

Volume 133/Number 9 September 2020

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Despite all the noise,
letter carriers are

DEFENDING MAIL SERVICE

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Reckless chaos amidst a deadly pandemic



**Fredric V.
Rolando**

In August 2020, perhaps for the first time since the Great Postal Strike of 1970, the Post Office finds itself at the center of the media universe, at the crossroads of politics, election planning and legislative maneuvering. NALC and the other postal unions are in the eye of this storm—where we are the chief defenders of our members, the Postal Service and our democracy—and the country is rallying behind its beloved Postal Service to make sure, among other things, that it can handle the flood of mail ballots expected to be cast during the pandemic.

The swirl of recent events has been extraordinary. President Donald Trump unleashed a political firestorm by launching a months-long sustained attack on the Postal Service and vote-by-mail—and then threatening to veto any COVID-19 relief legislation providing funds to the Postal Service. Of course, ensuring that the Postal Service can weather a historic pandemic should have nothing to do with state decisions on whether to expand vote-by-mail as a public health measure. We've pushed back, defending the security of vote-by-mail and challenging his contention that the Postal Service lacks the capacity to handle a surge in mail ballots. We produced a fact sheet on the 2020 general election rebutting all of this, and distributed it to Capitol Hill, the media, the labor movement and a range of public-interest groups. We also are participating in a joint task force with USPS and the other postal unions to address the challenges of our expanded role in the 2020 election. We will work to ensure coordination with state and local election officials so that ballots are handled in a timely manner.

On top of all that, a combination of old and new initiatives, directed locally or from postal headquarters, have resulted in a variety of reckless operational changes that have created chaos in delivery units and made our jobs more difficult and less efficient. Most of these initiatives are counterproductive and needlessly disruptive, and they have left letter carriers feeling angry, frustrated and embarrassed over the resulting delay and non-delivery of mail. And all of this is occurring amidst a deadly pandemic.

On a daily basis, our members bring a sense of normalcy to neighborhoods and communities throughout the country as their customers deal with the personal, economic and social effects of the seemingly endless COVID-19 pandemic. Ameri-

ca's appreciation of the Postal Service has never been greater, and our customers recognize that we are driven by our pride in providing timely service and our compassion for their well-being. But as letter carriers courageously perform their duties, there is an inevitable fear and anxiety inherent in having daily contact with co-workers and the general public during a deadly pandemic. Our members just want to come to work and be able to deliver the mail to their customers in a safe, efficient and timely manner—and then go home safely to their families. They should and must not be exposed to senseless and disruptive initiatives.

On a daily basis, we are forwarding reports of delays and non-delivery to USPS so it can account for, and correct, continued incidents of delays or non-delivery. We will continue to do so until all of the operationally generated incidents are resolved. We will take whatever internal or external steps are necessary to ensure that the level of service our customers rely on is not compromised. National-level grievances have been filed on both the Expedited to Street/Afternoon Sortation (ESAS) and the Sortation Equipment Reconciliation (SER) initiatives.

As of this writing, the ESAS program is being terminated, and the SER program is on hold while we continue discussions. The management structure of personnel and communication for city delivery has been changed with the recent USPS organizational restructuring. Through these new lines of communication, we fully expect to see an end to unilateral management initiatives, which would allow us to utilize our established joint task forces to effect meaningful changes in the areas of safety, service, workplace climate, contract compliance, efficiency and growth.

We also are in constant communication with members of Congress on both sides of the aisle regarding the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, a COVID-19 relief bill that would provide \$25 billion in financial aid to USPS to offset the effects of the pandemic, ensure high-quality service and provide hazard pay for our members and other front-line workers. After the Senate shamefully left Washington for a summer break without addressing the HEROES Act, House Speaker Nancy Pelosi called the House of Representatives back to Washington to pass the Delivering for America Act (S. 8015), a stand-alone postal bill that provides the \$25 billion in pandemic relief to USPS, along with measures intended to ensure quality service during the upcoming election. (Visit our website or use our Member App to follow the latest news on this legislation.)

For NALC, the bottom line is clear: We will do whatever it takes— at the bargaining table, in the halls of Congress, in the courts, in the streets and in the media—to protect the health, safety and job security of our members, and to defend the Postal Service and its essential role in American life.



National Association of Letter Carriers, AFL-CIO

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

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Regional rules



**Philip
Dine**

We've discussed the value of using local media outlets to get our message out. Though they lack the reach and prestige of national news organizations, they often are better vehicles for communicating with the public.

National outlets are seen by many people we need to reach as remote from their lives. Local media tend to be more trusted; familiar with—and to—the folks and organizations and communities they report on, their reporters liable to be standing next to you in line at the grocery store. The downside, of course, is the limited audience.

An attractive option exists in between. Regional media outlets are an overlooked resource in reaching large numbers of folks in targeted markets.

Not overlooked, however, by letter carriers.

At a key moment for NALC, letter carriers have tapped into regional outlets in states with populations (and senators) we need to inform and influence. Smart and quick work at all levels of our union has made that happen. Consider just a five-day stretch last month.

On Aug. 2, Texans awoke to a *Dallas Morning News* Sunday edition featuring an A1 (journalese for the front page) story. It wove together the value of the Postal Service and letter carriers, Texas voices extolling USPS, and Washington policy debates in a way that put the stakes in bold relief. The headline alone emphasized much of what we want to get across: Senate, seniors, businesses, essential agency.

The *Morning News*, influential also in Oklahoma and Arkansas, largest newspaper in the South and in any red state, is the country's sixth-largest daily newspaper. Why the story, why the great play? Largely because Region 10 National Business Agent Javier Bernal and Dallas Branch 132 President Kimetra Lewis, assisted by Houston Branch 283 President Willie Ferguson and Recording/Financial Secretary Perla Garza, provided the reporters with Texas small-business folks eager to discuss USPS's indispensable role. Javier and Kim also were quoted to great effect, as was NALC chief of staff Jim Sauber.

Three days later, a last-minute request by Florida's largest paper, the *Tampa Bay Times*, for a local letter carrier to interview about how his or her job has evolved with the pandemic and with recent operational changes, sent several NALC folks into action. Executive Vice President Brian Renfro reached out to Region 9 NBA Lynne Pendleton, who provided Tampa Branch 599 member Michael Williams. The Army veteran/reservist was interviewed late that evening after finishing his route. His engagement on short notice allowed the paper, among the country's dozen largest, to run a prominent story

on the hard work and valor of letter carriers that also featured Jose Estavez of West Coast Florida Branch 1477, a Navy veteran.

Told almost entirely through an NALC perspective, the story also quoted Florida State Association President Al Friedman and Branch 1477 President Joe Henschen. "After the story ran," the latter said, "residents were saying 'Hi' to letter carriers, telling them how proud they are of them. That's what the letter carriers I represent are telling me on the workroom floor. They were just overwhelmed with the support of the community."

A day before the Dallas story, the Allentown (PA) *Morning Call* did a story on postal operations and delivery issues, quoting NALC's statement on service issues in a manner that demonstrated our commitment to the public and to timely delivery, and benefiting from information provided by Region 12 Regional Administrative Assistant Brian Thompson. It, too, ran on A1, paired with another postal-related story on mail-in ballots—a powerful one-two punch in Pennsylvania's third-largest newspaper.

So, in short order, impressive teamwork by letter carriers provided several million people in key states—and their representatives, fully aware of what their constituents had just read—with helpful coverage by trusted news outlets.

That was followed by another regional tour de force, when—with deadline looming at an ABC TV affiliate in Pittsburgh, Branch 84 President Ted Lee stepped up to discuss delivery matters. The sense of mission and public service demonstrated by this Air Force and National Guard veteran resonated among a key audience in western Pennsylvania, eastern Ohio and northern West Virginia—all the more because the reporter was known to viewers for his four decades covering Pittsburgh.

Meanwhile, President Rolando helped drive coverage of USPS's quarterly financial report, with several outlets highlighting his comments emphasizing the need for pandemic-related federal assistance. The same day, he was quoted in an Associated Press story run by newspapers around the country, noting our concern about delivery issues.

Thanks to a breadth of talent and initiative unmatched in the labor movement, this is a union clicking on all cylinders when it matters most.

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

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

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

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

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NALC endorses Biden for president

A special message from NALC President Fredric Rolando



Lam pleased to announce that the Executive Council of the National Association of Letter Carriers has voted unanimously to endorse the Democratic candidates for president and vice president, Joe Biden and Kamala Harris. The former vice president and the senator from California have been staunch supporters of letter carriers and the U.S. Postal Service, and have earned the NALC's unequivocal endorsement.

The Executive Council vote occurred Thursday night, Aug. 13, via teleconference. It follows a months-long process of polling our members and reviewing the candidates' views and records on the most important job-related issues to NALC members—job security, workplace rights and employment/retiree benefits.

With respect to polling, our endorsement reflects the demonstrated preference of NALC's membership. In the postcard poll we conducted through our magazine, members preferred Biden over Trump by a greater than 2-to-1 ratio (58.4 percent versus 26.6 percent—reflecting a similar result from a scientific poll conducted for us by Hart Research earlier this year.

As for the candidates' records, the Biden-Harris ticket is clearly superior for letter carriers and their families. President Trump, who refused to fill out our candidate survey, has demonstrated unrelenting hostility to the Postal Service and its workers over the past four years, attacking the agency as “a joke” and calling for the elimination of our collective-bargaining rights while proposing budgets that would slash our pensions and health benefits. He's pushed privatization and deregulation, and has blocked any help for USPS in COVID-19 relief legislation. This record is spelled out in last month's *Postal Record*.

By contrast, former Vice President Biden has spent a career fighting for working people. His vocal support for unions and his backing for the USPS have been loud and clear. He not only responded positively to our candidate questionnaire, but also has made sure that the platform of the Democratic Party includes a commitment to strengthen the Postal Service. It states:

The U.S. Postal Service (USPS) is the world's most efficient mail carrier, and Democrats are wholly committed to supporting a public USPS. We will fight all efforts to privatize the USPS and will work to ensure the USPS is financially sustainable, including by repealing the mandate that the agency “pre-fund” retiree health costs. Democrats will protect the Postal Service's universal service obligation as a core American value and maintain six-day and doorstep mail

delivery, which is a lifeline for rural Americans. We will also support new revenue streams for the USPS, including allowing secure shipping of alcoholic beverages by mail and exploring options to enable unbanked and underbanked Americans to access financial services through the Postal Service.

Sen. Harris has revealed herself to be a close ally of letter carriers in her first term in the Senate. As a member of the Homeland Security and Government Affairs Committee, which has jurisdiction over federal and postal issues, her team has taken a proactive stance, working closely with NALC on postal issues over the past two years. This includes co-sponsoring the Postal Service Emergency Assistance Act (H.R. 4174), which would provide a \$25 billion appropriation to help the Postal Service weather the pandemic. Her varied experience as a local prosecutor in California, as state attorney general and as senator—along with her evident intelligence and empathy for workers—have prepared her well to serve as our next vice president.

“How members vote and what issues matter most to them is their business and their decision. Our messaging is intended for members who make their voting decision based on how it will affect their jobs, benefits, working conditions and careers.”

The Trump-Pence ticket has decided that it will run on the same GOP platform it adopted in 2016, which ignored the Postal Service altogether while calling for cuts to federal employee pay and benefits. This decision to recycle an outdated and inadequate platform essentially ignores the three-pronged crisis our nation currently faces: a pandemic, an economic meltdown and a racial justice crisis.

