

# The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

## In this issue

President's Message	1
National Officers	25
Branch Items	48
Branch Election Notices	57

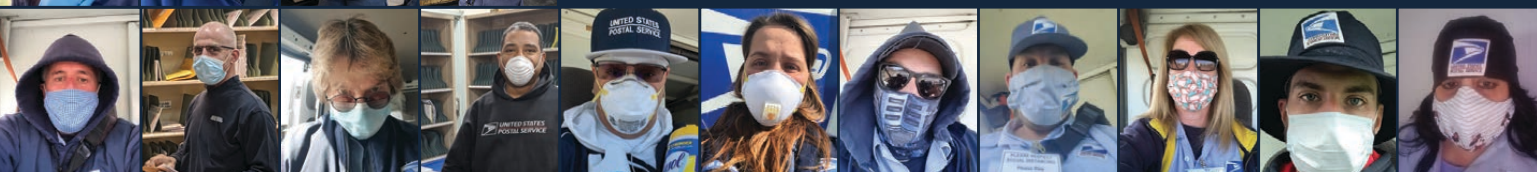


# HEROES DELIVERING



# A day in the life as told by letter carriers

—PAGES 10-17





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# A new postmaster general: What's the agenda?



**Fredric V.  
Rolando**

**I**n all of American history, there have only been 74 postmasters general, starting with Benjamin Franklin in 1775. In early May, we learned that North Carolina businessman Louis DeJoy would be the 75th. DeJoy was selected by the Postal Service's Board of Governors, as provided by law. As has been the custom at NALC, we congratulated the new PMG on his appointment and offered our commitment to work in good faith to use our collective-bargaining relationship to strengthen the Postal Service. This month, PMG DeJoy will take office, and the biggest immediate question we face is: What is his agenda?

Of course, the most pressing priority must be overcoming the COVID-19 pandemic. Our goals as a union won't change one bit: We will continue to focus on protecting the health and safety of the country's city carriers and preserving their jobs by securing the survival of the Postal Service as a public enterprise. We expect, and will insist, that the new leadership work with us to secure these goals in the months ahead.

**DeJoy's longer-term agenda will be revealed through his actions** in the months and years ahead. Although I personally hope he will apply his experience in building and expanding his logistics business to building and expanding the Postal Service as a public service, his appointment coincides with more than a few red flags.

First, it comes at a time when the Trump administration has demonstrated open hostility toward the Postal Service. The president called the Postal Service "a joke" during an April press conference while spreading misinformation about the source of the financial crisis we face—falsely blaming low package prices instead of the historic pandemic-induced recession that has slashed mail volume and postal revenues—before walking it back in a subsequent Twitter post.

Earlier in March, Secretary of the Treasury Steve Mnuchin blocked a House of Representatives proposal to provide \$25 billion in financial relief to the USPS—a similar relief package to the one offered to airlines and hotels in the Coronavirus Aid, Relief and Economic Security Act—before agreeing to an inadequate \$10 billion conditional loan. This after the Treasury Department has threatened to withhold access

to credit unless the Board of Governors implements policy changes that would damage the Postal Service and its long-term viability.

In fact, during the very week DeJoy was appointed postmaster general, one member of the Board of Governors, David Williams, resigned in protest over the Treasury Department's inappropriate meddling in the management of the Postal Service. Along with my counterparts at the other three postal unions, I wrote to the Board of Governors to urge them to resist such meddling, noting that: "It is the role of a democratically elected Congress to set postal policy in this country, and it is the role of the Board and the [Postal Regulatory Commission] to implement that policy with the managerial and regulatory discretion provided by law. The Treasury Department has no authority to re-write the law or impose its policy preferences on the Postal Service—or the country."

The Treasury Department clearly wants to advance the disastrous recommendations of the 2018 White House Task Force on the Postal System—to cut service, eliminate collective bargaining and force the USPS out of the package-delivery business by dramatically raising prices. The question is: Does the new PMG support this agenda? The fact that he has donated hundreds of thousands of dollars to President Trump's re-election campaign has raised fears with some that he might.

**But none of us should automatically jump to such a conclusion.** Now is the time for calm and quiet determination to give the new postmaster general a chance. As I said upon his appointment, NALC is committed to working with the new PMG to build a shared vision that focuses on: a strategy to grow the USPS as a public institution; that values its employees; and that works with its unions to promote high-quality service, safety, efficiency and a workplace culture of mutual respect.

If Postmaster General DeJoy sets politics aside and works with us toward this shared vision, he will have a true partner in the NALC. If not, we will vigorously defend ourselves and the American people's right to high quality and affordable universal service. Either way, we will serve our members and the public interest with conviction.

Not since the first PMG took the job in 1775 has a new leader faced a more challenging environment in leading the American Post Office. Benjamin Franklin held the job as America's fight for independence in the Revolutionary War was just beginning; DeJoy is taking this position in the middle of a global pandemic. PMG Franklin passed the test. We hope that PMG DeJoy will do the same.



## National Association of Letter Carriers, AFL-CIO

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## Contents

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# The Postal Record

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### Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 22 **Proud to Serve**
- 25 **Executive Vice President**
- 26 **Vice President**
- 27 **Secretary-Treasurer**
- 28 **Assistant Secretary-Treasurer**
- 29 **Director of City Delivery**
- 30 **Director of Safety and Health**
- 31 **Director of Retired Members**
- 32 **Director of Life Insurance**
- 33 **Director, Health Benefit Plan**
- 34 **Contract Talk**
- 36 **Staff Reports**
- 38 **Muscular Dystrophy Association**
- 40 **Honor Roll**
- 42 **In Memoriam**
- 43 **State Summaries**
- 44 **Veterans Group**
- 46 **Retiree Reports**
- 47 **Nalcrest Update**
- 48 **Branch Items**
- 53 **Cost-of-living adjustment**
- 56 **Auxiliary Update**
- 57 **Mutual Exchange ads/  
Election Notices**

### Features

- 4 **NALC remembers**  
We mourn those brothers and sisters we've lost due to the COVID-19 pandemic
- 5 **Updates from the union**  
NALC announces the cancellation of the 72nd National Convention in Honolulu and the postponement of judging for the union's scholarships
- 6 **News from Washington**  
Letter carriers answer the call to action as the House introduces a fourth pandemic relief package; a new postmaster general is named
- 10 **The new normal**  
NALC members share how their workdays have changed since the onset of the novel coronavirus
- 20 **The game master**  
A New York carrier tells us about his love of board games and the joy he gets from teaching others how to play

# Delivering



Philip  
Dine

**T**he related but separate topics of letter carriers acting in heroic fashion and of letter carriers delivering our message have frequently been discussed in this space.

They are separate no longer.

With the U.S. Postal Service facing an existential threat that affects all those who work there, as well as millions of Americans who depend on USPS, you are rising to the occasion.

You are doing so by working your routes and helping customers along the way, as always—but also by delivering our message like never before, just when it is more important than ever. All this, even as you bravely accept the risks on your route so others can shelter at home and as you, off the clock, face the

same challenges as everyone else.

The threat USPS faces is a singular one—that the federal government will fail to help an institution held in high regard by an overwhelming majority of Americans of all political persuasions throughout the country.

Our goal is simple: We seek the same treatment as other sectors of the economy hit by the pandemic, assistance that will allow USPS to survive by returning it to its pre-coronavirus financial condition. This makes sense by any measure: logic, fairness, public well-being or U.S. economic interest.

Unfortunately, getting the government to do what it should is less simple. It requires, among other things, that we inform the public of what is at stake, inspire our allies to be even more assertive, and persuade those who are reluctant or even hostile to change their mind or, at the least, change their behavior.

**Watching all of you in action gives me confidence that we will accomplish this large communications challenge.**

That confidence starts with observing the actions of our top officers, as President Rolando engages with national news outlets to reach as many Americans—and politicians—as possible, making clear the sacrifices letter carriers are making for the greater good and the urgency of helping USPS get through this crisis intact. One small example: His live interview on Yahoo Finance reverberated widely; no surprise, given that it is the largest financial news platform, with 10 million views a day.

Equally involved every step of the way has been Executive Vice President Brian Renfro, whether he is making himself available to the media or helping devise plans to get multiple letter carrier voices out there.

Leaders at regional and branch levels have unfailingly as-

sisted in carrying out the communications efforts—for example, Dave Napadano and Larry Cirelli in Regions 12 and 15, respectively; Ted Lee in Pittsburgh and Paul Toms in Indianapolis—by identifying carriers to talk in first-person terms about their work and why it matters so much to those they serve.

**Those carriers, in turn, have been solid, impressive and humble,** as they tell the public what the challenges for letter carriers are, how they are meeting them, and why they are willing to accept them. And, what it would mean for the country if they were not there to do so.

And so, as representatives of what many of you are doing, we have Thomas Jackson of Pittsburgh, whose appearance on a new local media outlet called PublicSource captivated listeners from the get-go, as this soft-spoken Navy veteran explained that he has a duty on his route—serving the community and our country.

Or Tamara Twinn, a carrier until recently in New Mexico, now in Colorado, whose appearance on a Vice News television segment offered a compelling tale of an indispensable delivery network.

Robert McLennan, retired after 18 years as president of his Buffalo, NY, branch, warmed up with a letter in the *Buffalo News*, the state's fifth-largest newspaper, before being published in the country's largest paper, the *Wall Street Journal*.

Krysten Wilson of Canton, GA, graced the pages of *People*, one of the largest U.S. magazines with close to 4 million readers, which profiled her in a story on essential workers. A team of consultants could spend a week without devising a better quote than her last sentence: "The people that I work with, we would love to be home with our families, but we're out here to be there for everyone's families."

**Trust me, the names could fill the entire column. And trust me on this as well,** such a broad-based effort is not typical in the American labor movement. Some unions have skilled national leaders or dedicated regional or local officers; few combine that with an engaged and talented membership.

It is inspiring to watch you accept the challenge even as you face so many other challenges. We will see what the politicians do; we know what the letter carriers are doing.

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# Letter carriers killed by COVID-19

*This special memoriam honors letter carriers known by NALC at press time to have died from COVID-19.*

**A**s of the second week of May, more than 80,000 Americans have died as a result of the COVID-19 pandemic. More than 1.5 million Americans have been infected by the virus. The numbers can be numbing, and the tragedy can seem abstract. But letter carriers know the reality of the pain and suffering caused by the pandemic because we are not sheltering in place. As essential workers, we continue to work and face the risks of interacting with the public and our fellow postal employees, while we do all we can to keep ourselves and our

families safe from the COVID-19 virus. Unfortunately, hundreds of us have contracted the viral disease, even if we can't usually know whether we were infected on the job or not. Tragically, at least 14 letter carriers have died due to this coronavirus.

"We mourn the loss of our brothers and sisters in this unprecedented health crisis," NALC President Fredric Rolando said. "NALC offers its prayers and support to their families, because they are part of our letter carrier family too."

The loss of these carriers occurred in the weeks surrounding Workers Memorial Day on April 28, which we observe each year to remember workers who have died while on the job or due to injury or disease caused by their

work. This year's observance is made more poignant by the increased risk of COVID-19 exposure that all active letter carriers face on the job.

"Whether or not they contracted the virus while working, the loss of these carriers shines a light on the heroic and dedicated service that letter carriers are providing to a nation that needs their help more than ever," Rolando said. "Letter carriers are bringing supplies, medication, election ballots, checks and vital information to households isolated from the world, and along the way, are delivering a sense of connection and hope."

Let us remember and honor the letter carrier victims of this terrible pandemic. **PR**



<p><b>Rakkhon Kim</b> Bronx, NY - Br. 36 50 years old</p>	<p><b>Frank Leong</b> Manhattan, NY - Br. 36 63 years old</p>	<p><b>Martin Harris</b> Scarsdale, NY - Br. 693 51 years old</p>	<p><b>Theresa Torres</b> New York, NY - Br. 36 53 years old</p>
<p><b>John Consilvio</b> Westchester, NY - Br. 693 65 years old</p>	<p><b>Johnny Tamayo</b> Pasadena, TX - Br. 3867 69 years old</p>	<p><b>Angela Hampton</b> Fort Lauderdale, FL - Br. 2550 56 years old</p>	<p><b>Unique Clay</b> Chicago, IL - Br. 11 31 years old</p>
<p><b>Nazmul Haque</b> Williamsbridge Station, NY 56 years old</p>	<p><b>Kevin Urquhart</b> Uniondale, NY - Br. 6000 66 years old</p>	<p><b>Tamika Shields</b> Detroit, MI - Br. 1 46 years old</p>	<p><b>Ivorl Davidson</b> Fort Lauderdale, FL - Br. 2550 59 years old</p>
<p><b>Rocco Lombardo</b> Flushing, NY - Br. 294 61 years old</p>	<p><b>Danilo Javier</b> Bergen Co., NJ - Br. 425 60 years old</p>		

# Pandemic forces cancellation of NALC's 2020 national convention

**A**s it has for so many events, from the Tokyo Olympics to the opening of the Major League Baseball season, the COVID-19 pandemic has forced the cancellation of NALC's 72nd National Convention. At the direction of the NALC Executive Council, the union has notified the convention center, convention hotels and various convention vendors of our decision to cancel the convention, which was to be held Aug. 17-21 in Honolulu, HI.

The Council made the unprecedented decision after it became clear that the state government of Hawaii could not give us any assurance that gatherings with the number of delegates attending would be allowed in August. Nor could we be assured that travel to

Honolulu would be permitted under the state's strict quarantine law, which currently requires all travelers to self-isolate for 14 days upon arrival in the islands.

President Rolando thanked the leadership of Honolulu Branch 860 for all of its hard work in preparing for the convention, and he expressed NALC's hope that it would be possible to convene in Hawaii in the future.

Branches need not cancel their hotel reservations made through NALC's official housing provider Experient, Inc.—they will be automatically canceled with no further action required. Any credit card on file used as a guarantee to hold hotel rooms through the official housing company has not and will not

be charged. If a room deposit was sent by check, instructions will be sent by email from Experient regarding how to receive the deposit money back.

Branches should, however, cancel any flight reservations and contact airlines about their refund policies and/or rules for using credits for future flights.

Additionally, any branch or delegate that made hotel reservations or other housing arrangements outside of NALC's official housing company is responsible for canceling those reservations.

The Executive Council will continue to monitor the effects of the pandemic and available options for scheduling the convention in the future. **PR**

## Doherty & Donelon Scholarships selection postponed

**B**ecause of the ongoing COVID-19 pandemic, NALC's Doherty & Donelon Scholarships program is currently on hold. Selections originally were scheduled to be made at NALC Headquarters in Washington, DC, on May 8.

The Scholarship Committee, composed of Sandy Laemmel, Detroit, MI Branch 1; Kimetra Lewis, Dallas, TX Branch 132; and Lawrence Kania, Buffalo-Western New York Branch 3, has not yet been able to review the applications. In addition, the three academic judges who assist in performing the assessment of applicants and making the final selections have been informed that the judging session has been postponed.

A new date will be announced once known, and the winners of the scholarship will be announced in a future *Postal Record*.

Each year, six children of NALC members receive NALC memorial scholarships in recognition of their schoolwork and community involvement. One student from each of the five geographic regions is awarded \$4,000 from the William C. Doherty Scholarship Fund, and a sixth student receives \$1,000 from the John T. Donelon Scholarship Fund. All six scholarships are renewable for three additional years.

NALC created the Doherty scholarship in 1962 in honor of NALC's president from 1941 to 1962. The Donelon scholarship, named for the longtime assistant to three NALC national presidents, was announced in 2003.

For more information about NALC scholarships, visit [nalc.org/member-benefits/benefits-for-members/scholarships](http://nalc.org/member-benefits/benefits-for-members/scholarships). **PR**



# News from Washington

## House introduces fourth COVID-19 stimulus package; poll shows support for USPS; new postmaster general chosen

**A**s the country continues to adapt to the “new normal” caused by the COVID-19 pandemic, Congress is adjusting to legislating under conditions that are uncertain and changing from week to week. Since March, both the House and Senate have operated for brief periods in Washington, with extended work periods back home in their districts or states to maintain social-distancing requirements. Offices on Capitol Hill and back home have been largely vacated, with staff working remotely. Unfortunately, Congress wasn’t built for remote operations, and the result has been to create an uncertain legislative calendar with a focus on what is needed to keep the country afloat during this time of crisis.

### House introduces fourth relief package while Senate hits pause

With three COVID-19-related relief packages in the rearview mirror, on May 15 House Speaker Nancy Pelosi (D-CA) and House Appropriations Committee Chairwoman Nita Lowey (D-NY) introduced a fourth assistance package: the Health and Economic Recovery Omnibus Emergency Solutions, or “HEROES” Act (H.R. 6800).

With regard to the Postal Service, the \$3 trillion package provides \$25 billion in direct appropriations to USPS to help it weather this storm, in addition to the removal of restrictions placed in the Coronavirus Aid, Relief, and Economic Security (CARES) Act on the \$10 billion in 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 for essential front-line workers, including letter car-

riers and other postal employees. That pay—\$13 per hour—would be capped at a maximum of \$10,000.

“These provisions are an improvement and a first step in keeping the Postal Service stable,” NALC President Fredric Rolando said. NALC continues to call attention to the need for relief for the duration of the crisis to cover the difference between postage revenues and total USPS expenses, as well as a mechanism to reimburse the Postal Service for the cost of COVID-19-related leave.

Among the general provisions also included in the legislation are measures to provide a second round of \$1,200 direct payments to individual Americans; require an enforceable safety standard governing infectious diseases, within seven days of passage, from the Occupational Safety and Health Administration (OSHA); provide additional support to small businesses and non-profits; preserve health coverage for those who are at risk of losing their employer-provided health insurance; and extend unemployment benefits.

These provisions are in addition to \$1 trillion in funding for state and local governments struggling from the rising essential workforce costs and shrinking tax revenues. These developments are threatening the jobs of many essential workers across the country, including medical personnel, first responders and teachers. That funding is divided into three categories: for states, counties and municipalities.

On the issue of voter protection and accessibility during the pandemic, the stimulus package would require that all registered voters be provided access to absentee ballots to vote by mail in the November 2020 general election.

It also seeks to improve the safety of in-person voting by expanding early voting in the fall. Toward these ends, it provides \$3.6 billion in state grants. Recent negative comments from the Trump administration about vote-by-mail have elevated the issue and could lead to contention in negotiations on the final package down the line. NALC is not actively lobbying on this issue; we are focused entirely on securing congressional funding for the Postal Service so the agency and letter carriers can continue to provide essential service to the American public.

**Letter carriers answer the call to action:** With all of the negotiations on Capitol Hill, the importance of engaging and educating lawmakers never has been greater. Letter carriers around the country have answered the call to action by keeping in regular contact with their senators and representatives over the course of the last two-and-a-half months. More than 110,000 actions (including phone calls, emails and letters) have been initiated by letter carriers urging lawmakers to support immediate and ongoing financial relief for the Postal Service until this crisis is over.

“The importance of these actions cannot be overstated but our fight is far from over,” President Rolando said. “Letter carriers should be proud of their hard work as we continue to fight for the future of one of our nation’s most treasured institutions.”

**Lawmakers echo need for relief:** Thankfully, letter carriers are not alone in this fight. The American public is firmly on the side of the U.S. Postal Service, as multiple polls (see below) and articles have shown in recent weeks and months. That support is not lost on Capitol Hill. Numerous letters have been sent from representatives



and senators to their congressional leaders and the administration urging financial relief for USPS, including letters from a bipartisan group of 10 senators led by Sens. Dianne Feinstein (D-CA) and Susan Collins (R-ME); a group of 122 representatives led by Rep. Emanuel Cleaver II (D-MO); a bipartisan group of 21 members of the New York congressional delegation; a group of 26 Republican lawmakers led by Rep. Brian Fitzpatrick (R-PA); a group of 58 members led by Reps. Ann Kirkpatrick (D-AZ) and Raul Grijalva (D-AZ); a group of 30 senators led by Sen. Tom Udall (D-NM); and a group of four bipartisan members, made up of Reps. Carolyn Maloney (D-NY), Pete King (R-NY), Gerry Connolly (D-VA) and Mark Amodei (R-NV), who, in addition to pushing for financial relief for USPS in their letter to congressional leadership, also formed the Postal Preservation Caucus, which is committed to saving the agency, and invited their fellow members to join the new caucus.

### **Poll shows American public supports direct funding to USPS**

On May 1, the GOP-affiliated North Star Opinion Research and the Democratic-affiliated Hart Research Associates, two leading public opinion polling firms, released the findings of a national poll of registered voters (viewable on the NALC website) about the importance of the continued operation and funding of the Postal Service during this pandemic. The results of the NALC-commissioned poll show overwhelming support for USPS across party affiliations and geographic regions, with 92 percent of respondents favoring congressional appropriation of funds in the

next relief package to sustain the Postal Service through the coronavirus crisis—that includes 90 percent of Republicans, 96 percent of Democrats and 90 percent of rural voters. The results reflect a broad consensus that the mail and package service provided by the Postal Service is important, a sentiment shared by 94 percent of those polled—including 95 percent of Midwesterners, 95 percent of Democrats, 92 percent of Republicans, 91 percent of Independents and 94 percent of rural voters.

To support NALC's continued efforts, letter carriers should continue contacting their senators and representatives to urge support for funding in the final draft of the new assistance package. Let lawmakers know that the Postal Service enjoys overwhelming public support for emergency funding, as it carries out its mission—which never has been more important than it is now. You can take action by visiting the Legislative Action Center on the NALC website.

### **New postmaster general**

The Postal Board of Governors (BOG) announced the choice of a new postmaster general on May 6. Louis DeJoy will succeed outgoing PMG Megan Brennan, and is expected to begin serving in his new role on June 15. He is the first PMG in more than 20 years to not rise through the ranks of the Postal Service. Mr DeJoy currently is president of LDJ Global Strategies, a real estate development, private equity and consulting company based in Greensboro, NC. He also serves as the lead fundraiser for the Republican National Convention. Prior to that, he spent more than 30 years as a highly successful CEO in the logistics field.

On May 7, President Rolando congratulated Louis DeJoy on his appointment as the 75th postmaster general. We say, again, that the National Association of Letter Carriers is committed to working in good faith with him to build a relationship based on mutual trust



**Postmaster General Louis DeJoy**

and a shared vision for the future of the Postal Service. This shared vision should embrace a strategy to grow as a public institution that values its employees and that works with its unions to promote high-quality service, safety, efficiency and a workplace culture of mutual respect. We look forward to seeing whether his agenda is indeed consistent with this vision.

The selection of the new PMG followed the unexpected resignation of Board of Governors Vice Chairman David Williams on April 30. It is reported that Governor Williams resigned in protest over the Treasury Department's inappropriate meddling in the management of the Postal Service. We had recently written to the Board members urging them to resist such meddling, and we ask the same of the new postmaster general.

Soon after the appointment of DeJoy, Deputy Postmaster General Ron Stroman announced that he would step down in June, capping four decades of public service. NALC congratulated Williams, Brennan and Stroman and wished them well in the future.

### **Results of NALC presidential postcard survey**

With the November election just around the corner, NALC continues



ment, we can report that questionnaires have been completed and published, a public

index to include many more countries, including Canada, China and numerous other “emerging market” economies. Most 401(k) plans in the private sector have adopted the broader index and the FRTIB generally seeks to give federal employees and annuitants the same investment options that other Americans have.

to monitor federal races around the country as well as the upcoming presidential race. With so much at stake for letter carriers and our employer, NALC is paying close attention to which candidates will put the interests of letter carriers first. As we weigh an endorse-

ment, we can report that questionnaires have been completed and published, a public opinion poll of our membership has been conducted and, now, NALC presidential postcards have been returned.

The results of the NALC presidential postcard poll from our members are as follows:

Candidate	Cards	Percent
Biden	3,982	58.4
Trump	1,814	26.6
Sanders	740	10.8
Other	208	3.0
None	69	1.0
	<b>6,813</b>	<b>99.8</b>

Nominating new FRTIB members is the right of the president, though we hope that the new board members would remain non-partisan and independent, serving only the interests of the TSP’s participants and beneficiaries.

However, the intervention by Secretary of Labor Eugene Scalia is not appropriate. In a letter sent on May 11 to the Federal Retirement Thrift Investment Board, Scalia stated that, “at the direction of President Trump, the board is to immediately halt all steps associated with investing the I Fund according to the [new index], and to reverse its decision to invest plan assets on the basis of that international equities index.” The Labor Department has no legal authority to direct the FRTIB’s actions; it serves only as the TSP’s auditor under the law.

As this issue went to press, the FRTIB announced that it would suspend its plan to broaden the I Fund’s tracking index to allow the new board members to weigh in on this issue once they are confirmed by the Senate. ETAC and the Federal Postal Coalition have called on Sen. Ron Johnson, chairman of the Senate Homeland Security and Governmental Affairs Committee, to forgo the expedited process allowed for FRTIB nominations. We urged him to schedule confirmation hearings so that the nominees can be properly vetted, and so that the principle of the Board’s independence can be re-established. **PR**

## Pandemic alters schedule for Nolan interest arbitration

The interest arbitration hearings to resolve the impasse in collective bargaining between the Postal Service and NALC over a new National Agreement have been disrupted by the COVID-19 pandemic. In February, Arbitrator Dennis Nolan agreed to serve as the neutral chairman of a three-member arbitration board. Arbitrator Nolan then provided available hearing dates during the months of May, June and July. Unfortunately, the onset of the pandemic has made it impossible to proceed with the hearing schedule. As the public crisis extended into the spring, Arbitrator Nolan provided available dates in the fall to replace the May dates. In early May, NALC was forced to reschedule the June and July dates as well. Under the new schedule, hearings will begin in late September and continue through November. **PR**

## TSP nomination and FRTIB update

On May 4, the White House announced three nominations to the Federal Retirement Thrift Investment Board (FRTIB) to replace three of its five current members. The nominees are Christopher Bancroft Burnham, Frank Dunlevy and John Barger, who also is a current member of the U.S. Postal Service Board of Governors. The board governs the federal government’s Thrift Savings Plan (TSP), which controls about \$700 billion in assets and is drawn from the 5.5 million employees of the federal government.

The sudden nominations were prompted by a political dispute over whether the TSP’s International stock index fund should be allowed to invest in Chinese companies. The current board decided earlier this year to expand the number of countries included in the International (I) Fund’s

# Former NALC legislative director died

**F**ormer NALC Legislative and Political Assistant to the President George Gould died on April 6 of pancreatic cancer. He was 79.

Gould was revered in labor union circles for his 28-year career of successfully working to advance NALC's legislative and political agenda of improving pay, benefits, work conditions and union rights for letter carriers, and strengthening the Postal Service.

Born in Schenectady, NY, Gould moved with his family to Southern California when he was 13. After receiving a bachelor's degree in political science from California State University at Long Beach, he became staff assistant to the speaker of the California Assembly, Jesse Unruh. He then moved to Washington, DC, and began a distinguished career as a congressional staffer.

Gould served as staff director of the House Subcommittee on Postal Facilities, Mail and Labor Management and the Subcommittee on Postal Personnel and Modernization of the Committee on Post Office and Civil Service, and was chief of staff to Rep. Charlie Wilson (D-CA). He served as staff director of the House Subcommittee on Postal Operations and Services from 1976 to 1979, when he left Capitol Hill to take the reins of NALC's legislative and political program under the direction of then-NALC President Vincent Sombrotto.

As NALC's chief lobbyist, Gould oversaw significant advances for letter carriers on postal operations, as well as labor rights, job safety, health care and retirement issues. He was instrumental in advancing the political freedoms of federal workers through his advocacy efforts on the Hatch Act reforms of 1993. He also

was instrumental in building NALC's political advocacy capacity through what now is called the Letter Carrier Political Fund.

Gould was co-chairman of the Coalition to Preserve the Postal Service, a coalition made up of postal unions, postal-management groups, mailers and the Postal Service. He also served as chairman of the Committee on Legislative and Political Affairs of the Fund for Assuring an Independent Retirement (FAIR), which advocated for the protection and enhancement of federal employee pensions and other benefits. FAIR later became the Federal-Postal Coalition.

Gould retired from NALC in 2007, having served longer than anyone who had previously—or has subsequently—held the position.

"George was held in very high regard by thousands of NALC members and officers who got to know him over the years," NALC President Fredric Rolando said. "He not only built one of the best political and legislative operations in the labor movement, but he was also a great mentor to many activists and lobbyists who still work in progressive circles today. George did a fantastic job promoting the interests of letter carriers on Capitol Hill for decades. Our members remain indebted to his great service."

Gould is survived by his wife, Diane, and a daughter, a brother and several grandchildren. A son, George Gould III, preceded him in death. A celebration of Gould's life will be held at a later date; in lieu of flowers, contributions can be made to the Blue Ridge Hospice in Winchester, VA. **PR**



George Gould



# HEROES DELIVERING



## A day in the life as told by letter carriers living it

**I**n the face of the COVID-19 pandemic, the Postal Service is providing an essential service, and letter carriers are recognized as heroes for delivering during this crisis. Millions of people are in isolation or quarantine in their homes and disconnected from jobs, friends and family. They are depending on letter carriers to be their link to the outside world by bringing needed supplies, documents and medications.

But letter carriers are under tremendous stress at work and at home from putting themselves out in public, delivering mail and packages to every house and business in the country. For many NALC members, much about the way that we work—from preparing to report to the office in the morning to returning from work at night—has changed dramatically.

While there have been a number of new memoranda of understanding and stand-up talks that change the way letter carriers are required to perform their work (all of which can be found at [nalc.org/covid-19](http://nalc.org/covid-19)), each office is unique. So, *The Postal Record* asked letter carriers what the “new normal” is for a day in the life of a letter carrier. Their answers help paint a portrait of how much has changed and what makes letter carriers tick.

