat-related illness may cause permanent damage to a person's organs, such as the heart, kidneys and liver, which may result in a chronic disorder.

NIOSH suggests that employers have an acclimatization plan for new and returning workers. Lack of acclimatization has been shown to be a major factor associated with heat-related illness and death. In other words, don't rush back to work if you continue to feel the effects of a heat injury.

Protect yourselves, be prepared for heat exposure. This is an epidemic we can stop.

Monthly CSRS annuity payments for letter carriers who retire on Oct. 1, 2020

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 Oct. 1, 2020. Estimates are computed by using the given high-3 aver-

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

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

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$63,844			CC Grade 2 / High-3 Average ¹ : \$ 65,169		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,929	\$170	\$1,758	\$1,969	\$174	\$1,794
21	2,035	181	1,854	2,077	185	1,892
22	2,141	192	1,950	2,186	196	1,990
23	2,248	202	2,046	2,294	207	2,088
24	2,354	213	2,141	2,403	218	2,185
25	2,461	224	2,237	2,512	229	2,283
26	2,567	234	2,333	2,620	240	2,381
27	2,673	245	2,429	2,729	250	2,479
28	2,780	255	2,524	2,838	261	2,576
29	2,886	266	2,620	2,946	272	2,674
30	2,993	277	2,716	3,055	283	2,772
31	3,099	287	2,812	3,163	294	2,870
32	3,205	298	2,907	3,272	305	2,967
33	3,312	309	3,003	3,381	316	3,065
34	3,418	319	3,099	3,489	326	3,163
35	3,525	330	3,195	3,598	337	3,261
36	3,631	341	3,291	3,706	348	3,358
37	3,738	351	3,386	3,815	359	3,456
38	3,844	362	3,482	3,924	370	3,554
39	3,950	373	3,578	4,032	381	3,652
40	4,057	383	3,674	4,141	392	3,749
41	4,163	394	3,769	4,250	402	3,847
41+11 months & over ⁵	4,256	403	3,853	4,345	412	3,933

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2017, and Oct. 1, 2020, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$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 Oct. 1, 2020

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Oct. 1, 2020. 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 : \$63,844			CC Grade 2 / High-3 Average ¹ : \$65,169		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,064	\$106	\$958	\$1,086	\$109	\$978
21	1,117	112	1,006	1,140	114	1,026
22	1,170	117	1,053	1,195	119	1,075
23	1,224	122	1,101	1,249	125	1,124
24	1,277	128	1,149	1,303	130	1,173
25	1,330	133	1,197	1,358	136	1,222
26	1,383	138	1,245	1,412	141	1,271
27	1,436	144	1,293	1,466	147	1,320
28	1,490	149	1,341	1,521	152	1,369
29	1,543	154	1,389	1,575	157	1,417
30	1,596	160	1,436	1,629	163	1,466
31	1,649	165	1,484	1,684	168	1,515
32	1,703	170	1,532	1,738	174	1,564
33	1,756	176	1,580	1,792	179	1,613
34	1,809	181	1,628	1,846	185	1,662
35	1,862	186	1,676	1,901	190	1,711
36	1,915	192	1,724	1,955	196	1,760
37	1,969	197	1,772	2,009	201	1,808
38	2,022	202	1,820	2,064	206	1,857
39	2,075	207	1,867	2,118	212	1,906
40	2,128	213	1,915	2,172	217	1,955
Each additional year ⁵	53.20	5.32	47.88	54.31	5.43	48.88

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2017, and Oct. 1, 2020, 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.

The National Agreement guarantees veterans a means of assistance when it is needed most

The COVID-19 pandemic has reshaped our workplace—and reshaped our world. Every letter carrier is feeling the stresses and strains of providing the essential service of delivering the letters, parcels and packages that our nation needs at this trying time in our history. However, no matter what precautions we take, these stresses can weigh heavily on any of us, including veterans. Because of this, we're reprinting this article, originally published in October 2017, about resources available when help is needed.

This probably comes as no shock to you, but the federal government is the largest employer of military veterans in the country. Also not so surprisingly, the Postal Service is one of the largest employers of veterans in that federal sector. Historically, veterans make up between 17 and 18 percent of all postal employees. For letter carriers, that percentage may be a little higher.

NALC and the Postal Service are better organizations because of the large number of veterans who carry the mail. Veterans bring skills and training from their military experience to the workplace and we all benefit—civilian and veteran alike.

Unfortunately, veterans are also statistically more likely to have service-connected issues that civilians don't. In 2014, veterans accounted for 18 percent of all deaths from suicide among U.S. adults, while veterans constituted 8.5 percent of the U.S. population.

Regardless of the numbers or rates, one veteran suicide is one too many. For that matter, any work- or non-work-related stress or burden that affects the physical or mental well-being of our membership—especially our military veterans—is a stress or burden that you do not need to bear alone.

The USPS/NALC National Agreement provides letter carriers the right and opportunity to use the Employee Assistance Program (EAP) as a means of addressing employees' personal problems. Article 35.1 states, in relevant part:

Section 1. Programs

The Employer and the Union express strong support for programs of self-help. The Employer shall provide and maintain a program which shall encompass the education, identification, referral, guidance [for] employees. ... This program of labor-management cooperation shall support the continuation of the EAP for alcohol, drug abuse, and other family and/or personal problems at the current level. (Emphasis added.)

In other words, NALC negotiated a national program for employee counseling of alcohol or drug abuse as well as for other types of family or personal problems. EAP provides outside trained professionals for free confidential counseling to all postal employees and their family members.

Many employees wrongly believe that EAP is only for dealing with drug and alcohol dependence. This could not be further from the truth. Yes, if drugs and/or alcohol are a problem, EAP is there, but the language clearly states that EAP is equally available for family and personal problems. That is the absolute fact.

Confidentiality is the cornerstone of EAP counseling. EAP counselors are bound by very strict codes of ethics, as well as federal and state laws, requiring that information learned from counseled employees remains private. EAP counselors have licenses and master's degrees in their fields of expertise.

Don't be concerned that participa-



tion in EAP will negatively affect your job. The *Employee and Labor Relations Manual (ELM)* spells that out specifically in Chapter 9, stating:

941.31 Job Security

Participation in EAP is voluntary and will not jeopardize the employee's job security or promotional opportunities.

EAP counselor services are available, through voluntary self-referrals, to letter carriers and their family members. Currently, the national contact number for such self-referrals is 800-EAP4YOU, or 800-327-4968. Additional information is also available at eap4you.com. When you call, a live counselor will answer your call to begin the process.

EAP services are provided through a contract with Magellan Healthcare and employees may be able to schedule up to 12 visits at no cost. If additional counseling is advised or necessary, the EAP counselor can make a referral for additional counseling. This additional referral counseling is at the employee's expense. However, most of the health plans in the Federal Employees Health Benefits (FEHB) Program cover this type of counsel-

National Agreement guarantees for veterans (continued)

ing. Depending on which FEHB plan you have, there may be some out-of-pocket expense for these referral visits.

EAP counselors have the responsibility to accept all referrals, schedule face-to-face or telephone interview appointments within a reasonable period from the time the request is made by the employee or family member, and crisis counseling must be available by telephone 24 hours a day, 365 days a year.

The rules for scheduling an EAP counseling session are also covered in the *ELM*, which states:

941.35 Scheduling

The following guidelines apply to scheduling and whether EAP sessions take place on or off the clock:

- a. *An employee's first visit to EAP is on the clock ...unless the employee prefers to visit the EAP unit on his or her own time.*
- b. *Subsequent consultations are on the employee's own time.*
- c. *If a reasonable period of time has elapsed since a man-*

agement referral or a previously disclosed self-referral, the manager or supervisor may, on a case-by-case basis, approve an additional on-the-clock session.

d. To receive pay for an on-the-clock session, the employee must authorize the EAP provider to disclose his or her attendance to management.

Many veterans are already aware of the Veterans Administration (VA) 24/7 Veterans Crisis Line (800-273-TALK), which provides immediate access to mental health crisis intervention and support. Frankly, some veterans would prefer not to use this VA-sponsored recourse for a variety of reasons. For those, and any other veteran who chooses, NALC has negotiated the alternative EAP services that are available for you.

If you find yourself burdened by events or circum-

stances, there is no good reason to carry it alone. Take advantage of this opportunity to address your situation with a trained counselor who is ready to listen. Your workplace should never be a place you need or want to avoid, and we need you as a co-worker. Remember, your rights to use EAP are guaranteed without fear of harassment or reprisal, and are strictly confidential.

As a veteran, you stepped up when you saw a need. For all our veterans, NALC hopes we are stepping up for you when you need us.

Make the Call!

USPS Employee Assistance Program

1-800-327-4968

(1-800-EAP-4-YOU) TTY: 1-877-492-7341

www.EAP4YOU.com



Join the NALC Veterans Group

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

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

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



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

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

Free
to join

State Summaries

California

We should all be grateful that Article 6 of our National Agreement has never been applied. That is to say, the USPS has never laid off a single career postal employee. To illustrate why we're so fortunate, millions of our fellow Americans have lost their jobs in the last several months. College graduates now enter the worst job market since the Great Depression. I recall as if it were yesterday (early 1990s) talking to people applying for carrier jobs who worked for Apple and IBM making six-figure salaries. I asked the Silicon Valley executives why they were taking the postal exam. Their response was unanimous: job security.

Well, the job security our employer is known for is in jeopardy. Unless Congress approves funding for the USPS to get us through the pandemic and the loss of first-class volume, it would be difficult to imagine a scenario without a massive restructuring, including possibly people you work beside losing their jobs, or even you. Remember the difference between a recession and a depression. A recession is when your neighbor loses his or her job; a depression is when you lose your job. And absent action from the Senate in taking up the stimulus package passed by the House, which includes relief for the USPS, guess what will happen in a few short months? The Postal Service won't have money to pay its bills! And in any other business, what would happen? We know the answer. We see it all around us when our friends lose their jobs and their employers close factories or storefronts. It can happen to us.

So please, go to nalc.org and click on "Action Needed" to send a message to your elected representatives. Or better yet, get your friends to visit heroesdelivering.com to send their message.

Eric Ellis

Florida

As in all of the states, Florida and its branches are dealing with the realities of the COVID-19 pandemic. Thus far, we have had just slightly more than 100 confirmed cases with two deaths. With the reopening and easing of restrictions taking place in Florida, cases of the coronavirus are spiking. Whether this spike is actual is just the result of more testing remains to be seen.

Now, as if the pandemic isn't bad enough, we have entered hurricane season. Predictions are that we will have between 13 and 16 named storms, with six to 10 developing into hurricanes and three or more of those becoming major storms of Category 3, 4 or 5 with winds of 115 mph or higher. The probability of one or more major hurricane making landfall in Florida has been given as 60 percent or more. As we have in the past, letter carriers will deal with it when and if it happens.

Normally, in even years, we have the drawings for the Jackman-Corbeau Scholarships at some point during the national convention. However, since the cancellation of the national convention, it has been decided that the drawings for the Jackman-Corbeau Scholarships will be held at the Lakeland Branch 1779 meeting on Aug. 20.

The previously scheduled state training seminar in West Palm Beach for Oct. 3-4 is still tentatively a go. There is still a possibility of cancellation or modification. Branches will be notified of any changes.

O.D. Elliott

Kentucky

Thanks to all who participated in our Kentucky Action Night teleconference in June. Legislative and Political Organizer Anna Mudd set it up with Eddie Davidson from Headquarters and our national business agent for the K-I-M region, Troy Clark. Numerous branches, Kentucky State Association members, presidents, members and letter carrier congressional liaisons participated as well. The messages shared, and the urges to take action, are so serious that President Rolando and Executive Vice President Renfro both addressed everyone and answered questions.

In an election year, it is ironic that Kentucky is already a battleground state. We all must contact U.S. Senate Majority Leader McConnell, Kentucky junior U.S. Senator Paul and your U.S. representative. Our union members can go to nalc.org, or call, or write. Friends and family can simply search heroesdelivering.com.

We must continue to lobby the aforementioned federal elected officials to fund the U.S. Mail during and after the pandemic. Sadly, if no action is taken, the U.S. Postal Service can run out of funds to operate. That could result in ceasing to deliver American mail and subsequent job losses. So, take action and voice your opinion to those who can keep this vital business alive.

Bob McNulty

Michigan

Greetings, brothers and sisters from the Mitten State.

It amazes me how letter carriers continue to rise and show solidarity in the face of adversity. But it is happening across the country all the time. We are still delivering in every neighborhood in this country daily in spite of the ongoing pandemic.

Right here in my home state, we had massive flooding when dams burst, leaving thousands homeless and millions of dollars' worth of damage. As they have done for almost 200 years, letter carriers came through with continued delivery of essential mail and packages. During the recent rioting in Minnesota, post offices were burned down. Within just a few days, our brothers and sisters were back delivering mail.

The facts show that letter carriers just don't give up. We are resilient and we care about our customers, so I am still dumbfounded by the attacks coming our way from some of our leaders in Washington, DC. This may just be a crisis we have a hard time coming back from.

I am, of course, referring to the refusal to include the Postal Service in any stimulus package. It is critical that each and every NALC member go to nalc.org and click on the "Take Action"

icon. This will walk you through contacting your state senators and congressional representative. It takes only a minute or two. It equally critical that we get family and friends to go to heroesdelivering.com and do the same.

We have survived wars, pandemics, earthquakes, floods, hurricanes and tornadoes. We can survive this financial crisis if we rise up and take action now!

Tom Minshall

Texas

Branches across Texas and the country are having Zoom, Webex or some kind of online meeting. Thank you! This is informing our members and still keeping us safe while observing social distancing. Also, these are new opportunities for members to connect. Where would I be without acknowledging National Business Agent Javier Bernal, Regional Administrative Assistant Shawn Boyd and Legislative and Political Organizer Brent Fjerestad for organizing "Night of Action" online meetings with branches, as well as our very own Texas State Association vice president, Everett Wylie, for educating during some of these meetings? It is our pleasure to help any branch organize an online meeting.

On to the news at hand. We continue to communicate with our members of Congress for their continued support for the USPS in the next stimulus package. Every email, phone call or letter to your representative and senators adds to the thousands we have sent, and it shows the growing support across the country. If you have not contacted your representative, you can take action by going to the NALC website and clicking on "Action Needed" on the home page. You can also use the NALC app by clicking on the "Government Affairs" section and clicking "Take Action." It only takes a couple of minutes and there is no limit as to how many times you do it. We are all encouraged to log in and send these emails daily. This is greatly appreciated; getting your fellow members invigorated to also participate is awesome.

Remember, heroesdelivering.com is also available for friends, family and customers to send their representatives an email supporting the USPS. The more letters, emails and phone calls we make, the more willing they will be to listen to us.

I'm sad we couldn't have our convention, but I'm glad we're safe.

Happy Fourth of July.

Thank you and God bless—

Carlos Rodriguez Jr.