As I always make clear to NALC members, we respect the diversity of political opinions in our union. How members vote and what issues matter most to them is their business and their decision. Our messaging is intended for members who make their voting decision based on how it will affect their jobs, benefits, working conditions and careers. We stay strong by focusing on the issues that unite us while respecting our diversity.

Democratic and Republican national committees adopt party platforms

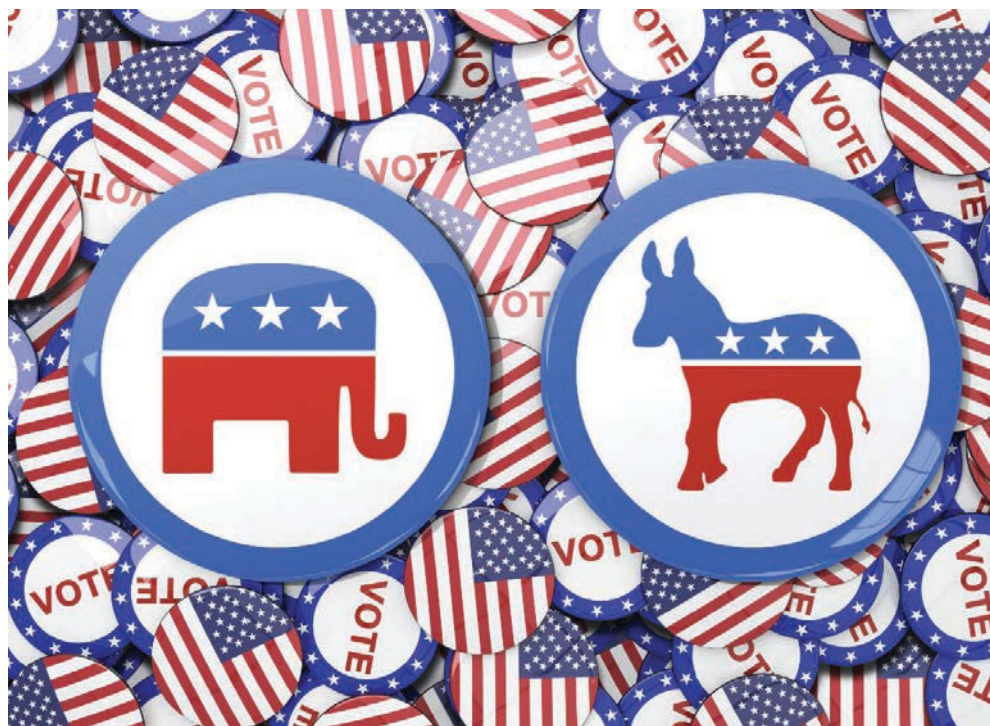
A political party's platform is a formal set of policy goals supported by the party as a whole. The contents are intended to communicate the party's ideas and beliefs to the public and identify the presidential candidate's objectives should he or she be elected. Generally, political parties release a new platform ahead of each presidential election.

The platforms are finalized and voted on at the parties' conventions. The Democratic and Republican party platforms cover a wide range of domestic and foreign policy matters. Among them: the Postal Service.

On July 27, the Democratic National Committee (DNC) announced its platform's guiding principles. The platform, adopted during the virtual Democratic National Convention in August, included NALC's input on priorities for the Postal Service. That platform is as follows:

Strengthening the U.S. Postal Service

The U.S. Postal Service (USPS) is the world's most efficient mail carrier, and Democrats are wholly committed to supporting a public USPS. We will fight all efforts to privatize the USPS and will work to ensure the USPS is financially sustainable, including by repealing the mandate that the agency "pre-fund" retiree health costs. Democrats will protect the Postal Service's universal service obligation as a core American value and maintain six-day and doorstep mail delivery, which is a lifeline for rural Americans. And we will work to restore service to appropriate levels, including overnight delivery of first-class mail and periodicals within the same metropolitan area,



maintaining six-day and door-to-door delivery, and appointing members to the Board of Governors and the Postal Regulatory Commission who champion a strong public Postal Service. We will also support new revenue streams for the USPS, including allowing secure shipping of alcoholic beverages by mail and exploring options to enable unbanked and underbanked Americans to access financial services through the Postal Service.

In sharp contrast, the Republican National Committee (RNC) did not seek NALC's input on priorities for the Postal Service. Instead, the RNC announced via resolution, on the eve of its convention on Aug. 24, that due to COVID-19, it would not amend its 2016 platform, stating: "The RNC has unanimously voted to forego the

Convention Committee on Platform, in appreciation of the fact that it did not want a small contingent of delegates formulating a new platform without the breadth of perspectives within the ever-growing Republican movement." In June, discussions began within the party to retain its platform at the behest of the president. While the 2016 platform made no mention of the Postal Service, it was clear in its view of the federal workforce:

Improving the Federal Workforce

We recognize the dedication of most employees of the federal government and thank them for their service, with special praise for the whistleblowers who risk their careers to expose waste, fraud, and misuse of power. None of them should ever be compelled to join a union or pay dues to it.

In fairness to their fellow workers, union representatives should not be allowed to engage in union-related activities while on the public's time. The inability of federal managers to discipline and, if necessary, dismiss problem staff members is an affront to every conscientious worker, as is the misuse of funds for lavish conferences and routine bonuses. The appointees of a Republican president will work with career managers to end those abuses and enforce high standards for all federal employees. We reaffirm the existing protections that provide all employees of the federal government the opportunity to pursue their desire to serve their country free from discrimination. We call for renewed efforts to reduce, rather than expand, government responsibilities, and we urge particular attention to the bloated public relations budgets of the departments and agencies. The federal government spends too much of the people's money telling the people what they should do.

The Democratic platform makes several commitments to strengthening labor rights for federal employees and other workers:

Democrats will fight to raise wages for working people and improve job quality and security, including by raising the federal minimum wage so it reaches \$15 an hour by 2026. Raising the federal minimum wage, so fewer workers are forced to hold down multiple jobs to make ends meet, will significantly decrease risks of infection from COVID-19 and in the future. We know that strong American labor unions help increase wages and job standards

for workers across the economy, which is why Democrats will prioritize passing the PRO Act and restoring workers' rights, including the right to launch secondary boycotts. We will repeal so-called "right to work" laws that undermine worker power and lead to lower wages and less protection for workers across the economy, and ensure those who have been left without wage and hour protections for decades—including domestic workers and farmworkers—have the same rights as other workers. Democrats will support legislation to strengthen whistleblower and anti-retaliation protections for workers who speak for themselves or their coworkers. And we will take action to rein in anti-competitive corporate power by rewriting the rules that have undermined workers' ability to advocate for themselves, including non-compete clauses, no-poaching agreements, and contracts that force workers into mandatory arbitration to resolve violations of employment laws.

Democrats will recognize unions with majority sign-up—via "card check" processes—and ban captive audience meetings, which employers use to bully and browbeat workers. We will hold executives personally accountable if they interfere in workers' efforts to organize, including issuing criminal penalties for intentional obstruction. We will take action to guarantee that when workers come to the table, they are able to bargain with the employers who actually hold the power, including franchisors, and penalize companies that bargain in bad faith with their workers. Democrats will

vigorously protect all private-sector workers' right to strike without fear of coercion, interference, and undue delay. We will also establish the federal government's role in promoting and facilitating collective bargaining and helping the parties bring their negotiations to a rapid and successful conclusion, committing to a high standard for intervening in strikes, including under the Railway Labor Act.

The right of workers to come together and form a union is under attack. We must unrig the rules that block workers from having the union they want and update our labor laws to make it more possible. We must change labor law so that it is easier for unions and employers to enter into multi-employer agreements establishing minimum workplace standards related to wages, benefits, and working conditions.

The Republican platform, in contrast, prioritizes rolling back laws and regulations that benefit unions and workers:

The unionization of the federal workforce, first permitted by Democrat presidents in the 1960s, should be reviewed by the appropriate congressional committees to examine its effects on the cost, quality, and performance of the civil service. Union representatives in the federal workforce should not be paid to conduct union business on the public's time.

These platforms show a stark contrast in goals and priorities when looking ahead to a potential Biden administration versus four more years of a Trump administration. **PR**

Union Plus awards college scholarships to children of NALC members

Union Plus has awarded scholarships to three children of NALC members.

Esther Lee of Brooklyn, NY, received a \$1,000 scholarship. Lee's father,



Esther Lee

Kent Lee, is a member of Brooklyn, NY Branch 41.

Lee plans to begin college this fall as a pharmacy major, having discovered a passion for the pharmacy profession through volunteering. She was a member of her high school's

Medical Science Institute and has prepared for college by taking Advanced Placement (AP) classes and college-credit courses through the Brooklyn College's CollegeNow Program.

In addition to her father's NALC membership, Lee's mother is a member of the American Federation of State, County and Municipal Employees (AFSCME). Lee said that unions have had a significant impact on her family. "Their dedication to providing the vital services that have helped my family and countless others is what has helped communities such as mine thrive," she said. "Many of the opportunities that we've had are notably due to union aid. Because of this, my family's future is secure financially, socially, and emotionally."

Leryn Quintana of Saint Martinville, LA, was awarded a \$1,000 scholarship. Quintana's father, **Eric**



Leryn Quintana

Quintana, is a New Iberia, LA Branch 988 member.

Quintana will attend the University of Louisiana at Lafayette as a communicative disorders major. She aspires to become a speech pathologist. Eventually, she would like to open a clinic for young children with learning disabilities. Quintana graduated at the top of her high school class after taking all honors core classes and completing six dual-credit college courses, including math, medical terminology, English and history.

Quintana remembers attending union-sponsored food drives with her father as a child and has seen how the union has supported her father through scheduling negotiations, pay raises and job security. "Balancing the demands of work and family is a challenge for most working Americans, and unions help them achieve that balance," she said. "NALC gives my family the peace of mind we need at all times."

Abigail Randan of Proctorville, OH, won a scholarship for \$1,000. Randan's father, **James Randan**,

is a member of Huntington, WV Branch 359.

Randan plans to major in neuroscience when she starts college this fall, and wants to be a pediatric neurologist. She graduated at the top of her high school class after completing eight AP courses.

Randan was on the planning committee for Dance Green, a high school group that raises money for the Hoops Family Children's Hospital and



that is the largest nonprofit operated by minors in West Virginia.

In addition to her father's NALC membership, her mother is a member of the American Federation of Teachers (AFT). During the 2018 West Virginia teachers strike, Randan joined her mother and other AFT members for a march at the state capitol. "I witnessed the true power of unions and what they can accomplish," she said. "Unions connect workers and prove there is strength in numbers. Watching my dad protect jobs and marching with my mom for teacher wages taught me that there is immeasurable power in unity."

Union Plus is a program founded by the AFL-CIO to provide benefit programs to union members (current and retired) and their families.

Since 1992, Union Plus Scholarship awards have been presented annually to union members or members

of their families who want to begin or continue their post-secondary education. This year, Union Plus awarded \$300,000 in scholarships to 215 students representing 43 unions. Go to unionplus.org/scholarship for applications and benefit eligibility.