### We started by asking about how their preparations for going to the office have changed.

“I bring my own mask, gloves, sanitizer and wipes to clean the vehicle. And a tall can of Lysol to spray down everything I touch for the day.”—**Lisamarie Garcia of Los Angeles Branch 24**

“I bring everything related to my workday along pre-sanitized, where applicable, such as my water and lunch containers.”—**Christopher Wetzel of Woodstock, VA Branch 3376**

“I used to eat a fast breakfast, but now I make sure to eat a hearty meal to hold me off as long as possible. I sanitize my personal vehicle before I head to work, pack my lunch in disposable bags and put my phone in a Ziploc bag. When I get to work, the first thing I do is sanitize my whole truck top to bottom. Refill the hand sanitizer.”—**Aaron Thompson of Tulsa, OK Branch 1358**

“I bring my own mask and use hand sanitizer disinfectant to clean my truck, and make sure I have gloves with me to get gas. I carry only a small bag with those essentials and my license and debit card.”—**Kathleen Paolillo Heltko of Connecticut Merged Branch 20**

“I have been methodical about leaving the house by gathering all my things before I put on my shoes, so I don’t step in the house again.”—**Alfredo Dwan of Seattle, WA Branch 79**

“The new steps in my morning routine include: wiping down my pocket items such as my badge, my ink pen, my black permanent marker; washing with soap and water my locker key and rubber thumb. I spray disinfect (151 proof alcohol with just a little water) on my hat and mask. I am a shop steward. I started keeping all the NALC-released COVID info in a three-ring binder. In mid-March, there was something new every day to find, print, read, understand and have on hand to answer questions for my co-workers. It’s a lot of info to keep up with. I read the new info as I eat breakfast. The binder is in a tote bag with other things I have to bring from home.”—**Nona Roop Hall of Roanoke, VA Branch 524**

“The before-work routine has become wake up, take temperature, coffee, make sure I have my mask and hand sanitizer. Try to remember to wear a head band so I am not brushing the hair out of my face and touching my face. Items that I make sure I have every day are my own hand sanitizer, gloves, mask and bleach spray. The



station has supplies, but I will not take the risk of one of those items not being available for me.”—**Becky Stockman of Buffalo-Western New York Branch 3**

“My ability to get to work has been drastically improved. Traffic is nonexistent.”—**Aaron Thompson of Tulsa, OK Branch 1358**

“I try to play more positive, upbeat music on my way to work to help keep my spirits up.”—**Marc J. Mancini of Pittsburgh, PA Branch 84**

### Once at the office, for many, even clocking in has changed.

“The Brentwood Post Office is located in the heart of the pandemic here on Long Island. It became so serious in this area that a few weeks ago a COVID-19 testing site was set up and has been operating just a quarter-mile from the office. The way we operate has changed dramatically. The carriers would all start, en masse, at 7:30 a.m. Now, there are four shifts, to prevent large groups gathering at once. The first shift starts at 7 a.m., with the last starting at 9:15 a.m.”—**James Padilla of Long Island Merged, NY Branch 6000**

“I wait in my car until it’s very close to time to start. The entire office is now separated into four different waves to clock in. I use the corner of the time card to punch the buttons on the clock. People I used to chat with every day, I now rarely see.”—**Nona Roop Hall of Roanoke, VA Branch 524**

“My time clock process has changed in the fact that I am usually a couple clicks over my start time to avoid crowding at

the time clock.”—**Kristina K. Pickering of Central California Coast Branch 52**

“We have plenty of PPE in our office... each route got a jug full of sanitizer and a little container on our key chains to take to the street with us. Boxes of gloves and masks.”—**Paul Romanies of Bux-Mont, PA Branch 920**

### Vehicle checks take a lot more effort, as sanitizing the workspace has become a priority.

“My vehicle check process hasn’t changed too much. Since Day One, I have always been aware of how filthy our job is. So being a regular on my own route, I have always had my own disinfectant wipes within my truck. The funny thing is, now I won’t get talked to for using my full vehicle check time. I have made it known I don’t wish the custodian staff to clean my case or my vehicle, which is why I do it myself. The less hands and people in my personal workspace, the better.”

—**Kristina K. Pickering of Central California Coast Branch 52**

“I use a Dodge Ram van for my route. When I start my vehicle inspection, first I wipe down the door handles, a 6-inch square where I purposely use to close the door and the lift gate handle. Wipe down the Ram emblem (this is key later). Open the lift gate and wipe down the inside handles used for closing. Wipe down the inside of the back where I lean in to grab parcels during the day. I grab the handle and pull down like I’m spinning the wheel in the “showcase showdown” on “The Price is Right.” Then I make sure to place my hand on the emblem to finish the closure of the lift gate (instead of having to clean

across the entire width of the lift gate). Then I move to the inside driver’s side and wipe down the door, the blinker, the heat/air controls, the cup holder, seat adjusters, the seat belt, buckle and latch, steering wheel and gear shift. Then I get inside and wonder what I forgot and if my hands were clean enough when I started cleaning so then I use some hand sanitizer.”—**Nona Roop Hall of Roanoke, VA Branch 524**

“The very first thing I do in my vehicle is spray the entire cab with the bleach water spray. I let that sit while I perform the outside inspection and then start the 2-ton to finish the inspection. My 2-ton smells like a swimming pool at all times.”—**Becky Stockman of Buffalo-Western New York Branch 3**

“Our managers clean our cases and vehicles twice a day. We do not have a janitor and the postmaster wants to be sure that everything is being sanitized. Marks on the floor remind us to social distance. We have an entire safety station set up with disinfectant, hand sanitizer, gloves, masks and all the stand-up info posted. All the employees respect each other’s space, so staggered times are not necessary. We support and encourage one another.”

—**Leslie Hardman Nielsen of Springville, UT Branch 2821**

### There are other changes in how letter carriers interact with clerks, supervisors and others at the office.

“Sometimes the mail is there at the case and sometimes it’s not. Changes on a daily basis.”—**Calvin Rich of Pasadena, CA Branch 2200**



One carrier now brings these supplies to work on a daily basis.

“The clerks in our office refuse to wear masks as they sort the parcels, even though Michigan’s governor has ordered masks to be worn if social distancing cannot occur. Management keeps telling us we don’t have to follow Michigan’s guidelines because we are federal workers. Our local health department also instituted guidelines to be followed before employees are allowed into a workplace, which we have yet to do.”—**Matthew Amlotte of Alpena, MI Branch 259**

“Management has informed us that custodians are now sanitizing our MDDs [Mobile Delivery Devices] before we use them. Custodians will leave a sheet of paper signed and dated to inform us our MDDs have been sanitized. There are times where I’ve gone to grab my MDD and had to ask the custodian to please sanitize mine next since she hadn’t gotten to mine yet. Usually they comply and we don’t have to wait too long. Other times I don’t see them being sanitized, nor do I see the sheet of paper stating MDDs were sanitized, which is hard to prove on a daily basis. I usually sanitize my MDD throughout the day with my personal sanitizing wipes.”—**Calvin Rich of Pasadena, CA Branch 2200**

“We must stagger times to retrieve scanners to keep social distancing.”—**Dan Wheeler of Massachusetts Northeast Merged Branch 25**

“The interaction with management has changed. We have to remind each other to stand 6 feet apart. PS 3996 are more of a challenge to estimate because of having to return to pick up packages and the time to run them off.

The environment has changed. It used to be fun in the office, joking around with your co-workers. Now everyone just wants to get out of the office.”—**Becky Stockman of Buffalo-Western New York Branch 3**

“Swing assignments are written down on a whiteboard and unless carriers need overtime on their own assignment, there is no verbal interaction.”—**Alfredo Dwan of Seattle, WA Branch 79**

“We are still filling out 3996s, but management is approving by scanner message, not coming to carrier cases per usual.”—**Dan Wheeler of Massachusetts Northeast Merged Branch 25**

“Some clerks are very good at calling us over to sign for accountables and providing us social distance, but others just stand there near you handing you certified and keys. Old habits are hard to change, unfortunately.”—**Calvin Rich of Pasadena, CA Branch 2200**

“Our clerk rolls around the cart, case to case. They tell us verbally what we need to get from the cart, then they back away and we go out to the cart and grab and sign for all the stuff they just told us about.”—**Willie Groshell of Portland, OR Branch 82**

“They don’t care about 3996s anymore. Nobody knows how long a day will take when the mail shows up whenever it shows up. We’ve lost, on some days, a third of our workforce. I haven’t worked under 11 hours a day in probably three weeks.”—**Rob Cover of Utica, MI Branch 4374**

**With businesses closing and changes of residence,**

**forwarding and holds are more complicated.**

“We put bars in the case for closed businesses. Most won’t put in changes of address and instead pick up mail here and there. I started 10-day holds and was going to send it all back MLNA. There’s no good regulation applying to these times.”—**Rob Cover of South Macomb, MI Branch 4374**

“There are more holds with no extra case shelf space, making our workspace cluttered and crowded. [There are] many closed businesses and holding [of] unclaimed mail from full mailboxes for residents who are away.”—**Mary Kinney of Columbia, MO Branch 763**

“Our office has moved the hold from each carrier’s case to one location to minimize clerks walking to every case.”—**Dan Wheeler of Massachusetts Northeast Merged Branch 25**

“More change-of-address orders are being filed by residents who moved away months ago, so they can receive their government stimulus check. It results in more time spent by me filling out forms to cancel their MLNA and correcting to their new addresses.”—**Mary Kinney of Columbia, MO Branch 763**

**Break times in the office are different now, when they are even held there.**

“We have smaller groups taking breaks at 8:45 a.m., 9 a.m. and 9:15 a.m. We pretty much just stay to ourselves and text each other. The funny thing is, some carriers FaceTime each other



while they are still in the same building and chat. Pretty cool. But they are being responsible, that is for sure.”—**Richard Ray of Staten Island, NY Branch 99**

“We used to have a full break room where stories and life would be shared every morning. Now, no more than three people have taken a break in the break room together.”—**Willie Groshell of Portland, OR Branch 82**

“The morning break is chaotic in my office. As the steward in my office, I went around and asked each carrier if they wanted to keep the office break or take two street breaks. About half the office decided to keep the office break. Then with staggered start times, we came to agreement with the postmaster to have the carriers start their office break 30 minutes after punching in. So, break times are at 8:15, 8:45 and 9. It is weird, but working so far.”—**Samuel H. Farley of Elyria, OH Branch 196**

“No office break. Switched to two street breaks. Took a few weeks to get used to because it felt like the day dragged on.”—**Jacqueline Mayes of Seattle, WA Branch 79**

### **Out on their routes, letter carriers are adapting to the new rules of work.**

“We have to touch a lot of things during a workday. It still has to be done to deliver the mail.”—**Mary Kinney of Columbia, MO Branch 763**

“I always used hand sanitizer in collections because I have a compromised immune system before COVID-19, but now I use it a lot more often.”—**Kimberly Arnold of Pasadena, TX Branch 3867**

“CBU and blue box collection points have not changed too much, other than politely asking congregating customers to maintain distance and to hand sanitize after touching these multi-contact surfaces.”—**Christopher Wetzel of Woodstock, VA Branch 3376**

“I have many cluster boxes on my route; some are located outside and some are located inside closed mail rooms. I don’t know which are worse. I have to ask customers to stay back when I am delivering to the outside boxes, which frustrates everyone. Then when I am delivering to my mail rooms, I have to leave the doors closed to keep customers out, which then isolates me from them and the questions they have about their mail.”—**Susan Ugone of Hartford, CT Branch 86**

“Some [businesses] want you to use the mailbox. Some come to the post office to pick up mail. Some Lysol it on sight. One wants you to put it in a file folder. It took some time to not take it personally.”—**Rob Cover of South Macomb, MI Branch 4374**

“My route has many closed businesses. I’m holding the mail for some, delivering some with mail receptacles. I’m sending some mail for business owners who live in town to the carrier who delivers to their home and some to those who also have P.O. boxes.”—**Dan Wheeler of Massachusetts Northeast Merged Branch 25**

“I don’t let anyone touch [the MDD] to sign for accountable mail. I ask if I can sign it for them. Anything with a return card gets a pink slip so they can pick it up at the office.”—**Tish Seymour-Wells of Cleveland, OH Branch 40**

“I spray the scanner down daily with my own supply of bleach and keep it in my possession at all times.”—**Christopher Wetzel of Woodstock, VA Branch 3376**

“More dog encounters have become normal. Some owners get it and others do not, and it has caused extra conflict during these challenging times.”—**Willie Groshell of Portland, OR Branch 82**

“I have made some new dog friends and have also made some more dog warning cards.”—**Becky Stockman of Buffalo-Western New York Branch 3**

### **Many carriers reported that they have had to adjust their work for all of the government offices and businesses that are closed, as well as for the other businesses that have increased packages.**

“We take mail to home addresses instead of businesses for those who don’t want to hold it for pickup.”—**Laura Bogart of Hays, KS Branch 2161**

“I have a mall on my route that is closed, but I call the security guard every day and he lets me in to deliver mail to the cluster boxes. I also have a closed nail salon on my route, but the owner lives on the street behind it, so I deliver their business mail to their home. There’s also an eldercare facility, but I now leave the mail on their vestibule instead of taking it to the main desk.”—**Tish Seymour-Wells of Cleveland, OH Branch 40**

“I have a CVS pharmacy on my route, and pickups have increased significantly, and I usually come by to do a



second collection before returning to the office.”—**Charles Milde of Shawnee Mission, KS Branch 5521**

“My public school is closed. They pick mail up at our station. I have a church office open for regular business. I wear my mask into the office. I also have a Catholic school where the office is open to me. I never see anyone, but wear my mask in also.”—**Debra Kluesner of Sioux Falls, SD Branch 491**

### One of the biggest changes for carriers on their routes is how they take their breaks and comfort stops.

“I take [breaks] alone and in my truck as much as possible.”—**Debra Kluesner of Sioux Falls, SD Branch 491**

“I can’t eat my morning snack until I pull over and sanitize my hands. I do the same on my lunch break, which I pack and eat in my truck after I also wipe down the steering wheel, ignition, parking brake and my phone.”—**Tish Seymour-Wells of Cleveland, OH Branch 40**

“I have a hospital/medical center that butts up to my route. That used to be the place I replenished my water bottle, heated up my lunch (if need be), and used the bathroom. Now with COVID-19, it’s not a practical option.”—**Kristina Pickering of Central California Coast Branch 52**

“I mostly use a bathroom without hot water, because all the others are closed. It’s fun!”—**J.T. Thorstad of Tacoma, WA Branch 79**

“No one is letting carriers use their bathrooms. We go back to the

station.”—**Richard Ray of Staten Island, NY Branch 99**

“Most bathrooms are not accessible due to closures. The couple I still can get to and use have become critical. I take my lunch at the exact same place each day so I can go use the bathroom and thoroughly wash my hands before going back to eat.”—**Willie Groshell of Portland, OR Branch 82**

“First the two leasing offices on my route closed, then two weeks later the park bathroom closed. I was thankful for the park having its bathroom open until it finally closed. Once I saw the sign on the door stating that the bathrooms were closed, I got angry. As I walked back to my truck, I had an overwhelming load of feelings from... everything. I cried as I walked back to my truck. Sat for a minute, then proceeded to drive to a bathroom that is not near my route.”—**Jacqueline Mayes of Seattle, WA Branch 79**

### Letter carriers take pride in the work they do and often interact with their customers, but that interaction has had to change.

“In all honesty, quarantine has been rough. When the first stay-at-home order was issued, I sent out a handful of personal letters to my customers at risk who would possibly need me to go above and beyond my normal duties. Our customers become a part of our hearts. The communities we serve are often more so our neighborhood than where we live. To make sure they’re OK is a part of what makes the USPS so above and beyond different than any possible competitors. Social distancing

with customers has been rough, but at the same time, if we explained to them how the 6-foot distance is critical, they understand. I always explain to them that if I was to be the cause of any of them to get sick, it would break my heart, especially with how much interaction and touching of mailboxes we do.”—**Kristina Pickering of Central California Coast Branch 52**

“For many customers, I am the only outside person they get to have interactions with each day and it is critical to their mental well-being. I take this very seriously. I had one woman passed out from drinking too much on the sidewalk, and I couldn’t just ignore her. So I woke her up, helped get her on her feet and safely back home before continuing the route. It was scary because I couldn’t keep a safe distance and I simply had to hope she wasn’t sick, too, but I couldn’t leave her. She, like so many others, was simply having a difficult time coping in that moment.”—**Willie Groshell of Portland, OR Branch 82**

“I cannot shake hands or touch or hug my customer friends. Many cross the street to avoid sharing the sidewalk with me, or retreat inside their house when I approach to avoid us sharing space. Parents restrain their small toddler children from walking toward me for their ‘used to be’ usual hug from me. That makes us sad. I cannot visit my elderly residents or help them like I used to. I can sense the loneliness and desire for connection from many people.”—**Mary Kinney of Columbia, MO Branch 763**

“For customer interactions where I knowingly deliver to those immune





compromised or elderly, I attempt to sanitize my hands prior to delivery.”  
**—Christopher Wetzel of Woodstock, VA Branch 3376**

“One day I was delivering on my route and one of my customers left a mask for me at the mailbox. As instructed, I washed the mask before using, and since that day I have worn a mask. You have no idea how appreciated you are until someone does that for you. And I feel appreciated with every breath. I have a lot of great customers, and many like to meet me by the door to get my mail. But, as of a month ago, I have resolved to discontinue handoffs as much as possible. By my estimation, I have turned down at least 100 handoffs. Most customers are very understanding and encouraging when I let them know what I am doing, and I occasionally let them know how many handoffs I have turned down, reminding them that that number is a reduction of direct exposures they themselves have avoided. ...My customers have been wonderful. While I focus on my work, I do keep my eyes open and see their sense of humor as I walk, like the little girl who wrote ‘Closed’ on a piece of paper and put it on her front door, or the customer who put corona masks on her pink flamingos. The signs of thank you, especially from the kids, are incredibly moving. And the countless thank-yous I get from my people as I walk along. To them, I say the same thing to everyone: ‘As long as I have two feet and healthy lungs, you will get your mail.’”

**—Charles Milde of Shawnee Mission, KS Branch 5521**

“I feel this is hardest on our elderly customers. They want to see you and

make sure you are OK. We feel the same about them. I have a fear of passing the virus to one of them, even though I do not have any symptoms. I worked in a nursing home and saw how easily the regular flu could spread; I do not want to bring any harm to any of my customers.”  
**—Becky Stockman of Buffalo-Western New York Branch 3**

“I have a lot of older customers who regularly get medications delivered. A couple customers of mine have higher-risk children and definitely do a lot of online ordering so they don’t have to leave the house at all.”  
**—Debra Kluesner of Sioux Falls, SD Branch 491**

**Letter carriers also understand why their work is essential and know what would happen to the communities on their routes if they were not there.**

“Small businesses would be completely closed. They rely on my work picking up outgoing parcels every day to keep some money coming in through the door, and I’m the only delivery service that they can count on to come by every day. People would be scared. Just our daily presence lets them know things are OK and not that bad. Take us off the street and panic will set in quickly. I do all the stuff (grocery after work, other pickups, shipping, etc.) for some of my immune-deficient customers so they can safely stay at home until this all ends. They rely on me for all external needs.”  
**—Willie Groshell of Portland, OR Branch 82**

“I have customers who rely on me to deliver financial security items, both in

check and statement forms. There is an increase in the elderly now using online purchases to help them social distance and likewise many people who rely on us to deliver other essentials such as medicine, prosthetics and equipment.”  
**—Christopher Wetzel of Woodstock, VA Branch 3376**

“The customers on my route expect to see me out there every day delivering their packages, birthday cards, Mother’s Day cards, medicine and ads. We are the ‘normal’ that the American people look forward to.”  
**—Samuel H. Farley of Elyria, OH Branch 196**

“I transport a lot of medications to the other offices to be delivered, so [customers] would be affected physically and medically.”  
**—Kimberly Arnhold of Pasadena, TX Branch 3867**

“I’ve been on this route for more than 20 years and plan to retire at the end of June. I have developed many friendships and been witness to many life experiences, hardships and changes with my customers. I am sometimes the only person they interact with each day.”  
**—Mary Kinney of Columbia, MO Branch 763**

“I don’t think people who haven’t done this job really realize we are the heartbeat of the community. I have customers who I deliver pharmaceuticals to regularly and I have a couple customers who I do welfare checks on regularly.”  
**—Kristina Pickering of Central California Coast Branch 52**

“I have the elderly customer who trusts you to come into their home to carry packages for them. The customer trying to give you their raincoat because you



got caught mid-loop without yours. My having to wear a hat in the winter on one loop because it upsets Mr. Burns when I don't have it on and he will get up to give me the business if I don't. The customer that has a hot cup of coffee for you every day in the winter and an ice-cold water in the summer, because you have to stay warm or hydrated. People care about us as much as we care about them.”—**Becky Stockman of Buffalo-Western New York Branch 3**

“Our customers have been lonely. If we weren't delivering, many wouldn't be able to get things from loved ones far away, or essential items you can't find in our small town.”—**Laura Bogart of Hays, KS Branch 2161**

“If I'm not here, my route will probably be keyed out for pivots and overtime. My customers would get their mail late or not at all. I also have a CVS on my route and I used to pick up scripts maybe once a week; now it's at least five a day. If the packages happen to be my customers, they get them delivered the same day. That will not happen if

I get sick.”—**Tish Seymour-Wells of Cleveland, OH Branch 40**

“I have an old-age complex on my route. Many people get their medication delivered through the mail. I also have businesses that have started to do or are doing more shipping with the USPS since they are no longer open to the public. I'm making these pickups every day.”—**Dan Wheeler of Massachusetts Northeast Merged Branch 25**

“We in New York, we had to deal with 9/11, we had to deal with Hurricane Sandy, but I never got so many thank-yous in my entire time with the Post Office. Our customers need us now more than ever. They're getting everything they need delivered to their doors.”—**Richard Ray of Staten Island, NY Branch 99**

### When carriers return to the station, many try to maintain social distancing.

“Upon my return to the office, my routine is pretty much the same, but I will keep my distance before sorting through my nixies and forwards. My CVS parcels, which are considered secure, are tubbed, and I often slide the tub over to the supervisor or clerk, instead of making a handoff. Clocking out is still unsafe, but we try to keep 6 feet from one another. Still, there is an occasional person who likes to hang over the clock while carrying on a conversation. As you can imagine, this is usually one of the people who opt not to wear a mask.”—**Charles Milde of Shawnee Mission, KS Branch 5521**

“This is a very awkward situation where safe spacing breaks down due to rush

to dispatch mail every day. We still have to do it all ourselves and it's all in a narrow walkway where it is impossible to safely keep space unless it's done one person at a time.”—**Willie Groshell of Portland, OR Branch 82**

“We must leave items at the accountable cart and step away for the clerk to clear.”—**Dan Wheeler of Massachusetts Northeast Merged Branch 25**

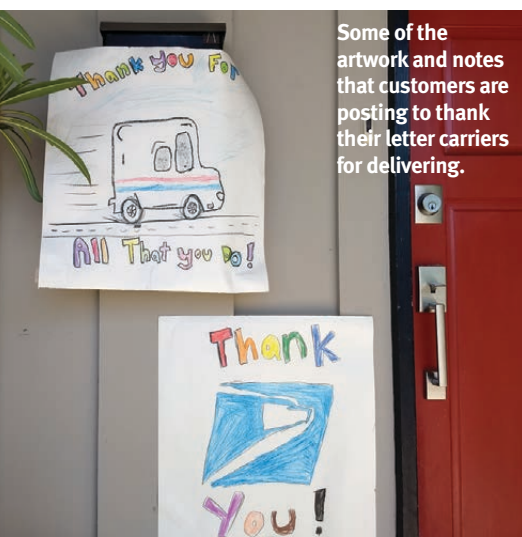
### But the day doesn't end there. Letter carriers have to make sure they're safe to return to their homes and their families.

“Before I leave [work], I change into regular clothing. I put my uniform in a plastic bag before I walk in the door. My outer clothing comes off. My wife sprays me with Lysol, takes my plastic bag and my clothing that goes right into the washer, and I take a shower before I do anything.”—**Richard Ray of Staten Island, NY Branch 99**

“Change out of uniform right away. I have two small children and one of them is high risk (heart/lung). If it is my days with them, I will shower before I pick them up from their dad's, who works from home.”—**Debra Kluesner of Sioux Falls, SD Branch 491**

“When I get home, I go through a decontamination ritual of wiping down my car, keys and any items I bring into the house. Early on, I began to play a game I call 'Typhoid Mary'—a dark distraction while trying to think of where I need to kill the dangerous cooties in and around me as I come home.”

—**Charles Milde of Shawnee Mission, KS Branch 5521**





“Once I get home, I immediately throw my uniform on the laundry floor [to not mix with other laundry] then shower. I have told my daughter to not hug me until I shower a few times after she rushes to the door to hug me. I rinse off my iPhone and Apple watch. I even rinse off my prescription glasses. I always hug and kiss my daughter on her forehead; I have limited that.”—**Jacqueline Mayes of Seattle, WA Branch 79**

“After work is an entirely new routine. I make sure I leave my shoes outside and spray myself with Lysol before I walk in the house. I immediately go to the laundry room, change out of my work clothes and wash them. I then go shower before I give my kids a hug. I no longer give them kisses, just in case.”—**Amie Gallo of Salt Lake City, UT Branch 111**

### The stress is taking a toll on carriers and their relationships.

“We are working long hours. We are stressed out and burning out. We come home, eat dinner, try and spend some time with the family, then go to bed and get up and do it all over again. Letter carriers take pride in the work we are doing, providing reliable, efficient mail deliveries to all of our customers.”—**Samuel Farley of Elyria, OH Branch 196**

“I don’t think anybody wants to be there, at work, while this town is at the epicenter of the pandemic. We were told that four of our co-workers tested positive. One has returned, after being out for a month. No word on the condition or work status of the other three. And now, I just learned of a fifth

carrier associated with our office who not only has tested positive, but has in fact been hospitalized. But, at the same time we are extremely grateful that we do have a job to go to. So, we soldier on. We social distance on, even with those we’ve known for 25 to 30 years. Don’t shake hands. Don’t even do the elbow touch anymore. I walk past the numerous discarded masks and gloves, laying in the streets and parking lots on my route, throughout the day, and just shake my head. Many people do wear protective goods, but sadly, there are some who still congregate, not all wearing protective gear.”—**James Padilla of Long Island Merged, NY Branch 6000**

“I’m both mentally and physically exhausted from this COVID virus. During the day and evening, I keep in touch with my core group. We speak a lot more, as we are all stressed about COVID-19 and the future of the Post Office. With my NALC friends from other states, we reach out more often. We send cards, little gifts and rude memes/GIFs to let each other know we care and that we understand. NALC has given me friendships that I cherish with people I never would have come in contact with otherwise. We are all in this struggle together and any can reach out to me at any time to be talked off the ledge if they need it. I know they would do the same for me.”—**Becky Stockman of Buffalo-Western New York Branch 3**

“My wife is out of work because of it all, so she is home all day home schooling our 7-year-old and looking after our 15-month-old. She is stressed and tired by the time I get home from working all day, so I end up doing all the evening

stuff with the kids. So, the day doesn’t end until very late and we are both exhausted all the time.”—**Willie Groshell of Portland, OR Branch 82**

“Having to go to work as well as doing schoolwork with my daughter is extremely stressful and exhausting, especially if a child (any child) has extra needs that need to be met at school. The only other person who helps with my daughter is my mom. She watches her all day for me, so I try to stick to doing the homework at least. I am at work constantly thinking about her homework and wondering what e-mails the school will send next. She has a health condition that I also worry about during this time.”—**Jacqueline Mayes of Seattle, WA Branch 79**

“I think everyone is stressed and scared. Some show it; others do not. Some snap over nothing. But for the most part, we are the same. We are family.”—**Richard Ray of Staten Island, NY Branch 99**

“Before my quarterly daily routine began, I signed up on the [overtime desired list] for the first time ever because my unit needed it.”—**Joe Gibson of Central California Coast Branch 52**

“City carriers are a tough breed, tougher than woodpecker lips. And, not accounting for how we individually might deal with the disease, I think we can navigate the issues, just as we do every day with heavy coverage, excessive tub mail, new ideas to ‘increase efficiency,’ oh, and the weather. If we remember the stuff we had to do to get where we are today, we will all know in our hearts: We got this!”—**Charles Milde of Shawnee Mission, KS Branch 5521**



# Branches stay connected with social media

**A**t this time in NALC's history, it has become increasingly crucial for branches to communicate with their members as quickly and effectively as possible. Many branches have found that social media is one of the best tools for connecting to a greater share of their membership. These branches are using platforms like Twitter and Facebook to update members with the latest news from NALC Headquarters, explain complex new safety guidelines, rally letter carriers behind pending legislation (including the current need for federal funding to offset the loss of Postal Service revenue stemming from the pandemic-caused economic shutdown) and highlight the extraordinary work done by our brothers and sisters in communities throughout the country.

For branch officers or members who are considering starting a social media page, NALC members who run their branch's social media pages have some pointers. Their methods and advice demonstrate how to use these platforms as effective tools for communication, including how to set the tone and guide the message for your branch's online presence.

Having a goal for your social media page helps keep it unified and on message. That is why, when Northeastern New York Branch 358 member **Billy Ganey** set up the branch's Facebook page in 2015, he made a resolution for the page. "My goal was to promote positive, factual stories," he said. Ganey wanted to steer clear of the negative tone that characterizes much of social media, and focus on positive events for letter carriers while keeping the members up to date with information.

Information distribution also is an important goal for New Jersey Merged Branch 38 member **Joseph Otero**, who serves as the social media editor for his branch. "Knowledge is power," Otero said. "The more information we get out to [our members], the more educated they are against any problem that comes up with management." The Branch 38 Facebook page also tries to focus on the positive. "We try to post more good news if possible," Otero added.

However, goals can be changed if necessary. When Central California Branch 231 member **Gary Bottom** started working as an administrator for his branch's Facebook page, he had

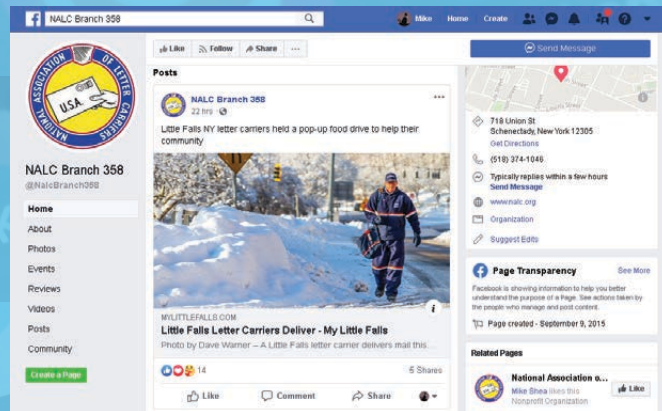
planned for it to be much more interactive with the members.

"Originally, what I thought is that it would be a conversation [with the membership] where we could go back and forth," Bottom said. But members were not commenting on the page as frequently as he had expected. Instead, he realized that the Facebook page was excellent at keeping his branch connected to other NALC branches.

"Carriers around the country have similar concerns, similar jobs," Bottom said. "[The social media pages] boosted our sense of community and solidarity—and this enhanced our ability to work in concert."

Once the site's goal has been set, the subsequent Twitter or Facebook posts have to follow that tone. For branches that use their social media as a tool for legislative purposes, this can be a tricky tightrope to walk without becoming too negative or controversial.