Wisconsin

Wisconsin letter carriers deserve a socially distanced virtual hug for all they have been doing to serve the public during the pandemic. No one does it better, and hopefully your customers have made you feel appreciated. You all have my heartfelt admiration for everything you do.

There have been incredible disruptions to normalcy on every level in our work, social and

family lives. From the cancellation of the state and national conventions to the flurry of parcels in Christmas-like proportions, each of you has done the job without skipping a beat. While normalcy seems a long way off, it waits over some distant horizon.

In the meantime, members have been prodding Congress to provide funding to make up for revenue the pandemic has siphoned from the USPS. Thank you for using the “Take Action” portal on the NALC website or app and for family members who visited heroes deliver-

ing.com to do so. Don’t wait; now is *your* time to act!

Speaking of taking action, I read a post from a letter carrier from another state who was upset that the NALC is involved in legislation. His opinion was that the union should keep only to work issues.

Here’s why I cannot agree with that: The USPS is unable to advocate for itself as an organization, but we, as employees, are entitled to share our opinions. We can educate our elected representatives and by doing so save our live-

lihoods. The VA, for example, had union representation removed from the workplace and official time limited. Investigating grievances and advocating for everyone bound by the contract is the purpose of official time and is what the NALC does every day. Without being active legislatively, those representative actions would not be possible.

Taking action is a two-sided coin, so heads up!

Scott A. Van Derven

Nalcrest Update



From the Trustees

The COVID-19 pandemic has affected Nalcrest profoundly. Many of the things that retired letter carriers look forward to each day had to be put on hold due to the possibility of our residents becoming victims. The residents of Nalcrest have been dealing with it nicely, and we have continued to be virus-free. Recently, we have slowly started to relax some of the restrictions, which I am sure will make a lot of residents pretty happy.

Nalcrest has worked with a lot of volunteers to ensure that things don’t get completely out of hand in the process of restarting events. While not all of the activities can be reopened, there is plenty that can be accomplished while still adhering to the proper guidelines. After all, the safety of the residents and the staff at Nalcrest is of utmost importance. Precautions are being taken by all, and thankfully everybody is doing well.

Nalcrest is a community that offers a lot of activities for its residents to take part in. Unfortunately, we are not able to reopen everything

at once, but we are able to start the ball rolling. I am sure that even a little bit of improvement will be welcomed.

Many of the residents have been able to go fishing, and play a lot of golf, as long as social distancing is adhered to. They have also been doing a lot of extra walking. The library is reopening with some restrictions and cooperation from those who participate. We are hopeful that before long, we will be able to get back to normal.

If you are planning to live at Nalcrest upon your retirement, you should begin to plan early. At present, there are 179 members on the waiting list for apartments. The wait to get to the bottom of the list may take a little over a year. You should contact the staff at Nalcrest, whether you are looking to take a yearly lease or stay in one of our short-term apartments.

The trustees offer our appreciation to all those who have volunteered their services during these trying times. Thank you for exhibiting such a wonderful show of solidarity!

Don Southern

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

Election Notices

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that nominations for: president, vice president, secretary, treasurer, health benefits coordinator and three trustee positions will take place at the regular meeting to be held on Tuesday, Nov. 3, at 7 p.m. The meeting will be held at its normal meeting place: Polinori's, located at 1441 South Liberty Ave., Alliance.

Those who wish to be nominated must be present or should give the secretary a written letter prior to the meeting stating his or her acceptance of nomination. The term of office will be for the 2021-2022 election cycle. The election will be conducted by mail-in ballot.

Joshua Lily, Pres., Br. 297

Arlington Heights, Illinois

This is the official notice to the members of Branch 2810 for nominations for delegates to the 2021 Illinois State Association convention and the following board positions: president, vice president, treasurer, secretary, sergeant-at-arms, health benefit representative and three trustee positions. Nominations shall be held at the regular branch meeting on Sept. 3, at a location to be determined due to the COVID-19 pandemic.

Any member in good standing is eligible for nomination. A member need not be present at the meeting to be nominated; however, they must submit to the branch secretary, prior to the branch meeting, a written notice indicating a desire to accept a specific nomination.

Patrick McDonough, Sec., Br. 2810

Baton Rouge, Louisiana

This is official notice to all members of Branch 129 that nominations for branch officers, delegates and alternate delegates will take place at the union meeting held on Aug. 26 at 7:30 p.m. at the George B. Cooper Building, 1953 Beaumont Drive, Baton Rouge. In accordance with Article 5 of the *NALC Constitution* and Branch 129 bylaws, the election dates will be Sept. 25 and, if needed, Oct. 24.

Trelle Thomas, Sec., Br. 129

Beaumont, Texas

This is the official notice to all members of Branch 842 for nominations for officers and state convention in 2021. The nominations will be held at the regular meeting on Oct. 15. Voting will be held on Nov. 19 at the regular meeting, at the union hall, 2566 IH10, Suite 14, Beaumont, at 7 p.m.

Any member in good standing is eligible for nomination. Members need not be present at the meeting to be nominated. All nominees must indicate their acceptance of the nomination to the branch secretary. This should be done prior to the branch meeting. You should provide a written notice indicating a desire to accept a specific nomination as required in Article 4, Section 6.

Kawana Hebert, Sec., Br. 842

Bloomington, Illinois

This serves as official notification to all members of Branch 522 that nominations for delegates to the 2021 Illinois state convention will take place at the

regular branch meeting in August.

Furthermore, nominations for all branch officers will take place at the regular branch meeting in November, with elections at the regular branch meeting in December.

Mark Thomas, Sec., Br. 522

Granite City, Illinois

This is official notice to all members of Granite City, Madison and Venice Merged Branch 1132: Nominations for delegates and alternates to the 2021 Illinois state convention will be accepted from the floor at the regular branch meeting on Oct. 15 at 5:30 p.m. at Venice Social Club, 4168 Hwy. 162, Granite City. Nominations may also be made in writing and must be received by the recording secretary at P.O. Box 1635, Granite City, IL 62040 no later than 5:30 p.m. on Oct. 15.

Candidates must accept nomination at the nomination meeting or, if not in attendance, submit a written acceptance to the recording secretary at P.O. Box 1635, Granite City, IL 62040 by Oct. 19.

All elected branch delegates' term of office will be for one year to the 2021 Illinois state convention and must be members in good standing. Convention delegates must have attended six regular meetings in the 12 months prior to the month of convention to qualify as a paid delegate.

The election will be conducted by secret ballot at the regular branch meeting on Nov. 19 at 5:30 p.m. at Venice Social Club, 4168 Hwy. 162, Granite City. Write-in votes are not permitted and will not be counted. Any member who, for any reason, will be unable to vote on Nov. 19 may obtain an absentee ballot by writing to: Election Committee, Branch 1132, P.O. Box 1635, Granite City, IL 62040. Request for absentee ballots must be received by the election committee 15 days before the election (Nov. 4). Completed absentee ballots must be received by noon on Nov. 19.

Tim Swigert, Treas., Br. 1132

Greenville, South Carolina

This will serve as official notice to all active and retired members of Branch 439 that nominations for president, vice president, secretary, treasurer, director of retirees and three trustees, as well as delegates to the state convention, will take place Oct. 1 at the regular branch meeting held at 4003 Old Buncombe Road, Greenville.

The election will be at the same location on Nov. 5. The officers will serve a two-year term from 2021 to 2022. Every regular member shall have the right to nominate a candidate for any office. The candidates for office or convention delegates must either be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, candidates must notify election committee by telephone and follow up with written acceptance. The ballot will show that the president, vice president, secretary, treasurer and director of retirees are automatic delegates to state and national conventions. They shall be the first five delegates.

In the event that more than one member is nominated for an officer's position or more than three trustees are nominated, ballots will be sent within one week to the address on record of all members. To be counted, ballots must

be in the hands of the chairman of the election committee at the November meeting. An election committee of three will be appointed to handle election procedures and count the ballots.

Michelle Splawn, Sec., Br. 439

Hopkins, Minnesota

This is official notice to all members of Branch 2942 that nominations for one trustee position and delegates to the 2021 Minnesota State Association convention shall be taken at the Oct. 7 union meeting.

Elections, if necessary, will be held during the Nov. 4 union meeting. Union meetings take place at the Hopkins American Legion, 10 12th Ave. S., Hopkins.

Leanne Steinbrunn, Sec., Br. 2942

Houston, Texas

In accordance with Article 5 of the *NALC Constitution*, this is the official notice to all members of Branch 283 of nominations for delegates and alternates to serve during 2021. Nominations will be accepted during the regular union meeting in session Tuesday, Sept. 8, at 7 p.m. at the union hall, 2414 Broadway St. Any member in good standing and current in the payment of their dues may run for delegate.

Upon nomination, candidates must certify that they have not served or applied in a supervisory capacity for the 24 months prior to nomination.

The final day for the election chairman, Anthony Domingo, to receive signed acceptance slips will be Friday, Sept. 11, by 12 p.m. at the union hall.

The election will be conducted by secret mail-out ballot. Ballots will be mailed on Friday, Oct. 9, and must be returned by 8 a.m. on Monday, Nov. 9. Write-in votes are not permitted. Voting instructions will be enclosed with the ballots mailed to each member. Members are required to keep their mailing address current. If you have recently moved, please notify the union hall of your new and current address by calling 713-641-2366.

All nominees must check for their name on the list posted at their station or the September issue of the *Houston Letter Carrier*. You must report any errors in spelling or the omission of your name to the union hall by Sept. 21 at 12 p.m. If you fail to report the omission of your name by Sept. 30 at 12 p.m., you will not be eligible to appear on the ballot.

The mailing list will be available for nominee inspection on Sept. 21; counting of the ballots will be on Nov. 9 at the union hall.

Perla Garza, Rec. Sec., Br. 283

Laredo, Texas

This is the official notice to all members of Branch 354 that nominations and elections for one trustee.

Nominations will be taken at the regular branch meeting on Oct. 13. Meeting starts at 7 p.m. at the union hall, 3220 E. Locust St. Nominee(s) must accept nomination at the time made or, if absent, in writing.

The term for trustee is for three years. Secret ballots will be mailed out and replies must be received at the P.O. box no later than 12:01 a.m. on Nov. 10.

Tally of ballots will be at the union hall during our monthly meeting on Nov. 10 at 7 p.m.

Rafael G. Carranza, Sec., Br. 354

Lewiston, Idaho

This is an official notice to all members of Branch 1192 for the nominations and election of officers: president, one-year term; vice president, one-year term; secretary/treasurer, one-year term; and one audit committee trustee, three-year term, for the year starting Jan. 1, 2021.

Nominations will be accepted starting at our regular scheduled meeting on the third Wednesday of September, Sept. 16, at 6 p.m., and close on Oct. 21 at the close of the meeting. If submitting a nomination for an office by mailing, nomination must be received by the secretary/treasurer by 6 p.m. on Oct. 21. At the same time, nominations will be accepted for delegate alternates to the national convention if it is rescheduled for 2021. Our bylaws state that the elected president, vice president and secretary/treasurer will be the national convention delegates.

Candidates may accept nomination for only one office. Write-ins on ballots will not be permitted. Nominees attending meetings in September or October will accept or decline nomination at time of nomination. Any members nominated not in attendance of meeting have until Oct. 29 to accept or decline nomination. Accept/decline letters must be received by the secretary/treasurer no later than 4 p.m. on Oct. 29.

Elections will be held at the regular scheduled meeting on Nov. 18 at 6 p.m. Any member who is unable to attend the November meeting or would prefer to cast their votes through absentee ballot can request a ballot by writing to: Election Committee, P.O. Box 534, Lewiston, ID 83501 at any time after the September meeting and prior to Oct. 28. Absentee ballots will be mailed by Oct. 31. Ballots must be received by 3 p.m. on Election Day. Election results will be announced at the end of the November meeting and posted on the Branch 1192 bulletin board within one week.

Absentee ballots must be requested by Nov. 4.

All meetings are scheduled to be held at Roosters, 1010 Port Way, Clarkston, WA at 6 p.m. Due to the COVID-19 pandemic, this is subject to change. On the Saturday before a scheduled meeting, the meeting announcement will be at each time clock in the Lewiston post office. If the meeting place changes, it will be posted at this time.

Deborah Schaeffer, Sec., Br. 1192

Long Island Mgd., New York

In accordance with Article 5 of the *National Constitution*, this is an official election notice to all members of Branch 6000 that the nomination for the following officers will take place at the branch meeting to be held on Sept. 17 at 7:30 p.m. at the Knights of Columbus Hall in Bay Shore, on 5th Avenue between Southern State Parkway and Sunrise Highway.

Officers to be nominated are: president, executive vice president, first vice president, recording secretary, financial secretary, treasurer, area representative, area representative/OWCP representative, director of city delivery/safety officer, health benefit representative,

MBA/NSBA representative, editor and five trustees, who shall be known as sergeant-at-arms/trustee 1, and trustee 2, 3, 4 and 5. In accordance with branch bylaws, all officers shall be automatic paid delegates to the New York state and national conventions. The term of office will be for three years, beginning on Dec. 17.

Each nominee must be present at the nominations on Sept. 17 and give consent to his/her nomination, or must file a written acceptance of his/her nomination with the recording secretary by Sept. 16. No person shall accept nomination for more than one office.

The election will be conducted by secret ballot via mail. Ballots will be mailed to members' last known addresses beginning Oct. 19, and must be returned to the designated post office in order to be counted by Nov. 9 at 3 p.m. Write-in votes are not permitted.

Carol M. Brown, Rec. Sec., Br. 6000

Lubbock, Texas

This is official notice to all members of Branch 2589 that nominations will be taken at our regular meeting on Oct. 15 for the following offices: president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefits representative, editor, three trustees and delegates to the 2021 Texas state convention. The branch president, vice president, secretary and treasurer will be delegates to the Texas state convention by virtue of their office. All officers are elected for a term of two years.

Election of officers and delegates will be by secret ballot and will be held from 5 p.m. to 7 p.m., on Nov. 19 at the union hall on 1101 31st St., Lubbock. Requests for absentee ballots must be made individually in writing and should be mailed to the election committee at 101 31st St., Lubbock, TX 79411. Absentee ballots must be requested after nominations have closed on Oct. 15 but before Nov. 1. Election results will be announced at the regular branch meeting on Nov. 15.

James Petrey, Rec. Sec., Br. 2589

Newport, Rhode Island

This will serve as official notice to all members of Branch 57 that nominations for the following position will be held at the regular branch meeting on Sept. 16 at 7:30 p.m. at the Cup Defenders' hall in Bristol: one trustee position for a three-year term of office. The election will be held by mail ballot in October.

John Bahl, Sec., Br. 57

Norman, Oklahoma

Branch 1491 will hold all phases of the election process two months later than described in our bylaws, due to COVID-19 and delays in notification procedures. Nominations will be accepted 10 days after the publication of this notice. This year's election is for officers only.