In addition to the scholarship program, Union Plus provides a range of money-saving programs and services for union members and families. Go to nalc.org/member-benefits/benefits-for-members/union-plus for details. **PR**



Abigail Randan



News from Washington

Postal issues take center stage in Congress, administration and public

Since June, the nation's capital has been busy with postal issues. And while a lot has happened, not much has been accomplished.

While members of Congress were in Washington briefly in July and August, most of their time was spent arguing over whether additional COVID-19-related relief would be approved before the August recess. The House passed its relief package, the Health and Economic Recovery Omnibus Emergency Solutions, or HEROES, Act (H.R. 6800), four months ago. The bill contains the postal relief that NALC has been lobbying aggressively for, including:

- Receiving \$25 billion in direct appropriations to help USPS weather the financial crisis brought on by the pandemic-related economic shutdown.
- Removing restrictions placed in the previous COVID-19 relief bill, the Coronavirus Aid, Relief, and Economic Security (CARES) Act, on the \$10 billion in added USPS borrowing authority from the U.S. Treasury.
- Creating a "Heroes Fund," which would provide hazard or premium pay of \$13 per hour premium pay on top of regular wages, up to \$10,000 for essential front-line workers, including letter carriers and other postal employees.

At the end of July, Senate Majority Leader Mitch McConnell (R-KY) unveiled the Senate's GOP counterproposal, a \$1 trillion relief package called the Health, Economic Assistance, Liability Protection and Schools (HEALS) Act. Unfortunately, that measure did not include any mention of the Postal Service, and some GOP

senators immediately slammed the proposal for other reasons, such as taking on additional spending, payroll tax cuts and liability protections for employers. McConnell immediately retreated from addressing any Senate measure, deferring his leadership to the White House to negotiate directly with House and Senate Democratic leaders.

Despite the lack of Senate GOP leadership, negotiations between the White House and Democratic leaders progressed for a brief period. Democrats pushed relentlessly for their \$3.4 trillion to \$3.7 trillion measure, while the White House sought to keep the confines of any deal limited to \$1 trillion. A deal looked within reach, especially on the issue of Postal Service relief, but it all fell apart. The broken pieces have left Congress and the public singularly focused on the Postal Service's ability to serve the public, especially on Election Day.

The focus on the Postal Service comes on the heels of significant and high-profile USPS happenings, including the appointment of a new postmaster general. Louis DeJoy took the reins on June 15 and immediately zeroed in on congressional inaction.

"As we have repeatedly stated, Congress and the Postal Regulatory Commission have long delayed much-needed legislative and regulatory reforms to help address the situation," DeJoy said. "Congress must enact reform legislation that addresses our unaffordable retirement payments. Most importantly, Congress must allow the Postal Service to integrate our retiree health benefits program with Medicare, which is a common-sense best practice followed by all businesses who still offer retiree health care. Rather than sensational-

izing isolated operational incidents that I acknowledge can occur, and have always occurred in a business of our size and scope, or attempting to impose unfunded mandates unrelated to any postal policies, I ask members of Congress to take action on this one legislative burdensome issue that will actually make a difference."

That statement, given during his first meeting with the Board of Governors on Aug. 7, came amidst implementation of various USPS management initiatives that are resulting in delayed mail and undelivered routes in many areas of the country, realignment of the USPS management structure, and a recent letter from the Postal Service to 46 states, essentially implying that those states will need to pay First Class rates to ensure two- or three-day service on ballots.

The result of these actions has been nothing short of public and congressional outrage, including protests and press conferences outside post offices, as well as demonstrations in front of the postmaster general's home. In addition, Senate Homeland Security and Government Affairs Committee (HSGAC) Ranking Member Gary Peters (D-MI) launched an investigation into nationwide service issues, including mail delays, non-delivered routes and some elimination of overtime. House Oversight and Government Reform (COR) Chairwoman Carolyn Maloney (D-NY) also called both the postmaster general and Robert Duncan, the chairman of the postal Board of Governors, to testify before the committee.

On Aug. 18, in response to mounting pressure from the House to negotiate over additional COVID-19 relief, McConnell announced the Delivering

Correction: In the July issue, we mistakenly implied that the Department of Labor's new rule to allow retirement plan administrators to use electronic delivery for required documents rather than paper would affect CSRS, FERS or the TSP. It does not.

Interest arbitration update

NALC is prepared to begin the interest arbitration hearings for a new National Agreement. As the union has prepared for the proceedings, it also has continued the negotiations with the Postal Service in an effort to reach a tentative settlement. In just a few short weeks, NALC either will have a tentative agreement, or the union will begin the hearings, which are scheduled to start on Sept. 23.

Immediate Relief to America's Families, Schools and Small Businesses Act—a draft “skinny” proposal of the Senate's previously announced July 27 proposal, the HEALS Act.

The \$500 billion measure includes employer liability protections, small business support, limited extension of unemployment insurance, vaccine development and limited money for schools. Of note, the bill would convert the \$10 billion line of credit for the Postal Service approved by the CARES Act earlier this year into a grant to be accessed once Postal Service cash on hand dips below \$8 billion.

The inclusion follows significant mail delays reported nationwide and mounting pressure on senators to address postal relief, and three months after House passage of the HEROES Act.

Aside from the inadequate response to postal relief, the skinny Senate measure does nothing to help 28 million Americans on unemployment and provides no money for testing, hospitals, rental assistance, eviction moratoriums, state and local governments whose budgets are exhausted, state nutrition assistance programs or underfunded schools, to name a few.

The announcement of the skinny proposal has done nothing to bring House, Senate and the administration back to the negotiating table to discuss a broader relief package.

Speaker of the House Nancy Pelosi (D-CA) called members back to Washington during the August recess to vote on legislation that would prevent the Postal Service from making service changes during a pandemic.

The legislation originated from recently introduced legislation by Rank-

ing Member Peters and Chairwoman Maloney, known as the Delivering for America Act (S. 4527 and H.R. 8015, respectively), nearly identical bills that would prevent the Postal Service from making changes to service standards during a pandemic.

On a rare Saturday session during August recess, the House passed H.R. 8015, the Delivering for America Act, by a vote of 257-150. Joining Democrats in voting for the bill were 26 Republicans: Reps. Don Bacon (NE), Troy Balderson (OH), Mike Bost (IL), Vern Buchanan (FL), Rodney Davis (IL), Brian Fitzpatrick (PA), Jeff Fortenberry (NE), Sam Graves (MO), Jaime Herrera Beutler (WA), Will Hurd (TX), Dave Joyce (OH), John Katko (NY), Peter King (NY), Doug LaMalfa (CA), David McCaul (TX), David McKinley (WV), Tom Reed (NY), Chris Smith (NJ), Pete Stauber (MN), Elise Stefanik (NY), Steve Stivers (OH), Mike Turner (OH), Fred Upton (MI), Jeff Van Drew (NJ), Ann Wagner (MO) and Don Young (AK).

“NALC deeply appreciates members of Congress setting aside partisan politics by voting to ensure that the Postal Service has the resources necessary to meet the needs of the public through the election and pandemic,” NALC President Fredric Rolando said. “We hope the White House and Senate will follow the lead of the House of Representatives and work to provide the same relief.”

Passage of the House bill follows the breakdown in negotiations among the White House, House and Senate on a larger COVID-19 relief bill. The House passed the HEROES Act four months ago, and the Senate has subsequently announced two limited measures, neither of which has been

discussed in the Senate. The Senate does not intend to return to Washington until after Labor Day, when it will have only a few weeks to reach a deal on a COVID-19 measure and fund the government beyond Sept. 30.

Even with no agreement among the House, Senate and White House, congressional interest in the Postal Service is not waning. With reported nationwide service delays, both the HSGAC and COR committees convened back-to-back hearings calling in new Postmaster General DeJoy to testify. In the House, PMG DeJoy testified alongside Robert M. Duncan, chairman of the USPS Board of Governors. Both committees questioned the new PMG on a wide range of issues, including his background and his communications with the Trump administration, USPS capacity for processing ballots in the upcoming election, the need for COVID-19 relief, postal reform preferences, mail service delays, removal of sortation equipment and collection boxes, limitations on overtime, and other issues of concern. DeJoy largely defended his actions, but made abundantly clear that the Postal Service will process every ballot in its possession in a timely manner.

With the November election just around the corner, interest in the Postal Service from Congress and the public remains high. We expect a very busy September with postal issues at the forefront. NALC members are encouraged to contact their senators to urge them to take action to provide the Postal Service with relief, favorable loan terms and conditions, and hazard pay.

For the latest information, please visit the “Government Affairs” section of the NALC website. **PR**

USPS reorganizes...again

A new postmaster general arrives and promptly shakes up the management structure of the Postal Service. It's not a new story. Reshuffling the organizational chart has happened many times in the history of the Post Office. The very structure of NALC is a remnant of that history—our 15 regional offices mirror a long-ago, but eventually discarded, structure of the former Post Office Department.

The restructuring plan of Postmaster General Louis DeJoy, announced in early August, is reminiscent of the major shake-up sponsored by Postmaster General Marvin Runyon in 1992.

Like PMG DeJoy, “Carvin’ Marvin,” as he was known, came from the private sector—he worked for the Ford Motor Co. for years before joining Nissan as head of North American operations, and then moved on to serve as chairman of the Tennessee Valley Authority (TVA). His reorganization plan was far more dramatic.

His plan cut the number of senior executives from 42 to 24 at the Wash-

ington, DC, headquarters of the U.S. Postal Service; bifurcated the management of “distribution” functions (mail processing and transport) from “customer service” functions (retail and delivery); reduced the number of field “divisions” from 73 to 60, and aimed to eliminate 30,000 managerial jobs from the 130,000 administrative jobs then in existence, via an early-out program. In this context, the restructuring plan announced by PMG DeJoy seems far more modest in scope.

The new organizational structure will consist of three operating sectors: Retail and Delivery Operations, Logistics and Processing Operations, and Commerce and Business Solutions. The current field structure for processing and delivering the mail consists of 67 districts within seven areas that report to a headquarters chief operating officer (COO). Under the new structure, the retail and delivery sector will consist of 67 districts (as of the publication of this article) within four areas reporting to one headquarters COO, and the

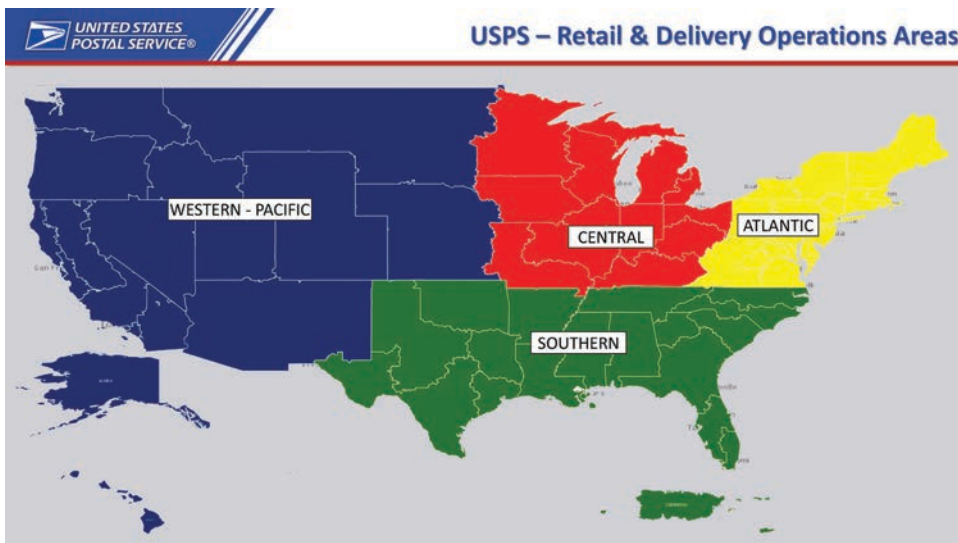
logistics and processing sector will consist of 12 divisions within two regions reporting to another headquarters COO.