"That's the toughest part—convincing the membership, particularly younger members, that this does affect their jobs," Canton, OH Branch 238 member **Gary Scherer**, who is one of several Facebook administrators for the branch, explained.



Left: Central California Branch 231's Twitter account

Above: The Facebook page for Northeastern New York Branch 358

Ganey agreed about the added challenge surrounding legislative posts, especially given the overall positive tone of his branch's page. But he has found a way to promote the union's legislative goals without sparking controversy. "I lean toward positive political content to improve the Letter Carrier Political Fund contributions," Ganey said. "I stay away from the opinionated content."

However, for Ontario, CA Branch 1439 member **Mark Lesch**, who runs the Twitter and Facebook pages for the California State Association of Letter Carriers, the legislative messaging always has been the key goal. "It's all about advancing the goals of the NALC," he said. In March, a letter-writing campaign that he posted on the accounts received an unusually high amount of online interaction. "[It] got a lot of shares, which means that people were forwarding it on to family members or co-workers," Lesch said.

One of the added benefits of social media is that it allows members to communicate directly with the branch about their needs, questions and concerns. By looking at what type of content is generating the most feedback and interest from members, branches can tailor their accounts to best suit their membership.

Ganey has found that the posts with the most comments tend to be positive local stories: announcements about retiring members or pictures from 50-year pin ceremonies. "Those get local interaction,"

he said, such as "people in the comments saying, 'Good job, good career.'"

Lesch says that he too gets higher levels of membership interaction on more localized content. "Quite a few people are appreciative when I put up pictures of people winning awards or things like that," he said. "[Those posts] seem to resonate with a lot of people."

**Mike Hayden**, president of Toledo, OH Branch 100, has been running his branch's Facebook page since 2012, and says he's noticed an uptick in membership response during the COVID-19 crisis. "Updates about the current situation, thank-yous [to letter carriers] get shared quite a bit," Hayden said. The branch has even received feedback from the general public. "We've had customers posting supportive things on our page," he said.

On the other hand, the New Jersey Merged Branch 38 Facebook page is closed to non-members, which Otero thinks has positively affected the site. "This way, we can keep the comments going," he said. For example, when members have specific questions about new memorandums of understanding (MOUs), they can ask questions about the changes directly on the page without worrying that any part of the dialogue will be seen by non-members.

Besides security, Otero's other aim for the page is to post new information as quickly as possible—a practice that has elicited a lot of positive feedback

from members. When new guidelines were posted online by NALC's Twitter account, "within a minute... we had it up on the branch site," Otero said. "[Local members] asked me to post it the next day, and I told them, 'It's been up since yesterday!'"

Overall, the social media administrators who were interviewed agreed that their Facebook and Twitter accounts have been good for their branch. The pages have boosted membership engagement with officers and each other, while helping branch leadership communicate news and promote legislative efforts. For any members thinking about starting a page for their own branch, Hayden had a few final words of advice: "Engage your members, be respectful and try to be positive," he said.

Ganey encourages administrators to take the long view on content. "When I post from the page, it's coming from Branch 358," he said. "So, I always have to think, what do I want Branch 358 to represent?"

Otero and Bottom emphasized the influence that administrators have over the tone of the site. "People like to hear good news, and they want to stay informed," Otero said.

Lesch agreed, and noted that given this influence, it's crucial to get other members to contribute to the site. "It shouldn't be just one person; it can't be just my voice," he said. "Everyone has to be involved." **PR**



# Game Master Dave



David VanderWerf

**"I've taught games my whole life," David VanderWerf says.**

In grade school, when friends would get board games, they'd approach VanderWerf, now a member of Long Island Merged, NY Branch 6000, and ask, "Can you learn and then teach us?"

A lover of military history and strategy, the Army and Army National Guard veteran attended his first gaming event, held at West Point, in his late teens. That interest has translated into becoming an expert on games such as Dungeons & Dragons, Magic: The Gathering, Pokémon and Warhammer 40,000.

VanderWerf, who also goes by the moniker "Game Master Dave," has continued his hobby with his wife, Ginger, by putting on events in New York and New Jersey for fellow game enthusiasts and newcomers alike.

These experiences include library events as well as larger gaming conventions, such as Long Island Retro Gaming Expo and Long Island Tabletop Gaming Expo, where the VanderWerfs teach three to 15 board games to about 400 people over the course of a weekend for the events. The conventions usually draw between 500 and 2,000 people.

As participants walk by, "We're like,

'Hey! Play this game!' " VanderWerf said. "People will say they don't know how [and we tell them], 'That's OK! We can teach you how to play.'

"They go crazy and love it," he added. "The reaction was, 'Whoa! This was awesome!'"

The introductory games he teaches are Quoridor, Ticket to Ride, Carcassonne and Catan. "We call them gateway games," VanderWerf said.

The carrier says he and Ginger have grasped onto "the community, the strategy, the laughter...it's great fun."

Tabletop board games have experienced a surge in popularity in recent years, with some people calling it the "golden age" of gaming. The exploding board game industry is expected to reach a value of \$12 billion by 2023.

Now in his fifth year as a carrier, VanderWerf serves as Customer Connect coordinator, an on-the-job instructor and a shop steward. Prior to joining the Postal Service, VanderWerf ran a board game store on Long Island, which had been a lifelong dream of his. "I was an entrepreneur and small-business owner," he says. He was fascinated by the prospect of whether someone would buy a game if he was able to teach them to play.

"When I had the game store, someone would walk in and ask, 'What is

this?'" VanderWerf said. He would teach them Quoridor in one minute. "Once you teach someone one of these cool board games, you just watch them get into it and enjoy it," the carrier said.

The VanderWerfs put on events each week in the store, including tournaments for Magic: The Gathering, Dungeons & Dragons or War Machine that brought out about 50 regular customers.

During that period, he'd attend five to six large gaming expositions a year as a patron, but he would go to others as a vendor to sell games and other products. While doing so, "I had built



VanderWerf teaches board games at gaming events.

some relationships with librarians,” he said. That led to the partnership with his local library, where he would hold a few events each month.

While he doesn’t have the business anymore, he still is friendly with those in the industry on Long Island and sends them business when he can. He and Ginger also usually host a monthly game night at their home with friends.

VanderWerf loves the fact that anyone can get into gaming. “I play games with retired people and kids,” he says. “Anybody at any age can play.” The carrier added that after he taught his mother Dominion, she won every game against him.

He has been determined not to let the COVID-19 pandemic stop his gaming. The conventions have been postponed or canceled and all the stores on Long Island have closed for now, so VanderWerf has moved the fun online.

The carrier has been running events with a library on Zoom, a video-conferencing platform. He and Ginger will demonstrate a game to the attendees and then they all play. The events draw as many as 25 people.

When it helps, he embraces technology. “My personal gaming uses multiple platforms: Steam, Boardgame Arena and Tabletop Simulator,” VanderWerf said, adding, “I made a Discord channel to chat. It’s like Skype, but with a couple of other bells and whistles.”

One conference he participates in, Long Island Tabletop, moved entirely online for this year and hosted a virtual event in April. It had 20 events

in Zoom rooms, and also streamed on Twitch and YouTube.

A few other libraries have contacted VanderWerf as well, hoping that he and Ginger would help with a mini Comic-Con-type event for 200 people by providing instruction for Dungeons & Dragons. In addition, “some libraries have asked us to do kids’ events, ages 6 to 16,” he said.

Knowing thousands of games, you would think it would be tough to choose a favorite, but for VanderWerf there is a clear-cut choice.

“My favorite game of all time is Advanced Squad Leader, because the rule book is something like 200 pages,” he says. “It takes two hours to do squad-level combat in World War II.”

There aren’t a lot of people who know how to play that particular game, VanderWerf says with a laugh, but he enjoys it when he does.

“It’s very tactical, because you’re refighting historical battles,” he said. “Video games do it much better, but I like the strategy of the board.”

VanderWerf runs his own website, gamemastergames.com, where he lists upcoming events and writes a blog. He says he has a personal email chain of about 50 people to whom he sends regular game invitations. He plays about four nights a week online.

The past few years, he also has tracked what games he plays at boardgamegeek.com. Games he’s liked recently include 7 Wonders, which he’s now played often, and Wingspan. “It’s a gorgeous game,” VanderWerf said. “You can learn a lot about birds.”

He has invited at least half a dozen

co-workers to his personal online events. None has come yet, but he holds out hope.

“Most people are resistant. It’s hard to get a non-gamer out of their comfort zone,” he said. “Once you do, they love it.”

He’s humbled when people tell him that they have made friends because of his store or events. The carrier likes seeing connections happen, especially when people exchange information and form a new event. “I enjoy watching those interactions. It spreads community,” VanderWerf said. “The game becomes the tool to spending time with friends.”

His biggest success story was when “a divorced father, looking for something to do with his sons on a Friday night, took a chance and walked into my store,” he said. “Two years later, they had shared experiences, had learned many new things, stored away memories of good times and had made dozens of good friends. This is what gaming can do for a person. That is what community can do for a group of individuals. We all have a desire to be near one another and have fun. Tabletop games are a great choice of entertainment and learning.”

But the part that brings VanderWerf the most joy is teaching. “Teaching games is my life’s passion,” he says. “There’s something inside of me that loves to break down the rulebook.”

It’s great to help see people through the process, he explained by recounting what he tells them: “This is how you get toward your victory. Now let’s play.” **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](mailto:postalrecord@nalc.org). We'll follow up with you to obtain news clippings, photos or other information.

# Honoring heroic carriers

**H**eroism, 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 rescues family of six from house fire

On March 12, 2019, "I was parked for my 10-minute break, and I looked to my left," Champaign, IL Branch 671 member **Matthew King** recalled. "I [originally] thought that someone was grilling, but then I knew that there was too much fire."

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

After helping everyone get outside, King called 911 and went into the home to find buckets. He subsequently started a chain of water buckets with help from neighbors, and managed to keep the fire contained until firefighters arrived. Thanks to King's timely intervention and quick thinking, "we were able to save the house," he said, and nobody was injured.

The story was covered at the time by the local NBC affiliate, WAND-TV, and King was recognized in an award ceremony at the fire station in November for his act of bravery. But King,

who served in the Army, shrugs off the praise and ceremonies. "I don't really feel like I had a choice in the matter," he said. "When there's something that needs to be done," such as extinguishing a burning building, "you just have to do it."

## Carrier prevents vehicular fire from spreading

It was Saturday, Nov. 23, 2019, "just around Thanksgiving," when Cranford, NJ Branch 754 member **Xavier Carpio-De Jesus** says he noticed smoke pouring out of the front of one of the parked cars on his route. The car's owner had placed the battery charger on the car and gone inside, where he had fallen asleep. In the meantime, his car had caught on fire.

"I ran to the house and banged on the door," the five-year carrier recalled, but he was unable to arouse the homeowner. The car had started sparking, so Carpio-De Jesus ran over to the home of a neighbor who he knew was friendly with the car's owner. When the neighbor's son came to the door, the carrier asked him to call the homeowner, and then rushed back to the car.

"I tried to find the cord to unplug the charger," the carrier said, but the car began sparking furiously. "I thought [the garage] was going to catch on fire," Carpio-De Jesus said, so he went back to the owner's front door and began banging on it again. Finally, the owner came to the door.

"He said, 'Why are you banging on my door?' and I said, 'Your car's about to catch on fire!'" Once the man realized the gravity of the situation, he frantically pulled the plug and cut off the power. When he realized that the carrier had saved his car and possibly

*(continued on page 24)*



Cranford, NJ Branch 754 member **Xavier Carpio-De Jesus** was recognized by the mayor of Garwood, NJ, for his role in stopping a vehicular fire.



## Eye on the elderly

**B**uffalo-Western New York Branch 3 member **Peter Mellerski** was delivering mail on Feb. 28 when he noticed one of his elderly customers in an unusual situation. “It’s not every day you see someone on the ground,” the six-year carrier said. The man was sitting coatless in the snow, and his hands were bloody. “He told me he was going to get the paper, and he had slipped on the ice,” Mellerski said. The carrier helped the man stand up and escorted him into his house. “I wanted to call 911, but he said no, he didn’t need [an ambulance],” the carrier said, adding that he thought the man’s condition seemed to improve once he was inside the home. When the customer seemed stable, Mellerski went on to finish his route. However, he wanted to be sure that the man was all



Peter Mellerski

right, so he went back to the house during his lunch break. This time, when he saw the customer, “he seemed much

better to me,” the carrier said. Mellerski rebuffed any praise for his actions. “I was just doing what I thought was right,” he explained. “I would do it again.”

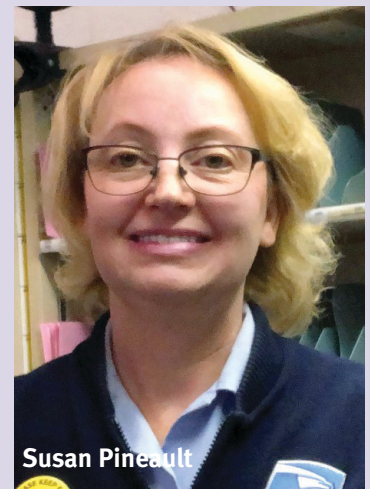
**W**hile delivering his route on Feb. 12, Burlington, VT Branch 521 member **Kenneth Bosley Jr.** saw his customer, an 89-year-old woman, outside her house while in lightweight clothing and with only slippers on her feet. “It was still winter, and it was not warm out,” the 16-year carrier recalled, “and I saw her standing on her little stoop.” The carrier, who was delivering mail across the street, walked across the road to check on her. When he learned that she had been locked out, Bosley gave her his thermal vest, scarf and gloves so that she could get warm while he went for help. The carrier didn’t have his phone, so he walked his delivery loop to scout for a friendly neighbor. One of the neighbors was home, and happy to help once Bosley explained the situation. He went back to the woman, and then, slowly and carefully, escorted her down the icy sidewalk to the neighbor’s home. The neighbor called emergency services and a locksmith, and the woman eventually was able to get back into her house. The woman’s visit to the post office the next day to thank Bosley was the first time anyone had heard about

the incident. Bosley, an Air Force veteran, explained his reticence by stating that he views helping the community as part of the job. “I think it’s so important that we are in the neighborhood every day,” he said. “I don’t think the general public understands how much we check in [on our customers].”

**O**n Saturday, Nov. 23, 2019, Buffalo-Western New York Branch 3 member **Tammy DeCorse** noticed that one of her elderly customers had not picked up his mail in two days. “I also saw his medical ID on the driveway,” she said. Concerned by these signs, the two-year carrier alerted a local firefighter who lived down the street, who agreed with her assessment of the situation; she then called 911. When emergency responders entered the house, they found that the man had fallen in his bedroom and had been on the floor for two days. The medical ID had slipped out of the man’s pocket before the fall. The resident was hospitalized for dehydration and was released a few days later. DeCorse said it “felt great” to be able to help the customer, adding, “In this job, you get to know the patterns of [your] customers. It’s all about paying attention and staying alert.”

**W**hile Keene, NH Branch 590 member **Susan Pineault** was delivering on

her route one day in October 2019, she heard a faint cry for help coming from a customer’s house. The door was



Susan Pineault

open, and when she entered the home to investigate, she found the elderly homeowner on the ground and unable to stand. “There was a sliding glass door, and [the woman] had crawled to it” and opened it to call for help, the 20-year carrier explained. She added, “I helped her up and got her cane, and I asked if she wanted me to call anyone.” The carrier then helped her contact her daughter to let her know about the situation. The woman’s family was very grateful to Pineault for her actions—they wrote a letter to the post office praising her willingness to help, writing, “[We] know this [to be] far above her duty, and we so much appreciate her valiant effort and kindness.” Pineault downplayed her actions, saying, “I think letter carriers are doing this all the time.” **PR**

his house, “the guy was very thankful,” Carpio-De Jesus said with a laugh.

The carrier later was recognized by Garwood, NJ, Mayor Sara Todisco for his actions. For his “responsiveness and

helpfulness to Garwood residents,” he received the Garwood Community Spirit Award. Carpio-De Jesus, who served in the Army prior to his postal career, described the feeling of helping his community as “amazing.”

“It was so weird,” he said, and added, “The houses are so close in the neighborhood. If his house had caught [on fire], it could have spread to the whole block. After the fact, you realize, I might have saved someone’s life.” **PR**

## Neighborhood watch

On Nov. 14, 2019, Helena, MT Branch 220 member **Michayla O’Dell** was on her route when “I was driving along, and I heard something,” she said. “But I couldn’t tell what it was, because our trucks are so loud.” She glanced in her rearview mirror and saw a young girl, about 9 years old, running behind the

vehicle. “She was chasing my truck, screaming and crying,” the first-year city carrier assistant (CCA) said. O’Dell pulled her LLV over and approached the girl. “She said she’d just gotten off school, and had gone to a friend’s house, and then started walking home,” the CCA recounted. “And then she’d gotten lost.”

O’Dell asked the girl if she knew her home address, but the child could only remember the house number, not the name of her street. O’Dell called 911 and reported the situation, and then waited with the girl until the police arrived. She later found out that the police had returned the girl home safely. O’Dell said that it “felt good” to be able to help her community, but declined to take any special credit for her assistance. “I think God has a plan

for everything,” she said. “I’m just glad I was there to help.”

“I was driving down the street when I saw this little dog,” Northeast Florida Branch 53 member **Brenda Jordan** recalled about the events on July 29, 2019. “I saw that [the dog] had this long red leash trailing behind him,” the two-year carrier said, “and I’m an enormous animal lover, so I pulled over.” She started looking around the vicinity for the dog’s owner, and noticed that an elderly woman, Annette Share, was crouched on her hands and knees in her garage a short distance away. When Jordan got close, she saw that the woman’s hands were covered in streaks of blood. On her way over to the woman, the carrier also grabbed the dog, which had been wandering into the middle of the road. “I showed her the dog, and she said, ‘That’s my dog,’” Jordan said. Share explained that she had fallen on the ground while getting out of her car, and then had crawled into the garage because she could not pull herself up. Share was mostly worried about her dog, who was blind and deaf,

and asked Jordan if she could bring the dog inside. After the carrier did so, she came back outside and tried to lift Share up, but the woman was too badly injured to stand. Instead, “I got her pulled up onto a chair,” the carrier said, and then Share asked Jordan to call her daughter. Jordan did so, and waited with Share until her daughter arrived. While chatting, the two women found out that they both had lived in Toronto, Canada, and Jordan was able to distract Share from her pain and worry. Share later was transported to the hospital, where she learned that she had broken her hip. After emergency surgery, she made a full recovery at a rehabilitation center. In a letter she wrote to the post office, Share’s daughter described Jordan as her mother’s guardian angel, and stated that without the carrier’s help, her mother would have lain there in pain for a much greater period of time. “It’s one of the best feelings I’ve ever had, to be able to be there for someone [I] didn’t even know,” Jordan said. “I think it’s the best feeling in life, to be able to help someone.” **PR**



**Michayla O’Dell**

# Activism during a pandemic



**Brian  
Renfroe**

**T**he COVID-19 pandemic has changed the lives of all Americans and most people worldwide. For letter carriers, our daily work has changed, and the need to accomplish our mission for our customers has also been transformed. Our work is more important than it's ever been. America's letter carriers have embraced that work and heroically served through the challenges and risks that we face every minute of every day.

Letter carriers also have a long, proud history of legislative activism. No union has a more active membership that constantly advocates for the Postal Service and our jobs. The need for that activism and advocacy

has grown during the COVID-19 pandemic, just as the need to deliver for our customers has grown.

I know a lot of letter carriers. I was raised in a letter carrier family and I am fortunate to have the opportunity to work with, meet and get to know thousands of other letter carriers. One common characteristic of every letter carrier I know is that we care about our customers and we care about our jobs. I believe that this mindset is responsible for the commitment to action to protect our jobs and the service we provide to our customers. As a collective group, 285,000 strong, our commitment is needed now more than ever.

**The COVID-19 pandemic has started to have a negative effect on the Postal Service's revenue, and that effect is going to worsen in the weeks and months to come.** Currently, we are delivering significantly fewer letters and flats than we were in comparable periods prior to the pandemic. Less mail equals less revenue. Fortunately, our package volume has grown to peak season volumes and remained at that level for a few weeks. This is likely caused by the number of people remaining at home during the pandemic and using e-commerce to get goods that they otherwise might have purchased elsewhere. This has somewhat offset the loss of revenue from sharply declining mail volume for the time being, but we can't expect package volume and revenue to continue at the levels we've seen in recent weeks. At some point, package volume will return closer to normal levels, while the effects of the economic recession caused by the pandemic will likely prevent mail volume from returning. In short, USPS revenue is going to continue to sharply decrease as a result of COVID-19.

NALC, the Postal Service and all other stakeholders are

asking Congress and the Trump administration to appropriate money in the next round of stimulus legislation to sustain USPS through the pandemic. The influence letter carriers have on our elected representatives is already being felt. As of press time for this column, more than 120,000 messages have been sent from NALC members to your elected representatives through the action center available at [nalc.org](http://nalc.org). The action center link is right on the front page of the website. It is very easy to do and takes only a couple of minutes.

To those who have taken action through the website, all letter carriers thank you. If you haven't, please do so. As always, in-depth information about the issues facing us are available on our website.

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**“The website [[heroesdelivering.com](http://heroesdelivering.com)] was created as a resource for everyone to understand the heroic work of letter carriers, the importance of the Postal Service to our country and the need for action to sustain that service.”**

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**While our outreach to Congress and the Trump administration in Washington, DC, and our members' work to contact them from all over the country, are ongoing and important, this is not the complete strategy.** We are in the middle of using targeted television and digital ads, targeted social media engagement and driving traffic to a newly created website, [heroesdelivering.com](http://heroesdelivering.com). The name of this website was easy to choose—you are all heroes delivering.

The website was created as a resource for everyone to understand the heroic work of letter carriers, the importance of the Postal Service to our country and the need for action to sustain that service. It includes information on these topics and a way for anyone in the United States to contact their senators or House members to encourage them to support helping the Postal Service. I encourage all members to ask their family and friends to visit this website and take action.

**I want to thank all of the branches and state associations for their work to mobilize our members using online meetings, conference calls and other forms of communication.** You, our members, always step up under any circumstances, including an unprecedented pandemic. That may come as a surprise to some, but not to me. It is what letter carriers do.

# Backbone



**Lew  
Drass**

**T**his COVID-19 pandemic causes me to reflect on all sorts of things. When I think about our union, I can compare us to a human being. I guess the idea comes from that old line: *You are the U in Union*. NALC has a strong body of members that can accomplish anything. We are a strong body.

This strong body is supported by our union's structure, which includes all of the letter carriers who work for the union. These folks include all of the officers, staff members, those letter carriers who work in the national business agent offices around the country, branch presidents, etc. This group serves as the nervous system and the brain.

Shop stewards are the backbone of our union. No human can function properly without a backbone. Nor can this union. They are also the eyes and ears for all those mentioned above. They are warriors on the front line who are really doing triple duty during these times.

**Stewards are the ones who do their best to convince management to abide by the contract.** That might sound fairly simple, but it is not. Anyone who has been around for a while knows better.

When it comes to a discipline situation, the process starts with your shop steward going into the office with you and your supervisor for a pre-discipline interview/investigative interview/fact finding meeting (or whatever you call it in your town). They do their best to help you through this kind of meeting. There is an art to this part of the job. Part of the problem is that management usually has no interest in the truth. They normally have already made up their mind to issue discipline before these meetings begin. Therefore, they spend their time trying to somehow trap the letter carrier involved into saying something that builds management's case instead of just objectively getting the letter carrier's side of the story for consideration.

Shop stewards do their best to defend letter carriers when they are issued improper discipline. This is the case most of the time. I would say that 80 percent of the time, discipline is issued because a supervisor does not like a letter carrier, they are mad at one of us, or they were told to issue discipline to one of us for one reason or the other.

Shop stewards do much more than just file grievances for you. They are the bridge between you and management. In many offices, so many more problems and disagreements/misunderstandings are resolved outside of the grievance

procedure. You know what I am talking about here.

Additionally, shop stewards are routinely confided in by letter carriers with personal problems outside of their work experience. The job of a letter carrier is a career position. That means that many of those who get through the CCA part of the job will be here for the next 30 years or more. A lot of personal stuff happens in that kind of time frame. Life is full of personal problems. The Postal Service has the Employee Assistant Program (EAP) available for you anytime, but sometimes letter carriers trust their shop steward to help them instead.

**If you are a steward who is on the overtime desired list** right now, you are probably working six days a week. You carry your own route and a chunk of another each day. You are doing your best to make sure everyone in your office has access to personal protective equipment and you are reporting it up the line when it is not provided. You are doing your best to enforce the social-distancing memorandum of understanding (M-01915). It is hard to convince foolish managers to stop moving CCAs from station to station, but you are getting it done.

Shop stewards do not do the job for the money. Most of them get paid either nothing or around \$2 to \$4 per day. They also do not do it for gratitude. "Thank you" are two words that shop stewards seldom hear. By the way, when is the last time that you walked up to your shop steward and thanked them for their efforts?

So why would anyone decide to take this underpaid and thankless job? Some letter carriers take the job because they want to help the brothers and sisters at their station. Some take the job because nobody else is willing to do it. Either way, there is a certain satisfaction that comes from successfully representing letter carriers in the grievance procedure that you cannot touch or spend, but is nonetheless a great reward.

**Letter carriers expect a lot from our shop stewards.** We expect them to be there for us whenever we need them for something. It does not matter if it is after hours or on a non-scheduled day. We also expect perfection from them and sometimes forget that they are merely mortals and there are no magic wands.

The toughest job a shop steward has to do is to tell someone that they do not have a valid grievance or they are wrong about a perceived contract violation. Those words are hard to say, but even harder to accept.

In closing, please remember to say "thank you" to your shop steward once in a while.

# DOL Form T-1: What is it, and who is required to file?



**Nicole Rhine**

**I**n March of this year, the Department of Labor (DOL) released a final rule on the Form T-1, Trust Annual Report. The Form T-1 is a new annual financial disclosure report that applies only to certain LM-2 filers. LM-2 filers are labor organizations with total annual receipts of \$250,000 or more. The new rule requires certain LM-2 filers to also file a Form T-1, but only under particular circumstances, for each trust in which the labor organization is interested.

A trust in which a labor organization is interested is defined by Section 3(l) of the Labor Management Reporting and Disclosure Act (LMRDA), 29 U.S.C. 402(l) as a trust or other fund or organization that was:

1. Created or established by a labor organization, or one or more of the trustees or one or more of the members of the governing body are selected or appointed by a labor organization; and
2. Its primary purpose is to provide benefits for the members of such labor organization or their beneficiaries.

LM-2 filers will trigger the Form T-1 reporting requirements (subject to certain exemptions) when, during the reporting period, it is deemed to have financial or managerial domination over the trust. For purposes of the Form T-1 reporting requirements, this means that the labor organization:

1. Selects or appoints a majority of the members of the trust's governing board; or
2. Contributes more than 50 percent of the trust's receipts.

**So, how might this new rule affect NALC branches and state associations that file LM-2 reports?**

If a branch or state association that files an LM-2 has no other associated entity or trust, then the ruling will have no effect at all and there is no requirement to file the Form T-1.

For LM-2 filers that do have associated entities or trusts, let's first look at some of the exemptions that are most common to NALC branches and state associations that don't trigger a filing of the Form T-1:

- any political action committee (PAC) that submits timely, complete and publicly available reports required by federal or state law
- Credit unions subject to the Federal Credit Union Act
- Employee benefit plans that file a Form 5500 Annual

Return/Report under ERISA

- Labor organizations' wholly owned subsidiary organizations whose financial transactions must already be reported on the union's Form LM-2 report

**Now, let's apply the list of exemptions to some examples.**

If a branch or state association that files an LM-2 has a wholly owned building corporation or similar building entity, but the financial activity of the building corporation is already being disclosed on its annual LM-2 filing or on a separate annual filing to the DOL, then there is no requirement to also file the Form T-1.

If a branch or state association has a PAC, but the financial activity of the PAC is already being timely and completely reported on a report required by federal or state law, then there is no requirement to also file the Form T-1.

If a branch or state association has a scholarship fund/bank account and the financial activities are already being disclosed on its annual LM-2 filing or on a separate annual filing to the DOL, then there is no requirement to also file the Form T-1.

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**“The Form T-1 is a new annual financial disclosure report that only applies to certain LM-2 filers.”**

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**Remember, to trigger the filing of the Form T-1, a branch or state association LM-2 filer would have to have a separate trust (as defined above) in which the branch or state association appoints or selects a majority of the governing board of that entity, or contributes more than 50 percent of that entity's receipts and the financial activities of that entity aren't currently being reported to the DOL on its annual LM-2 filing.**

These rules are effective beginning on June 4 and require a Form T-1 for a trust's "most recently concluded fiscal year" beginning on or after June 4. Should circumstances require the filing of the Form T-1, the branch or state association must file within 90 days after its first fiscal year that begins on or after June 4. A trust's "most recently concluded fiscal year" is the fiscal year ending 90 days or more before the filing union's fiscal year.

If any branch or state association LM-2 filer is uncertain if it has a reporting requirement for the Form T-1, please do not hesitate to contact my office for clarification.

# Requirements for bylaw changes



**Paul  
Barner**

**A**s chairperson of the Committee of Laws, I receive various questions each month regarding branch and state bylaws. So this month, let's look at the *NALC Constitution* language used for making, altering or rescinding branch bylaws.

Article 15 of the *NALC Constitution* states:

### **Bylaws of Branches and State Associations**

Each Branch or State Association may make, alter, or rescind such by-laws, rules, and regulations from time to time as may be deemed most expedient, providing they do not in any way conflict with this Constitution. By-laws of branches may be amended at any regular meeting of the branch, provided the amendment has been

submitted in writing at the last previous regular branch meeting, and suitable notification to members shall be made at least ten (10) days before the regular meeting at which the vote is to be taken. By-laws and amendments thereto, fixing the amount of initiation fees, dues, and reinstatement fees, or the time and place of meetings, shall become effective at the time determined by the Branch or State Association. All other by-laws must be submitted in duplicate to the Chairperson of the Committee of Laws and shall not become effective until approved by the Committee of Laws as provided in Article 11, Sec. 3, of this Constitution.

One of the many questions I receive involves the "suitable notification" language. Previously, rulings have established that "suitable notification" within the meaning of Article 15 is any notice that, under the facts and circumstances, is reasonably designed to inform all members of the substance of the proposed amendment and the time and place of the vote. Such notice may be provided by mailing or by publication in a branch newsletter mailed to the members. While posting a notice on a station bulletin board is a good method of informing members of bylaw amendment votes, it is insufficient by itself to provide adequate notice where there is no guarantee that every member of the branch, particularly retirees, will see the bulletin board display.