Barbara Semke, Sec., Br. 1491

Reading, Pennsylvania

This is official notice to members of Branch 258 that nominations for the following offices will take place at the regular branch meeting to be held Oct. 14 at 7:30 p.m. at United Steelworkers Union Hall, 1251 N. Front St., Reading: president, vice president, secretary, treasurer, one trustee (three-year term), sergeant-at-arms, health plan represen-

tative, labor council representative and director of communications.

Those who wish to be nominated must be present for the meeting or submit a letter of nomination acceptance to the branch secretary prior to the October regular meeting. In the event an election is necessary, such election will take place at the regular branch meeting on Nov. 4 at United Steelworkers Hall.

Paul Purcell, Sec., Br. 258

Rockville, Maryland

This is official notification to all members of Branch 3825 Merged that nominations of all branch officers for the 2020-2021 term, as well as delegates to the 2021 state convention, will take place at the regular monthly union meeting on Sept. 2 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

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

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

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to members' last known addresses and will be counted at the Nov. 4 union meeting. The installation of elected officers will be conducted at the Dec. 2 branch meeting.

Kenneth Lerch, Pres., Br. 3825

Salina, Kansas

Elections for Branch 486 will be held in November. Nominations will be taken at the September and October meetings in accordance to local bylaws.

Kiffany Suenram, Sec., Br. 486

Shreveport, Louisiana

This is official notification to all active and retired members of Branch 197 that nominations for the office of president, vice president, recording secretary, treasurer, financial secretary, health benefit rep, sergeant-at-arms and one trustee will be accepted at the September union meeting. In addition, nominations to the state convention to be held in Shreveport in June 2021 (tentatively) will be held.

Candidates must be present if nominated or have an acceptance letter presented at the September union meeting on his/her behalf. Candidates must verify that he/she has not held, accepted or applied for a supervisory position in the 24 months preceding nominations. Candidates may accept a nomination for only one office. All candidates must be in good standing at the time of nominations.

Danny Hatchett, Pres, Br. 197

Snohomish Co., Washington

Nominations for all Branch 791 officers shall be conducted at the September and October meetings. Nominations will be accepted for president, vice president, secretary, treasurer, MBA representative/HBR, sergeant-at-arms and director of retired members, and trustee. An election, if necessary, will be conducted via U.S. mail in accordance with Branch 791 bylaws.

Meetings are held at the Everett Labor Temple, 2812 Lombard Ave., Everett on the first Thursday of each month at 7 p.m. (except July and August). All nominees must indicate their acceptance of the nomination as required in Article 4, Section 6.

Nominations for the state convention delegates will be conducted at the branch meetings on Sept. 3 and Oct. 1. Nominations for branch trustee will be conducted at the September and October meetings. Election of delegates to the state convention shall be conducted by secret ballot at the November meeting by those present. All nominees must indicate their acceptance of the nomination as required in Article 4, Section 6. Trustee election shall be conducted by secret ballot by those attending the November meeting.

The president, vice president and secretary, by virtue of their office, shall be automatic delegates to the national and state conventions.

Michelle Decker, Pres., Br. 791

Vancouver, Washington

In accordance with Article 5 of the branch bylaws, this is the official notice to all members of Branch 1104 that nominations and elections for delegates to the 2021 Washington state convention and nominations for all officer positions will take place from the floor at our regular monthly branch meeting on Oct. 8 at Pied Piper Pizza, located at 12300 NE Fourth Plain Blvd. #E, Vancouver, starting at 7 p.m. Officers will serve a two-year term, beginning 2021 through 2022.

Officers to be nominated are president, vice president, recording/financial secretary, treasurer, sergeant-at-arms/scribe, mutual benefits representative, health benefits representative and a board of three trustees. The candidates for officer and convention delegate positions shall be required to be present at the meeting when nominated, or signify in writing, no later than 7 p.m. at the Oct. 8 branch meeting, the officer/delegate position to which he or she would accept nomination and his or her willingness to serve if elected. Candidate can only be nominated to one officer position. All regular branch members in good standing shall be eligible to hold any officer and delegate position in the branch.

If there is to be a runoff election, an election committee of three will be formed by the branch president and ballots will be mailed to the members' last known addresses on record. The election committee will be responsible for arranging all election procedures and counting ballots. All members are entitled to one vote for an officer and one vote for state convention delegate, if necessary. Article 5 of branch bylaws will govern the elections. All ballots must be returned by Nov. 12 by 7 p.m. to be valid and counted; there will be no write-in candidates. The results of the balloting will be announced at the Nov. 12 branch meeting.

Jon Weinberg, Sec., Br. 1104

Washington, DC

This is official notice, pursuant to Article 5 of the Branch 142 bylaws, of the nomination and election of delegates and alternate delegates to the 2021 MD/DC state convention. Nominations for all delegates will be made at the regular branch meeting on Oct. 1. The election of delegates and alternate delegates

will take place at the regular branch meeting on Nov. 4. Capitol Branch 142 union meetings begin at 7:30 p.m. Capitol Branch 142 is located at 6310 Chillum Place NW, Washington, DC.

In the event that the COVID-19 pandemic and the social-gathering guidelines from the CDC are still active, and we are unable to have a regular branch meeting in October, the membership will be notified by mail in reference to nominations and election for all delegates. If you have any questions about the nominations for the 2021 MD/DC state convention, please contact the union hall at 202-291-4930.

All members in good standing as defined in the NALC Constitution must be present, or he or she must have a member in good standing place his or her name in nomination. All members in good standing must signify his or her acceptance of the nomination in writing to the recording secretary no later than 72 hours after the Oct. 1 nominating meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions. The nominee's written acceptance must also include that he or she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether for one day or a fraction thereof, either detailed, acting, probationary or permanently at any time during the 24 months prior to the nominating meeting. Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure that his or her faxed written acceptance has been received timely.

Darrien H. Williams, Rec. Sec., Br. 142

Wilkes-Barre, Pennsylvania

This is the official notice of nomination of officers for Branch 115. It will occur at the regular branch meeting on Sept. 2, at 315-317 North Washington St. Wilkes-Barre at 7 p.m.

Elections, if necessary, will be held from 4p.m. to 7 p.m. at the regular branch meeting on Nov. 4, at the same location. Elections will be conducted by secret ballot. The following officer positions are up for nominations: president, vice president, recording secretary, treasurer/financial secretary, sergeant-at-arms, health benefits representative, three board of trustee positions and delegates. Requests for absentee ballots shall be made in writing to the Election Committee at P.O. Box 1552, Wilkes-Barre, PA 18703, by Oct. 21.

Matthew Slivinski, Pres., Br. 115

Willoughby, Ohio

This serves as official notice to all members of Branch 3688 that nominations for president, vice president, secretary, treasurer and three board of trustee positions (with one alternate) will take place at the regular branch meeting scheduled for 5:30 p.m. on Wednesday, Oct. 21, at the American Legion Hall, Willoughby. Members willing to serve must be present to be nominated, unless they signify their intentions in writing to the branch secretary prior the meeting. All positions are for two-year terms.

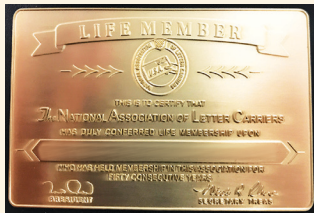
If an election is warranted, such election will take place by secret ballot at our regularly scheduled union meeting on Nov. 18.

Michael Ramacciatti, Sec., Br. 3688

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

William C. Milstead Baltimore, MD Br. 176

65-year pins

Winston L. Dodge Denver, CO Br. 47
 William A. Hamilton Denver, CO Br. 47
 Richard L. Legler Denver, CO Br. 47
 Norman A. Danis Western Mass. Br. 46
 Nathaniel H. Kemp Long Island Mgd., NY Br. 6000

60-year pins

William A. Hamilton Denver, CO Br. 47
 Richard C. Brann Maine Merged Br. 92
 Edward A. Maby Maine Merged Br. 92
 John J. O'Leary Maine Merged Br. 92
 Roy L. Brewer Jr. Baltimore, MD Br. 176
 Charles A. Goode Baltimore, MD Br. 176
 Frank O. McCullough Baltimore, MD Br. 176
 William T. Mettle Baltimore, MD Br. 176
 Adrian J. Nickles Baltimore, MD Br. 176
 Joseph J. Onorato Baltimore, MD Br. 176
 William B. Proctor Jr. Baltimore, MD Br. 176
 Louis E. Roth Baltimore, MD Br. 176
 Rodney E. Howes Boston, MA Br. 34
 Thomas E. Murphy Western Mass. Br. 46
 Nathaniel H. Kemp Long Island Mgd., NY Br. 6000
 George N. Michael Canton, OH Br. 238
 Vincent T. Tonielli Canton, OH Br. 238
 Howard W. Jensen Memphis, TN Br. 27
 John D. Wright Memphis, TN Br. 27
 Gene R. Betz Seattle, WA Br. 79
 Billy E. Bigelow Seattle, WA Br. 79
 Conrad F. Gettman Seattle, WA Br. 79
 Peter J. Madsen Seattle, WA Br. 79
 Edward L. Morris Jr. Seattle, WA Br. 79

55-year pins and gold cards

Joe Liscano Santa Barbara, CA Br. 290
 William A. Hamilton Denver, CO Br. 47
 Patrick C. Ryan Downers Grove, IL Br. 1870
 Joseph J. Poluyanskis Rockford, IL Br. 245
 Joseph T. Adam Baltimore, MD Br. 176
 Frank F. Braunstein Baltimore, MD Br. 176
 Gerald E. Brown Baltimore, MD Br. 176
 Loy H. Creighton Baltimore, MD Br. 176
 James R. Fultz Jr. Baltimore, MD Br. 176
 Allen C. Heyman Baltimore, MD Br. 176
 Burford F. Linker Baltimore, MD Br. 176
 Clyde D. Lyles Baltimore, MD Br. 176
 Gerard F. Novak Baltimore, MD Br. 176
 Joseph L. Zang Baltimore, MD Br. 176
 Michael D. Segal Boston, MA Br. 34
 William E. Dalton Jr. Western Mass. Br. 46

John R. Hughes Western Mass. Br. 46
 John Nascimento Western Mass. Br. 46
 Francis X. Simonds Western Mass. Br. 46
 Nathaniel H. Kemp Long Island Mgd., NY Br. 6000
 John D. Janousek Seattle, WA Br. 79
 Michael T. Mangan Seattle, WA Br. 79
 Dennis L. Glen Fond du Lac, WI Br. 125
 David D. Nett Fond du Lac, WI Br. 125
 Richard H. Weisbach Fond du Lac, WI Br. 125
 Donald R. Wurtz Fond du Lac, WI Br. 125

50-year pins and gold cards

Sebastian G. Herrera Jr. Brawley, CA Br. 2704
 Anne P. Blount Greater East Bay, CA Br. 1111
 Michael F. Lombardi Los Angeles, CA Br. 24
 Charles M. Venezia San Francisco, CA Br. 214
 William A. Hamilton Denver, CO Br. 47
 Daniel L. Bauer Central Florida Br. 1091
 Larry L. Kempfer Downers Grove, IL Br. 1870
 Maurice S. Johnson Rockford, IL Br. 245
 James D. Aldridge Salina, KS Br. 486
 James B. Bogart Salina, KS Br. 486
 Lyle D. Gauby Salina, KS Br. 486
 M. L. Lott Salina, KS Br. 486
 Albert L. Peters Salina, KS Br. 486
 Wallace R. Pecquet Kenner, LA Br. 4342
 Jessie L. Boyd Baltimore, MD Br. 176
 Ellie F. Brown Baltimore, MD Br. 176
 Reginald D. Forgan Baltimore, MD Br. 176
 George F. Hand Baltimore, MD Br. 176
 Phillip M. Harris Baltimore, MD Br. 176
 Elton V. Howell Jr. Baltimore, MD Br. 176
 Robert E. Janney Baltimore, MD Br. 176
 Oswald E. Kinat Baltimore, MD Br. 176
 Clayton D. Martin Baltimore, MD Br. 176
 Jackie L. McCullough Baltimore, MD Br. 176
 Eula D. O'Neal Baltimore, MD Br. 176
 Lawrence E. Oliver Jr. Baltimore, MD Br. 176
 John F. Provenzano Jr. Baltimore, MD Br. 176
 Wenceslaus E. Smetana Baltimore, MD Br. 176
 Donald W. Wright Baltimore, MD Br. 176
 Robert L. Zelechowski Baltimore, MD Br. 176
 Russell H. Barter Southeast MA Mgd. Br. 18
 Robert E. Boland Southeast MA Mgd. Br. 18
 Arthur Bougas Southeast MA Mgd. Br. 18
 Edward M. Butler Southeast MA Mgd. Br. 18
 Truman R. Buzzell Jr. Southeast MA Mgd. Br. 18
 Michael C. Cobis Southeast MA Mgd. Br. 18
 Robert J. Costa Southeast MA Mgd. Br. 18
 Francis L. Crowley Southeast MA Mgd. Br. 18
 Dennis B. Dansereau Southeast MA Mgd. Br. 18
 Michael J. Del Pozzo Southeast MA Mgd. Br. 18
 George L. Delorie Southeast MA Mgd. Br. 18
 George F. Demello Southeast MA Mgd. Br. 18
 Gerard C. Devlin Southeast MA Mgd. Br. 18
 D. E. Doucette Southeast MA Mgd. Br. 18