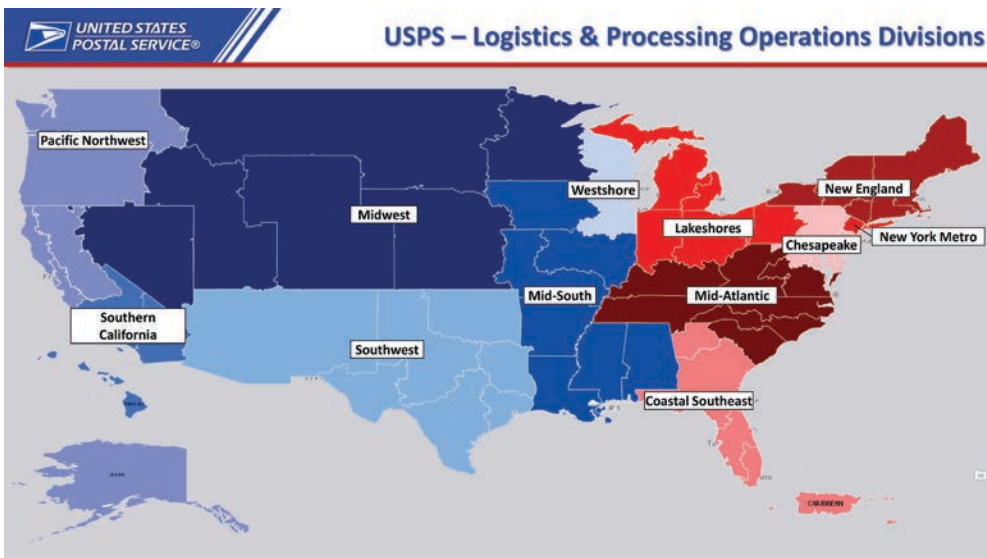
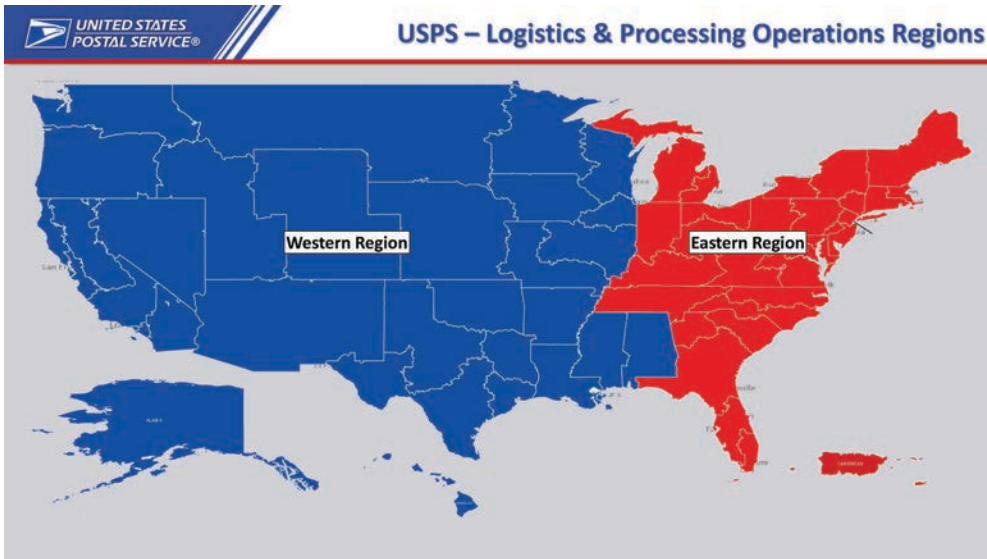
The four new areas for retail and delivery are Western-Pacific, Southern, Central and Atlantic. The two regions for logistics and processing are Western and Eastern. The 12 divisions within those two regions are Pacific Northwest, Southern California, Southwest, Midwest, Mid-South, Westshore, Lakeshore, Mid-Atlantic, Coastal Southeast, Chesapeake, New York Metro and New England.

As part of the modified organizational structure, logistics and mail-processing operations will report into the new Logistics and Processing Operations organization, which will be separate from existing area and district reporting structures. This includes all mail-processing facilities and local transportation network offices. USPS states that the purpose of splitting operations into these two regions is to allow for improved focus and clear communication channels.

USPS also states that future changes will be made as it continues to identify additional operational efficiencies. The next evaluation to be completed involves potential consolidations within the 67 districts.

So far, 23 postal executives have been reassigned or displaced under the new organizational structure. Additionally, according to the reorganization plan, the Postal Service has implemented a management hiring freeze and will be requesting future voluntary early retirement





were managers. Nearly 30,000 senior carriers and clerks also took the early out, which caused the quality of service to plummet and overtime rates to soar. The bifurcation of management also resulted in poor quality control, and Runyon was forced to put in place a new level of mid-management—10 area vice presidents—to better coordinate distribution and customer service. And in the end, the Postal Service had more employees when Runyon left in 1998 than when he arrived. Time will tell whether PMG DeJoy’s more modest plan fares any better.

NALC President Fredric Rolando made NALC’s position about the restructuring clear by issuing the following statement: “Regardless of the operational structure of the Postal Service, NALC will continue to prioritize safe and efficient work methods, good service to our customers, dignity and respect in the workplace, and contractual compliance. We are in the process of engaging those within the new operational structure to rescind several operational initiatives that are clearly inconsistent with these objectives. Rather than fostering the unilateral implementation of reckless initiatives, the Postal Service must work with the NALC in our joint task forces to accomplish our common goals.” **PR**

authority from the Office of Personnel Management for employees not represented by a collective-bargaining agreement.

It is difficult to predict how well reorganizations will work. Looking back at PMG Runyon’s attempt to streamline the Postal Service, the

results were mixed at best. He did succeed in thinning out the ranks of Washington, DC-based management, but the field reorganization largely failed. The early-out program, which offered a severance package worth six months’ pay, led 48,000 employees to leave—but only 13,000

structure to rescind several operational initiatives that are clearly inconsistent with these objectives. Rather than fostering the unilateral implementation of reckless initiatives, the Postal Service must work with the NALC in our joint task forces to accomplish our common goals.” **PR**



Off the ice onto the route

To the delight of his customers, Phillip Timmerman delivered mail on a short loop in costume in April as the COVID-19 pandemic forced many to stay at home.



The carrier with his family

Phillip Timmerman doesn't like to be caught without his head on.

The Dubuque, IA Branch 257 member, who began as a rural carrier in 2014 and switched to city delivery the following year, was a fan and season ticket holder of the local junior hockey team, known as the Dubuque Fighting Saints. In 2016, "they were in need of a mascot," he said.

Timmerman had never been a mascot before. However, he had done some acting in his high school days as a hobby, so "it was kind of in my wheelhouse," he said.

On a whim, he filled out an application. As it turned out, he was the only applicant, so he soon got the call that he would be Bernie the Saint Bernard.

He was excited. But first, Timmerman said, "I had to learn how to ice skate."

To do so, the carrier went to the rink once a week and practiced. Eventually, he was able to gain enough skating skills to begin as Bernie.

His first game, in February 2017, was "scary" and "awkward," Timmerman said. He went out on center ice and waved the team's flag to begin the

game—then made a beeline off the ice and out of the limelight. After the game, a few fans pointed out his "low energy."

The carrier says that becoming a mascot requires practice. "I watched a lot of YouTube videos on professional mascots," he said, adding that the old cliché "fake it till you make it" is apt. "I wing it a lot."

Just moving around in the suit requires effort. "I see through Bernie's mouth and have no peripheral vision," Timmerman says. "It takes a lot of getting used to. Kids will sneak up behind you. You have to use your other senses."

Although there now are a few others who play the role, Timmerman is the primary Bernie the Saint Bernard, and tries to make it to each of the 30 games per season. The doors open at 6 p.m.; he is expected to be in costume by then, and he performs throughout the game until it ends around 9:30 p.m.

There also are a number of community and charity events that Bernie is expected to attend; Timmerman goes whenever his schedule allows. "If I can help out, I'll help out however I can," he said.

One charity event, "Over the Edge," took place last summer at a hotel in downtown Dubuque. Timmerman, dressed as Bernie, went to the top of the building, got harnessed up and rappelled down the side. "I was terrified," he said, adding that it took a lot of trust, but that he was happy to support a good cause.

The job entails a lot of fan interaction: posing for photos with fans, doing pranks (for which he gets permission), and making big gestures to garner smiles and laughs from the crowd. When boys and girls see Bernie, they don't know what to expect from him.

"I try to do things a dog would do—wag my tail, run laps around a person," Timmerman said. "I watch my dog and see what he does."

Right and below: Timmerman performs at Dubuque Fighting Saints hockey games as the Bernie the Saint Bernard mascot.



Timmerman says the job is fun but exhausting, adding that it's important to take breaks.

He tries to be in the costume for only 20 minutes at a time, as it can be uncomfortable. "The suit has a lot of fur on it, and it doesn't vent heat very well," the carrier said.

And, as most people know, it's a big no-no to be seen in costume without the head on. Timmerman says there's a large pathway under the ice arena's bleachers that is sort of a "safe haven" for him, but he has to stay aware, because the area gets some fan activity when the players skate out onto the ice.

He was once taking a break there, sans Bernie's head, during a birthday party of 11- and 12-year-olds, who saw him. "They were pretty cool about it," he said. He put himself back together and danced around for the group.



The first season, Timmerman kept his secret identity as Bernie under wraps until he got good at it. Now, he says with a laugh, "everyone knows who I am. I openly flaunt it."

Due to the COVID-19 pandemic, the remainder of the 2019-2020 hockey season was canceled. The Saints had been in second place in the league when the season was suspended, so a lot of excitement had built up, Timmerman said.

Between delivering mail and performing as Bernie, it's a lot of time away from family, so although the cancellation was sad, Timmerman was grateful to have more time with his wife and two young sons. Timmerman currently has the costume at home and "will bust it out" from time to time to entertain his children—as well as fans through online videos.

That got him thinking that people on his mail route could use some cheering up from Bernie while they were stuck at home, as the Fighting Saints have a lot of fans both in the post office and in the community.



"Right about when the season ended, a lot of people were bummed out," he said. "I wanted to bring some positive news and something fun to the customers of Dubuque."

In early April, the carrier got approval from the Saints and approached his branch president, **Chad Olson**, who liked the idea of Bernie delivering mail to patrons. It was then brought to the local postmaster, who kicked it up to the post office operations manager, who was all for it.

On April 9, the carrier, who was a T-6 at the time, delivered a loop in costume.

He kept it to a small distance because of the terrain. "I knew on concrete it wasn't a big deal," he said, but he wasn't sure about divots in people's yards. "You have to think it through," he added.

Customers and kids came to their front porches to greet their local mascot. "Mommy, look! It's Bernie!" is something he heard quite frequently.