**Another frequent question concerns officers of a branch.** Every branch's bylaws should contain a list of the branch's elected offices. There are several reasons for this requirement. First, it is important that the members of the branch know readily what the branch offices are. Secondly, the *Constitution* provides that a board of trustees of either three or five members be elected.

If the offices of the branch are not listed in the bylaws,

then it is unclear whether the branch's board of trustees is composed of three members or five members.

Article 4, Section 1 provides that:

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

Article 4, Section 3 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* states:

With the exception of the office of President, Branches may consolidate the offices of the Branch. However, if there are less than ten (10) active members, the office of President may be combined with other offices.

Many branches have consolidated elected offices. The Committee of Laws recommends that the trustee office not be consolidated with another office that handles branch funds. In the *Constitution*, the trustees' duties state in part:

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

It is advised that those responsible for handling the funds not be officers who audit. However, it is permissible and is not in conflict with the *Constitution* should a branch decide otherwise.

In summary, branch bylaws listing officers may look like the following example: "Officers of Branch 000 shall be president, vice president, secretary (recording and financial), treasurer, sergeant-at-arms/health benefit representative and a board of trustees composed of three members." This example shows the consolidation of several positions and is permissible. Remember, a branch can also add elected officer positions to its bylaws. A common position in larger branches is the addition of an executive vice president.

Article 4, Section 1 of the *CGSFB* also states that a branch may provide for additional elective offices in its bylaws. If a branch wishes to have additional elective offices then, of course, those offices also should be listed in the branch bylaws.

Article 4, Section 2 of the *CGSFB* provides that all officers shall be elected for a term of one, two or three years at the option of the branch. Often the committee encounters branch bylaws that fail to specify what the term of office is for its officers. The branch may choose that the term of office be either one, two or three years, but the bylaws must specify what term of office the branch opted for.

**I hope the above provides some guidance when reviewing and/or amending your bylaws.**

# Bravery in the face of danger



**Christopher Jackson**

**L**etter carriers face many dangerous situations every day while serving the American public. The escalation of the COVID-19 pandemic demonstrates how dangerous a letter carrier's job can really be. Letter carriers interact with the public on a regular basis, increasing the potential exposure to this deadly virus. I want to use this month's article to discuss some of the dangers that letter carriers bravely confront, and to thank you for rising to the challenge.

Recently, letter carriers all over the country have experienced major changes in the way we deliver mail. Many letter carriers are working in conditions unlike any experienced before. Carriers are now wearing medical gloves, masks or face coverings; cleaning and sanitizing their postal vehicles and workspaces; and socially distancing themselves from their co-workers. Carriers who normally have substantial interactions with customers now must remind themselves and their customers of the need for social distancing. These extra measures, while necessary, can make a letter carrier's job significantly more difficult.

Many letter carriers are now sacrificing personal relationships to try to stifle the spread of COVID-19. I have heard reports of letter carriers living separately from their spouses or children due to fears of exposing them to the virus. Letter carriers in some locations are dealing with the grief of having lost family members, co-workers or friends to this virus. Yet these carriers willingly return to the workplace, continue their duties and face the pandemic while delivering essential life-saving medications, personal protective equipment, cleaning supplies and vitally important stimulus checks.

**COVID-19 is just one of the many dangers letter carriers may encounter.** In recent months, there have been reports of letter carriers being shot and killed, physically assaulted or robbed at gunpoint while performing their duties. Sadly, these reports, while still uncommon, are becoming more frequent. Some of these assaults have occurred while letter carriers are delivering mail in the dark. Letter carriers should not have to worry about these types of dangers while delivering mail, but unfortunately it is a reality some may face. These letter carriers woke up expecting a typical day, full of positive interaction with customers while earning a living wage to provide for their families, only to be faced with a frightening situation beyond their control. Even in these difficult times, letter carriers persevere and continue to provide exceptional service.

Letter carriers deliver mail and parcels seven days a week, which means a lot of time spent driving a delivery vehicle.

Many letter carriers may work up to 12 hours a day on the street operating their vehicle. Increased time in the vehicle and on the street increases the opportunity for letter carriers to be involved in motor vehicle accidents, sometimes with devastating results. Letter carriers have been struck by cars while walking their routes, crossing the street or reloading a satchel with mail. Some letter carriers have suffered severe physical and emotional injuries from being involved in a motor vehicle accident while on their route. As the USPS delivery fleet ages, reports of fires in postal vehicles also are becoming more common. Despite the increased risk of motor vehicle accidents and fires, letter carriers get behind the wheel, walk their routes, and perform their duties with willing professionalism and dedication.

One constant danger facing letter carriers is the possibility of dog attack. Oftentimes, unrestrained dogs will become aggressive and harm letter carriers. According to USPS statistics, 5,800 postal employees were attacked by dogs in 2019; many of those employees were letter carriers out on their routes. The third week of June is National Dog Bite Awareness Week and USPS will be reminding customers to keep the family pet secured. Customers with dogs should remind their children not to accept mail directly from their letter carriers, as the dog may view the carrier handing mail to a family member as a threatening gesture. I encourage letter carriers to always take every precaution to protect themselves from dog attacks. Letter carriers should always report aggressive animals on their route and complete warning cards, which should be cased with residual mail, as well as ensuring that management enters alerts into the MDD to warn replacement carriers of any potential hazards.

Due to COVID-19, there has been a decline in letter and flat mail and a 30 to 50 percent increase in parcels, which has resulted in less time spent in the office preparing the mail and more time spent on the street. Understandably, these increased street times can create additional wear and tear on the body and may lead to a rise in on-the-job injuries. Letter carriers often experience injuries to knees, ankles and hips from the additional time spent on the street. Increased time on the street may also require letter carriers to be exposed to extreme temperatures for longer periods of time, potentially creating another source of on-the-job injuries. Extreme heat can lead to heat exhaustion or heat stroke, while extreme cold can cause hypothermia and debilitating frostbite.

**On-the-job injuries, dog attacks, motor vehicle accidents and fires, physical assaults and, recently, the COVID-19 pandemic are only some of the dangers letter carriers face.** Letter carriers proudly tackle the challenges of these increased dangers to provide essential mail service to every address in the nation. I am proud of every one of you. Your commitment to service is one reason that the United States Postal Service is America's most trusted government agency. Thank you for your unrelenting dedication and perseverance.

# Summer is knocking on our door



**Manuel L.  
Peralta Jr.**

In February of this year, NALC asked USPS to provide us with its 2020 Heat Injury Prevention Program (HIPP). It took until April 9 for USPS to issue a response indicating that the course was finalized and uploaded in its integrated HR system, HERO, which makes the material available through LiteBlue.

The material did not include a deadline for completion, so I made an inquiry. As of this writing, we have not received a response. Until we receive the information we have requested, we will use last year's notice to NALC, which indicates that:

...Employees must complete this training prior to April 1 each year. Employees who are absent when the training is provided are required to

be provided with the training prior to returning to street duties, during the period April 1 through October 31...

The 2019 instructions included footnotes, which indicated that for FY 2019, the deadline was extended to April 30, 2019.

I took the 2020 course on April 11, and when I review the HERO records, it accurately reflects that date.

But when I reviewed the remainder of the courses identified as completed, I noted that there were a number of entries claiming that I had completed 30 additional training items, which is simply not true.

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**“While working in hot environments, try to make the job easier or shorten its duration by taking frequent breaks as needed.”**

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Why do I bring this to your attention? I do so because the employer, in past years, has made entries into this training and tracking system that are plainly not true. The entries are made to keep USPS headquarters off their backs in the field. If you find that false entries are being made that relate to training that you should have received, please reach out to your shop steward or branch officers. Article 14 of the National Agreement requires that the employer develop a safe working force. Making false entries about required training does not help develop a safe working force.

**With that in mind, if you have not received the training at work by the time you read this, I encourage you to do the**

following:

- See your union representative to make an inquiry as to when this training will be conducted at work and, if necessary, request that a grievance be filed.
- Sign in to LiteBlue at your first opportunity and click on the HERO icon. From there, click on “My Learning” (top left of screen). At this point, it shows what is in the active queue. Change the selection criteria to “Completed” and it will list all of the courses that you have completed.

**In the April letter from USPS, we were advised that:**

...The objective of this course is for participants to be able to recognize the signs and symptoms of heat stress, first aid treatments of heat related illnesses, and preventive measures for minimizing heat stress.

Employees working in hot environments will be required to take this training. The training material associated with this course will be provided to you when it becomes available...

When you take the course, you have the option of downloading and printing out a “transcript of the narration.” I would strongly encourage each and every employee to take the course, and save a copy of the transcript for your future use.

The training should take between 15 and 30 minutes, and is broken down into the following three sections:

1. Identifying risk factors
2. Recognizing and treating heat-related illnesses
3. Taking preventive measures

Each section provides useful information.

In Section 1, the narrator discusses heat stroke as follows:

Narrator: You should never send a person who is suspected to have heat stroke home or leave them unattended without the approval of a physician.

In Section 3, the following instructional comment is important and should be kept at the ready to combat any inappropriate management behavior as a result of your performance in the heat:

Narrator: While working in hot environments, try to make the job easier or shorten its duration by taking frequent breaks as needed.

Narrator: Slow down the work pace and use an air conditioned area for rest breaks when possible.

The HERO system has a May 31 expected completion date. Yesterday and this morning, as I write this, I was informed of the first two heat-related injuries for the year.

Keep management honest and keep an eye on each other.



# Retirement resources



**Dan  
Toth**

**T**here are lots of places to get information these days, especially about retirement. Whether it's co-workers, stewards and branch officers, management, scores of online resources or directly from the Office of Personnel Management (OPM), there are many ways to get the answers to your retirement questions. This article will talk about some of the resources available, and how to get correct and reliable information.

**The No. 1 source for retirement information is OPM**, since it is the government agency that administers FERS, CSRS, FEHB and FEGLI, to rattle off a few acronyms. OPM produces a wealth of information that is available online. This comes in the form of Q-and-As, booklets,

pamphlets, slideshows and manuals. All the resources are valuable, but which resource you prefer depends on your current knowledge, how much you are looking to learn or how technical you want to get. You could even go straight to the laws that implement the above programs, but I generally do not recommend that. The laws, although they lay out a foundation for these programs, do not always get into the fine details and can be harder to read and understand.

Generally, OPM's Q-and-As will get you the information you need in an easy-to-understand format. Just make sure you are asking the right questions. But if you are looking for more, I recommend heading to the *CSRS/FERS Handbook*. This is a handbook available online that contains almost 50 chapters of specific topics. For instance, if you wanted to read about return-of-excess contributions (FERS employees who were transferred from CSRS), you would head to Chapter 33. This chapter explains who may receive a return-of-excess contribution, the amount of return, employee responsibility, agency responsibility and OPM's responsibility. These *CSRS/FERS Handbook* chapters are indispensable for the aspiring retirement guru and will expose you to topics you did not even know existed. You can find the *Handbook* online at [opm.gov/retirement-services/publications-forms/csrsfers-handbook](http://opm.gov/retirement-services/publications-forms/csrsfers-handbook).

OPM also produces a *FEHB Program Handbook*, which is the go-to resource for all your Health Benefit Program questions, including eligibility, enrollment and leave-without-pay status. It can be found online at [opm.gov/healthcare-insurance/healthcare/reference-materials/fehb-handbook](http://opm.gov/healthcare-insurance/healthcare/reference-materials/fehb-handbook).

**Information about the Thrift Savings Plan (TSP) can be obtained directly from the TSP.** The TSP does a great job helping participants get the information they need through a well-organized website and comparison tools, as well as

fact sheets and other useful publications. Additionally, the TSP ThriftLine (877-968-3778) has good customer service and will help you get the right forms and information you need. The website for the TSP is [tsp.gov](http://tsp.gov).

**The Social Security Administration (SSA) has valuable information and tools online.** Additionally, SSA has brick-and-mortar offices across the country (approximately 1,230 field offices) that are a great resource, especially for those who are less inclined to jump on a computer. But if you can, be sure to head over to [ssa.gov](http://ssa.gov) to create an account, if you have not already done so.

**The Postal Service also provides resources targeted to employees preparing for retirement.** These can be found in LiteBlue via eRetire. It even has hours of video clips viewable online to cover the most common topics, along with associated workbooks. These can be found online at [usp-retirement.connectlive.com](http://usp-retirement.connectlive.com).

In addition to information and resources, the Postal Service is obligated to provide retirement counseling. This obligation is echoed in the *Employee and Labor Relations Manual*, Section 589 (see Section 569 for CSRS employees). This provides carriers with an important opportunity to get help with the application and any final questions they may have.

**Of course, NALC also has produced many retirement resources over the years**, which we continue to improve and update. I would recommend these resources for the one-stop shopper. The *NALC Questions and Answers on FERS* is an 80-page booklet available online at [nalc.org/workplace-issues/retirement](http://nalc.org/workplace-issues/retirement) that compiles all the need-to-know information specific to carriers. This booklet is broken down into four parts that cover Social Security, FERS, the TSP and general retirement information. There is a booklet for CSRS as well. It is a useful collection of easy-to-understand information that every carrier should review prior to retirement.

Also, other useful publications such as the *Survivor's Guide to CSRS, FERS, and Social Security* and *When a Retired Letter Carrier Dies* might be helpful for a loved one someday.

Additionally, you can always talk to your local retirement guru. Some branches and regions have experts that either provide retirement trainings or can provide direct assistance in completing the retirement application. Be sure to use and appreciate these valuable resources that can help you through a major life transition.

The Retirement Department is always here for you as well. We can be reached by calling 800-424-5186 (toll-free) Monday, Wednesday or Thursday, 10 a.m. to 12 p.m. or 2 p.m. to 4 p.m. (Eastern time), or by calling NALC Headquarters at 202-393-4695 from Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

## Premium payments made easy



**James W.  
"Jim" Yates**

**T**raditionally, the Mutual Benefit Association (MBA) has offered only two ways to pay the premiums on life insurance policies, hospital confinement policies, disability income insurance policies, and retirement savings plans. These ways were by 1) sending a check or money order directly to the MBA office on a monthly or annual basis, or 2) through biweekly payroll deduction from the Minneapolis Payroll Data center.

Most letter carriers chose the convenience of biweekly payroll deduction to pay the premiums on their policies. However, once the letter carrier retires or separates from the Postal Service, the only option avail-

able is to pay the premiums directly to the MBA office.

Although this method of premium payment has been successful for many years, letter carriers have recently requested that the MBA offer premium payments through electronic funds transfer (EFT), also known as an automatic withdrawal, directly from their bank account.

The MBA now allows our members to authorize withdrawals (debits) from their savings account or checking account of their financial institution. This may be done on a monthly or annual basis. The use of EFT to pay premiums on MBA policies can help avoid the risk of forgotten or late payments and potentially having a policy lapse or cancellation for non-payment of premium.

**To sign up for EFT payments, the policy payor (person responsible for paying the premiums on an MBA policy) will complete an Authorization Agreement for Electronic Fund Transfers (ACH Credits And Debits) Form.** This form is available at [nalc.org/mba](http://nalc.org/mba). Click on the MBA "Brochures, Applications and Forms." Scroll down to "Forms & Filing Information for U. S. Letter Carriers Mutual Benefit Association Policies." Click on the "EFT Funds Authorization" to obtain the form and an instruction sheet. You may also call the MBA executive office to have an EFT form mailed to you.

The entire form must be completed, signed and returned to the MBA executive office, along with a voided check. The MBA will notify the payor when the first monthly or annual premium is scheduled to be withdrawn from his or her bank account via EFT. The payor should continue to make premium payments directly to the MBA executive office until he or she has received written confirmation from the MBA indicating that the EFT payments will begin.

As an added convenience, the payor may choose the day

of the month on which the premium is to be deducted from the bank account. The date may be any day of the month between the first and the 28th. If the payor does not specify which day of the month the deduction should be taken, the MBA will deduct the premium on the original policy day of each policy.

Once the EFT method of premium payment has been established, the automatic deduction will take place on the same day of each year or each month. Any request for a change in the EFT deduction must be made by a written request to the MBA executive office.

**The MBA has a variety of insurance policies that are offered to letter carriers.** Some of these policies have different payment requirements; for example, the number of premiums that are due to the MBA per year. For payors who choose to pay annually, only one premium payment is due each year. This payment will be due on the policy anniversary date.

Some policies pay premiums on a true "monthly" premium basis, paying premiums 12 times per year. For these policies, the premium is due on the same calendar day of each month. Other policies have the premiums due on an "eleventhly" basis, because these policies premiums are due only 11 times per year, on the same day of each month. For these policies, no premium is due in the month of December.

To determine the monthly premium payment amount, the annual premium is divided by 12, to determine a "monthly" premium amount, or by 11, to determine the "eleventhly" premium amount. If you are not sure whether the premiums are due on a policy on a "monthly" or "eleventhly" basis, please contact the MBA office at 202-638-4318, Monday through Friday, 8 a.m.-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.-3:30 p.m. Eastern Time.

### United States Letter Carriers Mutual Benefit Association (MBA)

The Life Insurance Association of  
and for the National Association  
of Letter Carriers  
Suite 510, 100 Indiana Ave., NW  
Washington, DC 20001-2144

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202-638-4318, 8 a.m.-3:30 p.m. (Eastern)  
800-424-5184, 8 a.m.-3:30 p.m. (Eastern), Tuesday and Thursday

# This June, celebrating men's health



**Stephanie  
Stewart**

**A**s promised in my last article, this month we will be discussing men's health.

Upon researching this topic, I discovered that in 1994, Congress passed a bill declaring the week leading up to Father's Day (in 2020, June 15-21), as Men's Health Week. The purpose of this week is to heighten awareness about health issues affecting boys and men, and to encourage all males to take some time to consider their health.

According to a national survey conducted by the Cleveland Clinic, approximately two-thirds of men tend to wait as long as possible before seeing their doctor; 72 percent would rather do household chores, like

cleaning the bathroom or mowing the lawn; and 65 percent prefer to self-diagnose. These are a few highlights that I found interesting from the survey, which was released in 2019.

Building on that information, I have a few questions for all the men out there. Have you been to the doctor lately? If not, why? Are you uncomfortable talking about yourself? Are you afraid of what you'll hear? Are you in denial that your health can change over time? Please know, whatever the reason is, you are important, and your family needs you around. So, it's time to put those reasons aside.

Everyone should live a long, happy and healthy life. Scheduling regular check-ups and talking to your doctor is an easy way to ensure you're on the right path for success.

To help you get started, the Plan has many benefits that are paid at 100 percent when you see a PPO provider.

In 2020, we cover the following:

- Routine physical exam—one annually, age 22 or older
- Chest X-ray—one annually
- Basic and comprehensive metabolic panel blood test—one annually
- Biometric screening—one annually
- Colorectal cancer screening for adults age 50 to 75
- Complete blood count—one annually
- Electrocardiogram—one annually
- General health panel blood test—one annually
- High blood pressure screening—as recommended by the U.S. Preventive Services Task Force
- Prostate specific antigen test—one annually for men age 40 and older

## Mind and body

Unfortunately, the last few months have been a stressful time around our nation for both men and women. Situ-

ations that are out of our control have been prevalent. According to the National Center for Health Statistics (NCHS), nearly one in 10 men reported experiencing some form of depression or anxiety, but less than half sought treatment. At times, we may think of depression as a sign of weakness, and we avoid talking about it because we feel embarrassed or ashamed. Please do not let these feelings stand in the way of seeking help.

Depression may make you feel sad, lose interest in activities that you once enjoyed, pull away from people or have minimal energy. You may even have a hard time recognizing the symptoms, because it can also cause anger and irritability. Remember, mental and emotional well-being are essential to overall health. Positive mental health allows you to realize your full potential, cope with stresses of life and work productively.

If you think you may suffer from depression or anxiety, we are here to help.

If you are enrolled in the High Option Plan, Optum® is a recognized leader specializing in providing behavioral health care and substance use services. With Optum, members have access to more than 203,000 in-network clinicians and 3,000 in-network facilities. You can locate an in-network provider 24 hours a day, seven days a week by either using our online provider locator or calling Optum's toll-free number at 877-468-1016.

If you are enrolled in the CDHP or Value Option Plan, you can call 855-511-1893 to locate an in-network clinician who can best meet your needs. The Cigna HealthCare OAP Network includes more than 264,000 mental health clinicians and 5,600 mental health facilities to provide quality mental health and substance abuse services.

Don't wait; June is Men's Health Month. Schedule an appointment today.

**There also are many other ways we can take better care of ourselves, including eating healthier, exercising more, wearing sunscreen, reducing stress or quitting a nicotine habit (we can help with that, too).** I understand that it can be overwhelming, so take one small step at a time. Before you know it, all the little steps will add up to a healthier you.

This is only a summary of some of the features of the NALC Health Benefit Plan. 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

# COVID-19 frequently asked questions

## Is management required to notify employees if a co-worker tests positive?

The Postal Service should notify employees if a co-worker tests positive; however, the Postal Service cannot share the name and/or medical condition of any employee, including one who tested positive for COVID-19. The requirement to notify employees of a positive test in a work location should have been communicated in a mandatory stand-up talk dated March 30.

## What if my office does not have proper personal protective equipment (PPE) or cleaning supplies (hand sanitizer, face covering, gloves, etc.)?

If your office lacks sufficient PPE (gloves, masks, etc.) or necessary cleaning supplies, notify your shop steward or branch president, who can communicate supply issues to the national business agent. You may also call the USPS COVID-19 Supplies Command Center at 844-773-3594, Monday through Friday from 7 a.m. to 7:30 p.m. Eastern time, to report any supply issues.

## “Employees advised to self-quarantine by a health care provider due to an underlying health condition or because of their age may utilize emergency paid sick leave as provided through the Families First Coronavirus Response Act (FFCRA).”

### Are face masks mandatory?

Although the Postal Service is not subject to local and state orders or directives to wear face coverings or masks, the Postal Service issued a stand-up talk on April 21 that requires the use of face coverings 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. This stand-up talk can be found on NALC’s website under the COVID-19 section.

### I have been instructed to quarantine. What are my options?

Employees advised to self-quarantine by a health care provider due to an underlying health condition or because of their age may utilize emergency paid sick leave as

provided through the Families First Coronavirus Response Act (FFCRA). Emergency paid sick leave provides up to 80 hours of paid leave for absences related to COVID-19. This leave was effective April 1, and was immediately available to all employees for certain qualifying reasons.

### How does COVID-19 leave affect my attendance record?

Leave taken under the FFCRA may not be used as the basis for disciplinary or corrective action. Other leave taken for COVID-19-related reasons between Feb. 29 and May 17 may not be cited in discipline for failing to maintain an assigned schedule under *ELM* 511.43 in accordance with the letter from USPS Vice President, Labor Relations Doug Tulino regarding liberal changes of schedule and leave (M-01914). In addition, COVID-19-related absences will not be considered when reviewing the attendance record of employees requesting reassignment pursuant to the Memorandum of Understanding (MOU) Re: Transfers contained in Article 12 of the National Agreement. The national parties agreed to this exception for any COVID-19-related absence beginning on Feb. 29, in the MOU Re: Exception to MOU Re: Transfers-COVID-19 Related Absences (M-01919).

### How do I request leave for COVID-19-related absences?

Employees must notify their supervisor if an absence is related to COVID-19. Complete PS Form 3971, Request for or Notification of Absence prior to taking the leave if possible, or upon returning to work if advance notice is not given.

Employees cannot use the Interactive Voice Response (IVR) telephone number of the Enterprise Leave Request Application (eLRA) to request leave related to COVID-19.

### Can I use leave to care for an adult disabled child?

If your child is 18 years of age or older with a disability and cannot care for themselves due to that disability, you may take emergency paid sick leave and expanded family and medical leave to care for them if their school or place of care is closed or their child care provider is unavailable due to COVID-19-related reasons, and you are unable to work as a result.

### Management denied my leave request related to COVID-19. What should I do?

If you have submitted a PS Form 3971 and relevant documentation for leave related to COVID-19 and management denies your request, you should provide a copy of the denied PS Form 3971 and relevant documentation to your shop steward or branch officer. Your local union officials will investigate your issue and discuss with your national business agent for possible resolution.

# NEW Insignia Products



## NALC Insignia Collection

ITEM DESCRIPTION		PRICE EACH	QTY.	TOTAL AMOUNT
<i>INDICATE QUANTITY DESIRED NEXT TO SIZE</i>				
1	Soft Heathered Grey T-Shirt	MD_LG_XL_2X_3X		\$10.00
2	Men's Raglan Sleeve Sport Shirt	MD_LG_XL_2X_3X		\$38.00
3	Men's Embossed Pattern Sport Shirt (Black)	MD_LG_XL_2X_3X		\$35.00
4	Men's White Retiree Shirt	MD_LG_XL_2X_3X		\$35.00
5	Ladies' Slub Pique Sport Shirt (White)	SM_MD_LG_XL_2X_3X		\$35.00
6	Men's Tiger Stripe Sport Shirt (Blue)	MD_LG_XL_2X_3X		\$35.00
7	Men's Black Fade Sport Shirt	MD_LG_XL_2X_3X		\$35.00
8	Men's Blue Fade Sport Shirt	MD_LG_XL_2X_3X		\$35.00
9	Men's Charcoal Basket Weave Sport Shirt	MD_LG_XL_2X_3X		\$35.00
10	Ladies' Tiger Stripe Sport Shirt (Blue)	SM_MD_LG_XL_2X_3X		\$35.00
11	Ladies' Black Fade Sport Shirt	SM_MD_LG_XL_2X_3X		\$35.00
12	Ladies' Blue Fade Sport Shirt	SM_MD_LG_XL_2X_3X		\$35.00
13	Cotton Mock Turtleneck (White)	MD_LG_XL_2X_3X		\$20.00
14	Cotton Mock Turtleneck (Navy)	MD_LG_XL_2X_3X		\$20.00
15	Men's 1/4 Zip Slub Pullover Jacket (Navy)	MD_LG_XL_2X_3X		\$38.00
16	Men's 1/4 Zip Slub Pullover Jacket (Black)	MD_LG_XL_2X_3X		\$38.00
17	Sweatshirt (Extreme Heavyweight, Navy)	MD_LG_XL_2X_3X		\$45.00
18	Microfiber Sport Jacket	MD_LG_XL_2X_3X		\$60.00
19	Ladies' White Zip	SM_MD_LG_XL_2X_3X		\$55.00
20	NALC Winter Cap			\$10.00
21	Navy Cap with Fashion Red Sandwich Visor			\$15.00
22	Gold Medallion Pocket Watch			\$110.00
23	Men's Medallion Watch w/ Steel Link Bracelet			\$85.00
24	Ladies' Medallion Watch w/ Steel Link Bracelet			\$85.00
25	Men's Black Medallion Watch w/ Exp. Bracelet			\$85.00
26	Ladies' Black Medallion Watch w/ Exp. Bracelet			\$85.00
27	Ladies' Charm Bracelet (Silver or Gold Finish)	SILVER _____ GOLD _____		\$20.00
28	Veteran Challenge Coin			\$10.00
29	Money Clip			\$15.00
30	NALC Earring			\$15.00
31	Veteran Drawstring Backpack			\$10.00
32	Veteran Window Static Decal			\$1.00
33	NALC Trailer Hitch Cover			\$10.00



Completely fill out shipping instructions below. Please print or type

Name: \_\_\_\_\_  
 Title: \_\_\_\_\_ Branch #: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_  
 State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

Attach check or money order made payable to Secretary-Treasurer, NALC and send with completed order form to: National Association of Letter Carriers, Supply Dept., 100 Indiana Avenue, N.W., Washington, D.C. 20001-2144 Telephone: (202) 393-4695

You can order NALC products at [nalc.org/store](http://nalc.org/store)

## Are you prepared for an emergency?



Assistant to the President for Community Services  
Christina Vela Davidson

**H**urricane season is arriving, and so are the fires. Preparing for them can reduce anxiety, fear and losses. Be ready to evacuate your home and know how to treat basic medical problems. Make sure you have the insurance you need, including specific types such as flood insurance.

The following information can help you build an emergency supply kit. As you prepare, consider any special needs, including mobility, disability and medical issues. It also is important to have plans for communication, important records, each family member and pets.

**After a disaster, you may need to survive on your own** for several days. Being prepared means having 72 hours' worth of food, water and other crucial supplies.

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

- Water—a gallon of water per person per day for three days
- Food—at least a three-day supply of nonperishable food
- Battery-powered/hand-crank radio and a National Oceanic and Atmospheric Administration weather radio with tone alert
- Flashlight with extra batteries
- First-aid kit
- Whistle to signal for help
- Dust mask to help filter contaminated air
- Plastic sheeting and duct tape to shelter in place
- Moist wipes, garbage bags and plastic ties for sanitation
- Wrench or pliers to turn off utilities

- Manual can opener for food
- Local maps
- Cell phone with chargers and a backup battery

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

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

**Store items in airtight plastic bags and put your entire kit** in one or two easy-to-carry containers, such as a plastic bin or a duffel bag. Maintain your kit and store it in a cool, dry place.

As disasters come and go, you may want to re-think and update your kit per your family needs. Natural or manmade, disasters can cause emotional distress. Brothers and sisters, stay connected to your family and friends during this period.

## WHEN AN ACTIVE LETTER CARRIER DIES . . .

- ✓ Notify employee's immediate supervisor, postmaster and personnel section (if any). Give supervisor locker keys and badge as well as information on time and place of memorial services. Check with USPS personnel or postmaster for benefits for spouse and any dependent children.
- ✓ Fill out forms (obtain from USPS personnel section or postmaster): application for death benefits under the retirement system; claim for unpaid compensation; claim for FEGLI death benefits.
- ✓ If the carrier had a TSP account, notify the TSP Death Benefits Processing Unit, Fairfax Post Office, DEDIS—P.O. Box 4450, Fairfax, VA 22038-9998, or call 877-968-3778.
- ✓ Notify the carrier's NALC branch.
- ✓ If veteran, notify the Veterans' Administration local office.

- ✓ Notify banks and other financial institutions.
- ✓ Call the local office of the Social Security Administration or toll-free 800-772-1213.
- ✓ Notify insurance companies (life, health, home, automobile, etc.). If the carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318. If the carrier belonged to the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call 703-729-4677.  
**Note:** Health benefit coverage for a surviving spouse and dependent children continues automatically if carrier had family coverage at time of death *and* if a monthly survivor annuity is payable.
- ✓ Have mortuary officials obtain enough certified death certificates for your needs (they can suggest how many).