Peter L. Dufresne Southeast MA Mgd. Br. 18
 Philip G. Greene Southeast MA Mgd. Br. 18
 William C. Hallett Southeast MA Mgd. Br. 18
 Ronald A. Hebert Southeast MA Mgd. Br. 18
 Raymond J. Morin Southeast MA Mgd. Br. 18
 James T. Mulvaney Southeast MA Mgd. Br. 18
 Stephen W. Paul Southeast MA Mgd. Br. 18
 Joseph L. Perrone Southeast MA Mgd. Br. 18
 Edward F. Peterson Southeast MA Mgd. Br. 18
 Lawrence J. Petipas Southeast MA Mgd. Br. 18
 John A. Plantinga Southeast MA Mgd. Br. 18
 Raymond K. Seaver Southeast MA Mgd. Br. 18
 Paul H. Servais Southeast MA Mgd. Br. 18
 Edward L. Studley Jr. Southeast MA Mgd. Br. 18
 John J. Tinkham Southeast MA Mgd. Br. 18
 Robert A. Viella Southeast MA Mgd. Br. 18
 Robert F. Wynne Southeast MA Mgd. Br. 18
 Antonio Zina Southeast MA Mgd. Br. 18
 Joseph P. Audette Western Mass. Br. 46
 Albert F. Cadette Western Mass. Br. 46
 Fredrick H. Darwell Western Mass. Br. 46
 Richard A. Jasinski Western Mass. Br. 46
 Ronald E. Reagan Western Mass. Br. 46
 Clarence J. Schmieder Saginaw, MI Br. 74
 Russell L. Syracuse Saginaw, MI Br. 74
 Warren W. Wedding Saginaw, MI Br. 74
 John E. Wojt Saginaw, MI Br. 74
 William C. Jones Greenville, MS Br. 516
 Edward G. Nolan Flushing, NY Br. 294
 John A. Simone Long Island Mgd., NY Br. 6000
 Jeffery L. Hinkle Eugene, OR Br. 916
 Patrick S. McGuire Pittsburgh, PA Br. 84
 John W. Beaver Jr. State College, PA Br. 1495
 John R. Burns State College, PA Br. 1495
 Edward L. Cain Jr. State College, PA Br. 1495
 Ray A. Foster State College, PA Br. 1495
 Barry E. Hayes State College, PA Br. 1495
 R. C. Houtz State College, PA Br. 1495
 Barry V. Intorre State College, PA Br. 1495
 Michael J. McChesney State College, PA Br. 1495
 Patrick J. McChesney State College, PA Br. 1495
 Buddy I. McClellan State College, PA Br. 1495
 David A. Meyer State College, PA Br. 1495
 Ronald F. Millward State College, PA Br. 1495
 Richard L. Ott State College, PA Br. 1495
 William R. Smiles State College, PA Br. 1495
 Paul B. Witmer State College, PA Br. 1495
 Raymond S. Krakosky Wilkes-Barre, PA Br. 115
 Ken R. Kolbeck Sioux Falls, SD Br. 491
 Marion R. Avent Memphis, TN Br. 27
 Thomas W. Bailey Memphis, TN Br. 27
 James L. Bates Memphis, TN Br. 27
 George N. Bell Memphis, TN Br. 27
 William O. Bell Memphis, TN Br. 27
 Charlie L. Berry Memphis, TN Br. 27
 Gerald H. Boyle Jr. Memphis, TN Br. 27

Honor Roll

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

Robert D. Brooks	Memphis, TN	Br. 27	Ellis Jones Jr.	Memphis, TN	Br. 27	Kenneth L. Blachly	Seattle, WA	Br. 79
Willard J. Brown	Memphis, TN	Br. 27	Adrian L. Kilgore	Memphis, TN	Br. 27	David W. Clapp	Seattle, WA	Br. 79
Bruce M. Carlson	Memphis, TN	Br. 27	Wallace A. Larue	Memphis, TN	Br. 27	Peggy E. Cooper	Seattle, WA	Br. 79
J. L. Cowan	Memphis, TN	Br. 27	Larry E. Mells	Memphis, TN	Br. 27	William H. Cox	Seattle, WA	Br. 79
Lois A. Davis	Memphis, TN	Br. 27	Juanita J. Myers	Memphis, TN	Br. 27	Kenneth R. Eline	Seattle, WA	Br. 79
David R. Delk	Memphis, TN	Br. 27	Gary E. Nalley	Memphis, TN	Br. 27	Michael A. Escriba	Seattle, WA	Br. 79
James M. Dixon	Memphis, TN	Br. 27	Norris F. Neal	Memphis, TN	Br. 27	Patrick S. Espinosa	Seattle, WA	Br. 79
Carl J. Doherty	Memphis, TN	Br. 27	Boyce L. Nicholson	Memphis, TN	Br. 27	Lonny J. Justesen	Seattle, WA	Br. 79
Donald B. Dotson	Memphis, TN	Br. 27	Larry D. O'Neil	Memphis, TN	Br. 27	Gary J. Kartes	Seattle, WA	Br. 79
James T. Fee	Memphis, TN	Br. 27	Walter L. Peggs	Memphis, TN	Br. 27	Michael L. Kolodzik	Seattle, WA	Br. 79
Don R. Fleming	Memphis, TN	Br. 27	Joe L. Prince	Memphis, TN	Br. 27	William P. Lynch	Seattle, WA	Br. 79
Eugene R. Franklin	Memphis, TN	Br. 27	Terry W. Pruett	Memphis, TN	Br. 27	Ellen L. Mignogna	Seattle, WA	Br. 79
Larry G. Futral	Memphis, TN	Br. 27	Jesse Rember	Memphis, TN	Br. 27	James A. Olson	Seattle, WA	Br. 79
Charles D. Heglar	Memphis, TN	Br. 27	James E. Rixter	Memphis, TN	Br. 27	Frank G. Robertson Jr.	Seattle, WA	Br. 79
Michael A. Hensley	Memphis, TN	Br. 27	James L. Roberts Jr.	Memphis, TN	Br. 27	William C. Rosling	Seattle, WA	Br. 79
Jerry M. Holyfield	Memphis, TN	Br. 27	James F. Scallions	Memphis, TN	Br. 27	Richard E. Downing	Walla Walla, WA	Br. 736
Freddie L. Horton	Memphis, TN	Br. 27	Robert G. Shackelford	Memphis, TN	Br. 27	Daryl R. Foster	Walla Walla, WA	Br. 736
James F. Hunter	Memphis, TN	Br. 27	Juan D. Shipp	Memphis, TN	Br. 27	Glen G. Geissel	Walla Walla, WA	Br. 736
Robert L. Hutchinson	Memphis, TN	Br. 27	Harry K. Sublett	Memphis, TN	Br. 27	Roger D. McGee	Walla Walla, WA	Br. 736
Billy J. Jackson	Memphis, TN	Br. 27	Raymond D. Watson	Memphis, TN	Br. 27	Aubery T. Queen	Walla Walla, WA	Br. 736
Michael D. Jackson	Memphis, TN	Br. 27	Jerry W. Wilson	Memphis, TN	Br. 27	John A. Arthur	Fond du Lac, WI	Br. 125
Harold R. Jenkins	Memphis, TN	Br. 27	Judith F. Wright	Richmond, VA	Br. 496	Gerald F. O'Connor	Fond du Lac, WI	Br. 125

Retiree Reports

Hartford, Connecticut

It has gotten to be a challenge to deliver the mail throughout the nation. Sadly, rioters and looters in Minneapolis and St. Paul, MN, have stolen postal vehicles and burned down post offices in that area. This has forced the Postal Service to temporarily suspend mail delivery there. Other carriers in the nation have endured paintball and physical and gun violence attacks elsewhere in the USA. This is while we deal with the COVID-19 disease. Revenue and mail volume are, not surprisingly, down, as many small businesses, even churches, are shut down by state mandates/lockdowns. Hopefully, the attacks on P.O. facilities and employees will be dealt with by state law enforcement, postal inspectors and national guards throughout our nation.

Obviously, there are a large number of elderly retirees, COVID-19 dead, and/or victims in retirement/nursing homes and convalescent hospitals. This includes 6,000 dead of COVID-19 in New York state, and 70 percent of COVID-19 victims in Connecticut who are nursing home/convalescent dead and/or victims.

Sadly, the COVID-19 death toll has exceeded the 100,000 people who died in 1968-69 from the Hong Kong flu. Included is my late ex-mother-in-law, who died at age 91 in a Ridgefield, CT, nursing home. My son was unable to attend the burial because of the pandemic. Included in the dead are many at the Glendale/Naugatuck convalescent facility, where I delivered mail for many years. Also, many of the deceased there were acquaintances of mine who were regulars at Burns Café in Naugatuck, where I have gone to weekly for many decades, first as a carrier and now a retiree. Sincere condolences go to their families. That is so sad. It may take years for the Post Office, cafes, shopping malls and small retailers to recover from all of this.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

“Wear your mask; protect yourself at all times.” —Steve Ancar, Branch 124 president

Good advice. In that same vein, Anna Mudd, Region 8's legislative and political organizer, is asking retirees to take action at heroesdelivering.com. Also, inform your family and friends to go to the site to voice their support on a daily basis. You can also go to nalc.org for timely information to save our Postal Service. Ms. Mudd can answer questions at amudd@nalc.org.

Retirees are not subject to the Hatch Act, which allows us as retirees to participate in the political process in a manner that active carriers can't—for example, to counter voter suppression by registering voters. (Georgia is a current example of a state with voter suppression.)

Current bills pending in Congress of interest to retirees are as following:

- Postal reform: H. Res. 54, 60, 2382/S. 2965
- GPO/WEP: H.R. 141/S. 521, H.R. 3394/S. 3401, H.R. 4540
- Federal annuities: H.R. 1254/1535 (*important*)
- Federal personnel: H.R. 3348/S. 1898 (*against*)

We tentatively have scheduled our retirees meeting for July 8 at 1 p.m. Since most of us are in the at-risk group, we will practice social distancing and wear masks. Hope to see those able to attend.

Eight minutes, 46 seconds. I will end this article with words from Killer Mike of Atlanta: “We have to be better than burning down our own homes.... Now is the time to...organize and mobilize.”

Fill out your census form. Make sure you and are family are registered to vote. In Louisiana, download the app. *Geaux vote to stay informed.*

On the NALC website, listen to President Rolando's statement on the subject of George Floyd on the NALC podcast. I highly recommend the podcast, “You Are the Current Resident.”

Contribute to Letter Carrier Political Fund. Your job and pension depends on it.

Keep the faith—vote!

Stanley L. Taylor, Branch 124

Paterson, New Jersey

What a difference a few months make. Our last few articles were in reference to maintaining solidarity in this union by mentioning our anniversary of the Great Postal Strike of 1970, union membership, union and retiree meetings, and the ability to stay and remain united.

All union gatherings and meetings have been canceled until further notice for the protection of the safety and health of our members. Please call our union office at 973-279-7356 for any updated information pertaining to the resuming of union meetings, etc.

Let's hope that this is a temporary measure. Our union serves its members best when we have face-to-face contact, express our ideas, and solve problems with suggestions and recommendations in a group setting during a union meeting away from the workroom floor, away from any time restraints to deliver our nation's mail.

We are saddened by the devastation that this virus is spreading to anyone, including our large membership and families, and we offer our condolences to anyone who has been affected by this pandemic in a tragic manner. Stay safe, work safe, and keep trying to take as many measures necessary in avoiding contact with this virus at this time.

Joseph Murone, Branch 120

Branch Items

Albany, New York

Congratulations to Branch 29 gold card recipients Charlie Brooks, Pat Clancy, Vince Commisso, Charlie Finnegan, John Graves, Bill Matthews, Ron Meilinger and Bob Yaiser. Congratulations to Russ Brown on his 55 years as a union member.

Congratulations to our newest career letter carriers in Branch 29, Etaseme Elonge and Elizabeth Sinchi. They converted on June 6.

Congratulations to Lou Ferraiola on his retirement from the Postal Service. We wish you a long and healthy retirement.

The branch honored Clark Henry by having a brick engraved at Patriot's Way to honor Clark's service in the Navy. Clark served aboard the *U.S.S. Wasp*.

Jay Jackson, Branch 29

Anchorage, Alaska

We recently had a grievance appealed to Step B that was something we hadn't seen before. Management was attempting to collect money from a carrier that they never had in the first place. Management wanted the carrier to pay for the employer share of taxes sent to the IRS on a postal debt that hadn't been shown the carrier owed money. The steward did an excellent job in putting the case together. The NBA and National Officers said that they felt the issue was an interpretive issue. The NBA contacted the NALC Step B member and advised him to settle the appeal if possible; otherwise, impasse the case because NALC believed the issue to be interpretive.

Well, you can imagine our surprise when we received the decision denied from the Step B Team. Yes, that's right, the NALC B Team member denied the grievance even after being told by the NBA that National wanted the case impasse as interpretive if it couldn't be settled. The NALC Step B member went against the direction of the NBA and National. Why this Step B Team member hasn't been fired yet is puzzling.

Our branch has been asking to be removed from the Northland Step B Team for years because of its very weak and poor decisions. But it has to be a mutual decision, and management won't agree. Why would they when they are happy that they are not being held accountable? Can you imagine if management stood up on the workroom floor and praised how great your steward was in his grievance settlements? Let there be no mistake about it, the Northland Step B Team is the worst we have ever had decide cases for this branch and management loves them. That's not a legacy any union advocate wants pinned on them.

Jim Raymond, Branch 4319

Boston, Massachusetts

With the state loosening restrictions due to COVID-19, we recently had our first branch meeting since March. Masks were worn and the hall was set up for social distancing. The "new" normal will take some getting used to. Consolidated casing is being phased out and I, for one, am breathing easier on that one. After the next phase of reopening, we will reevaluate

rescheduling most of the canceled/postponed branch events we have had to act on due to the Coronavirus epidemic. We all need to support a bailout for the USPS by contacting our senators and representatives on supporting these bills.

Congratulations to the nine CCAs who were converted to career in June; 30 months is too long to be waiting for this step.

Additional congratulations go out to our recent retirees: Fred Casey, Paul Medeiros, Gene Bragdon, Richard Kielczewski, Dave Lopaus, Steve Burke, Jimmy Aylward, Frank Bradley, Richard Scott, Michael Kelly, Paul Senior, Mark Walkins and Mark Catinella.

Our sincere condolences to the families of Robert "Blue" Rooney, James Courtney, Pasquale A. Rosati, Dick Perry and Robert Coughlin. Rest in peace, brothers. There is a light at the end of the tunnel and we are getting there.

Jerry McCarthy, Branch 34

Brick Town, New Jersey

COVID-19 has presented very difficult situations throughout our nation. My heart goes out to everyone who has suffered from it and to all who have lost a loved one because of it...especially to those in our postal family.

Your local union officials have been working tirelessly to ensure the safety and health of our members, all while continuing to fight for your contractual rights. Our executive board has continued to meet via telecons, phone calls and text messages regarding the pandemic, staffing issues, etc.

Fred Rolando and all of the NALC Executive Council have been fighting for us on so many fronts. Our NBA, Dave Napadano, has been a continual source of help. I cannot imagine the current pandemic situation without such great national leadership.

With the relaxation of restricted activities in our state, we are hopeful to resume our general membership meetings in September. We will keep you posted and look forward to seeing everyone again.

On another note, although our parcel volume is at an all-time high, the Postal Service continues to pay record overtime and penalty overtime to make up for the many employees out of work due to the pandemic and school closings. This, coupled with the exorbitant cost of providing personal protective equipment (PPE) and cleaning supplies, is directly hurting our bottom line. It is imperative that we get assistance in the next stimulus bill. Please continue to knock on our representatives' doors on Capitol Hill daily, expressing our need to them. The easiest way to do this is through the NALC Member App. When you get a push alert, please "Take Action." It literally takes seconds to do so.

Lastly, please do not let your guard down with regard to the pandemic. Please continue to take every precaution. I wish everyone a safe and happy summer.

Philip W. Cornell, Branch 5420

Camden, New Jersey Merged

I see my brothers and sisters on the work floor every day. We are all different. We are all the same. What makes us different? Is it just the color of our skin? I would like to think it is who we are inside as individuals that truly makes us different. If you look at me, you may see a white man. You may see someone with olive skin. Am I the same as the white man standing next to me? Am I the same as the Middle Eastern guy across the street? Maybe I'm different than both of them. Maybe I'm not like anyone else in the world. Maybe I'm just like you.