"We were all able to have Bernie the Saint Bernard be an honorary letter carrier for Dubuque," Timmerman said, adding that it was an enjoyable experience that boosted customer morale that day.

Keeping the mood elevated is what it's all about for Timmerman, who says the best part about being Bernie is seeing big smiles on youngsters' faces.

"I'm out there trying to make it fun for kids and adults at the same time," he said. "I try to be a positive influence on the game of hockey and the community." **PR**

THE MAIL MIX

What's in the mail and why it's more important than ever



The Postal Service and letter carriers are more important than ever during the pandemic, we—and the public—hear on a regular basis. That is said to stem from a variety of factors: Millions of people are sheltering at home because they have contracted the virus, want to avoid it, or are seeking to protect vulnerable family members. Many people are limiting their visits to stores for safety reasons. Still others, hit hard by the economic shutdown, anxiously await government stimulus checks or other financial help. Meanwhile, most Americans need the important information on closings and openings, on elections, or the vital safety guidance that is being sent to them.

The common element in these factors is the mail itself. In all time periods, letter carriers are a welcome sight on their routes, for a host of reasons: They're trusted members of the community, they often help people in an emergency, they may be delivering a birthday card or a letter from a distant relative. But in these evolving and uncharted times, letter carriers—and the mail they deliver—have taken on a new meaning for hundreds of millions of Americans across the country.

Indeed, much of the “essential” nature—an official term designating the carrier craft during the pandemic—of what letter carriers do arises from the shifting composition of the mail during this health and economic crisis.

In this story, we drill down into the mail itself—why it is even more vital in this crisis, how the mail mix has shifted in just a few short months, and how its meaning has therefore changed for Americans, whether in large metropolitan areas or the smallest of towns.

There are many ways to characterize the mail mix, to conceptualize how the content and the meaning of the mail are changing in these unusual times. One approach is to divide the mail into the following three categories:

- A portion of the mail consists of items that have always been and remain important, perhaps even more so in these times—personal correspondence; regular government checks such as unemployment insurance; medications; or bills and other financial communications.
- There are new items that few envisioned at the start of the year but that have arisen because of the

coronavirus or the related economic shutdown—safety guidelines, stimulus checks, and the mass delivery of vital supplies such as food and household items.

- A key share of the mail involves materials that are neither part of typical everyday mail nor related to the pandemic but instead are a coincidence of the calendar. Every household has received U.S. Census forms and, often, follow-up correspondence, for an event that occurs every 10 years. Similarly, we are, or will be, getting election-related mail, such as candidate flyers, polling place information or ballots. These would not be in the mail mix had the pandemic occurred in 2019 or 2021—the last time a pandemic could have been accompanied by both a presidential election and a U.S. Census was 2000; the next time will be 2040.

Obviously these three categories of mail overlap; medications, for example, have been increasingly mailed to residents as the population ages and e-commerce grows; this trend is quickening because of shelter-at-home practices. Meanwhile, it is not merely the fact that election mail and the pandemic are joined in time—the former is more important because of the latter, with many Americans considering voting by mail for safety reasons, while local election officials alert residents about pandemic-related changes in election procedures or polling place practices.

They are, nonetheless, a useful way to understand the big picture.

Now let's look at what's in the mail, how it's evolving, and why it's more important than ever.

THE ENDURING IMPORTANCE OF MAIL

During the pandemic, letter carriers have been deemed “essential workers,” but this is only a reminder that postal employees and the mail they deliver have always been essential. Millions of people rely on the mail for personal correspondence, prescription medications and government benefit payments, and many trust the Postal Service more than the internet for receiving bills and sending payments.

In the case of this kind of mail, the pandemic has reminded the nation how much the mail, and the connection it provides to the outside world, matter.

As any seasoned letter carrier knows from experience, package delivery has soared in recent years, with more Americans shopping on their home computers and smartphones. The rapid growth in e-commerce has boosted package delivery by about 10 percent per year in the last decade.

Receiving prescriptions by mail, for example, has become increasingly popular over time, especially for recurring medications that require regular refills. As prescription delivery grew in popularity, brick-and-mortar pharmacies struggled to compete, but now many have joined the party by setting up their own delivery services.

In fact, receiving prescriptions by mail is about more than convenience—it can improve health outcomes by bringing fewer interruptions in the supply of medications. For example, a study in the *Journal of General Internal Medicine* found that 85 percent of patients using medication to control their cholesterol who used mail-order pharmacies achieved target cholesterol levels, compared to 74.2 percent of pa-

tients who used only local pharmacies.

Add to that mix the government benefit payments and other checks, bills received and paid by mail, financial statements, personal correspondence, advertising mail, newspapers and magazines, and you have the basic mix of mail that Americans know and now, in these trying times, have come to appreciate—indeed, depend on—even more.

In a very real way, these trends have created consumer habits and delivery methods that now are making it possible for letter carriers to attempt to slow the spread of the virus by supplying tens of millions of Americans with vital supplies that allow them to shelter at home.

A LIFELINE DURING A CRISIS

The Postal Service is the perfect infrastructure for bringing essentials to people sheltering in place, and it was ready from Day One. As the pandemic rapidly spread across the country and millions of Americans stayed home, the Postal Service has stepped in to serve many in new ways. From stimulus payments and food and household supplies to health information about the new and unfamiliar COVID-19 virus, many items necessary during this crisis have made their way to households through the mail.

Thanks to the growth of e-commerce, the infrastructure for receiving vital supplies by mail and for businesses to survive through mail delivery already was in place when the pandemic struck. Shoppers knew where and how to shop online, and tens of millions boosted their e-commerce orders immediately; many businesses either already shipped by mail or could



During the pandemic, people are now receiving medications by mail more frequently.

easily pivot to fulfillment by mail.

“We are the leading delivery service for online purchases,” USPS spokesman David Partenheimer said.

In fact, the central role of package delivery in modern life makes it difficult to imagine surviving a major pandemic without it. With e-commerce outlets fully prepared to fulfill the needs of a locked-down public combined with an economic shutdown, package delivery has surged as the virus spread. Many brick-and-mortar stores have closed under lockdown orders, while nervous shoppers stayed away from stores that were deemed essential and remained open, such as grocery stores. As shortages in some supplies like toilet paper and cleaning supplies emerged, shoppers turned to e-commerce to find them.

“The parcels are through the roof,” said **Mark Seitz**, president of Maine Merged Branch 92, who also serves as

Maine State Association president.

The mail-order prescription business took off at full speed as the pandemic took hold.

Many Americans rely on daily medication, and a large proportion of them are older, less mobile and more vulnerable to the COVID-19 virus. Though some already were relying on convenient mail-order delivery to connect them with pharmacies, the pandemic led to a surge in medication delivery by mail. In the last week of March, as lockdowns gripped the country, the volume of mailed prescriptions rose 21 percent compared to the previous month, according to pharmaceutical business analysts.

To help medication users get their supplies while staying home safely during the pandemic, some states and health plans waived refill limits to encourage patients to get 90 days of drug supplies rather than the usual 30 days.

Relaxing Medicaid policies also helped to boost mail-order medication—eight states eliminated a requirement that Medicaid recipients give a signature, in person, to get prescriptions filled, so as to encourage mail order in the pandemic.

Pharmaceuticals are an important part of the parcel growth, according to **Pat Van Egeren**, president of Green Bay, WI Branch 619. “I do see more medicine going through the mail stream,” Van Egeren said. “Individuals are feeling more secure, more safe, about it. And how much more convenient can it get? It’s especially important today because people are quarantined or fearful of going out.”

Analysts say that many new mail customers are likely to stay with mail delivery even when the pandemic ends, because they will be accustomed to the convenience. And, if and when in-home self-test kits for COVID-19 become available, many Americans may both receive and return test kits by mail.

Many Americans also are looking to the mail for financial help during the pandemic. The federal government has used the mail this year to deliver emergency economic stimulus payments.

Though the government sends most routine benefit payments through electronic payments—direct deposit to bank accounts or to debit cards—the economic stimulus payments enacted by Congress in March showed that the mail remains essential for reaching millions of Americans with vital payments like the stimulus.

Immediately after President Trump signed the Coronavirus Aid, Relief, and Economic Security (CARES) Act on March 27, the Internal Revenue Service (IRS), which was tasked with making

direct payments to millions of American households to boost the economy and provide relief as the pandemic spread, got to work.

The IRS was able to send the bulk of the payments—120 million—by direct deposit using its prior tax payment records. But the agency still had to reach taxpayers with no direct-deposit information—some perhaps with no bank accounts at all—and also some Americans who had never filed tax returns. That added up to an additional 38.7 million payments requiring mailing paper checks or debit cards—a total of \$62 billion in payments.

THE MAIL MIX CONVERGES IN 2020

The mail composition during this critical time also includes items that were timed for the calendar but just happened to coincide with the pandemic—and have contributed to making 2020 a year to remember as we ease and deliver the mail. Taken together, the events of this year serve as a reminder of the importance the mail has in both personal and public life.

Every election year (even-numbered years) brings a surge of mailings from candidates and independent political groups, and that is particularly so in 2020. The advantages of mail really shine in election campaigns: Mail is proven to be effective and trustworthy with voters, more likely to attract attention and make a lasting impression, and one of the most cost-effective ways to reach voters directly in a given legislative district.

Moreover, each election, especially the every-four-year presidential contests, seems to bring record levels of spending by campaigns and other groups, fueling a flood of mail pieces.

Campaigns spent more than half a billion dollars on mail on the midterm elections in 2018. In this high-stakes presidential election year, spending could go far higher.

Of course, this is no ordinary election year. Given the need to avoid large gatherings to control the spread of the virus, many states have changed their laws to expand access to voting by mail. The COVID-19 crisis has placed an even-greater responsibility on the Postal Service to assist with the most important feature of our democracy—the ability of people to choose their political leaders.

Combine the presidential election year, the pandemic and the heated political climate, and the impact is clear, including in a remote area of Kansas where the closest city is 200 miles away. With a hard-fought Senate primary battle in her part of western Kansas, speckled with small towns,

During an election year, letter carriers deliver a lot of political mail.



Garden City, KS Branch 1412 President **Amanda Beckley** said, “We saw, to certain voters, as many as seven pieces [of political mail] a day.”

Before 2020, voters in many states had at least some access to voting by

mail, and voters were slowly embracing it. Nationwide, the proportion of votes cast by mail has grown steadily in presidential election years, from 7.8 percent in 1996 to 20.9 percent in 2016.

This year, concerns about the risks of in-person voting have led many states to broaden their access to voting through the mail. Some simply eliminated restrictions on absentee voting by request of the voter; others will mail ballots to all voters without waiting for a request.

Voting by mail has broad public support—in a Pew Research Center survey in April, seven in 10 adults said that anyone who wants to vote by mail should be allowed to do so. To date, states have opened up their election procedures to the point that at least 77 percent of the nation—181 million voters in 41 states—will have access to voting by mail this fall without being required to state a specific reason, according to a *Washington Post* analysis.

That includes 85 million people in 14 states that automatically will mail either ballots or applications for mail-in ballots to every voter.

NALC supports efforts to broaden access to voting by mail. Several state associations and branches have successfully advocated for voting by mail in their states. NALC also participates in the efforts of the National Vote at Home Institute and Coalition, a group advocating for vote-by-mail in every state. (For more information, see the May issue of *The Postal Record*.)