# COVID-19 and letter carriers: The end of the world as we know it



Assistant to the President  
for Workers' Compensation  
Kevin Card

**O**ver the past two months, the world as we know it has changed. While most Americans have been sheltering in place, a grateful nation watches as letter carriers keep us connected by delivering mail, medicine and parcels. I am continually amazed at the dedication and persistence of letter carriers in these extraordinary times.

The costs borne by essential workers like hospital workers, grocery clerks and letter carriers have been enormous. The coronavirus has not spared anyone, including letter carriers. As I write this, around 800 letter carriers have tested positive for the virus and many more may be infected without knowing it. Fourteen letter carriers have died from the virus.

Businesses have been lobbying Congress to grant them sweeping immunity from civil liability for failure to adequately protect workers and customers from infection. Fortunately, letter carriers suffering from COVID-19 contracted at work are protected by the Federal Employees' Compensation Act (FECA).

**Thus far, the Postal Service's response to COVID-19 claims has been to controvert and challenge most claims, which has lengthened the time it takes to get a claim accepted.** The Postal Service can controvert a claim in Section 36 of the supervisor's portion of the CA-1. The form requires that the reason for the controversion be stated in detail. The Postal Service often writes a controversion letter to accompany the claim form.

In many cases, the injured worker does not know that the claim has been controverted. However, the Postal Service is required both by federal law (20 CFR 10.211.c) and the *ELM* (547.75.e) to notify the worker of the controversion. Failure to provide notification of the controversion is a violation that should be investigated and grieved.

The Postal Service can also challenge a claim, and generally does so via a letter to OWCP. In the USPS handbook *EL-505*, Section 8-5 mandates that the Postal Service notify the employee, in writing, that his or her claim is being controverted or challenged. Failure to do so is a violation that should also be investigated and grieved.

**Claims are often denied when a controversion or challenge is not rebutted.** Therefore, it is important that injured workers closely monitor what the Postal Service does in every claim. The Postal Service is obligated to provide a copy of the completed CA-1 or CA-2 to the injured worker. Despite this requirement, injured workers should always request a copy after filing the claim.

Responding to controversions and challenges is the re-

sponsibility of the employee, as OWCP places the burden of proof on the injured worker in every claim. It often takes little more than a simple letter to refute controversions and challenges.

From the cases we have seen, most letter carriers who have filed COVID-19 claims are being sent 30-day development letters. Development letters give injured workers 30 days to provide updated medical documentation and answer questions posed by claims examiners.

**The pandemic has changed our entire health care system.** Doctors have canceled appointments, hospitals have canceled elective surgeries and medical care for many injured workers has been put on hold. The inability to attend medical appointments can be problematic for injured workers who need to respond to 30-day development letters.

In a rare change of policy, OWCP now is accepting telemedicine reports for injured workers. Some (but not all) doctors have transitioned seamlessly to telemedicine and can provide medical reports when needed. If you need a medical report for OWCP, you should contact your doctor's office and request a telemedicine appointment. If your doctor is unable to schedule a telemedicine appointment, you should notify OWCP immediately. In COVID-19 cases, OWCP has begun listing telephone numbers at the bottom of the development letter so that injured workers can request additional time by phone. OWCP has indicated that they may extend time limits when properly notified.

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**“It is important that injured workers closely monitor what the Postal Service does in every claim.”**

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**A key piece of every claim is the employee's statement** as to the nature of the injury. Despite a worker's best attempts at social distancing, it may be impossible to avoid close personal contact at work. In COVID-19 cases, the employee narrative needs to detail every point of close personal contact with co-workers in the office and customers on the route during the course of the workday.

The Postal Service saves a lot of data relative to a letter carrier's daily duties. Copies of employees' work schedule and workhour/workload report for the two weeks prior to a COVID-19 infection should be uploaded into the claim file via ECOMP. If you are unable to do so, contact your shop steward, branch OWCP officer or national business agent's office for assistance.

As we all work our way through this pandemic, NALC is committed to helping every member with his or her OWCP claim. Do what you can to practice social-distancing habits at work and at home. You save lives by doing so. We are all in this together.

## Move your MDA fundraising online



Christina Vela Davidson



**T**he neuromuscular disease community—people with ALS, muscular dystrophy, SMA syndrome, Duchenne muscular dystrophy and related rare diseases—is among the highest-risk populations for COVID-19. They are also among the most overlooked. While precautions for travelers, older adults and those with conditions that affect respiratory health exist, there is a lack of information specific to people living with neuromuscular diseases, as well as their caregivers.

The freedom to walk, talk, run and play. To laugh, hug, eat—even breathe. Each day, these freedoms are taken away from people with muscular dystrophy, ALS and related diseases that weaken muscle strength and limit mobility.

In 1952, NALC became MDA’s first national sponsor and declared it NALC’s official charity. The union’s first campaign to raise funds for MDA was its Porch Light Brigade,



an all-volunteer, door-to-door effort by letter carriers during Thanksgiving week of 1953.

Since that time, NALC has remained faithful to its commitment to help save and improve the lives of people fighting muscle disease, raising millions of dollars—an effort that continues to advance the MDA’s mission. NALC and its members are here until a cure is delivered for every neuromuscular disease.

**COVID-19 won’t stop us! We can’t afford to wait for the curve** to flatten or for this virus to go away. Children and adults affected by muscular dystrophy, ALS and related neuromuscular diseases need help now, and together we can achieve that.

I worked with MDA to create a way for branches to raise money through virtual campaigns. This page has access to tools and resources to rapidly activate your virtual events to raise money and keep social distancing in place for everyone’s safety.

This virtual campaign can bring your fundraising events to all of your branch members in a safe and healthy way. You can share your fundraising campaign with your friends, family and followers. Live fundraising can be used for any type of event—from walks to poker nights to auctions and other campaigns.

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

Hello! I'm the MDA chatbot.

- 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.

- Enter your Branch number and click “Continue to Next Step”

Registration Questions

What is your branch number?

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

Name\* First Name Last Name

Show my name as (Optional)

State\*

City\*

State/Province\* (State, US)

Zip/Postal Code\* 02115, 02116

Country\* United States

Phone\* 1518.125.1234

Mobile Phone 1518.125.1234

Sign up for our email

Personal and contact information may be shared with our marketing partners.

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

Account Information

Email Address\*

First Name

Create Password\*

- 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.



The following links are two recently created virtual campaigns where you can donate to MDA and support Team NALC for the 5K Tough Mudder: [mda.donordrive.com/campaign/Tough-Mudder](https://mda.donordrive.com/campaign/Tough-Mudder) and [mda.donordrive.com/campaign/Ladies-Night-for-MDA](https://mda.donordrive.com/campaign/Ladies-Night-for-MDA).


For MDA's 70th year, I am asking every member of each branch to raise \$50 for the "Deliver the Cure" campaign in 2020. If each member is able to rise to the challenge, then NALC will be able to raise over \$14 million for kids and adults with muscular dystrophy, ALS and related diseases.



I am asking presidents to set up an on-line campaign for their branch at [mda.donordrive.com/event/nalc2020](https://mda.donordrive.com/event/nalc2020) as soon as possible, and to encourage fundraising among members, families and friends.

Need help setting up a webpage or have questions on how to fundraise? Contact me at [mda@nalc.org](mailto:mda@nalc.org) or MDA at [nalc@mdausa.org](mailto:nalc@mdausa.org). I also have provided instructions to create your own virtual campaign (see "How to set up an NALC Donor Drive Page" on the previous page).

I would also like to make a correction for the following branch and the amount it raised for 2019: Aiea-Pearl City, HI, Branch 4682—\$1900.

Finally, many changes have been made with MDA due to the COVID-19 pandemic; many offices have closed and many employees have been furloughed. If you do not know where your donations should go, use the allocation form provided below and send your money to MDA in Chicago.



### 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

## WHEN A RETIRED LETTER CARRIER DIES . . .

- ✓ Notify U.S. Office of Personnel Management (OPM), Retirement Operations Center, Boyers, PA 16017, or call toll-free 888-767-6738 and provide: full name of deceased; date of birth; date of death; Social Security number; CSA claim number; and survivor's name, address and relationship to the deceased.
- ✓ For quicker action, provide the above information to NALC's Director of Retired Members, 100 Indiana Ave., NW, Washington, DC 20001-2144, 202-393-4695, or call toll-free 800-424-5186 only on Monday, Wednesday, or Thursday, 10 a.m.-noon and 2-4 p.m. (Eastern). NALC will alert OPM so that survivor benefits will commence as quickly as possible, and will send you the application for death benefits under the retirement system, and the claim for death benefits under FEGLI.
- ✓ Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope. If payments are being deposited directly to a bank or other financial institution, contact them with the retiree's date of death and advise them to return any future payments to the Treasury Department.
- ✓ Call the local office of the Social Security Administration or toll-free 800-772-1213.
- ✓ If the retired carrier had a TSP account, notify the TSP Death Benefits Processing Unit, Fairfax Post Office, DEDIS—P.O. Box 4450, Fairfax, VA 22038-9998, or call 877-968-3778.
- ✓ Notify the retired carrier's NALC branch.
- ✓ If veteran, notify the Veterans' Administration local office.
- ✓ Notify banks and other financial institutions.
- ✓ Notify insurance companies (life, health, home, automobile, etc.). If the carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318. If the carrier belonged to the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call 703-729-4677.  
**Note:** Health benefit coverage for a surviving spouse and dependent children continues automatically if retiree had family coverage at time of death *and* if a monthly survivor annuity is payable.
- ✓ To request a duplicate 1099R, Statement of Annuity Paid, call 888-767-6738. Callers will need the former carrier's CSA number and the last four digits of their Social Security number.
- ✓ Have mortuary officials obtain enough certified death certificates for your needs (they can suggest how many).

# Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

### 70-year pins

Robert S. Fry	Louisville, KY	Br. 14
Robert J. Feretich	Garden State Mgd., NJ	Br. 444

### 65-year pins

William G. Habich	Louisville, KY	Br. 14
Edwin G. Linehan	Boston, MA	Br. 34
Arthur J. Minichiello	Boston, MA	Br. 34
David J. Aul	Pittsburgh, PA	Br. 84
Emil Steffen Jr.	Pittsburgh, PA	Br. 84
Nicholas E. Cioffi	Williamsport, PA	Br. 50

### 60-year pins

James R. Hurst	Torrance, CA	Br. 2207
Louis K. Buckel	Louisville, KY	Br. 14
Joseph D. Cahill	Louisville, KY	Br. 14
John W. Clay	Louisville, KY	Br. 14
William G. Habich	Louisville, KY	Br. 14
Charles C. Hickey	Louisville, KY	Br. 14
Clifton E. Hutchison	Louisville, KY	Br. 14
John C. Morgan	Louisville, KY	Br. 14
Floyd E. Nall	Louisville, KY	Br. 14
David A. Potts	Louisville, KY	Br. 14
James T. Reed	Louisville, KY	Br. 14
Robert P. Tate	Louisville, KY	Br. 14
James D. Tilton Sr.	Louisville, KY	Br. 14
Charles A. Wick Jr.	Louisville, KY	Br. 14
George B. Wolz	Louisville, KY	Br. 14
John A. Chiavaroli Jr.	Boston, MA	Br. 34
John W. Dimock	Boston, MA	Br. 34
Edwin F. Gilbert	Boston, MA	Br. 34
John S. Borawski	Garden State Mgd., NJ	Br. 444
Arthur L. Rossi Jr.	Garden State Mgd., NJ	Br. 444
Anthony L. Leggiro	Westchester Mgd., NY	Br. 693
Kent N. Sawmiller	Lima, OH	Br. 105
Edmund S. Lewandowski	Pittsburgh, PA	Br. 84
Wilbur R. Klahn	Madison, WI	Br. 507

### 55-year pins and gold cards

Pete C. Zepeda	Phoenix, AZ	Br. 576
Alfred D. Gabianelli	Derby, CT	Br. 109
Gilman D. Anderson	Louisville, KY	Br. 14
Jerry W. Blue	Louisville, KY	Br. 14
Richard J. Brown	Louisville, KY	Br. 14
Michal W. Broyles	Louisville, KY	Br. 14
Martin G. Bruck	Louisville, KY	Br. 14
Jerry L. Clements	Louisville, KY	Br. 14
Richard L. Crawford Sr.	Louisville, KY	Br. 14
James E. Fey	Louisville, KY	Br. 14
William E. Furlong	Louisville, KY	Br. 14
John W. Hartlage Jr.	Louisville, KY	Br. 14
Louis J. Hellmueller	Louisville, KY	Br. 14
Bobby G. Kennedy	Louisville, KY	Br. 14

Edith S. Laduke	Louisville, KY	Br. 14
Edward E. Lee Jr.	Louisville, KY	Br. 14
Lawrence M. Miller	Louisville, KY	Br. 14
James D. Olges	Louisville, KY	Br. 14
Robert B. Rich	Louisville, KY	Br. 14
William T. Roberts	Louisville, KY	Br. 14
Donald L. Seadler	Louisville, KY	Br. 14
Paul R. Seitz	Louisville, KY	Br. 14
Stanley E. Spaulding	Louisville, KY	Br. 14
Dallas R. Stayton	Louisville, KY	Br. 14
Bobby L. Stewart	Louisville, KY	Br. 14
Richard M. Sulzer	Louisville, KY	Br. 14
Rodger D. Tullock	Louisville, KY	Br. 14
Walter Ward Sr.	Louisville, KY	Br. 14
Larry W. Wilson	Louisville, KY	Br. 14
Arthur E. Ardolino	Boston, MA	Br. 34
David J. Fitzgerald	Boston, MA	Br. 34
Henry W. Fleming	Boston, MA	Br. 34
John T. Foy	Boston, MA	Br. 34
John J. Martin	Boston, MA	Br. 34
Robert E. McKeon	Boston, MA	Br. 34
Richard B. Morgan	Boston, MA	Br. 34
Daniel R. Rice	Marquette, MI	Br. 95
Francis H. Hoffman	Garden State Mgd., NJ	Br. 444
Everett C. Keller Jr.	Garden State Mgd., NJ	Br. 444
Alexander T. Kozak	Garden State Mgd., NJ	Br. 444
John A. Graziano	Westchester Mgd., NY	Br. 693
Nicholas A. Lasorsa	Westchester Mgd., NY	Br. 693
James L. Kohler	Lima, OH	Br. 105
Herbert N. Lanker Jr.	Lima, OH	Br. 105
Stephen R. Miller	Lima, OH	Br. 105
Clyde E. Neinas	Lima, OH	Br. 105
Glenn W. Scheufler	Lima, OH	Br. 105
Joe U. Williams	Lima, OH	Br. 105
Robert A. Beetem	Pittsburgh, PA	Br. 84
Raymond J. Borowski	Pittsburgh, PA	Br. 84
James E. Cush	Pittsburgh, PA	Br. 84
Gabriel J. Pagliaro	Pittsburgh, PA	Br. 84
L. P. Rivetti	Pittsburgh, PA	Br. 84
Louis E. Salvatore	Pittsburgh, PA	Br. 84
John G. Vidmar	Pittsburgh, PA	Br. 84
J. W. Zollars	Pittsburgh, PA	Br. 84
John D. Foley	Williamsport, PA	Br. 50
James C. Mabis	Madison, WI	Br. 507

### 50-year pins and gold cards

Thomas E. Perez	Brawley, CA	Br. 2704
Richard H. Straesser	Greater East Bay, CA	Br. 1111
Joe Liscano	Santa Barbara, CA	Br. 290
David F. Bishop	Derby, CT	Br. 109
G. G. Chopak	Derby, CT	Br. 109
Robert W. Eccles	Derby, CT	Br. 109
William A. Martin	Derby, CT	Br. 109
David A. Noe	Derby, CT	Br. 109
John P. Petryshyn	Derby, CT	Br. 109
Henry Tylnski	Derby, CT	Br. 109

Delbert A. Cota	W. Coast Florida	Br. 1477
James W. Fuller	Central Iowa Mgd.	Br. 352
John Rauh	Central Iowa Mgd.	Br. 352
Bernard M. Bleser	Northern Kentucky	Br. 374
George A. Adams	Boston, MA	Br. 34
J. A. Albano	Boston, MA	Br. 34
Robert A. Alexanian	Boston, MA	Br. 34
James W. Alker Jr.	Boston, MA	Br. 34
James J. Almeida	Boston, MA	Br. 34
Manuel G. Almeida	Boston, MA	Br. 34
John R. Anderson	Boston, MA	Br. 34
Paul J. Andrews	Boston, MA	Br. 34
T. F. Armour	Boston, MA	Br. 34
Gregory L. Ashe	Boston, MA	Br. 34
Richard J. Auterio	Boston, MA	Br. 34
L. F. Baker	Boston, MA	Br. 34
J. Baldassari	Boston, MA	Br. 34
John G. Barrett	Boston, MA	Br. 34
C. R. Bassett	Boston, MA	Br. 34
R. A. Bennett	Boston, MA	Br. 34
J. A. Berardi	Boston, MA	Br. 34
Leo T. Bergin Jr.	Boston, MA	Br. 34
P. L. Blaney	Boston, MA	Br. 34
Joseph A. Bolotte	Boston, MA	Br. 34
J. L. Booker	Boston, MA	Br. 34
J. D. Booras	Boston, MA	Br. 34
Richard L. Bostrom	Boston, MA	Br. 34
Thomas F. Boyd	Boston, MA	Br. 34
John J. Brady	Boston, MA	Br. 34
Ralph M. Brown	Boston, MA	Br. 34
Dennis M. Bryson	Boston, MA	Br. 34
Paul T. Buckley	Boston, MA	Br. 34
R. L. Buhlman	Boston, MA	Br. 34
John L. Burns	Boston, MA	Br. 34
Leonard P. Bussolari	Boston, MA	Br. 34
Luis E. Cabezas	Boston, MA	Br. 34
Gerard K. Callahan	Boston, MA	Br. 34
Joseph Campanella	Boston, MA	Br. 34
Joseph J. Candora	Boston, MA	Br. 34
Russell H. Carnes	Boston, MA	Br. 34
John J. Carras Sr.	Boston, MA	Br. 34
Richard A. Carroll	Boston, MA	Br. 34
Paul A. Cash	Boston, MA	Br. 34
George J. Castiello Jr.	Boston, MA	Br. 34
Forest E. Catron	Boston, MA	Br. 34
Robert J. Cella	Boston, MA	Br. 34
E. P. Chapin	Boston, MA	Br. 34
Frank J. Chaplik	Boston, MA	Br. 34
Paul N. Cioffi	Boston, MA	Br. 34
Augustine Ciulla Jr.	Boston, MA	Br. 34
David Clark	Boston, MA	Br. 34
Thomas S. Coleman	Boston, MA	Br. 34
William J. Coleman	Boston, MA	Br. 34
Robert S. Collibee	Boston, MA	Br. 34
K. A. Collina	Boston, MA	Br. 34
J. J. Collins	Boston, MA	Br. 34

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

W. P. Comeau Jr.	Boston, MA	Br. 34	Clifton F. Holbrook	Boston, MA	Br. 34	John J. Moran	Boston, MA	Br. 34
R. C. Conley Sr.	Boston, MA	Br. 34	Lloyd W. Howes Jr.	Boston, MA	Br. 34	A. G. Morelli	Boston, MA	Br. 34
Alfred J. Connell	Boston, MA	Br. 34	William P. Hupfer	Boston, MA	Br. 34	Arthur J. Morgan	Boston, MA	Br. 34
Joseph R. Conte Jr.	Boston, MA	Br. 34	Robert M. Hyde	Boston, MA	Br. 34	J. J. Moriarty	Boston, MA	Br. 34
Jeremiah A. Corcoran	Boston, MA	Br. 34	C. Jackson	Boston, MA	Br. 34	Joseph E. Morris Jr.	Boston, MA	Br. 34
S. A. Costello	Boston, MA	Br. 34	Edward A. Jacobs	Boston, MA	Br. 34	Richard G. Moses	Boston, MA	Br. 34
Robert J. Coughlin	Boston, MA	Br. 34	Edward C. Jacobucci	Boston, MA	Br. 34	Kenneth A. Muha	Boston, MA	Br. 34
James F. Courtney	Boston, MA	Br. 34	Lawrence M. Johnson	Boston, MA	Br. 34	Peter E. Munnett	Boston, MA	Br. 34
Richard J. Crecco	Boston, MA	Br. 34	R. D. Johnson Jr.	Boston, MA	Br. 34	Charles T. Murphy	Boston, MA	Br. 34
William N. Cripps	Boston, MA	Br. 34	Thomas G. Jones	Boston, MA	Br. 34	Francis T. Murphy	Boston, MA	Br. 34
Paul F. Cronin	Boston, MA	Br. 34	Edward F. Jordan	Boston, MA	Br. 34	G. Murray	Boston, MA	Br. 34
Robert J. Cuddyer	Boston, MA	Br. 34	Charles G. Joy	Boston, MA	Br. 34	John C. Najjar	Boston, MA	Br. 34
Thomas L. Cummings	Boston, MA	Br. 34	Stephen E. Karigianis	Boston, MA	Br. 34	James R. Neville	Boston, MA	Br. 34
Phillip J. Cutler	Boston, MA	Br. 34	J. P. Keegan	Boston, MA	Br. 34	Paul T. Norcott	Boston, MA	Br. 34
Edward R. Daley	Boston, MA	Br. 34	Robert J. Kelley	Boston, MA	Br. 34	M. J. O'Brien	Boston, MA	Br. 34
Howard S. Daley	Boston, MA	Br. 34	H. F. Kendall Jr.	Boston, MA	Br. 34	John J. O'Connor	Boston, MA	Br. 34
Michael E. Dandrea	Boston, MA	Br. 34	John J. Killoran	Boston, MA	Br. 34	P. R. O'Leary	Boston, MA	Br. 34
M. T. Denehy	Boston, MA	Br. 34	George J. Knox	Boston, MA	Br. 34	S. J. Olsson	Boston, MA	Br. 34
Douglas A. Derry	Boston, MA	Br. 34	Joseph W. Kraby Jr.	Boston, MA	Br. 34	Michael S. Onessimo	Boston, MA	Br. 34
Anthony J. Desisto	Boston, MA	Br. 34	Philip J. Lang	Boston, MA	Br. 34	Frank C. Ouellette	Boston, MA	Br. 34
Richard S. Di Napoli	Boston, MA	Br. 34	Paul F. Larrabee	Boston, MA	Br. 34	R. A. Pacios	Boston, MA	Br. 34
John T. Dinanno	Boston, MA	Br. 34	Thomas J. Last	Boston, MA	Br. 34	Angelo F. Paglia	Boston, MA	Br. 34
James J. Dodd	Boston, MA	Br. 34	Raymond R. Last Jr.	Boston, MA	Br. 34	Walter A. Paliwoda	Boston, MA	Br. 34
Donald L. Donahue	Boston, MA	Br. 34	Richard C. Lavey	Boston, MA	Br. 34	Salvatore V. Panico	Boston, MA	Br. 34
Jeremiah J. Donahue	Boston, MA	Br. 34	Richard P. Leach	Boston, MA	Br. 34	William A. Pardi	Boston, MA	Br. 34
John M. Donnelly	Boston, MA	Br. 34	J. C. Leblanc	Boston, MA	Br. 34	B. W. Parsons	Boston, MA	Br. 34
John J. Donovan	Boston, MA	Br. 34	G. F. Lennon	Boston, MA	Br. 34	Charles L. Patrick	Boston, MA	Br. 34
W. F. Donovan	Boston, MA	Br. 34	Peter A. Leray	Boston, MA	Br. 34	Nazzarene Pellegrini	Boston, MA	Br. 34
Martin G. Dorfman	Boston, MA	Br. 34	John W. Lewis	Boston, MA	Br. 34	Donald E. Peterson	Boston, MA	Br. 34
Stephen M. Dorsey	Boston, MA	Br. 34	Robert A. Lind	Boston, MA	Br. 34	Edward F. Petras	Boston, MA	Br. 34
A. T. Doyle	Boston, MA	Br. 34	James A. Lind Jr.	Boston, MA	Br. 34	Alphonse J. Petrillo	Boston, MA	Br. 34
E. J. Duggan	Boston, MA	Br. 34	Michael A. Lourie	Boston, MA	Br. 34	Ronald J. Pitts	Boston, MA	Br. 34
Albert E. Egersheim	Boston, MA	Br. 34	Arthur J. Lumenello	Boston, MA	Br. 34	Malcolm W. Pohl	Boston, MA	Br. 34
Thomas E. Eggers	Boston, MA	Br. 34	W. E. Lundon	Boston, MA	Br. 34	James A. Pontes	Boston, MA	Br. 34
Robert N. Emma	Boston, MA	Br. 34	Alfred Luongo	Boston, MA	Br. 34	Kenneth J. Poole	Boston, MA	Br. 34
Michael V. Eppoliti	Boston, MA	Br. 34	Roderick W. Lynn	Boston, MA	Br. 34	Bradley W. Powers	Boston, MA	Br. 34
David F. Epps	Boston, MA	Br. 34	John B. Mackay	Boston, MA	Br. 34	Myles J. Preston	Boston, MA	Br. 34
Angelo J. Erba	Boston, MA	Br. 34	John J. Mackenzie III	Boston, MA	Br. 34	John F. Puliafico	Boston, MA	Br. 34
Jack P. Fabrizio	Boston, MA	Br. 34	D. F. Madeiros	Boston, MA	Br. 34	Tony Quan	Boston, MA	Br. 34
Robert F. Fee	Boston, MA	Br. 34	Roger C. Madore	Boston, MA	Br. 34	William G. Quigley	Boston, MA	Br. 34
Zoltan N. Feher	Boston, MA	Br. 34	Robert G. Madsen	Boston, MA	Br. 34	James J. Quinn	Boston, MA	Br. 34
Paul T. Ferla	Boston, MA	Br. 34	John H. Mahoney	Boston, MA	Br. 34	Warren F. Quinn	Boston, MA	Br. 34
Albert F. Ferrante	Boston, MA	Br. 34	Arthur R. Malatesta	Boston, MA	Br. 34	Richard E. Ready	Boston, MA	Br. 34
Edward P. Fiorenza	Boston, MA	Br. 34	William H. Malloy III	Boston, MA	Br. 34	Robert K. Reczek	Boston, MA	Br. 34
Thomas J. Flynn	Boston, MA	Br. 34	Kevin M. Malone	Boston, MA	Br. 34	Harold R. Reicker	Boston, MA	Br. 34
George E. Flynn Jr.	Boston, MA	Br. 34	William J. Malone	Boston, MA	Br. 34	W. W. Reid	Boston, MA	Br. 34
James J. Foley	Boston, MA	Br. 34	John S. Mandracchia	Boston, MA	Br. 34	Daniel A. Richardson	Boston, MA	Br. 34
H. G. Fox	Boston, MA	Br. 34	Cornelius J. Manning	Boston, MA	Br. 34	Kevin M. Ring	Boston, MA	Br. 34
Gilbert F. Fuentes	Boston, MA	Br. 34	Thomas F. Marchant	Boston, MA	Br. 34	Emmanuel M. Ronzano	Boston, MA	Br. 34
Edward J. Gavin	Boston, MA	Br. 34	John V. Marlowe	Boston, MA	Br. 34	John J. Rooney	Boston, MA	Br. 34
Louis R. Gianatassio	Boston, MA	Br. 34	Vincent E. Martino	Boston, MA	Br. 34	Pasquale A. Rosati	Boston, MA	Br. 34
Victor F. Gigliotti Jr.	Boston, MA	Br. 34	R. J. Matthews Jr.	Boston, MA	Br. 34	Raymond E. Ross	Boston, MA	Br. 34
Paul J. Glennon	Boston, MA	Br. 34	John J. McBride	Boston, MA	Br. 34	Paul J. Rozanski	Boston, MA	Br. 34
John Gomes	Boston, MA	Br. 34	G. R. McCarthy	Boston, MA	Br. 34	E. W. Rushton	Boston, MA	Br. 34
John W. Grant	Boston, MA	Br. 34	Paul D. McCarthy	Boston, MA	Br. 34	F. S. Rutana	Boston, MA	Br. 34
David Graves	Boston, MA	Br. 34	Henry H. McCarthy Jr.	Boston, MA	Br. 34	J. E. Rutledge	Boston, MA	Br. 34
David M. Griffin	Boston, MA	Br. 34	John M. McDonough	Boston, MA	Br. 34	Daniel F. Ruvido	Boston, MA	Br. 34
William D. Grigas	Boston, MA	Br. 34	A. J. McElroy	Boston, MA	Br. 34	Joseph M. Ryan	Boston, MA	Br. 34
Leo F. Haley	Boston, MA	Br. 34	Robert D. McKenna Jr.	Boston, MA	Br. 34	Paul J. Ryan	Boston, MA	Br. 34
John R. Hanley	Boston, MA	Br. 34	Alan J. McKeone	Boston, MA	Br. 34	Vincent A. Sabella	Boston, MA	Br. 34
Edward S. Hannon	Boston, MA	Br. 34	Richard T. McLaughlin	Boston, MA	Br. 34	A. P. Sacco	Boston, MA	Br. 34
Lawrence J. Hannon Jr.	Boston, MA	Br. 34	Lincoln R. McLean	Boston, MA	Br. 34	H. L. Saganov	Boston, MA	Br. 34
John D. Harrington	Boston, MA	Br. 34	William M. McNeil	Boston, MA	Br. 34	Henry Saganov	Boston, MA	Br. 34
Charles R. Harris	Boston, MA	Br. 34	Joseph M. McNichols	Boston, MA	Br. 34	M. F. Sammarco	Boston, MA	Br. 34
Robert F. Hart	Boston, MA	Br. 34	Peter W. McSorley	Boston, MA	Br. 34	Thomas F. Scanlon III	Boston, MA	Br. 34
G. E. Hartnett	Boston, MA	Br. 34	Anthony L. Melchionna	Boston, MA	Br. 34	Angelo J. Scanzillo	Boston, MA	Br. 34
J. L. Hastings Jr.	Boston, MA	Br. 34	John L. Mello	Boston, MA	Br. 34	Robert B. Schwartz	Boston, MA	Br. 34
Michael P. Haugh	Boston, MA	Br. 34	R. L. Meneguzzi	Boston, MA	Br. 34	Barry R. Scott	Boston, MA	Br. 34
Chester O. Havey Jr.	Boston, MA	Br. 34	J. F. Memin	Boston, MA	Br. 34	J. V. Sferrazza	Boston, MA	Br. 34
Paul K. Hayes	Boston, MA	Br. 34	Bruce A. Mills	Boston, MA	Br. 34	Joseph P. Shannon	Boston, MA	Br. 34
F. S. Hayward	Boston, MA	Br. 34	John P. Mitchell	Boston, MA	Br. 34	Thomas J. Sheridan	Boston, MA	Br. 34
Hugh F. Hibbard	Boston, MA	Br. 34	Robert B. Mitchell	Boston, MA	Br. 34	Gerald E. Shields	Boston, MA	Br. 34
Bernard A. Higgins	Boston, MA	Br. 34	Stephen J. Molloy Jr.	Boston, MA	Br. 34	Joseph G. Shubster	Boston, MA	Br. 34
Thomas W. Hill	Boston, MA	Br. 34	P. G. Monahan	Boston, MA	Br. 34	C. F. Simard	Boston, MA	Br. 34
Mitchell C. Hilton	Boston, MA	Br. 34	R. J. Montgomery	Boston, MA	Br. 34	E. S. Smigielski	Boston, MA	Br. 34
J. J. Hogan	Boston, MA	Br. 34	Louis R. Moore	Boston, MA	Br. 34	James H. Smith	Boston, MA	Br. 34