I haven't counted, so I can't give you any numbers or percentages about the diversity of our branch's membership. I can tell you we have people from almost every walk of life, and I know it's true of the entire membership of the NALC. I'm proud to be part of this organization, this family. We all work and strive for the same things for ourselves and our families. A good job with a living wage and benefits. An opportunity to live out our lives with dignity. We are all different. We are all the same.

I can't believe, in this day and age, I feel the need to write an article about this. Don't wake up tomorrow on the wrong side of this issue. It's not too late to say, "Maybe I need to look at this from a different perspective. Maybe I don't know what it's like to be black in America. Maybe, just maybe, I was taught wrong."

All lives cannot matter until you include black lives. We are all different. We are all the same.

Chuck Goushian, Branch 540

Carmel, Indiana

Here we go again, Batman! The consolidated casing disaster appears to be coming to an end, with all sites going back to their old setup and no further expansion. My question is this: What is the name of the stable genius at USPS Headquarters who is getting the billion-dollar letter of demand for all the money that was squandered during this pandemic of a test? We all know the fat cats at USPS Headquarters dictated this policy, and I believe this was the brainchild of a single person sitting in a cubicle on the third floor of their air-conditioned office, trying to justify their six-figure salary on the backs of city letter carriers. Now it's time to pay up for their disastrous decision with a good ol' letter of demand!

Consolidated casing will go down in history with the infamous decision to buy all those fancy expensive flat-sorting machines right at the very time flat volume was dropping like a rock. I am beginning to think people are trying to find ways to cause the Postal Service to lose money. The Postal Service should refuse to try any initiative unless NALC and letter carriers who do the work are involved in a joint process.

The next thing I would do is quarantine this illustrious individual for the remainder of his/her career and have them count rubber bands and stack them in piles of 100 each day for their entire six-hour workday. The Postal Service would save money in the long run because said individual wouldn't be able to come up with any more downright terrible ideas for the remainder of their career. The Postal Service likes to create

jobs, and this one could be called “senior rubber band quality control specialist.”

Knowledge is power!

Ronnie Roush, Branch 888

Cincinnati, Ohio

Greetings from Branch 43. The goodwill management showed at the onset of the coronavirus dissipated at a speed not seen until the Falcon 9 rocket launched into orbit. The increase in parcel volume has not dissuaded management from hefting out-of-this-world pivot assignments, and as the mercury continues to rise, bringing with it the humidity that Cincinnati loathe, management continues to offer no solace.

Our scanners give daily prompts about what to do in the heat and humidity, but those pivots persist as nationally we are told to be safe, but locally that sentimentality isn't shared because if we fail to meet these outrageous expectations, we are met with hostile snide comments from evening supervisors who carried mail long enough to never turn the toes of their postal shoes white.

Branch 43 hasn't been all complaints and managerial mishaves, though; we do have good news to share. Kyle West, a carrier out of our Groesbeck office, was recently honored at the White House for his willingness to go above and beyond the call of duty as a letter carrier. He personally asked his customers if they needed any essential supplies and ensured those supplies were delivered. Kyle is a man at 23 who we all should strive to be and embodies the dedication and integrity we as letter carriers diligently preform. Kyle, you are a hero.

Jacob Bingham, Branch 43

Cleveland, Ohio

Letter carriers, through the years, have faced and survived many challenges. Our challenge now is to support our NALC leadership in saving our careers and the Postal Service that provides those jobs.

Be certain, the current White House administration is not in favor of saving the USPS. So with COVID-19 still on our heels, this is our next issue. The answer to fixing this problem is to vote. Vote for your career!

Letter carriers are the link to patrons, the public, neighbors, friends and family. Branch 40 is proud to help represent those traditions through member Tish Seymour-Wells, who was selected to be in the *Postal Record* article “A day in the life.” If you have not finished your June issue, go back and read this article. It is amazing how these carriers have taken the challenge of COVID-19 and how it helped shaped our lives. Tish is a true hero who, along with the others, helped to protect and serve our communities as letter carriers.

Change and challenge usually go hand in hand. It helps us to accept these two things when we are part of the final decision. Compromise is part of the change and it is time to examine compromise and take that challenge.

COVID-19 has affected everyone's lives. Donald Trump has misjudged and misguided this

pandemic right from the start. We need to step up and stop a downward spiral of a country that should be leading the way—not taking the shame.

Letter carriers have a lot on the line. Because careers, health and safety really do matter, take precautions! Wear your masks, “socially dis-



Portland, OR Br. 82 member Bob DiNovo (l) received a gold card from Branch President David Norton (r).

talce” and register to vote.

So here's to us! “*Essential workers*,” across the nation and the world, doing their job. We will all get through this.

Bob Murphy, Branch 40

East Lansing, Michigan

Wow, it's certainly been an interesting spring. First it was COVID-19, then we had floods and now it's police violence. I kind of dread to see what summer will bring. But through it all, the mail gets delivered.

The 30-something woman with the two kids in the checkout line ahead of us was explaining to her friend why neither she nor her two hellions were wearing masks. Yes, “hellions.” I've discovered recently that I'm nowhere near as forgiving and more judgmental than I was, say, three or four years ago. A character flaw developed recently. But there the little monsters were, running in the aisles shouting, touching everything, unrestrained by any leash. One of each kind and the little girl was coughing on everything. Used to have one of those myself, and she turned out fine, despite having an old grump like me for a parent. But now *their* parent was saying, “Naw, kids don't catch it. It's all overblown by the media, it's just a kind of flu anyway and they say it'll be gone soon.” (This was in April). Her friend, also maskless, added, “What did they want to cancel school for? It's ridiculous, and you can't tell me this isn't just another excuse for the media to go after President Trump!” (I hear this kind of thing a lot living as I do in the heart of Trumplandia.)

After they left, the weary cashier rolled his eyes and sprayed everything the kids had touched with disinfectant. I was left to think about respect and personal responsibility; obviously that woman had none of that for me or the rest of the customers, and certainly none for that poor checkout guy. She knew what she knew, and believed and acted accordingly. Don't know if I can survive until November.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

On many occasions, the officers and stewards have attempted to advise the carriers in the branch of their rights and the protections they have under federal law. One of these protections is the Family and Medical Leave Act (FMLA). This law protects you and your family in case of absences due to a medical condition that you or a family member may have, causing you to be absent from work due to this condition or conditions. This information has been shared during our monthly meetings and during office stand-ups.

It appears that the information that is being shared is going unheeded. There has been an increase of fact findings concerning unscheduled absences. One of the first questions management is asking is, “Do you have FMLA protections?” and the majority of the answers are “No.” During the investigation, it is discovered that there is a condition that involves the carrier or a family member. Had they followed the suggestions of the officers of the branch, we would not be in the conference room explaining their absence.

NALC has generated a form that is accepted by the Postal Service that is much simpler to fill out than the form provided by the Department of Labor. It is strongly suggested that if you have a condition that you feel will qualify you for FMLA, then you should submit this form for your protection. Management has started to take a hard line on the unscheduled absences and has begun to issue discipline. Taking a few minutes to have your doctor complete the form will save you from a lot of headaches and unnecessary problems. The law is there to protect you, so please use it.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Our job is quickly evolving. Letters and flats on some days are ridiculously light, and packages are beyond the levels we normally see in December. With the increased level of packages, please remember to treat them with care. Leave a notice if there is not a safe location to leave it. Do not leave a package outside a closed business. If rain is in the forecast, leave it where it can be protected and not at the edge of the steps out in the open. Slow down and use common sense when considering the quality of your service. Management may be pushing you to speed up your pace, but you still need to take care of what you have been entrusted with.

We have been able to resume our monthly meetings at the Biltmore in the larger meeting room, where we can space out.

It is with great disappointment to announce that our annual picnic has been canceled this year. It is always a great time to get together with co-workers and retirees, and it will be missed this year.

To give an update from an article I wrote last May: After a year of waiting, former casual carrier Chelsey Smedsrud, daughter of longtime carrier Lon, has received a lung transplant. Chelsey is a month into her recovery in Jacksonville, FL. Please keep the Smedsrud family in your

Branch Items

thoughts and prayers as Chelsey goes through the recovery process.

Congratulations to Michael Penne, Rob Schildberger and Rob Hanneman on recently getting converted to regular.

Brian Prisinzano, Branch 205

Fresno, California

Has your manager told you they have an “open door policy?” Sounds great. As long as it does not come with a “closed mind.” Just be aware of that. A manager saying that, but known to be abusive. Especially if they ask you if another supervisor can sit in on the meeting. You must have common sense what you confide, and who you tell. There are some good people in management. Sad to say, some are just looking for their numbers. “Their” numbers.

Have you ever noticed, when they ask you to sit down, their chair behind the desks are much higher than yours? You are forced to look up at them while talking. Just like a child having to explain themselves to a teacher. Even more psychological if they happen to lean forward toward you. Is this by accident? I just want newer employees to be aware of this. It’s an old tactic. When I insisted on standing in their office, I would be told how uncomfortable it made them feel because they had to look up at me. So, is being higher up a form of intimidation? During an EEO redress, a manager was upset because the mediator asked her not to sit behind the desk. That it was a form of authority and could affect the meeting to discuss settlement. The manager complied, but was not happy about it. Why?

Everything I write, I back up. Through my own experience, knowledge. I will not and do not apologize for representing letter carriers’ rights and benefits. Letter carriers should be united. None of that being a snitch business. We are as strong as we are united.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

Black lives matter! For those who believe all lives matter, the need to uphold black lives matter should now be crystal clear. On May 25, George Floyd was murdered by Minneapolis policeman Chauvin, while three fellow cops did nothing. Chauvin pressed his body weight on Mr. Floyd’s neck for nine long minutes, casually looking around at horrified onlookers. Chauvin’s police barbarism became the catalyst for the re-emergence of Black Lives Matter and its spread as a powerful mass movement across the USA to hundreds of thousands of people of all nationalities and ethnicities. In big cities and small towns alike they proclaim, “George Floyd matters!”

In Minneapolis, at the murder site, in early June, three area representatives of NALC and APWU, including Branch 9 President Samantha Hartwig, were interviewed on CNN. Their 60-person postal union contingent was joined by 200 Post Office supporters; they had marched there together from a burned-out post office. As one NALC brother pointed out, “a post office can be replaced, but a human being cannot.” He cor-

rectly concluded: “If we are to rebuild a fighting labor movement, we need to fight for the entire working class which includes standing up for racial justice.”

Retired Branch 630 letter carrier William “Bill” Pettis died on June 1, just days before his 87th birthday. Bill carried mail for about 30 years and had about 30 years’ postal retirement. Beginning as a New York City letter carrier, Bill had



Pictured are some of the motorcycles from the memorial ride for Indianapolis, IN Br. 39 member Angela Summers, who was killed on her route. The ride raised funds for Summers’s daughter.

participated in the 1970 strike, which still benefits all carriers today. Back then, while he risked his job uplifting them, segregated Branch 630 would have barred Bill from membership! During his retirement years, Bill remained a fixture at branch meetings where he’d call out, “listen up!” to get meetings back on track. Bill would be saying “listen up!” right now.

Richard A. Koritz, Branch 630

Indianapolis, Indiana

Last month I wrote about the trust fund Branch 39 is establishing for Angela Summers’s daughter, Katrina. We set a goal of \$50,000 and we’re more than halfway there. We have raised more than \$33,000 so far.

On June 7, we held a memorial ride to raise money for the trust. I was blown away with the support we received in this event. We had approximately 575 motorcycles, including a handful of cars/trucks/jeeps, registered for the event. We were able to raise just shy of \$19,000!

I personally want to thank Brother Darrell Helsley, president of Grand Rapids, MI Branch 56. He rode all the way down from Grand Rapids to Indianapolis, rode in the event, and back to Grand Rapids in the same day. He brought with him a donation of more than \$3,000 for the event. I also want to thank Bill Ganey, who took some time off to ride all the way from upstate New York to Indianapolis just to participate in the ride.

And most of all, I want to thank all of the people who volunteered and helped me make the event run so smoothly. This ended up much bigger than I could have imagined when I decided to do it. Without all the help, it would have been a disaster. You all busted your butts and I thank you.

Also, the GoFundMe is still up. If you would like to donate, search the “Angela Summers Memorial Fund” and you can donate there. Or,

you can mail a donation to NALC Branch 39, c/o Katrina Davis Trust Fund, 2211 E. 54 St., Indianapolis, IN 46220.

We appreciate all of the donations we have received from all across the country!

Steve Amrhein, Branch 39

Jackson, Michigan

On June 4, we had to put down our dog, Duffy. Heartbreaking. I cried harder than I did when the Dodgers abandoned Brooklyn. A survey was taken with this question: Name the three worst people who lived. Answers: 1) Adolph Hitler, 2) Joseph Stalin and 3) DAT GUY, I refuse to mention his name. Look this up, since the Bums went west the world hasn’t been the same. The universe went out of kilter. You should all be proud for working in conditions that required everyone to stay home. Youse guys are sumthin’ else.

Safety is another very important factor; you are responsible for your safety. For example, back in NYC, I drove the morning relays out to some routes. This one route you had to back it into the bay. Now I had three umbacks watching my back—count them, three—and the top of my truck hit the bottom of the gate. What is a umback? That’s the guys that wave you back as in, “umback.” I was found at fault because you, the driver, is responsible for everything. The three umbacks were cleared of any wrongdoing, in other words, don’t believe the bas***ds.

We had our third union meeting canceled because we have it at the Eagles Nest, second floor. Now what to do about attendance for state convention? Our picnic—canceled, now *that* hurts. Without word count I must guess how many words remain. My fellow carriers, please take care of yourselves. The world depends on you. When in doubt, punt.

Cut and roll.

Bob Czartoryski, Branch 232

Knoxville, Tennessee

Hello, brothers and sisters.

Winning a battle is sweet! Winning a war is another issue. Along those lines, we were happy to see that the consolidated casing grievance was settled to our advantage. This settlement (M-01923) requires that half of the 62 test sites to be returned to their original route structure by July 31. The remaining 31 test sites will continue through Nov. 27. The City Delivery Task Force will begin analyzing data from the test sites by July 20, to determine its application to future testing. Absent joint agreement by the parties to either continue the test or to jointly conduct alternative testing in these sites, the test sites will be returned to their original route structure by Jan. 22, 2021. Additionally, it is agreed there will be no further expansion of this case consolidation test. Assistance and guidance will be provided by the appropriate NALC national business agent (NBA) and USPS area manager, labor relations, or their designees.

One wonders how much money was spent on overtime at these test sites and how much of an impact these funds had in terms of budget reporting. We welcome Mr. Louis DeJoy as the

next postmaster general. Hopefully, he will not bring the privatization issue to the table as favored by the Treasury Department. Our services can only be provided by our sisters and brothers and that privatization of the USPS creates more problems than it solves.