This year also is a census year.

While the U.S. Census Bureau, charged with counting everyone in the United States every 10 years, now encourages respondents to fill out their census forms on its website, the agency started the census process with a mailing to almost every household this spring. The mailing gave recipients the option of sending their response by mail. Those census-driven mailings

boosted mail were a significant generator of mail volume and revenue in the first quarter of this fiscal year, USPS reported.

LETTER CARRIERS TAKE THE PULSE OF THE MAIL

Most of these facts and figures about this year's mail trends don't surprise letter carriers who see the changes up close.

Maine's Seitz says that the surge in parcels is requiring some carriers to go out on their routes three or four times to keep up. And small parcels and rolls (SPRs), items under 2 pounds and smaller than a shoebox, seem to be leading the pack.

Despite their small size, SPRs are another kind of burden because they are cased like flats. "They take longer to case," Seitz said, because of their size.

In his 20 years of carrying mail in Wisconsin, Van Egeren has watched parcel volume grow and flats shrink steadily. When he started, he typically handled one or two small bags of parcels, not entire truckloads. This year, along with a larger surge in parcel volume, he has noticed that more postal patrons are sending packages in addition to receiving them.

"I get more carrier pickups—from businesses and homes—on my route, especially during the pandemic," Van Egeren said. "People are reluctant to go to the post office," due to fear of the virus.

EFFECTS OF THE PANDEMIC ON THE SERVICE

On Aug. 7, the Postal Service's financial report for the third quarter of Fiscal Year 2020, covering April, May

Election ballots will be part of the mail mix in greater numbers than ever before.



Residents are expressing their gratitude for the essential work letter carriers are doing.

and June, showed an extraordinary increase of 49.9 percent in package volume compared to the same three months in 2019—a jump from 1.4 billion packages to 2.1 billion. In practical terms, this means that letter carriers delivered an additional 708 million packages in that period—or several dozen extra packages for each carrier per day.

“It’s Christmas every day,” Beckley said. “The flats are light, but the parcels are ridiculous.”

As USPS stated in a press release about the quarterly report, “(T)he Postal Service anticipates that these trends will continue given the surge in e-commerce as many Americans stay home due to the COVID-19 pandemic. The Postal Service has and will continue to serve its customers during this crisis through the delivery of medicine, essential consumer staples, benefits checks, and important information, but does not expect its package revenue growth over the medium to long term to make up for its losses in mail service revenue caused by COVID-19.”

Over the same three-month period, marketing mail plummeted by 36 percent and First Class mail fell by 8 percent, with those trends—exacerbated by the pandemic-related economic shutdown—taking a toll on overall postal finances.

The decline in First-Class and marketing mail is a reminder that the Postal Service is sensitive to economic ups and downs and that, since it normally is self-supporting and does not receive taxpayer funds, it should get relief from Congress like other businesses have. NALC and its sister postal unions and their members are working hard to secure an emergency appropriation from Congress to assure the financial

health of the Postal Service, an idea that enjoys strong public support.

LETTER CARRIER VALOR

None of this—the surge in package deliveries, the election-related mailings, the distribution of government checks and safety guidelines, the census correspondence, customer reliance on USPS to deliver essential supplies such as food and medications, the sheltering at home—would be possible without the hard work, bravery and skill of letter carriers throughout the country.

In one of the pandemic’s ultimate ironies, a federal agency enshrined in the Constitution because the Founding Fathers envisioned, accurately, that it would unite this vast land by connecting communities to one another while serving as a unifying force within communities, now is adding a new mission—protecting Americans by allowing them, temporarily, to distance and separate themselves from one another. Letter carriers are leading that effort, one aimed at protecting us now so we can reunite.

Whether they see the letter carrier making the rounds or only the mail that is left in the mailbox, Americans are expressing their gratitude by leaving messages in sidewalk chalk, on poster board, by social media or in letters to the editor of their local newspaper. (See the April and May issues of *The Postal Record* for more on this.) Meanwhile, ordinary citizens are reaching out to NALC to ask how they can help. For example, on Aug. 11 a resident of Hawaii called and, in a follow-up email, wrote, “I am writing to express my support for the NALC and the USPS. We appreciate all those



who have worked hard and with great dedication to provide all of us with uninterrupted mail services for more than 240 years. It is time now for us to return the countless favors of service you have provided.”

“It is difficult for the esteem in which the public holds letter carriers to rise, because it already is so high. And yet, this is exactly what is happening,” NALC President Fredric Rolando said. That is reflected in the polls, in the homemade signs posted in so many communities, in the editorials and articles in so many newspapers and other news outlets.

“As president of the National Association of Letter Carriers, I thought that my own pride in what letter carriers accomplish every day could not increase,” Rolando said. “And yet, as I see the risks, the challenges, the demands, the rise in packages and so much more, I am deeply impressed—though not at all surprised—by how letter carriers are responding.”

From individual residents to commentators to public officials, the praises of letter carriers are being sung far and wide.

“More than ever,” President Rolando continued, “letter carriers are heroes, they are being recognized as such, and their heroism will long be remembered by thankful customers and by a grateful nation.” **PR**

Looking the part: The letter carrier uniform

Until 1955, carriers had to cover the cost of their uniforms from their own pockets. That year, the U.S. Post Office Department finally provided a uniform allowance (\$100 at the time) so that carriers would look their best while doing their jobs.

Letter carriers have worn uniforms to identify themselves and show their professionalism since shortly after the Civil War. Post offices had begun offering free home delivery of mail to bypass long lines at post offices—lines that had grown with family members eager for news from soldiers at war. Congress also wanted to give uniform manufacturers a new line of business after the war ended and demand for military uniforms dropped.

However, letter carriers were required to pay for the full cost of the uniform. This was a risky investment, because postal workers had no job security and were routinely fired after a presidential election so that the political friends of a new administration could take their jobs. When Postmaster General Arthur A. Summerfield decreed in 1955 that letter carriers should look more professional, he initiated the \$100 annual uniform allowance. The uniforms had to include labels certifying that the garment met postal specifications.

In 1971, when NALC gained collective-bargaining rights to represent letter carriers, uniforms became a subject of negotiations. Thanks to agreements negotiated with USPS by the union, carriers now have a larger uniform allowance as well as a say in the official uniform items available to them for purchase, and the allowance increases with each year of the agreement. The uniform program is

overseen for NALC by Director of Life Insurance James “Jim” Yates.

The National Agreement between NALC and the Postal Service that was finalized by an arbitration panel in 2013 granted CCAs the same uniform allowance as career carriers. Previously, transitional employees (TEs), the job category replaced by city carrier assistants (CCAs), had a smaller allowance. NALC negotiated to continue this policy in the current agreement, which was ratified in August of 2017. The allowance is currently \$464 annually, with an additional, one-time credit of \$107 when a CCA converts to career status.

Shopping for and buying the uniform items needed for all types of weather can take time and sometimes exceed the allowance, especially for carriers in extreme climate areas.

“As new carriers quickly learn, a letter carrier must have many uniform items,” Yates said. “You have to have something to wear to work while other items are in the laundry. You will need rain gear and perhaps heavy winter clothes and accessories. And good footwear is essential. The cost can add up.”

To help CCAs get started before they qualify for the allowance and have time to shop, many branches offer a uniform exchange that gives CCAs access to gently used and unwanted uniform items from veteran and retired carriers. This is another way the union helps new members start on the right foot and also makes the uniform allowance go a little further. If you need additional help completing your full set of uniform items, check with your branch to see if hand-me-down pieces are available.

A new CCA in his or her first appointment does not qualify for the

uniform allowance until 90 workdays or 120 calendar days of employment have been completed, whichever comes first. When a CCA qualifies for their first uniform allowance, that date becomes their uniform allowance anniversary date: the date each year they will receive their new allowance.

USPS provides the allowance to CCAs in the form of a letter of authorization, or voucher, that a carrier uses to buy uniform items. The voucher is valid only for purchases from vendors licensed by USPS. A list of all authorized Postal Service uniform vendors is located on the Labor Relations website—see the Uniform Program from the Blue Page or LiteBlue under My HR, and look for the link for Uniform Program.

CCAs can carry over unspent money from the allowance into their next appointment, though they cannot use it during the five-day break in service. However, any of the money that went unspent when you reach your next anniversary date is forfeited.

Management is to provide the letter of authorization within 14 days of a CCA becoming eligible for a uniform allowance. Any CCA who does not receive a letter of authorization within that period should contact his or her steward.

When CCAs are converted to career, their uniform anniversary date remains the same. A significant change to the uniform-purchasing process when becoming a career employee is that you are issued a preloaded debit card. This card is automatically loaded with your allowance and may be used to purchase uniforms from licensed vendors. And remember, you receive additional credit to your uniform allowance for your first allotment as a career employee.

For more information, consult the *NALC Letter Carrier Resource Guide* at nalc.org/resourceguide or through the NALC Member App. To order a printed version, log on to the Members Only section of the NALC website, click on the checkbox below the image of the guide, and a copy will be mailed to your NALC address of record.

“Our uniforms are so important to how we do our jobs and how the public perceives us,” Yates said. “They also protect us from sun, wind, rain, snow and cold. Use your allowance wisely. Check out what other carriers are wearing, and ask experienced carriers what you may need as the seasons change.”

In addition to providing a uniform allowance, the National Agreement gives NALC a voice in the uniform items we can buy with the allowance, by establishing a joint uniform committee composed of NALC and USPS representatives. Yates heads the committee for the NALC.

Through the committee, USPS and NALC may agree to any changes or additions to the uniform program. The committee considers many factors in uniform design, because a uniform works much harder than casual clothes. A letter carrier’s uniform needs to be tough enough to survive the wear-and-tear from the route and frequent laundering. Uniform items using modern fabrics can’t sacrifice appearance for comfort. And, it all has to fit into a carrier’s uniform allotment, which can run out quickly.

The uniform committee meets at least once every three months and has jurisdiction to consider all non-cost matters pertaining to the uniform program. Currently, the uniform committee is exploring new, moisture-wicking

fabrics for polo shirts and cargo pants. Letter carriers have expressed an interest in both of these items for some time.

Keeping up with clothing technology is about more than looking and feeling good; uniforms also are a safety issue. They help protect carriers from the many hazards of their jobs, including heat, sun and cold, as well as foot injuries.

Details matter in uniform design. Take shorts, for example: Will they come in enough sizes to fit any carrier? Do they have enough pockets of the right size and shape? Will they remain comfortable through a day’s work, while keeping the carrier looking neat and professional? Will they last long enough to justify their cost?

Even color and fabric style involve functionality. Dark clothes attract the sun’s heat. Some fabrics protect against harmful ultraviolet (UV) sunlight; others offer little protection. Some colors and styles, such as solid versus striped patterns, hide stains or sweat better than do others.

The uniform committee takes time to get it right, because any mistakes in fit or design would affect thousands of letter carriers.

When an item is adopted by the uniform committee, USPS publishes its specifications for the approximately 200 vendors that the Postal Service licenses to supply uniforms. USPS adds the item to the list of approved items in the *Employee and Labor Relations Manual (ELM)*. And, of course, vendors add it to their catalogues and websites.

The committee also deals with issues like changes in fabric availability. If a



certain fabric used in a garment is discontinued by suppliers or is no longer made in the United States, the committee must decide what to do, including considering options such as discontinuing the item or finding an alternative. USPS requires that U.S.-made items be used whenever they are available.