# Honor Roll

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

William J. Smith	Boston, MA	Br. 34	John C. Beck Jr.	Allentown, PA	Br. 274	Bruce D. Stefanko	Pittsburgh, PA	Br. 84
Vincent B. Smyth	Boston, MA	Br. 34	William D. Margeson	Allentown, PA	Br. 274	Lawrence P. Stickney	Pittsburgh, PA	Br. 84
Edward A. Snell Jr.	Boston, MA	Br. 34	L. J. Amati	Pittsburgh, PA	Br. 84	Larry P. Struhar	Pittsburgh, PA	Br. 84
William Splaine	Boston, MA	Br. 34	P. Anischenko	Pittsburgh, PA	Br. 84	E. R. Sudaz	Pittsburgh, PA	Br. 84
Richard W. Stefanelli	Boston, MA	Br. 34	Dennis J. Baluh	Pittsburgh, PA	Br. 84	William G. Thornton	Pittsburgh, PA	Br. 84
Charles D. Stevens	Boston, MA	Br. 34	William J. Balzer	Pittsburgh, PA	Br. 84	Richard P. Turner	Pittsburgh, PA	Br. 84
Albert A. Strain Jr.	Boston, MA	Br. 34	C. Bissontz III	Pittsburgh, PA	Br. 84	Lonie J. Ward	Pittsburgh, PA	Br. 84
William M. Strazzullo	Boston, MA	Br. 34	Anthony J. Bottino	Pittsburgh, PA	Br. 84	Lysle D. Williams	Pittsburgh, PA	Br. 84
James J. Sullivan	Boston, MA	Br. 34	R. S. Broniecki	Pittsburgh, PA	Br. 84	John A. Yevick	Pittsburgh, PA	Br. 84
Richard H. Swan	Boston, MA	Br. 34	Regis E. Carney Jr.	Pittsburgh, PA	Br. 84	John H. Youk Sr.	Pittsburgh, PA	Br. 84
Michael J. Sweeney	Boston, MA	Br. 34	Larry E. Carr	Pittsburgh, PA	Br. 84	William R. Barrett	Williamsport, PA	Br. 50
Robert R. Tagg	Boston, MA	Br. 34	Victor J. Caruso Jr.	Pittsburgh, PA	Br. 84	Joseph S. Ettwein	Williamsport, PA	Br. 50
G. F. Taylor	Boston, MA	Br. 34	Joseph A. Chisick	Pittsburgh, PA	Br. 84	Gerald K. Farrer	Williamsport, PA	Br. 50
Robert A. Terranova	Boston, MA	Br. 34	Dennis P. Coleman	Pittsburgh, PA	Br. 84	Dee J. Bloxham	Ogden, UT	Br. 68
William T. Thompson	Boston, MA	Br. 34	Raymond Dinkfelt	Pittsburgh, PA	Br. 84	Michael A. Cheney	Ogden, UT	Br. 68
Laurence D. Tiner	Boston, MA	Br. 34	Raymond M. Dubiel	Pittsburgh, PA	Br. 84	J. Brent Coulam	Ogden, UT	Br. 68
Raymond J. Todd	Boston, MA	Br. 34	Paul J. Gasper	Pittsburgh, PA	Br. 84	Dallin B. Douglass	Ogden, UT	Br. 68
John F. Trotman	Boston, MA	Br. 34	W. P. Geyer	Pittsburgh, PA	Br. 84	Darrel L. Einspahr	Ogden, UT	Br. 68
A. D. Truesdale Jr.	Boston, MA	Br. 34	Thomas S. Gumpf	Pittsburgh, PA	Br. 84	Eugene Hopkin	Ogden, UT	Br. 68
S. Tutin	Boston, MA	Br. 34	Charles E. Hazlett	Pittsburgh, PA	Br. 84	David L. Johnson	Ogden, UT	Br. 68
John J. Wentworth	Boston, MA	Br. 34	Oliver K. Hixson	Pittsburgh, PA	Br. 84	William A. Lakey	Ogden, UT	Br. 68
Jerome A. Werner	Boston, MA	Br. 34	Joseph A. Kensinger Jr.	Pittsburgh, PA	Br. 84	John M. Lujan	Ogden, UT	Br. 68
Patrick J. Whiffen	Boston, MA	Br. 34	Chas J. Knurek	Pittsburgh, PA	Br. 84	Andrew M. McCrady	Ogden, UT	Br. 68
Walter L. White	Boston, MA	Br. 34	Edward W. Link	Pittsburgh, PA	Br. 84	Jorge J. Oliveras	Ogden, UT	Br. 68
Kenneth T. Williams	Boston, MA	Br. 34	L. H. Long Jr.	Pittsburgh, PA	Br. 84	Lonnie G. Thorpe	Ogden, UT	Br. 68
P. T. Winer	Boston, MA	Br. 34	Henry J. Marini	Pittsburgh, PA	Br. 84	Gordon L. White	Ogden, UT	Br. 68
James A. Woodlock	Boston, MA	Br. 34	Joseph W. Mayconich Jr.	Pittsburgh, PA	Br. 84	Robert L. Allbritton	Chesapeake, VA	Br. 6066
Denis S. Young	Boston, MA	Br. 34	T. E. McGaughy	Pittsburgh, PA	Br. 84	Leroy F. Brinkley	Chesapeake, VA	Br. 6066
Donald A. Young	Boston, MA	Br. 34	Charles B. Meyer Jr.	Pittsburgh, PA	Br. 84	Arthur R. Creef Jr.	Chesapeake, VA	Br. 6066
Ernest E. Young	Boston, MA	Br. 34	Robert M. Miskovitch	Pittsburgh, PA	Br. 84	James H. Jenkins	Chesapeake, VA	Br. 6066
Walter L. Zammuto	Boston, MA	Br. 34	L. R. Myers	Pittsburgh, PA	Br. 84	St. Elmo R. Pugh	Chesapeake, VA	Br. 6066
Charles E. Walden	South Macomb, MI	Br. 4374	Maryann Otis	Pittsburgh, PA	Br. 84	Gerald C. Shupe	Chesapeake, VA	Br. 6066
Bruce E. Campbell	Wymore, NE	Br. 2261	George R. Ribarchak	Pittsburgh, PA	Br. 84	Willie L. Williams	Chesapeake, VA	Br. 6066
Richard C. Gagne	Concord, NH	Br. 72	G. E. Rump	Pittsburgh, PA	Br. 84	John L. Dorman	Richmond, VA	Br. 496
Alan A. Pollack	Plainfield, NJ	Br. 396	J. R. Runyan	Pittsburgh, PA	Br. 84	Santa A. Mealy	Richmond, VA	Br. 496
Pierre R. Laroche	Garden State Mgd., NJ	Br. 444	Charles W. Sabo	Pittsburgh, PA	Br. 84	Mack C. Williams	Richmond, VA	Br. 496
N. P. Bonacci Jr.	Oneonta, NY	Br. 97	Louis J. Sanso	Pittsburgh, PA	Br. 84	Terrence P. Anders	Madison, WI	Br. 507
Michael G. Hubbs	Oneonta, NY	Br. 97	Kenneth J. Schivins	Pittsburgh, PA	Br. 84	Mary T. Harris	Madison, WI	Br. 507
Frank Vendemmia	Oneonta, NY	Br. 97	Eugene D. Sherpata	Pittsburgh, PA	Br. 84	Scott E. Ofstie	Madison, WI	Br. 507
Dominic D'Apice Jr.	Westchester Mgd., NY	Br. 693	Moses Simmons	Pittsburgh, PA	Br. 84	Dennis A. Rundle	Madison, WI	Br. 507
Thomas D. Zwick	Westchester Mgd., NY	Br. 693	W. B. Sims	Pittsburgh, PA	Br. 84	Donald K. Mether	Riverton, WY	Br. 5923
Richard S. Dankirt	Lima, OH	Br. 105	Francis H. Singleton	Pittsburgh, PA	Br. 84			

# In Memoriam

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

Gordon S. Weaver	Br. 1902	Arizona Merged	Kevin J. Tomasek	Br. 1690	W. Palm Beach, FL	James J. Caffrey	Br. 6000	Long Island Mgd., NY
Ronald E. Cushman	Br. 231	Central California	Joseph K. Blocker	Br. 546	Columbus, GA	Salvatore T. Pellegrino	Br. 6000	Long Island Mgd., NY
Randall R. Allen	Br. 1100	Garden Grove, CA	Jerry A. Hardwick	Br. 155	Belleville, IL	Rakkhon Kim	Br. 36	New York, NY
Amber Irelan	Br. 1100	Garden Grove, CA	Leonard J. Scallion	Br. 11	Chicago, IL	Frank Leong	Br. 36	New York, NY
Jose Martinez	Br. 1100	Garden Grove, CA	Charles L. Falzone	Br. 245	Rockford, IL	John Serrano	Br. 36	New York, NY
Reymar B. Mendoza	Br. 1100	Garden Grove, CA	Robert E. Wells	Br. 39	Indianapolis, IN	Anthony E. Troiano	Br. 358	Northeastern NY
George E. Pfister	Br. 1100	Garden Grove, CA	Gerald D. Grueber	Br. 506	Davenport, IA	William L. Bosco	Br. 693	Westchester Mgd., NY
Tony C. Lam	Br. 24	Los Angeles, CA	Daron M. Matthews-Bey	Br. 176	Baltimore, MD	John D. Consilvio	Br. 693	Westchester Mgd., NY
Larry D. Pullmann	Br. 133	Sacramento, CA	James J. Nabstedt Jr.	Br. 34	Boston, MA	Martin D. Harris	Br. 693	Westchester Mgd., NY
Alexander D. De Mateo	Br. 70	San Diego, CA	Robert J. Hahn	Br. 232	Jackson, MI	Sherley Celin	Br. 387	Yonkers, NY
Alfred C. Winters	Br. 70	San Diego, CA	Larry D. Thomas	Br. 89	Fremont, NE	Michelle A. Adleman	Br. 743	Baker, OR
Amalia R. Flores	Br. 213	Stockton, CA	Stanley C. Kaster	Br. 5	Omaha, NE	William L. Balthrop	Br. 916	Eugene, OR
George E. Gonzales	Br. 866	Visalia, CA	Michael A. Dalerio	Br. 2778	Sparks, NV	Harold E. Hartdung	Br. 84	Pittsburgh, PA
Christian D. Cicero	Br. 47	Denver, CO	Thomas X. Donnelly	Br. 425	Bergen County Mgd., NJ	Joseph R. Home	Br. 84	Pittsburgh, PA
Virgil L. McCune	Br. 47	Denver, CO	George R. Fauth Jr.	Br. 5420	Brick Town, NJ	Stephen P. Kalafsky	Br. 520	Uniontown, PA
Noah Lemert	Br. 20	Connecticut Mgd.	Tom F. Foley Jr.	Br. 38	New Jersey Mgd.	Diana D. Mitchell	Br. 752	Cleburne, TX
Anthony C. Waiters	Br. 20	Connecticut Mgd.	J. J. Reddington	Br. 38	New Jersey Mgd.	Claudia Gausin-Camacho	Br. 2589	Lubbock, TX
Henry Prokop	Br. 86	Hartford, CT	Ron F. Herman	Br. 2128	Toms River, NJ	Johnny Tamayo Jr.	Br. 3867	Pasadena, TX
Kevin C. Lee	Br. 142	Washington, DC	Frederick C. DiCarali	Br. 41	Brooklyn, New York	Stanley G. Henry	Br. 3520	Northern Virginia
Carlos J. Negron Mercado	Br. 1091	Central Florida	David P. Grogan	Br. 3	Buffalo-Western NY	James P. Curtis	Br. 507	Madison, WI
Lorado Capocci	Br. 1071	South Florida	Michael A. Lamancuso	Br. 3	Buffalo-Western NY	Stephen B. Hodges	Br. 2	Milwaukee, WI
James E. Llewellyn	Br. 1071	South Florida	Konstantin Pavlov	Br. 137	Hudson Valley Mgd., NY	John F. Stelter	Br. 2	Milwaukee, WI
Oscar L. Boatwright	Br. 1690	W. Palm Beach, FL	Robert L. Beason	Br. 6000	Long Island Mgd., NY			



## Veterans' legislation roundup

**T**he final stretch of the 116th Congress is coming up, and there have been thousands of pieces of legislation introduced over the last year and a half. Since the last *Postal Record* review of veterans-specific legislation in December 2019, there have been numerous bills introduced that affect veterans one way or another. The following are those that are most significant to NALC and its members.

### Veterans-related legislation due to COVID-19

As our country and the world is still responding to the devastating public health and economic crisis of the COVID-19 pandemic, multiple pieces of legislation have been introduced that address its impact on veterans specifically, two of which were signed into law in late March and April, respectively.

#### **S. 3503 (became law March 21, 2020)**

This bipartisan legislation, introduced by Senate Veterans' Affairs Committee Chairman Jerry Moran (R-KS), sought to help veterans who are continuing their education and taking courses that were moved online in response to the pandemic. Now signed into law, it authorizes the Department of Veterans Affairs (VA) to maintain payment levels for students whose courses are converted to distance learning due to an "emergency or health-related situation." It applies through Dec. 21 and covers a wide range of benefits, which include housing stipends under the Post-9/11 GI Bill and payments for veterans' survivors and dependents.

#### **H.R. 6322—Student Veteran Coronavirus Response Act of 2020 (became law April 28, 2020)**

Introduced by House Veterans' Affairs Committee Chairman Mark

Takano (D-CA), this bipartisan legislation also addresses education and veterans by authorizing the VA to make payments or extend eligibility periods for students who participate in work-study or vocational rehabilitation programs, are affected by school closures or can't take courses online. Typically, the VA provides monthly payments for eligible veterans and other beneficiaries to use for housing, tuition and other educational costs, and this law continues that policy during any interruption caused by the pandemic.

#### **H.R. 6590 (introduced April 21, 2020)**

The COVID-19 pandemic and the associated economic downturn caused severe financial problems for millions of Americans. Debt collection was prohibited temporarily and in certain circumstances, such as those instituted by Department of Education and the Social Security Administration. Rep. Chris Pappas's (D-NH) legislation would expand the temporary prohibition of collecting debts by preventing the VA from demanding repayment until the current federal emergency declaration is lifted. Current VA policy states that it is up to each individual veteran to ask the VA for temporary debt suspension.

#### **H.R. 6591 (introduced April 21, 2020)**

This legislation seeks to provide covered veterans with access to and continued coverage for life-saving procedures and care related to COVID-19 without being saddled with thousands of dollars in medical fees. To do so, it would relax the existing requirements related to how the VA pays for emergency care, ensure that payment is not contingent on whether community providers notified the VA within 72 hours of providing emergency treatment to a veteran, and make sure any VA payments are not delayed by clinical re-

views, as they often slow payment timeliness. As with the previous bill, this is a temporary measure until the current federal emergency declaration is lifted.

### Other veterans-related legislation

Numerous other pieces of veterans-related legislation were introduced since December and are largely bipartisan. Here is a breakdown of some of those.

#### **S. 3587—Department of Veterans Affairs Website Accessibility Act of 2019 (passed Senate March 26, 2020)**

Introduced by Sen. Bob Casey (D-PA), this bill would require the secretary of the VA to conduct a study on the accessibility of VA websites by individuals with disabilities.

#### **H.R. 5786—VA Quality Health Care Accountability and Transparency Act introduced Feb. 6, 2020)**

Introduced by Rep. Ruben Gallego (D-AZ), this bill would direct the secretary of the VA to make certain staffing and quality of care data publicly available on a specified VA website, and specifically include statistics related to patient wait times, effectiveness of care, and staffing and vacancy information.

#### **H.R. 5923—Fair Access to Co-ops for Veterans Act (introduced Feb. 18, 2020)**

Introduced by Rep. Carolyn Maloney (D-NY), this bill would make permanent the VA's loan guarantee for the purchase of residential cooperative housing units.

#### **H.R. 6013—Veteran Families Financial Support Act (introduced Feb. 28, 2020)**

Introduced by Rep. Mike Bost (R-IL), this bill would reform the Service-Disabled Veterans Life Insurance program

# Veterans' legislation roundup (continued)

so disabled veterans could receive up to \$40,000 of insurance coverage, and veterans under the age of 45 with service-connected disabilities would be able to receive coverage through the VA, even if they had been previously denied coverage by private insurance providers.

## H.R. 6027—Restore Veterans' Compensation Act of 2020 (introduced Feb. 28, 2020)

Introduced by Rep. Gallego, it would prevent the federal government from forcing veterans to return separation pay if they later qualify for VA disability benefits.

## S. 3378—Reduce Unemployment for Veterans of All Ages Act of 2020 (introduced March 3, 2020)

Introduced by Sen. Kyrsten Sinema (D-AZ), this bill would end the 12-year limit on disabled veterans accessing the Vocational Rehabilitation and

Employment benefit, ensuring that all veterans eligible for this benefit can access it whenever they need to achieve their career goals.

## H.R. 6168—Veterans' Compensation Cost-of-Living Adjustment Act of 2020 (introduced March 10, 2020)

Introduced by Rep. Elaine Luria (D-VA), this bill would provide cost-of-living increases for wartime disability compensation; compensation for dependents; clothing allowance; dependency and indemnity compensation to surviving spouses; and dependency and indemnity compensation to children.

## H.R. 6141—Protecting Moms Who Served Act (introduced March 9, 2020)

Introduced by Rep. Lauren Underwood (D-IL), this bill seeks to improve maternity care coordination provided by the VA.

As always, NALC is carefully monitoring both good and bad legislation that is introduced and advanced in the 116th Congress and will be sure to keep letter carriers aware of what may affect our membership.

### Join the NALC Veterans Group

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

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

If you are interested in joining the group, complete the sign-up card at [nalc.org/veterans](http://nalc.org/veterans).



## MISSING

HELP BRING ME HOME

NCMEC: 1380649

### Andrew Caballeiro



Missing Since: Jan 28, 2020  
 Missing From: Miami, FL  
 DOB: Jan 18, 2020  
 Age Now: 3 months  
 Sex: Male  
 Race: Hispanic  
 Hair Color: Bald  
 Eye Color: Black  
 Weight: 7 lbs

Andrew was last seen on January 28, 2020. He was last known to be in the company of his father.

### DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

## CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)  
 Miami Dade Police Department (Florida) 1-305-471-2400



## MISSING

HELP BRING ME HOME

NCMEC: 1386908

### Kayla Upshaw



Missing Since: Mar 31, 2020  
 Missing From: Fort Myers, FL  
 DOB: Jul 7, 2004  
 Age Now: 15  
 Sex: Female  
 Race: Black  
 Hair Color: Brown  
 Eye Color: Brown  
 Height: 5'5"  
 Weight: 130 lbs

Kayla was last seen on March 31, 2020. She may be in need of medical attention.

### DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

## CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)  
 Lee County Sheriff's Office (Florida) 1-239-477-1000

## California

Yes, we have a new postmaster general. And yes, he gave a lot of money to President Trump. And yes, he served as CEO of a logistics corporation that did business with the USPS for decades. Now, many of you seem to think these things point to our immediate destruction.

A reminder: The president appointed all five members of the postal Board of Governors, the same ones he disagreed with when it came to the bipartisan proposal to grant the USPS \$25 billion to get us through the pandemic.

And if the new PMG turns out to be anti-union and pro-privatization, he wouldn't be the first. Some examples, you might ask?

Marvin Runyon wanted to slash the amount of annual and sick leave we earn.

William Henderson said the USPS would eventually be privatized.

Pat Donahoe wanted to end six-day regular mail delivery. He also proposed ending door delivery and suggested that new employees not get pensions.

Did any of those suggestions or proposals become law? No! Why not?

Notice I said "law." Congress legislates, not the PMG. Therefore, it's more important who sits in the House of Representatives and the Senate than who happens to own the title of postmaster general.

It's also important who occupies the White House. Remember the \$25 billion that members of both parties in the House and Senate, as well as the current PMG and the Board of Governors agreed we needed now? Who objected? The president!

And that is why we have the fight of our lives to keep our employer viable.

Instead of fixating on who runs the USPS, how about doing something productive? Like going to [nalc.org](http://nalc.org) and taking whatever action our NALC leadership suggests we take, such as contacting our elected officials. And get family and friends to do likewise.

*Eric Ellis*

## Kentucky

Thanks to all who have been taking action at [nalc.org](http://nalc.org) or the NALC app to send messages to our two U.S. senators, McConnell and Paul, and our U.S. reps in Kentucky.

A public service appropriation for USPS during and after the COVID-19 pandemic must be maintained by Congress with its oversight power. All levels of NALC have responded well, from President Rolando to the newest letter carriers. Your Kentucky State Association, including the officers, executive board and LCLCs, have worked well in all six congressional districts. Of course we would like more carriers and their loved ones to participate in Kentucky, as would NBA Clark and LPO Anna Mudd. It is a constant education process to let people know that jobs and benefits, and the very existence of USPS, can vanish with the stroke of a pen, or a lack of action by Congress.

When Vincent Sombrotto started COLCPE, our PAC—now known as LCPF, the Letter Carrier Political Fund—he knew how important that was. Your state association stands vigilant with

our national officers, and has never cried wolf. The howls of USPS detractors have been just a distant pitch in the wind, until now. They smell blood.

Continue to be good citizens and inform our elected officials how we expect them to vote when it comes to sustaining our beloved U.S. Mail. After all, it existed before the Constitution; Congress does not have a requirement to fund it. U.S. Mail binds the nation together. Who is entrusted to carry the ballots from vote-by-mail? It's our U.S. Mail.

*Bob McNulty*

## Michigan

Greetings again from the Great Lakes State! I admire all of my brothers and sisters for continuing to serve on the front lines of the pandemic battle. This virus is affecting all postal workers across the country in some way. I personally lost a family member to this virus. It really makes things hit home.

As I write this, we have lost more than 40 postal employees and thousands have been infected. In April, we lost sister Angela Summers from Indianapolis in a senseless act of violence when she was shot and killed on her route by an angry customer who was looking for a stimulus check. Angela had a teenage daughter who will never see her mom again. The Michigan State Association sends its deepest condolences to Sister Summers's family, friends and co-workers. She will be missed.

This tragedy illustrates how letter carriers potentially put their lives on the line every day. And still we are under attack. From our own government, no less.

The last aid package proposed including financial aid for the Postal Service, but the administration rejected that aid. It instead included a \$10 billion loan that we could utilize, but even that comes with strings attached. Then the president stated loud and bold that he will veto any aid package that includes help for the Postal Service. We can lay down our lives but don't expect any help.

Folks, it has been and still is critical that we contact our senators and representatives and tell them we need their support in any future aid package. Not just in Michigan, not just in Region 6, but across the country. Our jobs depend on it!

*Tom Minshall*

## Texas

I hope you are well in these trying times. To all the mothers out there, I hope you were showered with gifts and love beyond belief. You have more than earned it. Thank you to all of the dads on this Father's Day.

As of this writing, we just received word of the selection of the new postmaster general. The postal Board of Governors have selected business executive Louis DeJoy as the 75th postmaster general. We need to take a wait-and-see approach. He begins on June 15.

This does not stop us from contacting our representatives and our senators. If you have not yet downloaded the NALC Member App, now is a great time to do so. It will keep you up-

to-date on all of the current information and actions needed.

The new podcast is another way take in what's happening within NALC. You can listen to President Rolando and all of the other resident officers read their monthly reports. This is an awesome way to take in *The Postal Record*. I highly recommend it. Also, Executive Vice President Brian Renfro does an outstanding job with the "You Are The Current Resident" podcast.

The state board recently discussed and agreed to extend the deadline to receive scholarships applications. The TSALC Pete Goodman /Anne Jefferson/Doug Meador/T.T. Morris Scholarship(s) application deadline has been extended until June 30. Applications must be received by June 30. They should be mailed to: Scholarship Committee, c/o Julian Alvarez, Secretary-TSALC, 181 W. 87th St., Odessa, TX 79764.

If you need a copy of the application, please send a request by email to [juliannalc3964@yahoo.com](mailto:juliannalc3964@yahoo.com).

Again, happy belated Mother's Day, ladies; gentlemen, happy Father's Day; and happy Fourth of July.

Thank you and God bless,

*Carlos Rodriguez Jr.*

## Wisconsin

Wisconsin letter carriers are living through an incredible period of history. The world that we serve and live in has been turned on its head by the COVID-19 pandemic and I hope each of you is able to find the resources you need to keep yourself and your families safe.

As I write this summary, the WSALC is encouraging its members to *repeatedly* contact their members of Congress through the NALC portal to have those elected officials push for and secure stimulus funds for the Postal Service. It is no surprise to any of us that the revenues for the USPS have taken a huge hit with the closing of businesses across the nation. While parcels are up to holiday levels and beyond, normal mailings have plummeted.

While delivery of the mail is not as sexy as a sea cruise, it is most assuredly more vital to the nation. Recent polling of the American public confirms this and does so across all political, generational and socioeconomic levels. The American people have spoken clearly that they need us, and our elected officials must hear that message from us *continually* until they act!

The USPS will also see a new PMG, as Louis DeJoy has been appointed by the Board of Governors. He will be the first non-postal PMG since "Carvin" Marvin Runyon tried his hand at "improving" the USPS with his auto-industry background.

There will be a change in the leadership of the WSALC as well. Although the state convention was postponed from May until September, the previously approved delegates from each branch will be nominating and voting on new officers with a mail-in program this summer. New officers will be sworn in at the condensed event in Madison on Sept. 27.

In the meantime, keep safe, Wisconsin!

*Scott A. Van Derven*

# Retiree Reports



**Spacecoast Florida Branch 2689 President Sante Zeppieri (I) recently presented branch trustee Howard Print with a gold card for his 50 years of NALC membership. Print retired in 2010 with more than 40 years of service.**

## Flushing, New York

To all letter carriers who took and are continuing to take great risks during this coronavirus pandemic, give yourselves a pat on the back. You sequenced mail in very close quarters and delivered mail to every household, every day of the week except Sundays. While the news media saluted and thanked health care workers, police, firefighters, etc., letter carriers for the most part were overlooked.

From a proud retired letter carrier, thanks!  
With the utmost respect and pride—

*Frank Gallo, Branch 294*

## Hartford, Connecticut

Our union meetings for May and likely June have been canceled due to the COVID-19 scare. Sadly, we may not have another meeting until September. Hopefully cafes and small businesses, etc., will reopen soon. They generate much advertising bulk business mail for the Postal Service.

Important legislation rectifying our lower cost-of-living adjustments and excessive pre-funding of P.O. medical care are in Congress. Please contact your representatives in Washington, DC, to pass these needed pieces of legislation.

It is interesting to see our letter carriers wearing gloves and sometimes masks at work for safety's sake. I hope we can avoid the large number of deaths like in the anthrax mailing scares to Congress,

etc., which cost 13 postal workers their lives back then. Another concern is the aging LLV fleet, which is increasingly a fire and safety hazard.

We need to donate blood to help out those who are elderly and ill with the flu. Relatives of mine in the medical field tell me that Type O blood, a common and universal blood donor type, is somehow immune to the COVID-19 flu. Hopefully, the antigens or antibodies in O-type blood can be used to treat the disease.

Best wishes to the medical first responders and nurses such as my niece, who is an intensive-care unit nurse in a New Haven hospital, for the long hours they are putting in to help those ill in the hospitals. Please continue to support through take-out services the many cafes, etc., that are trying to stay in business during the pandemic slowdown.

*Ed Mulrenan, Branch 86*

## New Orleans, Louisiana

**“Keep hope alive!”**  
Going forward, this country and union are in a “new normal.”

After Hurricane Katrina, David Simon created a show called “Treme.” One episode that stands out has a scene with a letter carrier delivering mail. His response to a customer who was elated to receive mail after a six-month hiatus was, “Yes, ma’am, I’m back.”

I also recall Helen Keller and Holocaust survivors, people who overcame life-threatening situations. *We will rise again; it's the Amer-I-Can way.* As a descendant of people who survived the MAAFA, the middle passage from Africa to America, it's in the American DNA.

Americans who are in the essential-worker segment will have to rethink the paradigm of how they are compensated and able to operate in a free-market economy. Profit is derived from people. For postal employees, our segment is

service, just like firefighters/police.

The Postal Service is enshrined in the Constitution, and in 1970, the compensation and benefits were changed for the better. The reality of that work stoppage is that not all carriers were on board and the same applies to civil rights. We still have carriers not paying dues, and some retirees who passed on paying \$1 in dues and who still want the NALC Health Benefit Plan now having to pay associate member dues. The only thing perfect in life is imperfection.

As a medic/respiratory therapist, I've seen heroes, in particular while stationed at Maxwell Air Force Base. In the early '70s, I helped treat returning Vietnam POWs, and at the VA I treated concentration camp/Holocaust survivors. In this pandemic situation, active-duty carriers are among those heroes.

Be engaged in the upcoming political season. Last time I checked, we live in a democracy, not a thug-ocracy.

Thanks to Fred Rolando, the indefatigable staffers of our national and local offices, and active retirees.

Stay involved! Vote!

*Stanley Taylor, Branch 124*

## Paterson, New Jersey

Due to the coronavirus (also known as COVID-19), the regular monthly union meetings, as well as the regular monthly retiree breakfast meetings, have been canceled until further notice. Members can call the union office for more information and updates on when meetings will resume.

This is an unprecedented event in the history of our union, as well as our nation, in which we remain committed to the safety and health of all our members. We hope and pray that this is only a temporary and short-term sacrifice that we make in order to curb this virus.