Tony Rodriguez, Branch 419

Las Vegas, Nevada

The horrible death of George Floyd in Minneapolis, MN, may have been the final spark that lights the fires of change in this country. This was an incident where someone's life was needlessly taken right before our eyes. He was not the first. We can only hope he will be the last. The treatment of unarmed people of color has been a stain on the fabric of this nation and Mr. Floyd's murder brought it front and center once again. Why is this being brought up in a scribe article? Because George Floyd could have been a co-worker, friend or neighbor, and that makes it personal.

We felt the anguish of the black community because, as letter carriers, we work in a diverse culture and it could have been any of us.

But what was particularly horrifying was the video showing the demeanor of the police who were arresting Floyd. There was no concern, no compassion; their expressions demonstrated disinterest in the life that was fading before them. They all piled on even after he was down. God bless the fearless young woman who "stood her ground" and caught the whole outrage on her phone camera.

Police, like postal management, are hired to do a job. Cops endure all kinds of horrible behaviors and disrespect. They see and experience unimaginable horrors when they deal with victims of crimes. They put their lives on the line to protect us. We hold them to a higher standard and expect them to deal with such situations with professionalism and restraint. They are trained to do so. But there are always those few, like some of our horrible managers, that think they are above the law (or the contract). We pray for justice for George Floyd. We must continue to fight for justice for each other.

Leslie Hammett, Branch 2502

Louisville, Kentucky

We're in this together; don't you forget that. Although this pandemic has changed things for many of us, we're still here together and considered essential workers. We're so essential in making the economy come back together that it looks like Christmas in the package area! On the other hand, you look at your DPS and wonder what's the fate of the Postal Service. One way or another, we're all being affected. Some of you are the carrier, parent and teacher. I commend you because I know it can't be easy. Those who are picking up all the extra hours for the carriers who can't be at work, I commend you as well; we're all making sacrifices. Not only are you trying to stay safe during this pandemic, fighting for your job every day, you are now being more aware of your customers who are at home.

I just want to take this time, do my part and ask: Are you doing yours? Have you been doing your part in contacting Congress? Here in Louisville, the stewards having been pushing to have every member go on the national website and send those emails, letters and calls to Congress daily. Please do your part to make sure that the Postal Service will still be here in years to come. Go on the NALC Member App or website and click on the "Action Needed." Register and send out an email, phone call or letter to support us in being in the next emergency stimulus package. This isn't the time to sit and wait/watch your neighbor do all the work. We all need to be doing this together to ensure our own future. Do your part, and remember, knowledge is power!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

Editor's note: the previous month's Branch Item was inadvertently omitted, so we are printing it here. The Postal Record regrets the error.

Spring and early summer are the time for new beginnings. The grass is green, the trees bloom and birds sing. It is a ritual that we are used to and what we look forward to throughout the bleak wintertime.

Being sturdy Minnesotans, we expected the usual March/April snowstorms of winter's last hurrah. Then a squall of another kind came. It started thousands of miles away, but as storms tend to do, it caught up with us. The coronavirus arrived. Life changed. Our membership responded much the way people did across the nation. There was (and remains) a broad spectrum of reaction from extreme caution to intense skepticism regarding social distancing, the use of masks and CDC recommendations.

We navigated those differences as we have many others. As we began to cross that bridge, our Branch 9 building burned down. The fire brought added meaning to the catchphrase "new normal." In true letter carrier fashion, we found a way to work together and carry on through the challenges.

We have always known that we are essential workers. The pandemic has reminded America that there is no substitute for the Postal Service's universal delivery network. Stay-at-home orders forced a change in routine, and we rose to the occasion. Hopefully, by the time this is published, we will have a new stimulus bill that will allow us to continue providing the vital services the American public expects.

This is our season of new beginnings. We have acclimated to social distancing. We have adjusted to new modes of delivery. We have new "temporary" office space. Our ability to adapt and thrive in the face of challenge is unrivaled, because we do so together. We are Branch 9 strong.

In solidarity—

JoAnn Gilbaugh, Branch 9

Where to begin? When I wrote last month's article, there was much optimism. We had overcome the hurdles, and could return to the everyday business of enforcing the contract and

assisting members with OWCP claims, retirement, etc.

Unfortunately, 2020 continues to be a year like no other. On May 25, George Floyd was



Above: Lake Street Station, one of the postal facilities in Minneapolis, MN, that was set on fire in the wake of the killing of George Floyd

Below: A postal vehicle that was burned



killed by a Minneapolis police officer. The world watched as media coverage of our peaceful protests were overtaken by rioting, looting and fires.

While protesters demanded justice and sought to effect real change, focus on the issue was drawn away. Violence and destruction prevailed. Minnehaha and Lake Street stations were set afire and Powderhorn station sustained damage and vandalism.

It was heartbreaking. Though we were in shock, our immediate response was that our customers need us! Logistics were quickly put together and the affected carriers took up residence in their temporary offices. Mail resumed delivery within four days of the initial fire. Our presence assured the neighborhood that things would be OK.

Still, we cannot stop there. Our "new normal" needs to be more than just living with COVID-19. The recent events in Minneapolis have shown that although we live and work together, equality remains elusive to people of color. Given that USPS is one of the most diverse employers in the USA, we can do better. Forty percent of our workforce is comprised of minorities and women. We need to lead by example.

Equality is a core value of unionism. We must work harder to effect change and secure a voice for the minority brothers and sisters among our ranks. Unions exist to protect our rights and ensure fair treatment. Remember, an injury to one is an injury to all. Together we are Branch 9 strong.

In solidarity—

JoAnn Gilbaugh, Branch 9

Branch Items

Monterey, California

It's been a challenging few months. Carriers are out there delivering mail as they worry about themselves and their families being infected with the COVID-19 virus. We don't know if someone is infected or if we ourselves are carrying the disease. It appears that large gatherings are starting to happen and then we seem to see a spike in cases. Be vigilant and safe as you make your daily rounds. You are the thread that ties this nation together.

On the home front, another non-compliance grievance has been resolved. As the union argued, management, for the third time, still has not complied with the pre-arbitration decision. The monetary award continues. It never ceases to amaze me how, in my 48 years of doing this, management just continues to ignore decisions and when they do comply, they use their own idea of what something that is clear and concise means.

Because of ego trips, management chose not to accept the offer of the local branch to adjust the routes locally. Management opted to bring in a group of route inspectors and probably spent \$10,000 paying those folks salaries and the salaries of those who did their job while conducting the route inspections. All of this was an unnecessary expense, as the local branch offered to jointly conduct inspections. Oh well—we continue the fight.

Thanks to Bryant Almario and his staff for all of the support! It is sincerely appreciated.

I'm saddened by the untimely death of George Floyd and pray the nation can heal and we can come together for a resolve.

Congratulations to Branch President Michelle English; she's working hard to enforce the contract and learn her role. You go, girl! A woman's place is in her union!

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

It is time to stand up. If you are part of the nearly 40 percent of eligible voters who do not vote, that has to end now. I'm normally more comfortable suggesting to people what they should do rather than telling them what to do. I prefer to ask or convince people to do the right thing. This is no longer the time for that kind of political correctness.

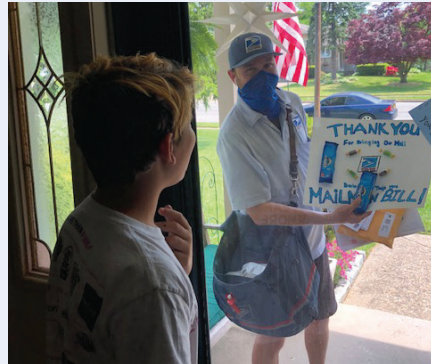
I'm not referring to the debate over how our country has handled the COVID-19 pandemic, or the issue of racial bias that dominates the headlines today. If you are engaged in these issues, I applaud you and encourage you to bring your concerns with you when you vote in November. These issues, and so many more, are critical to the future of our country, and should inspire everyone to have their voices heard through our right to vote.

The future of the Postal Service is on the ballot this November. Our jobs are on the ballot this November. Our wages and benefits and our right to bargain for those wages and benefits are on the ballot this November. Our pensions and the comfortable retirement that we work so hard for, for so long, is on the ballot this Novem-

ber. The financial future of our families is on the ballot this November.

There is much debate over the option to vote by mail. In New Jersey, that option is already available. Standing in line for hours is no longer a problem. There are no excuses. If you are not a registered voter, please, register. If you have not requested a mail-in ballot, please do so. If you haven't voted in the past, now is the time. Our strength is in our numbers, and we need to mobilize those numbers this year.

Michael J. O'Neill, Branch 38



Camden, NJ Merged Br. 540 Recording Secretary Karen Sweerus and Grandson Ernest Jennett thanked their letter carrier, South Jersey Br. 908 member Bill Green, for his hard work.

New Orleans, Louisiana

Brothers and sisters— It behooves me to write this impending letter. We are in dire straits in this time of history. The Postal Service is in need of funds, around \$25 billion worth. I hope you all are calling, texting and emailing your senators and representatives through the NALC Member App. Along with the pandemic, we have another eye-opening and disgusting ugly thing rearing its head, namely police brutality committed on black people in the cities of America. America, home of the brave and free! But not for all Americans. Systemic racism has been going on in this country for more than 400 years. Black men have been ostracized and murdered in the streets of major metropolitan cities.

The latest victim was Mr. George Perry Floyd, a 46-year-old black man. Literally, we saw a white officer, Derek Chauvin, putting a knee on Mr. Floyd's neck, thus blood-choking him to death. His last words: "I can't breathe." People of color, have the talk with your young ones, how to react when confronted by police. What happened to Mr. Floyd could happen to anyone of color. It's happened to Eric Garner, Alton Sterling, Breonna Taylor, Philando Castile, Tamir Rice and Michael Brown, all victims of police brutality. There are many, many more, too numerous to name. Again, systemic racism along with police brutality is a deadly combination for black people, male and female.

It's long been overdue for change for America to live up to its creed: "All men are created equal!" Colin Kapernick brought attention in 2016, four years ago, by taking a knee to protest

police brutality. What have we learned? America, you can do better!

Let us give to LCPF. Stick close to your union. As always, yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

If you haven't noticed... We are under attack from our own president. The tangerine toddler said the P.O. is a joke. That we should raise our prices on parcels four times what we are charging now. Which he has no clue what we charge. He wants to punish Bezos, who owns *The Washington Post* and Amazon, because of the bad press he is getting. Any time he is backed into a corner, he will insult his way out and never answer the question. You're a bad reporter; it's fake news; your newspaper/news station got bad ratings, etc. I'm embarrassed that this guy is the leader of the USA...which he is trying un-unite. Anyone who fires someone who is to watch what he is doing is doing something wrong. If you're telling the truth, your story will never change. With this guy, it changes the next day and the day after that and so on and so forth. The best is when he says, "I never said that," when millions of people watched him say it!

I could go on and on...so I guess I will. We have protests over a murder that should have never happened. George Floyd said he couldn't breathe and the officer kept his knee on him... while other officers did nothing. Because of that, we have had protests and looting all over the USA. Ya think our so-called leader would condemn the act and try to calm down the people. Nope, he says, "If ya start looting, we start shooting." Then just to get a photo op, he has the police tear gas peaceful protests so he can get in front of a church that he does not go to! Dump Trump in November!

Joel Stimmler, Branch 542

Northeastern New York

A settlement has been achieved on the case consolidation test. The Niskayuna office has been a test site since September 2019. It has caused havoc and stress for all of the employees in that office, particularly the letter carriers. The casers' starting times changed to 4:30 a.m., and streeters between 7:30 and 8:30 a.m. NALC had four observers in this office collecting data and sending it to Headquarters in Washington.

The Niskayuna office is a heavy-volume office, which was doomed for failure for this test. It was one of the five worst test sites in the country. I had conversations with operation support, local management concerning the futility of the process. They were in agreement, but were powerless to halt the test, since it was being micro-managed by USPS Headquarters. The overtime that was paid out was ridiculous, the routes were changed and, in many instances, businesses received their mail late in the day or not delivered. It was a total mess.

The Niskayuna office is approaching 1,000 grievances because of this test. Ed Walsh, the steward for the station, has been a calming force for the station. He has had to reassure his

fellow carriers, while filing all the grievances. I was in the station one morning when the former postmaster accused the carriers of not working hard enough. Ed refuted that assertion immediately. It has been a long road, but hopefully things will be back to normal.

Also, our branch would like to thank Lou Philips for all of his efforts in processing these grievances at Formal A. Lastly, the letter carriers in Niskayuna deserve much credit for enduring this process. They were patient, their routes and lives were affected, but they persevered.

Frank P. Maresca, Branch 358

Oklahoma City, Oklahoma

As the pandemic continues and we approach summer with no real end in sight to the spread of the disease and the reopening of America, letter carriers and postal employees are caught in a situation not of their making. As unemployment rages to a high not seen since the Great Depression, the Postal Service faces the possible cessation of delivery due to the loss of more than 40 percent of our normal revenue, letter carriers are still delivering the mail and will continue to do so until further notice. There is a fourth stimulus bill now in the Senate that included relief for the Postal Service, but that faces a struggle to see it passed. This administration has scoffed at providing any relief whatsoever for the Postal Service unless we raise our rates.

In this time of great stress upon the infrastructure of this nation and high unemployment, raising postal rates makes no sense at all and it would do nothing to improve the Service's bottom line. And there is no reasoning that makes sense to raise postal rates in the middle of an economic downturn. Our rates are reasonable and compatible with the private sector. What we need is common-sense solutions, not higher prices.

Providing the nation's largest delivery service relief will keep millions of our fellow citizens connected at a time when that connection is much needed. The services we provide are often lifesaving to many millions that have no other way to receive the health care items that they must have to survive. We must keep up the pressure on our senators to do the right thing and vote to pass this latest stimulus bill, for without relief for the Postal Service, many millions of our fellow citizens will suffer needlessly. Call, write or email yours!

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

The membership at Branch 157 has been highly active in letter writing and forwarding postcards to both Sens. Bob Casey and Pat Toomey encouraging them to support direct aid to the Postal Service in the next pandemic response bill.

In response to our petition, Senator Toomey replied: "The financial condition of the USPS has been deteriorating for over a decade before the COVID-19 pandemic. The USPS has reported net losses for 13 years in a row, having lost \$78 billion during that span. The USPS has missed

nearly \$50 billion in required payments for retiree health and pension benefits. Furthermore, USPS's expenses are now growing faster than its revenues due in part to rising compensation and benefit costs and a continuing decline in the volume of First-Class Mail. Efforts to preserve the USPS must be done in a fiscally responsible way that does not shift costs to taxpayers."

Sen. Toomey's reply is disappointing. The Postal Service is one of a few government agencies explicitly authorized by the United States Constitution. It (USPS) is legally obligated to serve all Americans at a uniform price and quality. The senator had no problem in propping up the airlines, the hotel industry and other publicly traded companies. But, when it comes to the Postal Service, he is worried about the cost to the taxpayers.