Resolutions are another way that letter carriers have a voice on uniform issues. Over the years, NALC national conventions have adopted many resolutions related to uniforms, calling for things like approval of new fabrics and the cargo pants mentioned above, additional cold-weather gear and sun-protective clothing to approving shoes that use Velcro instead of laces.

Any letter carrier can propose a resolution to his or her branch. If the branch adopts it and sends it to the NALC Executive Council, the delegates at the next national convention will vote on it.

“Our uniforms matter. They protect us from the elements, keep us comfortable and project our image,” Yates said. “NALC will always work to improve them so that letter carriers can look and feel their best every day.” **PR**

The voices of the branches

How scribes are representing their communities

During this pandemic, it has become both more important and more difficult for branches and state associations to stay connected to their members. Fortunately, *The Postal Record* already has a platform for individual branches to report local news and address topics specific to their communities. Every month, this magazine receives dozens of submissions from branch, state and retiree scribes all over the country, who send in articles on subjects ranging from describing working conditions and voicing perspectives on new legislative proposals to congratulating retiring members and reporting on community services.

These scribes are a valuable resource for NALC, as they inform members using their own experience and local knowledge. We spoke to a sample of scribes to get their opinions and advice on their often overlooked but critical role in the union. For more information on how to become a scribe, see “How to become a scribe” on the next page and consult with your local officers.

Tony Rodriguez has been the branch scribe for Knoxville, TN Branch 419 for eight years, and has continued to fulfill the scribe role alongside his duties as branch secretary. Rodriguez says that his writing process can be quite time-consuming. “I learned from college to do a draft and then come back later and see how it reads,” he said. “I can do two to three drafts before I send it to the [branch] president to review.” However, he added, the actual time spent writing the article is much shorter: “Once I get into the flow of it, I can bang it out in 10 minutes.”

Rodriguez says that one of the most challenging aspects of being the scribe is finding ideas every month. To do so, he taps his best resources: his fellow officers and the branch members (particularly retirees). “Sometimes, I’ll use the branch meeting itself,” he said.

He likes to highlight retirees because of the wisdom and authority they can bring to a column. “They are really the core of a branch,” he explained. “They are speaking from experience.”

The scribe says that he is always pleased to hear from members about his column. “They’ll come up to me and they’ll say, ‘Good column,’ or they’ll give me ideas,” he said. Occasionally, Rodriguez even receives recognition from the wider NALC community. “I’ll run into people at the [national] convention, and they’ll say, ‘Are you the guy from Tennessee? Great article!’”

JoAnn Gilbaugh also has received plenty of feedback in her 10-year tenure as branch scribe for Minneapolis, MN Branch 9. “At first, I didn’t think anyone read them,” she admitted, so she was surprised when she attended a retirement celebration and one of the retirees shook her hand and quoted one of her recent columns. “Getting the feedback is amazing,” she said.

Unlike Rodriguez, Gilbaugh says that she doesn’t like to write drafts—“the majority of the time, [the column] is something I can do in one fell swoop,” she said. For her ideas, she waits for something to “strike a chord” with her. She added with a laugh, “A lot of the topics come from conversations I have with people, where they’ll say something and I’ll say, ‘I’m going to [use] that.’”

Gilbaugh says that the most difficult time to write is when there hasn’t been much happening at the branch, adding, “I’m not good at forcing something onto a piece of paper.” But her favorite part about writing? “I get to talk about things that are important to me,” she said. “Things that maybe aren’t being spotlighted elsewhere.

“I really enjoy the ability to remind people that we are a union,” Gilbaugh continued, “and give examples of how we are stronger together.”

Leslie Hammett has written for two branches in her 33 years as a letter carrier—Fort Worth, TX Branch 226, and her current branch, Las Vegas, NV Branch 2502. In her time as a scribe, she says, she never has been “at a loss for subjects” to write about. “I just need to listen to the letter carriers around me,” she said. “They are a never-ending source of inspiration.”

Hammett adds that she is constantly thinking about her article throughout the month, “but when I actually sit down to write, it takes on a life of its own,” she said. “Scribe articles bind all of the union members together.”

The branch scribe for Southeast Pennsylvania Merged Branch 725, **Eric Jackson**, has been representing his branch in the pages of *The Postal Record* since 2009. “I try to be topical—and as direct as I am in real life,” he said. When he started writing the Branch Item, he also was writing daily posts on the branch’s website, so he learned quickly how to find writing inspiration. In fact, the most difficult part for Jackson is the 300-word limit. “My columns are usually 300 words on the dot,” he said with a laugh.

Jackson says that he views his column as small articles embedded in the magazine that give him the opportunity to communicate with many members, even those who cannot attend branch meetings. “I’ve gotten so much positive feedback,” he added. “[Members] will come up and tell me, ‘As soon as I get *The Postal Record*, I turn to your article.’” The feedback “lets [me] know that what [I’m] doing is important,” he said.

Scott Van Derven is the president and state scribe for the Wisconsin State Association; he has served in the position since his election to the presidency in 2010. As state scribe, his goals are slightly different than those of the branch scribes. “I am generally writing

Branch Items

Albany, New York

Congratulations to Branch 39 gold card recipients: Christine Brooks, Ted Elnary, Vicki Gallant, Charlie Finnegan, John Graves, Bill Matthews, Ron Mulligan and Jeff O'Connell. Congratulations to Bruce Brown on his 35 years as a union member.

Congratulations to our newest career letter carrier in Branch 39, Doreen M. L'Abbe, on her 10th anniversary. She was hired in 2010 by both Smiths. They converted on June 6.

Congratulations to Lou Ferrigno for retirement from the Postal Service. We wish you a long and healthy retirement.

The branch honored Clark Henry by having a back improved at Father's Day to honor Clark's service in the Navy. Clark served aboard the U.S.S. Wahoo.

Jay Jackson, Branch 39

Anchorage, Alaska

We recently had a grievance appealed to Step B that was something we hadn't seen before. Management was attempting to collect money from a carrier that they never had in the first place. Management wanted the carrier to pay for the employer share of taxes sent to the IRS on a postal debt that hadn't been shown to the carrier owner. The lawsuit did an excellent job of putting the case together. The NLRB and National Officers said they better get the issues in an interpretive issue. The NLRB contacted the NALC Step B member and advised him to settle the appeal if possible. Otherwise, we would file the case because NALC would be the loser to be interpreted.

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

Our branch has been talking to management from the Northland Step B team for years because of its very weak and poor decisions. It has to be a mutual decision, and management won't agree. They would rather they are happy that they are not being held accountable. Can you imagine if management stood up on the workroom floor and passed how good your work was? It would be a great idea to let us see that we have had our slip cases for this branch and management loves them. That's not a legacy any union activist wants pinned on them.

Jim Raymond, Branch 439

Boston, Massachusetts

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

rescheduling most of the canceled/postponed Council events and try to get back to normal. We all need to be patient. We all need to be patient for the USPS by contacting our senators and representatives on supporting these bills.

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

Our new letter carrier on go to our recent retirees: Fred Casey, Paul Medeiros, Gene Richards, Richard D'Amico, James J. Sullivan, Steve Burke, Jimmy Aylward, Frank Bradley, Richard Scott, Michael Kelly, Paul Senoo, Mark Williams and Al Calcutt.

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

Jerry McCarthy, Branch 35

Brick Town, New Jersey

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

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

Fred Romano and all of the NALC Executive Council have been fighting for us on many fronts. Our NLR, Dave Rapadano, has been a constant source of support and information. Our current pandemic situation without the aid of National leadership.

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

On another note, although our parcel volume is at an all-time high, the Postal Service continues to pay our parcel overtime and parcel overtime to NALC letter carriers. We are grateful for this due to the pandemic and school closings. This, coupled with the excellent cost of providing personal protective equipment (PPE) and cleaning supplies, is directly hurting our bottom line. I implore that we get assistance in the next stimulus bill. Please continue to knock on our representatives' doors on Capitol Hill daily, expressing our need to them. The easiest way to do this is through the NALC Member Action. If you get a push alert, please "Take Action." It's the easiest way to do this.

Lastly, please do not let your guard down with regard to the pandemic. Please continue to wear your masks and practice social distancing. I wish everyone a safe and happy summer.

Philip W. Cornell, Branch 5430

Camden, New Jersey Merged

I see my brothers and sisters on the work floor every day. We are all so different. We are all the same. What makes us different is it is just the way we do things. I'm not a white man standing next to me! Am I the same as the Middle Eastern guy across the street? No, we are different. We are all people. We are all individuals that truly makes us who we are. Maybe I'm not like anyone else in the world. Maybe I'm like you.

I haven't counted, so I can't give you any numbers or percentages about the diversity of our branch's membership. I can tell you we have people from almost every walk of life. I know it's true of the entire membership of the NALC. We are all different. We are all people. We are all individuals that truly makes us who we are. Maybe I'm not like anyone else in the world. Maybe I'm like you.

I can't believe, in this day and age, I feel the need to write an article about this. Don't wake up tomorrow on the wrong side of this issue. It's not too late to say, "Maybe I need to look at this from a different perspective. Maybe I don't know what it's like to be black in America. Maybe I'm just white." We are all different. We are all people. We are all individuals that truly makes us who we are. Maybe I'm not like anyone else in the world. Maybe I'm like you.

David Gouvan, Branch 549

Carmel, Indiana

Hearing disaster appears to be coming to us here in Carmel. The consolidated headquarters is getting the billion-dollar letter of demand for all the money that was squandered in this pandemic of a year! We all know the fact that USPS headquarters dictated this policy, and I believe this was the financial of a single person offering a solution on the third floor of their all-union office, trying to justify their six-figure salary on the backs of letter carriers. Now it's time to pay up for their disastrous decision with a good letter of demand.

Consolidated casing will go down in history with the infamous decision to buy all those fancy expensive floor-sorting machines right at the very time that volume was dropping like a rock. I am beginning to think people are trying to find ways to cause the Postal Service to lose money. The Postal Service should realize to pay any money to the USPS is to pay more money to the work area involved in a joint project.

The next thing I would do is quarantine this illustrious individual for the remainder of his/her life and make sure they never come back. I wish everyone a safe and happy summer.

Philip W. Cornell, Branch 5430

jobs, and this one could be called "senior hub-bub" based quality control specialist."

Knowledge is power!

Ronnie Mosko, Branch 888

Cincinnati, Ohio

Greetings from Branch 43. The goodwill management showed at the onset of the coronavirus disseminated at a speed not seen until the Falcovs is rocket launched into orbit. The increase in parcel volume has not dissipated management from being out-of-the-world piv-ot assignments, and as the mercury continues to rise, bringing with it the humidity that Cincinnati's health, management continues to offer no notice.

Our scanners give daily prompts about what we're doing and how we're doing it. Some persist as nationally we are told to be safe, but locally that consistently isn't planned because if we fail to meet these outrageous expectations, we will meet with hostile consequences. An opportunity is live out our lives with dignity. We are all different. We are all people. We are all individuals that truly makes us who we are. Maybe I'm not like anyone else in the world. Maybe I'm like you.

David Gouvan, Branch 549

Cleveland, Ohio

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

Let's start the current White House administration is not in favor of saving the USPS. So, the answer to fixing this problem is to vote. Vote for your carrier!