This union is no stranger to making sacrifices to gain for the common good. Many times, our letter carriers have dealt with extremes when dealing with our nation's mail (floods, hurricanes, etc.) in which our mail service has always been on the front lines of returning our lives back to normal. We ask that everyone stay safe, and obey the guidelines set forth by our safety department and the Centers for Disease Control and Prevention to protect all of our carriers' safety and health.

We are thankful to have mail delivery each and every day and look forward to seeing our letter carriers who keep a vision of normalcy in our everyday lives. We must stay safe and practice safety measures in order to contain and possibly eliminate this fatal virus.

*Joseph Murone, Branch 120*



**Former Denton, TX Branch 1367 President Marvin Ruyle and fellow branch retiree Liska Cook handed out water, food and sanitizers to letter carriers and front-line workers in Denton during the COVID-19 pandemic.**





# Nalcrest Update

## From the Trustees

June brings summer and a change at Nalcrest. A large number of our residents are headed for the northern parts of the country to fulfill their identities as snowbirds.

Notwithstanding this exodus, we still have a large contingent of year-round folks staying on. Of course, things are a little different this year because of the impact on our lifestyle due to the coronavirus. However, the residents have proven to be resilient and have found new activities to fill their days.

One of our residents, David Fix, has gathered

a number of volunteers to create a number of gastronomical events at the Nalcrest Cafe. About twice a week, our residents are treated to an economical lunch that has sold out every time. All of the meals are provided while following the appropriate safety protocols, including masks, gloves and the all-important social distancing.

Speaking of volunteers, we have been treated to the artistry of some great gardeners who have created an explosion of color as their planting efforts are blooming.

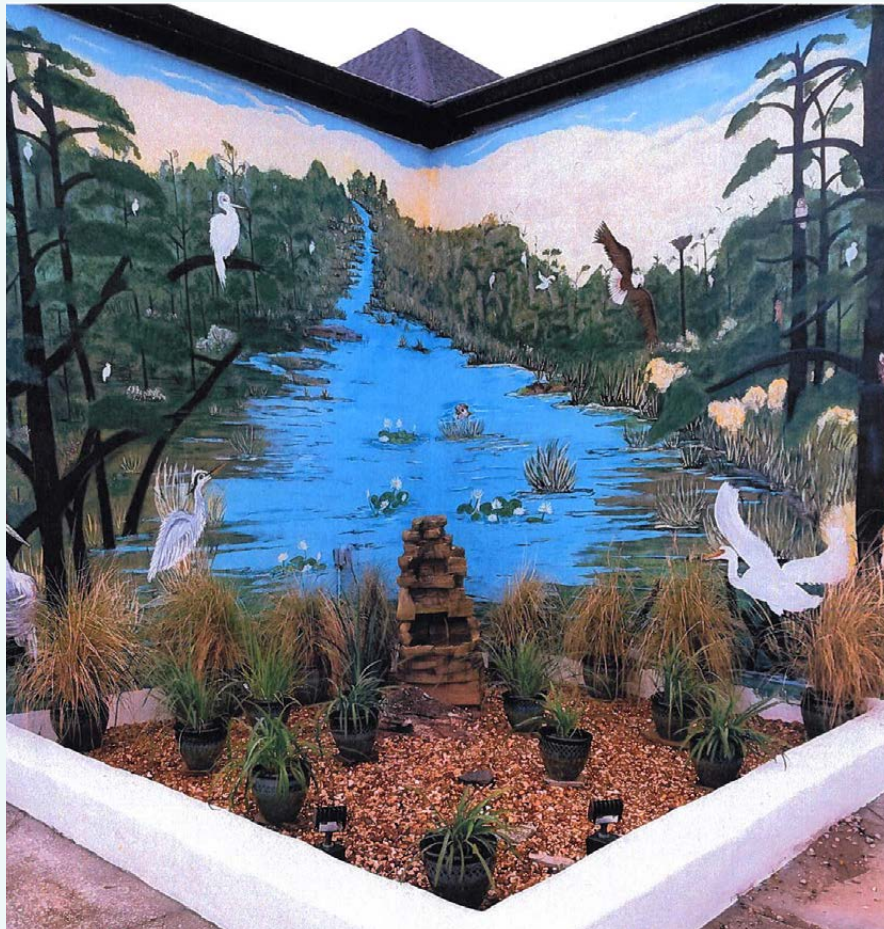
Nalcrest has also had our resident artists create a mural in the town center that recreates the

landscape around our property in living color.

As always, we like to encourage our members contemplating retirement to seriously consider moving to Nalcrest. You should know that our waiting list continues to grow, with more than 170 union members looking to be part of our retirement paradise.

Finally, the Nalcrest Trustees hope that all of you and your families stay safe as we continue to find ways to deal with the pandemic.

*Tom Young*



A colorful new mural adorns the Nalcrest town center, painted by residents Linda Schmeltz and her husband John Batronis (shown above at right).

**Apply to live at Nalcrest**  
 For an application to live at Nalcrest, visit [nalc.org/nalcrest](http://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

## Branch Items

### Albany, New York

Congratulations to our newest career letter carriers in Branch 29, Michael Bergh and Ryan Quinn. They converted on May 9.

Congratulations to Paul Rushkoski on his retirement from the Postal Service on April 30. Paul worked out of the Delmar Post Office. We wish you a long and healthy retirement.

*Jay Jackson, Branch 29*

### Anchorage, Alaska

I'm fortunate to report that we've not had any carriers test positive for COVID-19. One office didn't want to provide the FMLA expansion simply because more employees than other offices put in for the leave. I applaud the steward (yes, it's you, Alison) who ensured that her members knew of their rights. Hand sanitizer was finally provided, yet carriers expressed their concern that the alcohol content was so strong they could also use it as gas if they ran low on fuel.

The pandemic has had a serious effect on the financial stability of the Postal Service. The only financial relief provided to the Postal Service has been a \$10 billion line of credit with enough strings attached that you could make it into a rope to hang the Service out to dry. And the emergency financial packages that followed contained no money for the Postal Service, even though 92 percent of the public favor appropriating funds for the Service.

All of us need to contact our congressman and senators' offices and tell them the Postal Service needs an immediate and significant injection of money and that it needs to continue until this crisis is over. This is about your security. Do you have six years of time as a career employee? If not, you do not fall under the no-layoff clause. More than 55 percent of the NALC membership has been hired since 2013, and some of that time was as a CCA, which does not count toward layoff protection. While all postal employees should be concerned about the financial status of your job, it's even more so for them. They need to be messaging their congressman and senators every day until appropriations are made to ensure that the USPS survives until this crisis is over. Have you made the call?

*Jim Raymond, Branch 4319*

### Boston, Massachusetts

We are still in a holding pattern with all branch meetings and events, as Gov. Baker has extended the ban on social gatherings and the stay-at-home order. We have been told when trying to reschedule canceled events that when the social gathering restrictions are lifted it, will be gradual or in phases. This has also resulted in the branch having to cancel our May monthly meeting. It will be wonderful to get back to some kind of normalcy after this virus moves on.

Congratulations to the 14 CCAs who were converted to regular on May 9. Additional congratulations go out to recent retirees Paul Tsinzo, Margaret Howlett, John Cotta, Bill "Willie" Leddy, John Murray, Marjorie Shannon and John Gaudet. The branch would also like to recognize

retired carriers Rodney Howes for 60 years and Michael Segal for 55 years of NALC membership.

I wish all brothers and sisters affected by this crisis a speedy recovery.

*Jerry McCarthy, Branch 34*

### Camden, New Jersey Merged

When there's a job to do, the letter carriers always get it done. Whether we are out delivering mail in the elements, when everyone else is in their homes nice and warm, or we're out there during an international pandemic, we get the job done. Now is no different. Whenever letter carriers hear the call, we do what needs to be done. We serve the mail, we collect food for the hungry, we raise money for MDA, we keep an eye on the elderly. I could go on, but I'm only allowed 300 words.

Now it's time for letter carriers to make sure our employer gets the influx of cash it needs to keep its doors open. Just like other industries, the mailing industry has taken a hit. Just like other businesses, the Postal Service needs to be part of a stimulus package. We need to take action when we are prompted by the NALC Member App. We need to take action each and every time we get that prompt. It's not a "one and done" thing.

I've raised a family working for USPS. The contract my union negotiated has allowed me to maintain a comfortable middle-class lifestyle in which I can retire and live my golden years in dignity. That is now all being threatened. We've always had battles to fight on Capitol Hill, but this is different. We need to ensure that our employer survives so we, as individuals, can survive. I'm not talking partisan politics. I'm talking about America's Postal Service, and we're America's letter carriers.

Let's save our jobs, save this current lifestyle for our families, and in the process, save America's Postal Service and continue to provide the nation with a symbol of American grit, determination, strength and courage.

*Chuck Goushian, Branch 540*

### Carmel, Indiana

Anyone remember the commercial with Indianapolis Colts legendary quarterback (best ever) Peyton Manning where he chanted "Cut that meat, cut that meat!"? I believe the Postal Service needs to feature him in another commercial where he chants "Cut that fat, cut that fat!" The USPS needs to cut the fat and "we" letter carriers ain't the fat! If you don't directly touch the mail, then your job should be in serious jeopardy.

There are simply way too many layers in management. There are Headquarters employees in Washington who do something, but never touch a piece of mail or directly supervise craft employees. Then, there are seven area offices around the country with many hundreds or thousands of people with management-type jobs who do something, but again, never touch a piece of mail or directly supervise craft employees.

On top of all that, there are 67 districts within the USPS that employ thousands of people who

work in Human Resources, Delivery Programs, Marketing, Communications, Information Technology, Delivery Operations, Operations Support, Safety, Finance and, among others, Processing and Distribution, according to the GID website. What do these people do to get the mail delivered?

We have thousands of district-level or above employees who make a lot of money and do absolutely nothing in terms of processing or delivering the mail. These people need to be eliminated or greatly reduced instead of trying to gut our service or cut our craft employees who actually do the work.

Every single district, area and headquarters employee could call in sick and we would get the mail delivered without them. It is time to cut the fat! Can anyone tell me why we need 67 communication (media) specialists around the country at the district level? Please contact me and enlighten me.

Knowledge is power!

*Ronnie Roush, Branch 888*

### Cleveland, Ohio

Some time ago, my wife Audrey and I decided to go the easier route, moving from homeowners to apartment dwellers. It's nice! No more cutting grass, shoveling snow, or other "stuff." And now we decided to go even easier, into a senior (55 and older) community. Again, less work and responsibilities. We have met new friends, have many activities, and life is/was good.

In fact, life is/was very good! But then the COVID-19 hit like a ton of bricks. So now life goes on - just not the same. But wait...Trump said not to worry, he has all the answers. (Just ask him...right?)

But back to our easier, good life. Residents here take time for the really important occasions—like a letter carrier's retirement. Retirement is a very important time in life!

Rich has been our mailman for a long time. Like us, he has come to that "retirement place," so we had a little party for his last day on the job. We did it without food, without handshakes or hugs, no beverages raised in a toast. But we did it, with masks and gloves and many words of congratulations. We probably looked like a group of senior citizens going trick-or-treat.

Rich deserved his party (even if it was somewhat unusual). He has always been a gentleman and will be greatly missed by all of us. We hope he comes and sees us later when we can treat him to a proper sendoff.

Letter carriers are heroes, and during these eventful times we have a lot on the line. Because health and safety really does come first, take precautions! Wear your mask while you "socially distance."

So here's to the heroes across the nation and the world doing their jobs. We will all get through this!

*Bob Murphy, Branch 40*

### East Lansing, Michigan

Trump says the Post Office is a joke and he won't authorize monetary assistance unless

we raise Amazon rates to punish his enemy, Jeff Bezos. A mad scheme brought frighteningly closer to reality with the appointment of Trump toads as PMG and to the Board of Governors.

His brain, such as it is, gets stuck in certain ruts, loops of illogical thought difficult if not impossible to dislodge. His anti-Post Office loop goes like this: He hates Bezos because the Amazon founder also owns the *Washington Post*, a major newspaper that regularly says bad things about him (tells the truth). To punish Bezos, Trump wants USPS to raise Amazon's rates. Petty? Sure. But that's the way narcissists think.

The COVID-19 problem has also suffered from narcissistic thinking. Narcissists believe their instincts are better than the experts' facts. His illness dictated that he ignore the increasing urgent warnings he got from the intelligence and medical experts and rely on instinct, which told him he'd look bad if he prepared the country for a pandemic. That'd be an admission he'd been wrong to eliminate Obama's pandemic preparedness programs. So he tried a quick fix by shutting off flights from China. Too little, and way too late, as COVID had already festered here for weeks. His next move out of the narcissist playbook? Change the subject. Make it about "freedom" so the public stops talking about how badly he screwed up. My daughter was walking her dog during the first open-the-economy "protest" at the Lansing capitol—and noticed how many armed "freedom lovers" had professional signs in their \$50,000 pickups with out-of-town plates—spreading COVID-19, all in the name of freedumb.

He sacrificed the country to save his ego; you don't think he won't sacrifice the Postal Service to stop voting by mail?

*Mark Woodbury, Branch 2555*

## Emerald Coast, Florida

Normally I have talked about management, attendance, dignity and respect, or things that have happened in our branch. I normally use something that has happen in our branch to be the subject. So, I have decided to talk about teamwork.

I believe that we are not only employees of the Postal Service but are members of a family of letter carriers within the office. We may not always get along with our family member, but we are still family. I believe that working together as a team, we can get a lot more done than working against one another. When we signed on for the position that we are in, we accepted the responsibility that goes with it. Constantly leaving your teammates out to carry your load creates a hostile environment among the team, "your fellow carriers." Working with six, seven or eight routes down is not a good thing. That means that your family must carry your weight—is this fair? I don't think so.

We need to work together. By you being a weak link in the chain does not mean that the mission is not going to be accomplished, because it will, with the help of the other members of this team. We are going to have to work together as one. I observed a carrier asking a steward a question, then storm off, because I guess they didn't like the answer they received. I am going attribute this to being tired. Well, we are all

tired, but being disrespectful is not right. Eventually the ship will right itself and we will get back on course, but until then, we must come together as one!

*Percy Smith Jr., Branch 4559*



**Ann Arbor, MI Br. 434 member Therese Couture (center) wearing personalized masks she made and donated to them. Pictured (l to r) behind Couture are Brandy Rathburn, Lamaria Reed, Ozzie Williams, Imanni Campbell-Mabins, Jeff Baker, Tim Gosnick, Antonio King and Ashley Oldham.**

## Fargo-West Fargo, North Dakota

The current situation we are in has caused some changes. The food drive was switched to a virtual money donation drive. Hopefully it will be rescheduled for later this summer; they really need our help. Our annual MDA auction was postponed, rescheduled, and finally switched to an online auction. Our monthly meetings got canceled then moved to an executive board online meeting. Talks are underway with the Biltmore to move to the large event room so we can resume in person meetings with appropriate social distancing. Our annual picnic, usually held in June, might have to be moved to a later date.

Many MOUs have been added during the pandemic, so be sure to read the bulletin board and reference the NALC website or mobile app. While we have been dealing with the situation for a few months, it can be easy to become complacent. Remember to use the same caution you did in the beginning. Wash your hands frequently, use hand sanitizer and wipe your steering wheel and handles frequently. Wear a mask to prevent any unintentional passing of germs. Keep your distance and remember to respect others. While you might think the virus is no big deal, others might have extreme concern.

Appreciation from our customers is seen frequently while we continue our everyday jobs of delivering their mail. Especially with our elderly customers, take a second to wave or a minute to check on them. Even more so now for a lot of them, we are the only daily human interaction they have, since they may be quarantined to their homes. You might not realize it, but those interactions might give them the smile they need to help them along the way.

*Brian Prisinzano, Branch 205*

## Fresno, California

Sarcastic responses do not answer legitimate questions. They are often of no use in answering questions. It's the same thing when an abusive supervisor is assigned to a different station. They are still abusive, just at a different location. Sarcastic responses are just that. I read them on social media often. A new employee asks a question. Others respond with sarcasm, never answering the question. It is irresponsible to delay and deny answers to legitimate questions and concerns.

Look no further than our president. Referring to financial help to our Postal Service, all we get is sarcasm or insults. "A joke," "Dumber and poorer," and, "Postal workers don't deserve a financial lifeline." Not talking about the Postal Service itself. He is talking about the workers. Let's just ask the patrons of the best postal service in the world, all 157 million delivery points, about that. This while our financial woes time line runs out. Sarcasm and bad intentions is all we get. Anybody voting for four more years of him in the White House is a fool, or just as evil as he is.

On a brighter note, congratulations to Dave Peralta, 36 years; Sally Peralta, 36 years; and Raul Garza, 39 years. All three retired as letter carriers on April 30. Enjoy retirement. They will all be missed.

Live solidarity, don't just talk it.

*Jesse Dominguez, Branch 231*

## Greensboro, North Carolina

Greensboro's Louis DeJoy was announced as the new postmaster general effective June 15. But, except for his name, this news offers little "joy" for the owners of the U.S. Postal Service, the people of the USA.

In the lead-up to the \$2.2 trillion COVID-19 relief package, outgoing PMG Brennan, with the unanimous consent of the Trump-appointed Republican-majority Postal Board of Governors(), asked Congress for \$25 billion to stave off pandemic losses and then billions more to upgrade needed postal infrastructure and for debt relief. This excellent ask directly opposed the Trump Commission's plan to undermine the public post office. Furious, Trump and Treasury Secretary Mnuchin (of Goldman Sachs) threatened to veto the entire \$2.2 trillion package if Congress provided USPS any grant money. Mnuchin's blatant intervention led the Board of Governors' vice chairman to resign.

Meanwhile, DeJoy gave more than \$2 million to the Trump campaign and Republican causes since 2016, including more than \$650,000 to the Trump Victory Fund. DeJoy's wife is currently awaiting confirmation as Trump's Ambassador to Canada, and he is chief fundraiser for the upcoming RNC Convention. They are close to Trump.

Furthermore, though the first PMG in 20 years who did not rise through postal ranks, DeJoy has strong connections to the Post Office. DeJoy is the former chairman and CEO of New Breed Logistics. According to the *Greensboro News &*

## Branch Items

*Record*, “it provided logistical support to multiple Postal Service mail processing facilities for more than 25 years...[and] grew from 10 employees to more than 9,000 during his tenure.” Under DeJoy, too, New Breed waged a vicious anti-union campaign against its workers’ efforts to organize.

So DeJoy amassed his wealth in private business connected to the *public* Postal Service, and is ideally positioned to help carry out Trump’s privatization plans. *We have a fight on our hands!*

*Richard A. Koritz, Branch 630*

### Hagerstown, Maryland

The Postal Service has long been at the mercy of politics. With the appointment of our new postmaster general, it looks like that could get much worse. President Trump, like him or not, has always managed to get “his guy” into places where they can help him. Make no mistake, Louis DeJoy is his guy. In just the last year, DeJoy has donated more than \$700,000 to the Trump campaign and more than \$450,000 to the Republican National Committee. It hasn’t been since the old Post Office Department that the appointment of a postmaster general has been so overtly political.

The task force that was formed two years ago by the Trump administration recommended increasing subcontracting, eliminating collective bargaining, reducing wages, reducing pensions, and reducing workers’ compensation benefits of postal employees. This is the postal reform the president intends to take. He now has a loyal postmaster general to help him.

As if that wasn’t enough, the Postal Service is also facing an enormous budget shortfall in large part due to the pandemic crisis. Megan Brennan has asked Congress for as much as \$89 billion to keep us going and put us on a sustainable path. We can no longer afford to be politically ambivalent. This is our livelihood. We must demand from our elected officials a sane path forward. On the front page of the NALC website is a simple way to contact your senators and representatives. I strongly urge all active and retired members to contact your congressperson and ask them to help save an American institution.

I would like to congratulate Justin Bertrand on his recent conversion to full-time regular carrier. Justin has worked hard without complaint and has always been an asset to our office. Congratulations, Justin; you have earned this!

*Larry Wellborn, Branch 443*

### Hartford, Connecticut

Hidden amidst the COVID-19 pandemic, which is receiving the majority of today’s media coverage—as it should—are very aggressive moves by the Trump administration to degrade and downsize the USPS as employees and the public have come to know and accept it.

The Trump administration has already proposed employees paying more into FERS and drawing less out of it. It has proposed paying more for health insurance while receiving less benefits. It has proposed eliminating “union

time” and requiring grievances to be filed off the clock. It has proposed additional pay steps reducing the pay of craft employees and eliminating COLAs. It is actively pursuing alternative delivery protocols, which would reduce the number of city letter carriers needed. It has proposed eliminating collective bargaining over wage and benefit matters.

Trump has forced out PMG Brennan while



**Letter carriers and other postal employees in the Indianapolis are gathered at the Linwood Post Office to release balloons in honor of Angela Summers, an Indianapolis Br. 39 member who was murdered on her route.**

nominating a sycophant henchman to carry out his plans. He has just nominated replacements to the board of the Thrift Savings Plan. The Senate, without medical protocol clearance, has just gone into session to discuss “changes” to Social Security, Medicare and Medicaid. Why? Do you think Trump is going pay for the new \$3 trillion in deficits by raising taxes on the wealthy (who just had their taxes reduced)?

Why are there members in our ranks who support an individual who not only does nothing to support them, but openly threatens the livelihood and standard of living realized by NALC members and their families? Trump and his swamp rats don’t care about us, and we have nothing in common with them. Don’t forget that USPS is heavily unionized, and what a blow it would be to the labor movement if he were to be successful.

A second term for Trump? Think about it. Think very hard.

*Michael L. Willadsen, Branch 86*

### Indianapolis, Indiana

Indianapolis Branch 39 is mourning the loss of one of our own. Angela Summers was shot and killed while delivering mail on April 27. She was attacked by a customer who was upset they weren’t getting mail because they had received dog letters. We have never lost a member in such a senseless manner. Thankfully, the shooter was tracked down and arrested.

Angela was a single mother of a teenage daughter, Katrina. She was within a month or two from converting from a CCA to career. Since she was a CCA, she wasn’t eligible to participate in the FEGLI. Katrina will receive a small annuity from OWCP and will receive the \$5,000 benefit from the NALC MBA, but that’s it.

Branch 39 is working on establishing a trust fund for Katrina. We are also working on a Go-

FundMe to receive donations to add to the trust. Many branches have reached out to us to see how they can help. If any branch would like to contribute to the trust, you can send it to our hall: NALC Branch 39, 2211 E. 54th St., Indianapolis, IN 46220.

The officers and members of Indianapolis Branch 39 want to thank everyone for the support and encouragement we have received since this senseless tragedy occurred. We know this is felt throughout the entire NALC family. While nothing will fill the void of losing her mother, we hope to be able to provide Katrina with a nice gift to help her in the future.

*Steve Amrhein, Branch 39*

### Jackson, Michigan

The Postal Service has a new postmaster. As part of the president’s “only the finest candidates will serve in my administration,” no one knows who this chucklehead is. No experience in government service and we think he was hired to take the Service apart. His qualification? He coughed up a mountain of money to sucker citizens of the U.S.

Our thoughts and prayers go out to our sister carrier, shot dead doing her job. The skull responsible was captured and awaiting his trial.

Today is May 9 and it is snowing. I had to take more medicine. This has nothing to do with climate change. Don’t believe me, ask the “stable genius.” Another union meeting was canceled. That is two in a row. It is spooky thinking; every day is a boogie man day.

No baseball. No football. No hockey. No basketball. 33 million people on unemployment, business operations going belly up, lighthouse on the rocks, chorus girls kicking, subways in a hole. Maybe, just maybe, this is the straw that breaks the Trump chump’s back.

OK, gang, gotta have the dog walk me. Please take care of yourselves.

*Cut and roll.*

*Bob Czartoryski, Branch 232*

### Kansas City, Missouri

I have told many a CCA, “If you thought today was crazy, just wait.” Little did I know at the time the sheer weight of those few words of wisdom.

President No. 45 pulled a fifth ace from his sleeve by nominating “his boy” to stick a fork in America’s most trusted agency’s eye. The new postmaster general (PMG), Louis DeJoy, who bought (err) inherits the keys to the Executive Office bathroom in the Ivory Tower, reportedly forked over \$200 million to The Don. Rumor Control (RUMCON) has not confirmed whether I have started a GoFundMe page to raise \$200 million and 99 cents to be the next PMG.

Yet, NALC has faced trials before, and as history has continually shown, the resiliency and selflessness of the NALC letter carrier is exceptional. Likewise, most NALC letter carriers would say the number of abusive, incompetent, and unqualified supervisors is also exceptional. The new PMG will fit right in, considering most of the personnel in decision-making positions have

never carried, or forgot what it takes to carry a satchel.

Some difficult decisions will be made in the upcoming weeks by the NALC Executive Council that will affect us in ways unseen since the 1970 strike. COVID-19 has redefined what normal is for everyone.

For that very reason, support of the LCPF must be an integral part of the strategy for survival. Staying informed via the NALC Member App is a sure way to have the latest information. We must continue to perform our jobs in a safe and professional manner that develops/reinforces public trust. Finally, we must vote for the candidate who will work with us to secure financial viability in both short- (rates/services) and long-term (banking) aspects.

P.S. I also tell the CCAs, "Come back tomorrow."

*Calvin Davis, Branch 30*

## Knoxville, Tennessee

Hello, brothers and sisters.

One might hear a cliché that "politics and religion" will not be discussed on the workroom floor, but this article will discuss an issue that will have an impact on your career as a city letter carrier and as a provider to your loved ones. The current administration has identified two areas that they feel will benefit NALC carriers: the elimination of the FERS Special Annuity Supplement and a readjustment of the "High-3 retirement average" to a "High-5 retirement average." The White House, Treasury Department, and the Office of Personnel Management (OPM) feel that this is good for all concerned parties. It is not! It is like your parents trying to give you a teaspoon of castor oil and saying that "it's good for you, so take it."

The annuity supplement is for retiring FERS employees who meet their minimum retirement age and may be entitled to an additional annuity supplement up to age 62 or up to the last day of the month before the first month for which they would be entitled to actual Social Security benefits. It is paid by OPM, not by Social Security. And Social Security has no role in deciding whether a retiree is entitled to it. To request an annuity estimate, go to [liteblue.usps.gov](http://liteblue.usps.gov) or call Human Resources Shared Service Center at 877-477-3273. The actual calculation will be performed by OPM after you retire, this estimate will get you in the ballpark. As for the High-3 vs. High-5 average: For example: \$60,000/3 years = \$20,000 while \$60,000/5 years = \$12,000. It does not take a rocket scientist to figure out who will lose out on this, and it is not the government.

*Tony Rodriguez, Branch 419*

## Las Vegas, Nevada

It's the end of an era. Our beloved union brother, Tommy VanCleaf, has retired. Lots of dedicated union representatives have retired, but our Tommy is one in a million. He lived and breathed the union as an officer and steward. He was the first "union official" newly hired carriers met during orientation. There were very few who didn't join after Tommy spoke to them. His

courage as a soldier carried into his career as a letter carrier. He tackled grievances like battles. No one in our branch could put together as huge a file as our Tommy. The more paper in it, the more he liked it. He could argue any case and did so in his own unique style. He knows the contract and can recite chapter and verse from memory. Management hates him. We love him for that.

Tommy submitted a resolution that was accepted into our National Agreement. It provided additional USPS contribution for CCAs insuring their dependents (page 135 of the 2016-2019 contract). He cares about improving the lives of letter carriers. There are stories about him sleeping overnight at the union hall to finish a timely grievance. There is his ability to speak (sometimes endlessly!) off the cuff. Carriers chanted "Tommy! Tommy!" when he got up to speak at branch meetings.

Alas, his body has done what nothing else could: slowed him down. It forced him to stop his career and end his participation in the union he loves. But what a legacy he has left us. Our branch is strong and organized because of his work. He helped build the foundation of Branch 2502. We want him to know he is as much a part of us as the walls of our building. Thank you, Tom VanCleaf. You're a true union hero.

*Leslie Hammett, Branch 2502*

## New Jersey Merged

A simple "thank you" seems terribly inadequate. What you have done, what you have endured, over the past several months speaks not only to your dedication, but also to your bravery and strength of heart. You have watched your fellow carriers, your family members, your friends, fall victim to this dreaded virus. Some have survived, and some have been lost. Yet you have stared this vicious enemy in the face and continued to do your job.

You have stood shoulder to shoulder with the doctors and nurses, with the first responders, America's military, grocery workers, and so many more. You served the American public through perhaps the most difficult time of our lives, when you were needed the most. You delivered prescription drugs, insulin, checks, and products necessary for daily life. Most importantly, you brought a sense of normalcy to your customers. When there was no normal to be found elsewhere in their lives, you were there.

You have adapted to changes in how you do your job, changes you never imagined. Staggered start times, gloves and masks, hand sanitizer and disinfectant have become part of your routine. You have been worried about your families and loved ones. Your lives have been turned upside down, and yet you continued to show up to do your job and to serve the American public.

I am so proud to know many of you, and to share the title of letter carrier with you. You have my admiration and my heartfelt thanks. I know that your customers appreciate you more than ever. I pray that this pandemic passes soon, and that you all come through healthy and safe. Thank you and God bless you.

*Michael J. O'Neill, Branch 38*

## New Orleans, Louisiana

My fellow letter carriers—

It pleases me to pen this letter to you, the true heroes on the front line. What you do for the American people does not go unnoticed. Many of our customers who reside in rural areas depend deeply on the Postal Service to get mail and packages that are life-saving. Medicines, supplemental products that the carrier delivers on a daily basis, reach people in a timely manner. Without you, there is no USPS! To let the Postal Service just die out for the sake of privatization is just plain un-American. The Postal Service has been in existence for more than two centuries.

This Postal Service is the very best in the world. It is with the very dedication of the men and women who work here that we can accomplish much. We simply cannot, will not, let this system fail. The American people will not stand for it! In the midst of this global pandemic such as the world has never seen, the Postal Service continues serving the public. To the men and women of the Postal Service, I salute you! Continue steadfast in your duties and you will prevail. We are the United States Postal Service and we deliver. We simply cannot let our spirits dwindle. We must remain steadfast. Be not dismayed or downhearted. This too will pass!

You are essential. The customers depend heavily on you. They trust you impeccably. If they don't see their mailman, it's like a day without sunshine. You are the only person they see and can talk to. For many, they look forward to seeing you, the letter carrier. I say to you, be not dismayed; continue steadfast; the Postal Service will survive! We have a new PMG. Let the watchmen watch. Give to LCPF. Stay carrier strong!

Yours in unionism—

*Marshall Wayne Smith, Branch 124*

## Norristown, Pennsylvania

Hello, front-line workers; never thought that we would be considered this but he we are. While most of the U.S. is in quarantine, we are out there delivering like nothing changed.