I would like to remind the good senator that the Postal Service belongs to the American people, whom he serves. As an institution, the USPS is the most trusted government agency, employing 100,000 veterans.

If I have learned anything over the past month, it is this: "Never stop believing you could be the difference." I encourage you to continue to contact Sen. Toomey. Who knows? You may help change his mind!

Happy Fourth of July.

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

For weeks now, we as letter carriers have been told that we are "heroes" and should be mentioned in the same breath as medical professionals, first responders and—possibly most importantly at the time—grocery store employees. So, what is a "hero?"

Merriam-Webster defines it as "one who shows great courage." It's true—it does indeed take courage to continue a profession that is essential. I'm not sure I'd ever considered whether or not my career choice was "essential" before 2020. It simply hadn't crossed my mind.

My first official "on the books" job was actually at a grocery store. I couldn't imagine if it had been now instead of the early '90s. I remember

one of the most important items in my handbook regarding robbery, etc., read, "Don't be a hero." This is echoed now in the service talks we have received on delivering through protests. What a juxtaposition to be in as a letter carrier!

In the city of my home office of Washington, PA, demonstrators protested and exercised their right... *peacefully*. It was nice to see, especially as local businesses had overreacted and boarded their windows in anticipation. In Minneapolis, letter carriers also peacefully demonstrated that buildings can be rebuilt, though lives cannot be brought back. But, why?

One of the greatest things about being a letter carrier is that we don't see race, creed, gender or lifestyle—we see customers who are American people who are guaranteed a universal service (and a lot of them become friends). In many situations, they look to us *and* up to us.

So, maybe a "hero" is defined by how others see us. Branch 84—like every other branch in the country—is made up of diverse members who serve diverse customers. By that measuring stick, letter carriers are indubitably "heroes" without question.

John Conger II, Branch 84

Portland, Oregon

Congratulations to Portland carrier Bob DiNovo! After 50 years of membership in NALC, he recently received his gold card. Many have been issued in Branch 82, but this was President Norton's first presentation to an active letter carrier.

Bob has been a steady force of nature since he began his career in 1970. He is the most senior carrier in the Portland installation and continues to be a fixture on the Multnomah Station ODL. I am proud to say that I had the pleasure of working with Bob. When I left his station, he sent me off with his quiet and wise advice that I have always appreciated. As President Norton said, "Maybe it's the great attitude, maybe it's the dedication, or maybe it's all the golf in his free time, but Bob has found the recipe to a long and successful career." Way to go, Bob! The City of Portland and Multnomah Station are lucky to have you.

Suzanne Miller, Branch 82

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 2021 projected COLAs for CSRS and FERS, which are based on the CPI's increase between the third quarter of 2019 and third quarter of 2020, is **0.0 percent** and will be finalized with the publication of the September 2020 CPI in October 2020.
 - ▶ The 2021 COLA under the Federal Employees' Compensation Act (FECA) is projected to be **0.0 percent** following the release of the May 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.

Branch Items

Racine, Wisconsin

We all experience head-scratching, eye-rolling moments that only management can so plentifully produce. Picture a loud, chaotic workroom floor in the morning. So much going on. What could possibly go wrong? Sixteen Zone 3 carriers were herded over to the supervisor's desk to watch a short video on the supervisor's computer monitor about heat stress, I think. Picture 16 carriers trying to hear, let alone see, this video on such a small monitor. The door slamming on physical distancing. It was a noble but futile effort on management's part. A far effort. They finally cut the video only after a few carriers started wandering back to their cases. We probably should have been paying attention, but with the second coming of Christmas these past few months, carriers just wanted to dig in and take care of business. This reminded me of my fifth-grade teacher trying to teach us fractions. We were agitated, didn't get it and were ready for recess. What was I doing during this video? Honestly, I was kind of preoccupied with a set of arrow keys and talking to my regular. This probably sits atop the pile as being the most unproductive 12 minutes ever spent.

Having no choice but to purchase a new vehicle, I learned the best time to purchase is during the middle of a pandemic. I'm impressed that the "safer at home order" made my wife quite the little barber. Trial and error; baptism by fire; we got this.

Hello to my retired letter carrier friend Vaughn Zenko in Baker, MT. I can't think of a prettier place to wait out the storm.

NALC stands united on many fronts. Let's stand united to mourn the loss of more than 113,000 Americans due to COVID-19 complications.

Chris Paige, Branch 436

St. Louis, Missouri

The COVID-19 pandemic and its associated effects on the economy have greatly impacted the operating revenue of the U.S. Postal Service.

The USPS is in dire need of a stimulus in order to stay afloat; the loss in revenue could stop the mail this fall unless Congress appropriates \$25 billion from the pending \$3 trillion Health and Economic Recovery Omnibus Emergency (HEROES) Act. That measure has been passed in the House of Representatives but is stalled in the Republican-controlled U.S. Senate.

The HEROES Act is a broad-range proposal to provide emergency funding for state and local governments, hazard pay for front-line workers, another round of direct payments of \$1,200 per household member and extend the extra \$600 weekly federal unemployment benefit through January 2021.

At a recent AFL-CIO conference, NALC Executive Vice President Brian Renfroe stated that, "Postal workers, like other essential workers, are putting their lives at risk doing their jobs." At last count, 12,000 postal workers and letter carriers have been diagnosed with COVID-19 and an estimated 61 postal workers have died.

At the conference, APWU President Mark Diamondstein said the emergency funding request is a direct response to the drop in postal revenue. "This is a real crisis. Postal workers are dedicated to serving the public, bringing life-saving medicines, pension and stimulus checks, voting information and ballots, while putting themselves at risk, but they carry on."

It's imperative that all postal employees, their families and friends take the time to apply pressure to your senators. The nalc.org website provides a simple method of contacting your legislators by entering your ZIP code. With a click of the mouse, a letter is sent urging your senators to provide financial support for the USPS. Do it today before it's too late.

Tom Schulte, Branch 343

Saint Paul, Minnesota

If you are going to last any time at all on this job, you have to learn early on that you cannot walk between the raindrops. Sometimes it

is raining, or windy, or freezing, or scorching and you are just going to have to go out and deliver. Sometimes you are tired, or sore, or worried about things at home, or dealing with having a life outside of the P.O. and you are just going to have to go out and deliver. Whether the raindrops are actual precipitation, or some other weight of the world on your emotional shoulders, taking it and consistently showing up can be one of the biggest and most constant challenges of a career as a letter carrier. Right now, for carriers in the Twin Cities and around the country, it is not just raining, but pouring, and we need to be honest in admitting that this storm can, in fact, be too much.

In the background stress of this pandemic, with so many unprecedented challenges, many are coming in to work and finding portions of their routes (or even their stations!) destroyed. The present, on so many levels, for us and our customers, is intimidating and unknown. We do what we can to stay safe, and we do what letter carriers have done for 200 years; we deliver the mail and bring some sense of normalcy and consistency in even the most tumultuous times. That can, however, be a horrible burden to bear.

We have to acknowledge that this is a crazy time to be a letter carrier.

Ask for help if/when you need it. Use EAP. Being a letter carrier is a heavier duty than one can possibly say. There is no need to try to do it alone.

Colin Walker, Branch 28

San Antonio, Texas

Greetings, brothers and sisters— Like many other cities around the country, businesses are opening back up, stay-at-home orders have expired, and people are starting to engage in social and recreational activities again. In doing so, there are some "new normal" rules that were not previously in place, like social distancing and the wearing of face masks.

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 August issue, the deadline is 9 a.m. on Mon-

day, July 13. 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.

Although the country has started relaxing some rules related to the coronavirus, we as letter carriers cannot. Yes, getting the mail to our customers is an essential service and it provides us a good middle-class income, but what good is it if you end up quarantined and really sick for an undermined period, in the hospital on a ventilator, or worse? Wear your gloves and mask when you are out on the street and practice social distancing when possible. Like wearing seat belts, these steps are designed to protect you. And when you think about it, don't you feel you are worth protecting? Think about how your husband/wife/significant other, children, friends and family would feel if you suddenly were not around? If that is an image you don't want to see or think about, then protect yourself every day when you are out there.

Let's continue to put pressure on our senators by contacting them daily to support the inclusion of the Postal Service in the next stimulus package. Every member needs to do this and as often as possible. The letter can be found on the website (nalco.org) or you can contact the branch office (210-227-0128) for assistance.

Thank you to Brother Fred Rolando for his June 1 statement condemning the other pandemic gripping this country—racism and injustice toward people of color.

Continue to stay safe, everyone.

Tony Boyd, Branch 421

San Diego, California

As I sit here today and write this article, our world is in turmoil. We still have the pandemic. Our citizens are protesting and there's rioting in the streets. Yet through it all, letter carriers are still delivering.

Our national officers are going full throttle to not only deal with the pandemic and the safety of our carriers out there delivering, but in dealing with postal management concerning our upcoming negotiations for a new National Agreement. That's a lot to be on anyone's plate. Thanks and appreciation for all the hard work they, and all fellow union activists, are putting forth in these tumultuous times.

To make matters worse, we have a president who is set on trying to privatize us and a postmaster general put in place by that very same president. The president offers us no assistance whatsoever.

We stand with our African American brothers and sisters in their continued, never-ending struggle against racism and support true, meaningful law enforcement reform to finally and truthfully address the unnecessary and brutal killing of our black brothers and sisters at the hands of law enforcement.

What can we do? Let's start by contacting our legislators at both the local and national level. Let's start holding accountable those responsible, whether they be cops, looters, congressmen, senators or the president of the United States. And most of all, we must get out this time and *vote!* Register and get your friends and family to register and *vote!*

It's up to us. There is no one else standing in the wings to take on this task. It has to be us, each and every one of us. Never give up. Fighting together, we will win these battles.

Please stay safe out there.
In solidarity.

George Elias, Branch 70

Seattle, Washington

With age and experience comes wisdom—I doubt that. There are a lot of old guys out there full of dumb ideas. I, for one, am not injecting any disinfectant, I don't care who's touting it. And I'm certainly not taking any partial-pill coronavirus cure when the politician says,



Morristown, TN Br. 1256 carriers joined other postal employees in showing their pride with a drone photo. Included in the photo are Br. 1256 members Luke Adams, Rob Brooks, Ron Cook, Darrell Fairless, Ashley Ogundipe, Kelsey Ferguson, Christian Skyler, Melody Williams and Valerie Stone.

“What have you got to lose?” Well, your life, for gosh sakes? Some things are just dopey. Don't do them. Be chery about what you pick to put inside yourself. There are a lot of people out there who can break down an AR-15 in 20 seconds, but they can't operate a bar of soap.

Then this same politician dares to say “the Postal Service is a joke.” While he basically knee-caps the USPS by stiffing them on the bailouts, and placing a quid pro quo on an \$8 billion loan that would require the dismantling of our collective-bargaining rights. What would help is removing the \$5 billion pre-funding mandate—the mandate that has hobbled the Post Office since 2006, essentially making the USPS an indentured servant of the federal government. How can you pay off a debt when the debt itself causes more and more indebtedness? It's like trying to dig a hole at high tide. No wonder the Post Office is drowning in debt. It's not the fault of the USPS, it's the fault of the pre-funding law passed by a lame-duck Congress. It's the elephant in the room that has been crushing the Post Office. Let the Postal Service get out from under that mandate and then we can see whether or not it's still viable. But to have some politician call the Postal Service a joke, after the government has hog-tied it with an unserviceable mandate, borders on cruelty. And to deny it stimulus aid when they've all but gifted gobs of money to the hedge fund owners is wrong to the point of being torturous.

Don Nokes, Branch 79

Silver Spring, Maryland

A brief update on the post-retirement lifestyle: It is fantastic, although I had to endure a

brief detoxification from addiction to the work rat race that is inevitable after three decades or so.

I would like to encourage all carriers to be involved politically on behalf of my old employer. We live in unusual times and it is a very dangerous misconception to assume that the USPS can easily survive its current dilemma. Please don't fall prey to the apathetic stereotype of believing that other people can sufficiently demonstrate that you care; only you can do that.

Please follow what is requested of you regarding contributing to the cause and calling (or writing) to politicians (who answer to you) on behalf of your employment future. Ask your branch leadership if you require any assistance whatsoever to do this.

Official responses to the COVID-19 pandemic are becoming more and more troublesome to me. Why are health care professionals, unlike in every influenza outbreak until now, being pressured to ignore comorbidity factors that determine actual mortality rate? Why are

hospitals incentivized to diagnose, put patients on ventilators and attribute as much death as possible to coronavirus? Why were/are healthy people quarantined, not just the sick and infected? Why does the director of the National Institute of Allergy and Infectious Diseases have ties to the Wuhan lab the virus came from and patents on vaccines, as do the WHO, CDC, FDA and a certain geek computer-nerd billionaire? Why did the 2019 flu vaccine not only have the usual toxic mixture (including mercury), but increase the risk of getting coronavirus by as much as 500 percent?

We may never know the real truth about this pandemic. We can only do our best within our sphere of influence, so let's make sure that we can say we did.

Lee Taylor, Branch 2611

South Jersey, New Jersey

The consolidated casing initiative is now D.O.A.! In last month's article I mentioned a decision was made but wasn't made public, but now it has been released. It appears 31 of the 62 offices involved in this disaster will be put back to their original makeup by the end of July, but some may have to wait until next year. Not sure why that is, but I know our office in Marlton can't wait till then. The data integrity has been corrupted so badly, these brothers and sisters need immediate relief. If they are forced to wait until next year, there better be a nice monetary remedy for them. I haven't seen any talk on any kind of relief, but hopefully there will be something.

I mentioned the corrupted data last month, but as we continued looking into everything else, we found more than 700 hours that management

manipulated by putting carriers on 737 time to deliver their parcels during the time period they were looking at. Not only that, the auxiliary route showed no office time for more than 100 days, which again corrupts the data. The postmaster states he was never told how to manage the numbers for this “test,” which again shows this was nothing more than another failed idea from some stuffed shirt in D.C. to try to change the manuals of our contract. He tried to say the casers weren’t making their moves, but failed to mention they were instructed not to move to their actual assignments. These times would go somewhere in the air, as he stated he has no idea where they went, only that they are somewhere in DOIS! This has to be the biggest disaster of a test since I have been around. Not sure what they have in mind next, but it doesn’t sound good.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Happy Fourth of July to all of our proud members. We are enduring a most trying time in our country. And letter carriers, along with this great country, are strong. First, we adjust, then we excel. And that’s what you’ve done.

During the pandemic, the greatest threat to our livelihood has been the financial hit taken by the company. This made the USPS seek funding in the first round of stimulus funding. While most private industry received billions, our company was only offered a \$10 billion loan. NALC, along with all your help, went on to lobby Congress for monies that we deserve to be granted, not loaned. There has been an email/letter-writing campaign daily. The death scenario was/is that without additional funding, the P.O. would run out of money by the end of September. And therefore, all your hard work with political activism is so vital. Whether you are active or retired, there are scenarios out there that can have a grave impact on your future. So, please keep up your good work of writing your representatives when asked by NALC through the NALC Member App. If you have not downloaded it to your phone or computer, please do so. It allows you to stay aware of all things pertaining to your job.