Speaking of nothing changing, I have to take a few steps back and walk down memory lane. As I said in my last scribe article (stay tuned) when this all started (pandemic) and people were starting to get the necessary tools to combat it. Our office was way behind the curve and saying everything is on order, e.g. hand sanitizer, face masks and practicing social distancing. Meanwhile, we were still working as if nothing had changed. Then our PM came over and said only one person in the USPS had been infected (wrong) and everything is OK, we are doing everything right. And one carrier spoke up and said, "no, you're not!" regarding hand sanitizer, face masks and not practicing social distancing. In these times everyone is on edge, ya know. He probably should have gone about it in a better way because he was told to clock out and go home. But he got his point across and something amazing happened... the next day, we had Purell and a spray bottle with cleaner in it and masks near the supervisor's desk.

## Branch Items

Then they started to separate our cases a little further apart and staggered our starting times (stay tuned on this one), they are sending USPS employees who work in an office at a desk, not touching the mail, home to protect



**NALC President Fredric Rolando presented a 50-year gold card to South Suburban Merged, IL Br. 4016 member John Buffer at Nalcrest.**

them from COVID-19 (shows who is more important in the USPS) but the ones who are out in the public every day, hmmm. It's sad that we were an afterthought on being protected. Until next time. #COVIDsucks!

*Joel Stimmler, Branch 542*

### Northeastern New York

It is unbelievable how the last two months I have affected life in our country and around the world. The virus has decimated our economy and has affected us mentally and physically. Many people can work from home, but our letter carriers are out on the front lines serving America. They are putting their lives at stake delivering for America. I have seen many stories regarding the public's support for them. We all need to support them.

It seems like it is a perfect storm for the Postal Service. Mail volumes have plummeted, revenues have decreased, and bankruptcy could follow. There are segments in our government who are rejoicing. It has been their philosophy to destroy us. We have adversaries, but also friends. It is imperative for all active and retired letter carriers to get involved to make our case. Sending letters and donating to our political fund is essential to maintain our way of life. These are the most challenging times we have faced. The one silver lining is NALC. Our union has faced many struggles, and have led us well. We need to support our leadership.

I would like to congratulate Tim Duket, Ed Hanson and Keith Fisher on their recent retirements. Tim was a longtime steward from the Glens Falls office. I worked with Ed and Keith at the Niskayuna office. These carriers were very professional, and provided excellent customer service. They will be missed. Happy retirement.

*Frank P. Maresca, Branch 358*

### Oklahoma City, Oklahoma

The pandemic continues and the woes of the Postal Service worsen as Congress has not

acted to come to the aid of the Service. In the face of more than a 40 percent drop in revenue, the Postal Service is facing a difficult time being able to stay open. Postal employees are on the front lines of COVID-19, still processing and delivering the mail despite the fact that more and more people are contracting the virus and deaths across the nation have passed 80,000. The predictions are dire in that most experts say that we will be soon hit with a second wave.

The Postal Service has been mandated by the U.S. Constitution to deliver mail to every household and business in the nation. It is the only government entity enshrined in our Constitution. What postal employees have always done in times of crisis is bind our nation together, and this crisis is no different. The general public depends on the Postal Service for its daily communication. Millions of our fellow citizens need the Service to be there for them for their prescriptions and other necessary items that they can't get any other way. Millions still pay their bills via the Postal Service and literally millions have no access to social media. It is imperative that the Service continues to operate in this uncertain time.

We need to do our part by contacting our congresscreatures and letting them know that the Postal Service needs relief in much the same way as private companies have already received relief. If you have not yet contacted your congressperson or your senator, please do. Many lives that depend upon the Postal Service are at stake. Stay safe and healthy!

*Bob Bearden, Branch 458*

### Philadelphia, Pennsylvania

Poet Maya Angelou said, "Well I know it will get better. If it is bad, it might get worse, but I know it's going to get better." These are convictions letter carriers subscribe to. Even if you have doubt about the veracity of these words, I know you believe it. How else can you explain your resilience, your strength, your dedication, and your courage to move forward every day?

You cannot deny your professional heroism. Heroes tend to have great empathy and concern for people in the community who are in need. They continue to serve regardless of the risk to their own personal well-being. Sound familiar? I am describing you! In the face of a global public health crisis, letter carriers continue to service our customers while exposing themselves and their families to potential infection and illness.

In visiting station after station, having to tell you, one of your co-workers has contracted the disease, I see your expressions of nervousness and apprehension. I sense the distress in all of you. But despite those feelings, you march forward. You do not succumb to fears. You walk in the shoes of others, while placing their needs ahead of your own. I am so darn proud of you; words are simply inadequate.

We are all united by one thing: our vulnerability to this dreadful disease. There is no doubt, history will judge all of us by our actions during these uncertain times. This moment will be defining. I am convinced letter carriers will be remembered for their strength, conviction, compassion and love for their fellow citizens. You will be appreciated and held in high regard

for generations to come. Your actions will not be forgotten.

On behalf of all of the officers and members of Keystone Branch 157, we extend our condolences to everyone who lost a loved one during these most difficult of times. God bless you and protect you.

*Joe Rodgers, Branch 157*

### Phoenix, Arizona

We are hoping one of the benefits of 110-plus temperatures cooks the crap out of COVID-19!

Our hearts and prayers go out to all those areas hit so much harder than Arizona. God bless all those who work tight in it to help others.

Let us all offer thanks to our union leaders for spearheading the fight to save our Postal Service. I sure hope by the time this is delivered there is a success story we can revel in.

Thanks to all of the members who have taken action and participated in this effort. Unity and commitment are our strengths. Keep it up, always!

Practice good safety measures until this thing is really under control.

It won't be long until you can show your feelings with votes about how horribly this administration has handled this crisis.

*Al Linde, Branch 576*

### Pittsburgh, Pennsylvania

So, I didn't write anything last month. Nothing seemed important enough. At the time, we had seen the first COVID-19 deaths of letter carriers (and other crafts, for that matter), so most topics paled in comparison. I'll have to admit that specific reality hit me a little harder than I'd have liked.

Shortly thereafter, I started to see tokens of appreciation emerge from my route. Whether it was a card or a small note of thanks, they all wished wellness and safety for me or my family. People had made signs in their windows thanking me for service. Some emerged with a friendly word or two of encouragement. One of my customers thanked me because, in his opinion, the home delivery segment was the sole reason our country hadn't completely collapsed. That in itself was enough to pull me out of my funk and it got me thinking.

You are stewards of the economy. You are the reason that, while the country has slowed to a crawl, it has not stopped moving completely. That is invaluable. I'm confident that the Service and its letter carriers will emerge from this in a good position. Remember, it's an election year and there's much jockeying to be done. So far, we've seen good first-class revenue from the census, stimulus and its accompanying correspondence—and that's not to mention the parcels!

I'd be remiss if I didn't mention our fellow carrier, Angela Summers, alongside those we've lost to COVID-19. I'm sure that every member in Branch 84—from the president to the street-level brother and sister—echoes my sentiment in sending condolences, prayers and well-wishes to all friends and family members. If

this pandemic is the catalyst that brings about *good* postal reform, Angela's face and memory should undoubtedly be associated with it.

*John Conger II, Branch 84*

## Racine, Wisconsin

I had another article in mind this month, however, a recent "you suck" service talk regarding proper office scanning merits a little attention overriding my well-thought-out plans. We are the worst in the Lakeland District. I agree that scanning correctly is important, but what a de-motivating pep talk that was. With long days and hundreds of scans, a "thank you" would have been nice. Bosses are so numbers-driven they don't actually see what's in front of them.

It's hard comprehending management wanting to stake a claim on this issue at a time carriers are stepping up and carrying mail under the most extreme conditions with parcel volumes exceeding peak Christmastime volumes. Without a doubt, carriers are a self-motivating crew. I doubt asking the boss what happened to our urinal cakes wouldn't have gone over very well. Thanks and appreciation goes out to branches and carriers who sent us urinal cakes! The urinal cakes are actually in-house, not being used, and I can't get a reason why. If a lawyer drafted their response, it would read something like "We regret to inform you that your urinal cakes do not meet current cleaning protocols. Thank you for your interest." We better not see one urinal cake decorating our station manager's bathroom either. What's my humorously entertaining obsession with urinal cakes? It's an easy fix to a simple problem. Plus it gets on their nerves.

Congratulations, Dan Wendt and Monica Eisel, on your recent retirements. More than 60 years of experience walking out the door. Now go out there and do retirement stuff and make us proud. I had the privilege of stewarding with Dan for many years and felt we made a formidable team. Would I do it again? You betcha, brother!

*Chris Paige, Branch 43*

## Saint Paul, Minnesota

Three months without a haircut or a general membership meeting...I'm sure there are a few new gray hairs in there as well...we may not recognize one another by the time we get together again.

For those of us who have spouses and family members working/schooling from home, this serves as the most extreme case of the difference in experience between being out walking/driving the streets, talking to people, delivering the mail, and taking at face value the world portrayed on screens. I am sure that neither method encompasses the entirety of life in the pandemic, but I cannot help but be struck by the confidence of those stuck inside all day describing the horrors outside that we carriers have, somehow, managed to miss while actually moving around and doing the work that we have been at for two and a half hundred years. I will have to keep a better eye out on the route tomorrow.

As always, I urge caution. For all the usual hazards to life and limb. For heat and cold. For dangerous practices and equipment. For the mental and emotional wellness of those around us. For this damned virus. We cannot, however, live in fear. We check our vehicles, we observe the weather, we use the hazard cards. We prepare for the world out there. As masks and hand sanitizer take their place in our kit next to the raincoats and dog spray, do what you need to do to take care of yourselves and others. Be informed and vigilant. *Ask questions.* Share information. Just leave the fear to those stuck inside. Fear is too much of a burden and your satchel is heavy enough without it. Stay healthy until we see each other again.

*Colin Walker, Branch 28*

## San Antonio, Texas

Greetings, brothers and sisters—  
Into June we are still dealing with delivering the nation's mail in a COVID-19 environment like our brothers and sisters around the country. Despite the hazards and the precautions we must take every day to protect ourselves, we are still getting it done for our city, our region, and our country. The support for what we do for America has never been greater, and yet there are *still* political elements that have an unwavering belief that the Postal Service must die. Despite the favorable view of 85 percent of all Americans, this minority political element wants 650,000 jobs to go away!

The COVID-19 pandemic has created an even larger reduction in first-class mail volume due to many businesses closing, temporarily or permanently. Although parcel levels have increased, it is not enough to make up for the deficit in mail volume. This situation has put the Postal Service in a position where it could run out of money by September without an infusion of cash from the federal government. Congress has already put together several stimulus packages for industry and the American people, and it is working on another stimulus package to revive the economy. Right now, every letter carrier, active and retired, *has* to contact their congressperson and both senators to request that the Postal Service

be included as part of the next stimulus package. Please go to the NALC website or the app and look under "Action Needed" on the front page of the website and click on it. Nothing is more important right now regarding protecting our jobs, so do it today. Share it with your family and friends and have them send letters, too. We need all the support we can get. Stay safe.

*Tony Boyd, Branch 421*

## Seattle, Washington

When we say something is disposable—exactly how is it disposed of? Where does it go when we toss it away? Where is "away," anyway? Here's a different takeaway from the pandemic. We have the plague, the murder bees (I suppose those are radicalized wannabes, maybe something with a MAGA hat), then there's the floods, and the fires—I'm not totally up on my biblical end-of-times cheat sheet, but I think we've checked all the boxes. (I'm still waiting on the frogs.) It's easy to be intense, but consider this—the air is fresh. It's cleaner now than it may ever be again. We may be dreading the virus, but Mother Nature may be welcoming the breather she's getting from the assortment of pollutants we've been force-feeding her. The stifling smog, chemical pesticides and agricultural pollutants in the rivers, oil spills, ocean garbage patches, red tides, runoff pollution—just about everything mankind engenders gives a gut punch to the planet. I suppose since plastic only takes about 10,000 years to decompose, you could say we're paying it forward. The sarcastic thank-yous we've got coming from future generations are fortunately light-years away. That's supposing we don't all choke and croak first.

At our house, we glove up and shop the Goodwill, not because it's cheap, but because it's interesting. There are a lot of God's oddities in there. It's full of flotsam and jetsam jet-tisoned when a person's past took a perpendicular turn. One man's trash is another man's treasure. I'm not saying we're doing it right, but we are doing what we can. What we believe we should. We practice the Three R's: recycle, reuse, restore. The place has a hint of the haberdashery to it, but it's home. It's virus free. And

## 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 January 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](http://nalc.org) for the latest updates.

## Branch Items

we throw very little “away.” “Give a hoot, don’t pollute.”— Woodsy the Owl.  
Peace.

*Don Nokes, Branch 79*

### Silver Spring, Maryland

I didn’t plan to retire during a zombie apocalypse; but, since my plan has long been in place, by the time this is printed I will be enjoying the post-work lifestyle (whatever that is). I feel so very thankful for the type of retirement we get and the career I had doing a gig I actually enjoyed. Our jobs and benefits are definitely worth fighting for.

On my way out, I will attempt to share some of the new protocol information concerning our ongoing pandemic. First, mask and gloves do not protect you or anyone due to the nanosized nature of the particulate and the quick contamination issue, but you may be required to wear them...or not. The good news is that every type of fatality that used to plague mankind has been completely cured except COVID-19, which is now the only official morbidity factor.

Postal management has been thoroughly trained in the several possible types of leave to credit for COVID-related absence...or not. At least the never-ending quest for increased productivity from the carriers working through the pandemic is relaxed...or not. A “blast from the past,” the 7:01 rule, is re-instituted so that, if a carrier finishes their assignment early, they can be paid for eight hours...if there is no other work...or not. At least the route times during the pandemic won’t be used for future route inspection data...or not.

When you are off duty, stay inside unless you find it absolutely necessary to venture out...or not. If you find that you must leave your residence in a non-essential way, please avoid parks and beaches, basically any area a sane human being would find pleasurable ...or not.

But seriously, know that retired (or not) I will be fighting right beside you to save this great, beloved institution.

*Lee Taylor, Branch 2611*

### South Jersey, New Jersey

**C**onsolidated Casing *exposed!* If you looked at the results in the April *Postal Record* with regard to this disastrous idea put into play by the Postal Service, you will see how every office’s total hours were way over their projected hours. This shows a dismal failure, right? I guess not! Well brothers and sisters, since our office of Marlton/Voorhees is in this nightmare program, you will notice it appears they were one of the better offices in the country with regard to their projected total hours and actual total hours used.

*Not so fast.* When we were told a decision was made on this national-level grievance and since our office was a top performer according to them, we knew something was rotten in Denmark. We immediately started to look at the numbers, and what do you know, there are more data integrity issues than you can shake a stick at. Of course, it is on us to prove the fraud again, which we will, but this entire initiative was a blatant violation of the handbooks and manuals and should have been dismissed in its entirety. I am not sure what our National has agreed to, but before it does, it better do a complete audit of the data before agreeing to anything. We have uncovered many things that I can’t go into here, but for starters, those contingency cases that were made to handle any overflow issues were used on a daily basis and the times those carriers used on these routes were never entered into the total office hours of the routes they serviced. Next, the casers never swiped to their route they were casing, which creates bad route data! Of course, we beat projections; half of the data was never entered into the program.

Stay tuned!

*Gary DiGiacomo, Branch 908*

### Southeast Pennsylvania Merged

I take my hat off to the most loyal, dependable and prideful employees in the world. Yes, you letter carriers. What you displayed this past

month to the world and your customers is truly admirable!

Thanks to Branch 725 President Les Dillman, this branch has steadied the ship in the most trying time. Les answered your questions and endured both day/night telecons. And if you think those rules were confusing, then ask Les. He might say yes, but he worked through the initial stages of the pandemic seamlessly.

Also, the stewards did a fantastic job through this trying time. You exhibited leadership that is to be applauded. It’s not easy to relay the unpleasant information that we had to disseminate. When we talk about heroes, you are among the elite.

Let’s be honest, at any time were you scared? I was. But we show the way, not show fear. I saw no fear in my brethren. What people showed were intellectual choices. So many of us support people and family members who have compromising health issues that we had to make choices that placed us out of work. I salute you! This issue is no joke. Death is final.

But through it all, stewards (including myself) had to endure more discipline that was placed on our carriers. Some offices had less awareness for the pandemic. They still practiced their bu@\*\$^it!

So, among enduring the travails of life, carriers had to endure the travails of the Postal Service. For that, you are to be applauded. Because we all know what that means.

That’s why this executive board serves you. We have been and will be there for you until the end.

Let’s use this as a steppingstone rather than a boulder!

You held this country together!

#UnityPrevailsThroughChallenges

*Eric Jackson, Branch 725*

### Springfield, Ohio

I don’t understand this talk about the USPS going broke. The spendthrifts in the Cincinnati District in general, and particularly Springfield,

## How to submit items

**B**ranches 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 July issue, the deadline is 9 a.m. on Thursday,

June 11. 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](mailto: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](http://nalc.org) or in one of NALC’s social media accounts.



are handing out money faster than hand sanitizer.

So far, this fiscal year (Oct. 1, 2019, through April 30, 2020), Springfield handed out almost \$70,000 in grievance settlements. That's \$9,841 a month for ignoring the contract. Sixth highest in the district.

The plants in this district cannot get our mail to us in a timely fashion. Our starting time has been changed to 8:30 a.m. while other nearby post offices are starting at 7 a.m. And still, our mail, especially parcels, are late every day.

Every day after we finish our routes, we drive back to the Springfield Post Office, pick up the late arrival parcels, and go back out to deliver them. If our mail volume has declined so much, how can our parcels be so late? Rhetorical question. No one seems to know the answer.

Last week I drove back to the post office (12 minutes), picked up one parcel (three minutes), drove back to my route (13 minutes), delivered the parcel (two minutes) and drove back to the post office (12 minutes)—42 minutes to deliver one parcel. It cost USPS approximately \$33 at time and a half for me to do it.

I am disgusted by these numbers. I am disgusted that management can't follow the contract. I am disgusted that the plants can't get us the mail in a timely fashion. Hope it gets better soon, because disgust leaves a terrible taste in my mouth and I am tired of eating it.

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*

## St. Louis, Missouri

Prior to computers, the internet, Facebook, Twitter and all of the other social platforms, there was the U.S. Postal Service. We are, and continue to be, the original social network. The Founding Fathers intended the Postal Service to be "a pillar of the Republic, binding together millions of Americans, rural and urban, for the common good."

The Postal Service Act of 1792 entrusted the Postal Service with an expansive civic mission to establish mechanisms for rapid expansion from the seaboard into the hinterland and ultimately creating a continental postal network. This information infrastructure facilitated the rise of nationwide markets.

The Postal Act also subsidized the circulation of newspapers throughout the country on a non-preferential basis and at extremely low cost. Not only pro-, but anti-government ideas could circulate throughout the republic. James Madison called it a political imperative by helping America speak truth to power. For the founders, a well-informed citizenry, not profit making for every letter delivered, was the reason the Postal Service was so crucial to the future of the republic.

While mailbags once stuffed with newspapers and magazines have shifted over the decades to packages, providing these essential services has never been more vital especially over the "last mile," which is extremely expensive to serve. Without the Postal Service, countless Americans, especially those in rural areas, would pay far more for all kinds of shipments, including prescription drugs.

The Postal Service is the most admired federal government institution in the country, with a popularity rating above 90 percent. We will be playing a crucial role in ensuring trustworthy

mail balloting in the upcoming months, primarily because of the COVID-19 pandemic.

Public figures in our democracy should not be dismissive of an institution that for so long has served this nation well.

*Tom Schulte, Branch 343*



**Western Wayne County, MI Br. 2184 is selling masks to raise funds for MDA. Pictured (l to r) are Diane Kennedy, Zia Simmons, Michele Szafran, Elizabeth Truskowski and Dawn Gable.**

## Toledo, Ohio

I had planned for this to be my last article, but plans change. I had become frustrated because of the last six articles I submitted, only one was published. There were various reasons this happened and all involved pledged to do better. I want to thank our magnificent officers for the work we do.

As the onset of the COVID-19 pandemic was happening, Branch 100 was preparing for numerous arbitrations. To date, all have been canceled. Much has changed. Like most, we are no longer holding meetings at the union hall. Telecons are the new normal.

We were preparing to order bags for the food drive, until that was postponed. We have a golf tournament scheduled for June that has been postponed as well. Our delegates to the legislative conference in Washington, DC, never made the trip. By the way, flight insurance does not cover cancellation due to COVID-19. The national convention in Hawaii is also in question.

In our branch, Formal A representatives have been pulled occasionally from their duties at the union hall to cover for carrier shortages at their stations. Though sick leave use is up during this time, coronavirus cases in Region 11 have been the lowest in the nation. Like everyone everywhere, the Postal Service has been scrambling to find protective equipment and sanitation supplies. Two months into this crisis, things are better but not ideal.

The processing plants in Detroit and Pontiac, MI, have been hit hard by the virus. Mail out of Toledo has been sent to various other plants. Through it all, the dedication of many postal employees has been shown to the public.

Hopefully, Congress will take note and pass legislation to help the Postal Service in these trying times.

*Ray Bricker, Branch 100*

## Worcester, Massachusetts

I hope by the time this is published that I've figured out a way to get across to the members of Branch 12 the need for them to take action. That action needs to come in the form of donating to the Letter Carrier Political Fund and reaching out

to their members of Congress to help restructure the Postal Service in a constructive way, and not in a partisan-politics way.

On a May teleconference with our legislative and political organizer, it was reported that about 10 percent of the membership had contacted their congressional representatives. I guess to no surprise that's about the same percentage of those carriers already giving to the LCPF. I have to think they're one in the same; we need the other 90 percent or so of letter carriers to join the effort.

Some of our senior letter carriers think they've heard this same tune before that the USPS is going to be privatized and carriers could be laid off, yet time and again it's never happened. Some of those carriers aren't even fazed by the potential implosion of the USPS because they never looked at this job as their career, but rather just another job until they find their next job.

Both groups are missing the big picture that although the USPS does need to make some big changes, the good career jobs that offer pretty decent pay, benefits and retirement can be here for decades to come. Proof in part is the U.S. Postal Service reported total revenue of \$17.8 billion for the second quarter of fiscal 2020 (Jan. 1, 2020, through March 31, 2020), an increase of \$348 million, compared to the same period last year.

Two things should be noted here. First, we can't think this report means no action is necessary. That is hardly the case. Second, even taking into consideration the onset of the pandemic, USPS was showing revenue growth, meaning there's certainly hope for the USPS to continue well into the future with prudent restructuring.

*Ken Janulewicz, Branch 12*

## Yakima, Washington

Is Amazon taking advantage of the Postal Service? Yes. Are they breaking any laws or getting a sweetheart deal? No.

Our fearless leader is an idiot and doesn't know or understand how the Post Office works. In his defense, neither do many of the people in charge of our organization.

Here in Yakima, Amazon is driving overtime. In other areas across the nation where Jeff has got his own system of delivery up and running, hours are decreasing. This is historic economic reality. Supply and demand.

Really not our problem. The United States Postal Service is constitutionally designed to give all citizens equal access to communicating with each other. Our only responsibility is to deliver the correct mail to the correct address. While management continues to make the goal harder in the name of progress, letter carriers adapt to fulfill the mission.

Bezos isn't cheating the P.O. He's playing the game. Trump will go down as the worst POTUS ever. There is such a thing as not enough staff or equipment. There is such a thing as too much redundancy, especially in a management system that doesn't move a single piece of mail.

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 the traveling letter carrier arrived in Denver, CO, where he met Auxiliary #444 President Edie Pottenger and Branch 47 President Alex Aguilar. (See photo 1.)

While in Denver, Gerome attended Branch 47's stewards' meeting (photo 2) and branch meeting (photo 3). Before leaving town, Gerome stopped by to visit the retirees' luncheon (photos 4-5). Those attending (shown from left to right) were Mary Jean, Edie, Moses, Mike, Pat and Tommy. Gerome packed up and left Colorado to head to his next adventure.

I hope everyone is staying safe and healthy during this distressing time. This crisis has affected all of us, including the Auxiliary. Our membership is down several hundred members all because we are unable to get together. Even

though we are unable to have meetings, we can still keep in touch by our wonderful mail service. I'm encouraging everyone to keep up their membership by mailing your membership form to your local secretary.

I want to thank everyone for their service and for helping each other through this crisis.

Stay healthy and safe—

*Crystal Bragg*



1



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3



5



4

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# Mutual Exchanges

# Election Notices

**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: Colorado Springs (7/05) to Kearney, NE or surrounding areas.** Colorado Springs has 12 bidding stations and lots of sunshine near the mountains. Relocating to be near family. Nathan, 719-432-9543 or nbentley3624@yahoo.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: Casselberry (3/18) to Las Vegas, NV or surrounding area.** Regular carriers only. Two bidding offices. Plenty of OT. Heart of central Florida! Relocating back to Vegas to be with family. Thomas, 407-242-2525 (text or call).

**FL: Davie (1/16) to Port Saint Lucie, Fort Pierce, Stuart, Jensen Beach, FL area or surrounding areas.** Plenty of OT. Six bidding stations. Roger, 313-410-7571 or mr.catchem@sbcglobal.net.

**FL: Ft. Lauderdale (5/07) to Nashville, Knoxville, Chattanooga, TN or sur-**

**rounding areas.** Close to oceans, beaches and fishing. No state tax. 16 stations to bid, abundant OT. Brian, 954-558-7853 or mailguy2213@aol.com.

**FL: Ft. Lauderdale (6/93) to Michigan City, IN.** Large office with OT. John Torres, 561-329-0944 or jetorres01@yahoo.com.

**NV: Las Vegas (3/14) to Dallas, Fort Worth, TX or surrounding areas.** Regulars only. Nice weather year-round. OT available. Moving for family reasons. Sherry, humblebee.SW@gmail.com.

**OH: Toledo (11/00) to Fort Myers, FL or surrounding area.** Citywide bidding. 11 offices. Plenty of OT available. Windy, 419-270-0342.

**PA: State College (11/15) to Harrisburg, Camphill, PA or surrounding areas.** Plenty of OT available. Home of Penn State University, beautiful surrounding nature and safe community. Thomas, penn.sasha7@gmail.com.

**WA: Bremerton (7/14) to Auburn, Kent, Covington, WA or surrounding areas.** Many options outdoors. Ferry ride to Seattle. Affordable housing options. David, 425-221-6727 or 454david.anderson@gmail.com.

## Gadsden, Alabama

This is a notice to all members of Branch 1047 that nominations for the next two-year term for the following offices—president, vice president, secretary/treasurer, sergeant-at-arms, three board of trustees members and a health benefits representative—will be accepted at the Nov. 10 meeting at 7 p.m. at the Gadsden main post office located at 700 Chestnut St., Gadsden.

Elections will be held on Dec. 8 at 7 p.m. at the Gadsden main post office located at 700 Chestnut St., Gadsden. Elections will be by secret ballot. Requests for absentee ballots after the nominations are complete must be made in writing to: NALC Branch 1047, Attn: Branch Election Committee, P.O. Box 104, Gadsden, AL 35902. Completed absentee ballots must be received by the branch election committee no later than Nov. 24.

*Keith Mitchell, Sec., Br. 1047*

## Joliet, Illinois

In accordance with Article 5 of the *National Constitution* and the branch bylaws, this is official notice to all members of Branch 305 that nominations for the office of president, vice president, secretary, treasurer, health benefit representative, three trustees, sergeant-at-arms and delegates for the national and state convention for 2021 will be held at the Oct. 1 meeting.

Those wishing to be nominated must accept such nominations in person or must submit their willingness to be nominated in writing to the branch secretary prior to the October meeting.

The election will be held by secret ballot mailed to members' last-known address. Update your address now. Ballots must be received by the election committee by Nov. 5, and the results of

the election will be announced on that day, which is the regular branch meeting held at the Croatian Cultural Club, 1503 Clement St., Joliet.

The president, vice president, secretary, treasurer and health benefits representative will serve as convention delegates by virtue of their offices. Both the notices of election and the election ballot used for the election of those officers shall specify that they will also serve as convention delegates.

*Brenda Smith, Sec., Br. 305*

## Midland, Michigan

This notification shall serve as an official notice of nominations for the upcoming elections for Branch 2317. All nominations will take place at the Oct. 15 meeting held at the steelworkers union hall at 3510 James Savage Road, Midland, at 6 p.m. for all officers, trustees and delegates for any member in good standing for the 2021 and 2022 term. Candidates must accept or decline nominations at the time made, or, if absent, in writing.

The voting will take place by mail-in voting only as stated in our bylaws, with results to be determined at the Nov. 19 meeting at 6 p.m. Write-in votes will not be counted, and your ballot must be received in the envelope that was mailed to you with your ballot at the P.O. box by Nov. 18.

*Terrel Ross, Sec., Br. 2317*

## Plainfield, New Jersey

This is official notice to all members of Branch 396 that nominations for all officers will take place at the June 23 union meeting, with elections, if necessary, at the July 28 meeting. Regular meetings take place at Kerwin's Tavern, 353 Bound Brook Road, Middlesex.

*Michael Breslin, Pres., Br. 396*

## 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., June's deadline is for the July 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.

## Regarding Election Notices

*The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., January's deadline is for the February publication.

**To submit by mail:** Mail to The Postal Record, 100 Indi-

ana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

**To submit by e-mail:** Send to [postalrecord@nalc.org](mailto:postalrecord@nalc.org) with the branch city and state as the subject. Include the same information as listed above. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at 202-662-2851.

# Looking for the latest NALC news? Give it a listen!

**NALC has launched the new podcast “You Are the Current Resident” on Podbean and other popular podcasting venues, including iTunes, Spotify and Google Play.**

During each episode, NALC Executive Vice President Brian Renfroe and Assistant to the President for Contract Administration Mark Sims discuss vital topics affecting the letter carrier craft and the union. The show’s format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.

The COVID-19 pandemic and its impact on letter carriers and the Postal Service have dominated early episodes since the podcast debuted in March.



## Accessing the podcast is easiest on Podbean



**The Podbean app is available in the Apple App Store or Google Play Store**

On smartphones, simply go to the Apple App Store or Google Play Store and download the Podbean Podcast App & Player. Once you have downloaded the app, open it and create an account (or sign on as a guest) and go to the search icon at the top and enter “You Are the Current Resident.” From there, you can listen to the available episodes and can click “Follow” to receive updates when new episodes are released.

On your computer or mobile browser, go to the web address [youarethecurrentresident.podbean.com](http://youarethecurrentresident.podbean.com) and click on the play button of the episode you wish to listen to.