The saving grace has been parcels. They are up more than 50 percent. But parcels alone will not sustain our futures. You will! Your work ethic, integrity and political activism to lobby on our behalf will be key.

So, please understand very clearly, *you* are the company’s most valuable resource. *You* are the engine. *You* have been our saving grace. And while “hero” is thrown around loosely now, your resiliency exemplifies what it means. Through rain, sleet, snow and bulls*^t management decisions, you endure!

Eric Jackson, Branch 725

Springfield, Ohio

A supervisor was mildly rebuking me for forgetting to fill out a 3996 and said, “You’re a senior letter carrier and should know better.” I took umbrage at that statement because she should have said was that I was a “professional” letter carrier. At least she didn’t say I was a senile letter carrier.

I am a professional letter carrier. I show up for work every day, on time, and in the proper uniform. I do not run in the door five clicks

late, clock in and then get coffee. My uniform is not dirty, wrinkled or torn. I do not abuse my sick leave by calling in sick multiple times a month.



Above: A sign left by a postal customer to thank members of Tacoma, WA Br. 130

Below: A token of thanks for letter carriers of Knoxville, TN Br. 419



As a professional letter carrier, I do what management orders me to do (unless it involves my health or safety). I do not refuse their orders to go back out and deliver more mail. Nor do I claim illness or family emergencies to get out of this extra work. If I feel my rights were violated, I will see a steward the next day and let the stewards take care of the issue. Our stewards are quite good at protecting our rights.

As a professional letter carrier, I belong to the NALC, whose purpose is to protect my chosen profession. I support the NALC by following the contract, attending branch meetings, and contributing to the Letter Carrier Political Fund because I understand that each of these mutually support each other.

There is much more to being professional, but you get the idea. So—are you a professional letter carrier or just a poseur?

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

Superior, Wisconsin

Letter carrier Jade Wong is the regular on Route 12 in Superior. She offers this poem as encouragement to our branch and other branch-

es during these hard times. She has previously had poetry published in an anthology.

The Mailman

Every time a cold wind hits my face, Or a gust almost takes my letters, Or the rain pours where I can’t see

I think of all my mailman friends out there, Out there on the streets.

We deliver mail through rain, snow, and sleet

Natural disaster, man-made disaster, war-times

Even a worldwide pandemic.

Thank you brave men and women for your service.

A brief moment of silence for those who have lost their life on the job

Or due to job related illness or injury.

Thank you brave mailman.

Mailmen are the toughest people that I’ve ever been honored to know. Ohhhhhh and I am one tough lady, I’d like you to know.

I’ve walked through many negative thirty degree days And have simmered in that tin can.

I have warded off the dogs.

I survived through the hazing faze

Searching for that damn box.

Thank you brave mailmen for being some of my best friends!

I have enjoyed all of our union beers

And seeing you at those meetings.

We wake up early to gather in the union room.

Here there is nothing but smiles, coffee, and waking eyes.

I’m sure every office has a couple of class clowns

I enjoy hearing our whole office giggle as they joke around. To me this small chatter is so important because

All day I walk alone.

Our union is very strong

And the friendships feel right at home.

Graham Garfield, Branch 337

Toledo, Ohio

Right on schedule, we have another new postmaster in Toledo. David Curry is detailed to the position for now. I wish him success. If he can get his managers and supervisors to follow the contract, his stay here will be pleasant.

We did have numerous arbitrations scheduled over the past several months, but most have been canceled and some have been pre-arbed. As of June 1, we have more than 600 grievances filed this year. We continue to strive for normalcy in these trying times. There has been an increase in communication with management. I’m not sure if the virus caused the change or it was the personnel change. We had developed a rapport with the previous postmaster, which I hope continues with the new one.

We received recognition in last month’s *Postal Record* regarding social media and our Facebook page. We have garnered quite a following on our page. Some people post things I don’t

understand. If you were a postal employee, why would you post comments against vote-by-mail? The Postal Service could use that revenue to pay your salary. In these challenging times, our bottom line is being threatened from numerous angles.

A recent public opinion poll showed the public has strong support for the Postal Service. With Congress possibly providing some relief in the future, there is still hope. It is important that we continue to educate the public and Congress as to the major reason for the financial struggles of the Postal Service.

The Board of Governors and the new postmaster general need to stand up to Congress and demand postal relief and reform. To sit with their hands on their eyes, or ears, or mouth, isn't doing their job.

Ray Bricker, Branch 100

Tri-Valley, California

Editor's note: the previous month's Branch Item was inadvertently omitted, so we are printing it here. The Postal Record regrets the error.

Greetings from surreal Los Angeles County, where facial coverings are mandatory when entering any of the few essential businesses that are open. I find it amazing that armed robberies have not skyrocketed during the COVID-19 crisis, with everyone wearing masks in stores, banks, etc. I went to a liquor store near our branch office last week and, no, I was not buying pure grain alcohol to ingest to kill coronavirus germs. While I was paying for my Gatorade, two men who looked like stereotypical gang bangers entered the store wearing bandannas over their faces. As they walked through the store, I watched the normally jovial store owner checking them out with a suspicious scowl undisguised by his masked face. I happen to know that this store owner keeps a Dirty Harry "Magnum Force" hand cannon stashed below the cash register, so I quickly took my change and got my ass out of there pronto, lest I get caught in any crossfire. I asked the owner about the two men the next time I went into the store and he laughingly told me that they had bought two gallons of milk and were the nicest customers you could imagine.

On a much more somber note, I offer my sincere condolences to Branch 2902 retiree Tony Perrotti, who recently lost his beloved wife, Judy. Tony and Judy were married for 48 years prior to Judy's passing in March. Prior to their 1994 move to Las Vegas, Judy and Tony lived on my route for many years, and one of the highlights of my mail-carrying days was seeing Judy's smiling face when I delivered their mail. Hang in there, Tony, celebrate the good memories and know the pain will gradually lessen. Rest in peace, Judy. You are missed.

Ray Hill, Branch 2902

Congratulations to Branch 2902 retiree and longtime branch officer Michael (Mike) Steele on his receipt of a 60-year pin from NALC.

I began my USPS career at the Studio City Office of North Hollywood in July of 1984 and

moved to the Chandler Office six months later. At Chandler, the veteran carriers were having daily discussions about an upcoming vote that would merge North Hollywood Branch 2740 with Branch 2902. Mike used to stop by the Chandler office occasionally, with his ever-present cigar, and when I asked who he was, one of the old timers told me he was the vice president of Branch 2740 and that he was a big proponent of the merger vote, which passed in August of 1985.

Mike began his USPS career in North Hollywood in 1959 and was an officer and steward for the local for many years before the merger, and he continued in both of those roles until he retired and moved to Arizona in 2008.

I became a steward in 1990 and worked with Mike in North Hollywood for several years. Mike knew anything and everything about past practice in North Hollywood and he was a great source of information for me in my early steward days. Mike could be best described as an old-school, kick-ass steward who took care of business and got things done. Branch 2902 could always count on Mike, who made himself available to do anything and everything that was asked of him by former Branch Presidents Jon Gaunce, Bev Mattes and Frank Salazar. He was loved by all Branch 2902 carriers and is probably best remembered for his famous "Mike Steele Bullshit Chill!" that he served at branch picnics for many years. Take care, Mike. We miss you.

Ray Hill, Branch 2902

West Palm Beach, Florida

"In 1914, John and Sarah Pierstorff didn't want to pay for a pricy train ticket to send their daughter across Idaho. Instead they affixed 53 cents in stamps to her winter coat. Charlotte May Pierstorff, who was five years old, rode in the train's mail compartment, and was handed off to her grandmother by a postal clerk.

Americans had just embraced the latest innovation from what was then called the United States Post Office Department: for the first time, letter carriers were carrying packages too. Several families apparently decided this was a good way to transport children. The Postmaster General received a letter in 1913 inquiring about the appropriate way to wrap a baby; the customer noted that the Post Office was more trustworthy than the privately-owned companies it competed against, which would be too 'rough in handling.'

The U.S. Post Office Department launched airmail service in 1918. Employees deliver a woman who traveled as cargo to San Diego, California. Later regulations prohibited sending people through the mail."

Carriers who deliver all types of mail are being ignored in our daily achievements. Give the letter carriers a challenge and we have beaten all odds. I do know that if everyone doesn't speak up to their representatives in government, then USPS will not survive.

Meanwhile, grievances are still pursued. Management fails to be corrective and is punitive when issuing discipline. Handing out discipline is just protocol for them, so the micromanagement can be given a response.

COVID-19 has affected way too many. It's scary; Branch 1690 has been trying to follow the CDC guidelines. "Social distancing" is a must and must be reminded each day. Let's stay safe and use the time it takes to be safe!

*nationalgeographic.com/history/2020/05/tumultuous-history-united-states-postal-service-constant-fight-survival

Veronica Flores Osborne, Branch 1690

Worcester, Massachusetts

I'd like to congratulate two recent members of the Last Punch Bunch from the Worcester office. Letter carriers Rich Webster and Dave Proietti recently retired, and on behalf of the more than 900 members of Branch 12, I'd like to congratulate them and wish them a long, happy and healthy retirement. Brother Webster spent



Rich Webster

34 years as a letter carrier and Brother Proietti, 31 years. There's no question these gentlemen have earned some rest and relaxation from a job as physically demanding as that of a letter carrier.

Normally, any retirement recognitions are done either in our monthly newsletter or at our monthly union meeting, but with July and August upon us, we won't have a newsletter or meeting until at least September. If you see either Brothers Webster or Proietti in their travels, please take a moment to wish them well!

Ken Janulewicz, Branch 12

Yakima, Washington

COVID-19? George Floyd? Is the Post Office going broke? Consolidated casing? Nah.

Let's talk about the NALC Member App. Love it, but how many times am I supposed to click on the Political Action to my reps on the exact same issue?

It's almost like the inane random sampling that the P.O. uses with our scanners. Totally disrupts your work flow and seems to make no sense. Another six-figure job that doesn't deliver a single piece of mail.

I have sent my reps dozens of these e-texts or whatever they are. I have received confirmation that they received them. Why am I still getting these same alerts? Is the system so automated it can't tell when the job is done? Computers are only as good as the human entering the data.

I have accepted that postal management is stupid. I will never accept it from my union. Come on. We are the best and the brightest. Let's act that way.

Peace—

J.S. Bohlinger, Branch 852

Auxiliary Update



Crystal Bragg
Secretary

National Auxiliary Board

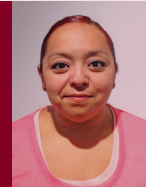
News and updates from the officers



Cythensis Lang
President



Cynthia Martinez
Vice President



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

From the Secretary

Gerome Gnome the traveling letter carrier arrived in Philadelphia amidst the COVID-19 pandemic with stay-at-home orders and social-distancing measures being enforced. While meetings and events were canceled, Gerome was able to assist in the purchase of cleaning supplies and the bottles that were filled with hand sanitizer. (See photo 1.)

Gerome then took part in an employee appreciation event at Spring Garden Station in Philadelphia. Management had hoagies delivered, and Philadelphia Auxiliary #3 provided potato chips, assorted danishes and a Philly favorite, Tastykakes. Keeping in mind the health and safety of the employees, the auxiliary sent Gerome with the snacks. He then spent some time among them as they enjoyed the meal. (See photos 2-4.)

Prior to the pandemic, our local auxiliary was reorganizing, writing letters to members of Congress in support of letter carrier issues, adopting bylaws and holding several fundraisers. At the December Branch 157 meeting, we raffled three holiday baskets with the proceeds going to the Muscular Dystrophy Association. (See photo 5. Pictured, left to right, are basket winner Bob Lees; Auxiliary #3 members Kimberly Nguyen, Secretary Joyce Rodgers, Kathleen Smith and President Sue O'Malley; and Branch 157 President Joe Rodgers.)

It is a very different and difficult time in our beautiful country, and Auxiliary members are incredibly proud of all the letter carriers we have pledged to assist. They are not only heroes; they are a reassuring presence in all of the communities across this wonderful nation. We thank them all and have a deep-seated appreciation for everything they do daily. They are indeed essential.

Crystal Bragg



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Mutual Exchanges

CA: Cypress (11/94) to Yorba Linda, Anaheim Hills, Rancho Cucamonga, Chino, Chino Hills, Norco, Sun City, Temecula, Menifree or Murietta, CA. Regular carriers only. Randy, randy0217@yahoo.com.

CA: Newport Beach (12/93) to Durango, CO or surrounding area. Beautiful area near beaches and best weather. OT available. David, 714-914-8726 (text or call) or krenik20@gmail.com.

CO: Denver (10/94) to Northeast FL—Jacksonville to Titusville or surrounding areas. 26 offices for bidding. Close to downtown Denver and mountains. Alan, 303-522-5545 (call, text or voice message).

FL: Davie (1/16) to Port Saint Lucie, Fort Pierce, Stuart, Jensen Beach, FL or surrounding areas. Plenty of OT. Six bidding stations. Roger, 313-410-7571 or mr.catchem@sbcglobal.net.

FL: Ft. Lauderdale (6/93) to Michigan City, La Porte, Valparaiso or Chesterton, IN. Large office with OT. John Torres, 561-329-0944 or jetorres01@yahoo.com.

FL: Pembroke Pines (7/05) to Lawrenceville, GA. Close to beaches and parks. Great weather. OT available. Marsha, 954-548-6220 (text) or gw2success@gmail.com.

FL: Seminole (10/14) to Sebring, Avon Park, FL 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.

TX: Garland (3/17) to New London, CT or surrounding area (within 30 minutes). Mary, 214-476-3307 or maryritrovato@yahoo.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., July's deadline is for the August publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

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

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

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1392262

Tyanna Rivera



Missing Since: May 30, 2020
 Missing From: Springfield, MA
 DOB: May 12, 2006
 Age Now: 14
 Sex: Female
 Race: Hispanic
 Hair Color: Brown
 Eye Color: Brown
 Height: 5'5"
 Weight: 120 lbs

Tyanna was last seen on May 30, 2020.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
 Springfield Police Department (Massachusetts) 1-413-787-6302

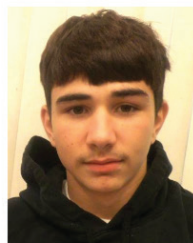


MISSING

HELP BRING ME HOME

NCMEC: 1391905

Noah Thornhill



Missing Since: May 26, 2020
 Missing From: Las Vegas, NV
 DOB: Mar 11, 2005
 Age Now: 15
 Sex: Male
 Race: White
 Hair Color: Brown
 Eye Color: Brown
 Height: 5'7"
 Weight: 129 lbs

Noah 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®)
 Las Vegas Metropolitan Police Department (Nevada) 1-702-828-3111



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

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

The app's features include:

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

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