Letter carriers are the link to patients, the public, neighbors, friends and family. Branch 43 is proud to help represent those traditions through member Tim Seymour-Wells, who was selected to be in the Postal Record article "A Day in the Life." If you have not finished your June 15 slip, go back and read this article. It's amazing how these carriers have taken the challenge of COVID-19 and still on our heels, this is our next step. The answer to fixing this problem is to vote. Vote for your carrier!

Change and challenge usually go hand in hand. It helps us to accept these two things as one and part of the final decision. Compromise is part of the change and it is time to examine compromise and that challenge. COVID-19 has affected everyone's lives. Donald Trump has mismanaged and misaged this

pandemic right from the start. We need to step up and stop a downward spiral of a country that should be leading the way in not taking the short-term view.

Letter carriers have a lot on the line. Because carriers, health and safety really do matter, take care of them. You're more "socially responsible" than you think you are.

Portland, OR Br. 82 member Bob D'Nevo (left) received a gold card from Branch President David Norton (right).

Bob Murphy, Branch 40

East Lansing, Michigan

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

The so something woman with the two kids in the checkout line ahead of me was explaining to her friend why neither she nor her two children were wearing masks. Yes, "hellens." I discovered recently that I'm nowhere near as legging and more judgmental than I was, say, three or four years ago. A character flaw developed recently. But there the little mothers were, running in the aisles shouting, touching everything, unaccompanied by any touch. One of each kind and the little girl was coughing on everything. Stated to have one of those myself and she turned out fine, despite having an old group like me for a parent. But now their parent was saying, "Now, kids don't catch it, it's all about the media. It's just a kind of flu anyway and they say it'll be gone soon." (This was in April, Her friend, she made me, added, "What did they want to gain school foot? It's ridiculous, and you can't tell me this isn't just another excuse for the media to pull President Trump!" It was in the heart of Trumpdom.)

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

Mark Woodbury, Branch 255

in many occasions, the officers and stewards have attempted to advise the carriers in the branch of their rights and the protections that are available. One of these protections is the Family and Medical Leave Act (FMLA). The FMLA allows a carrier to take time in case of absences due to a medical condition of you or a family member who has been caring for you to be absent from work due to this condition or conditions. This information has been covered during our monthly meetings and during office stand-ups.

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

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

Patty Smith Jr., Branch 4599

Fargo-West Fargo, North Dakota

On some days, the weather can be ridiculous, hot and cold. We have had the heat waves normally seen in December. With the increased level of packages, please remember to take care of the steps in the open. Slow down and use common sense when considering the quality of your service. Management may be pushing you to open your pace, but please remember to take care of what you have been entrusted with.

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

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

To give an update from an article I wrote last May: After a year of waiting, former postal carrier Christy Smedstad, daughter of Carol Christy, has received a long awaited Christmas is a month into her recovery in Jacksonville, FL. Please keep her and her family in your

How to become a scribe

Members can become scribes through a variety of paths. Most branch scribes are appointed to their positions by the president of their branch, but some branches hold elections for the scribe position (as with other branch positions). Other branches choose to fold the scribe duties into another officer role—usually the branch president or secretary.

The state scribes follow a similar path. Most scribe positions are filled by the state president or chairperson, but the role may be assigned to other officers as well.

To become a retiree scribe, members must be appointed by their branch president. Many of the retiree scribes are former branch scribes who now write for the Retiree Reports section.

To find out how to become a scribe for your branch, talk to your local officers, and find out if your work has any bylaws that pertain to the scribe position.

about topics in the political arena, because that is the focus of his role [associations]," he said. He also has to take a broader viewpoint than do the local branches. "I really look at [the article] as being a state summary," he said. "I like to tell the story of what's happening in Wisconsin."

But the roles of branch and state scribe are more similar than they might at first appear, especially with regard to the writing process. Like Jackson, Van Derven says he struggles with the word limit. "Three hundred words is hard for someone as verbose as I am," he said, adding, "You have to be able to self-edit, but still get the message you want out there."

Jacob Bingham is one of the newest branch scribes—he has been writing for Cincinnati, OH Branch 43 since the previous scribe retired in September of 2019. But even that relatively short period on that job has given him insight into how to best represent and write for his branch. For his topics, Bingham says, he largely plays it by ear, listening to the branch members' concerns in person and on social media.

One of his favorite things to do with the platform is to spotlight members who have retired or done something special. "People who have done extraordinary things need to be lauded for what they do and I," he said. Bingham said that his favorite part of his role was "being the voice for my branch,

and speaking for our members."

When asked whether they had any advice to give to members who wanted to become scribes, the lessons cited by the scribes were as diverse as their experiences. Bingham emphasized the importance of "getting to know your membership, regardless of size—that's getting to know the heartbeat of your branch," he said. "You have to write honestly."

Van Derven and Rodriguez were mentioned the significance of the writing. "If you're thirsty, willing to do research and develop your ideas, go for it!" Rodriguez said. Van Derven advised, "Be yourself and tell a story—members want to read [a] first-person perspective."

Jackson and Hammett focused on the scribe articles as a communicative tool. "You just have to remember, you're not writing for yourself, you are writing for the union," Hammett said. To that end, Jackson said, "Stick to the main purpose—to get information out to your branch."

Gilbaugh agreed that the scribe's main job is communication and connection—between members and their branch, and all of the branches to each other. "You have to let them know the value of being in a union," she said. "There is always a theme for the branch items—we can get through this together." PR

POSTAL PIONEERS



The United States has a rich history of tall tales: stories of the men and women who helped tame the wilderness and establish our nation. Think Johnny Appleseed or John Henry or Molly Pitcher—many of these tales are rooted in fact, even as the myths have grown larger and more unbelievable.

Letter carriers have their own tall tales of postal pioneers, those letter carriers and others who moved the mail across this wide country, delivering vital news and important materials. These tales remind us that though letter carriers today wear the same uniform and do the same job, they come from a long line of proud individuals who helped bind this nation with the mail.

FREDERICK WOLF

In 1794, Congress officially established the Post Office as a permanent part of the federal government and authorized the appointment of this country's first letter carriers. In those early days of the republic, America's letter carriers received no salaries but were permitted by Congress to collect a fee of 2 cents for every letter they delivered.



Although 2 cents was a considerable amount of money in those days, this fee did not guarantee letter carriers a decent living wage. Recipients of letters had the option of accepting delivery service or visiting the post office to pick up their mail. Since delivery of one's mail was a luxury few people could afford, most chose to just pick it up.

Things weren't much better as the 1800s rolled on. Though mail delivery became more affordable, as the 2-cent fee remained unchanged, not everyone had 2 cents when the letter carrier came calling. For many, that meant waiting until the letter carrier came around again.

Frederick W. Wolf, a letter carrier in Troy, NY, was hired in 1854 and served for 54 years. Wolf came up with an innovative way to deliver the mail and make sure he got paid. When he would go to a house where the customer didn't have 2 cents, he would deliver the mail and make a mark on the door

Frederick Wolf



or the side of the house. He would then go to that house the next day to collect.

It was a system that worked well for him until a hot and windy May 10, 1862. That afternoon, some sparks from the steam engine of a train pulling out of the downtown Troy Union Depot set the Green Island Bridge on fire. Strong winds blew burning pieces of the bridge

into downtown Troy, where a firestorm proceeded to destroy 670 buildings. Though the fire killed eight people, it could have been much worse.

For Wolf, however, it was a crushing blow. Many of the buildings that had gone up in smoke bore the marks of postage due to him. Since Wolf had no other record of the amount owed him, he never recovered his lost wages.

WILLIAM CARNEY

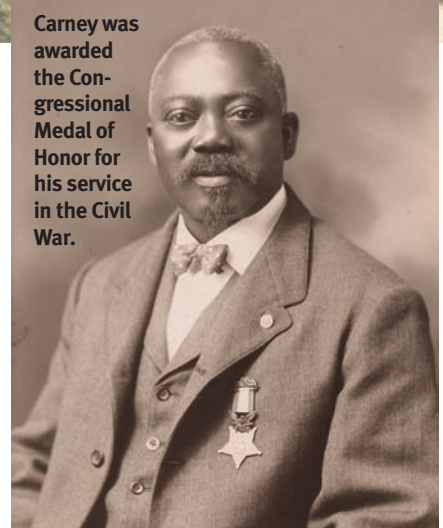
William Harvey Carney was born a slave in 1840 in Norfolk, VA. He was educated at a "secret school" by a local minister, acquiring rudimentary reading and writing skills at the age of 14. Carney escaped slavery through the Underground Railroad, a network of secret routes and safe houses, and made his way to New Bedford in the free state of Massachusetts. He and his father, another escaped slave, eventually earned enough to buy the rest of the family freedom from servitude.

Carney worked the docks in New Bedford, a major whaling port, until he heard the call for Blacks to join the Union Army. In a letter to *The Liberator*, an abolitionist newspaper, Carney gave this account of his motivations in joining the 54th Regiment: "Previous to the formation of the colored troops, I had a strong inclination to prepare myself for the ministry, but when the country called for all persons, I could best serve my God serving my country and my oppressed brothers. The sequel is short—I enlisted for the war."

Carney participated in the suicidal assault on Confederate Fort Wagner near Charleston, SC, by the all-Black, all-volunteer 54th Regiment Massachu-



Carney was awarded the Congressional Medal of Honor for his service in the Civil War.



setts Infantry. In the midst of withering fire, when the first flag-bearer fell, Carney took up the regiment's colors and led his fellow volunteers to the crest of the parapet. There, Carney secured the banner in the sand as the battle raged.

When the federal troops finally fell back after dark, Carney wrapped the Stars and Stripes around the pole it was carried on and carried the banner back to Union lines, despite wounds to his chest, head and leg—the latter

POSTAL PIONEERS

injury so severe that for more than 30 years he would limp every step of the way as he delivered the mail in New Bedford. As he handed the flag over to other survivors of the 54th, he told them, “Boys, I only did my duty. The old flag never touched the ground.”

For courageous action, Carney became one of the first Black soldiers to be awarded the Congressional Medal of Honor.

After recovering from his wounds, Carney worked a number of jobs before becoming a letter carrier in New Bedford in 1869. Many early letter carriers were military veterans, since appointments often were based on local political connections and it was common for a town’s prominent citizens, including the postmaster himself, to have served in the Union army.

There were just four letter carriers in New Bedford at the time of Carney’s



Mary Fields on her stagecoach

appointment. He was the only Black carrier in the city and among the earliest anywhere. Just two years earlier, in 1867, John Curry had become the nation’s first Black letter carrier, working in Washington, DC.

Carney carried mail for more than 30 years and—just as he had done in enlisting for the Union cause—the Civil War hero was quick to step forward when mailmen around the nation decided to band together in the National Association of Letter Carriers.

The charter of New Bedford Branch 18, issued on March 20, 1890, includes Carney’s signature as vice president. In

addition to the low branch number of 18, the founding date makes clear that the New Bedford carriers were among the first members of the NALC, which had been founded only seven months earlier.

After nearly 32 years of service, at the age of 61, Carney retired as a letter carrier. He still needed other work because, although he probably received a small stipend for his war wounds, postal employees had no retirement benefits at all. In 1901, the Massachusetts secretary of state asked him to take the job of messenger at the state house. Carney

accepted the post and held the job until his death on Dec. 8, 1908, as the result of an elevator accident.

MARY FIELDS

Mary Fields was born into slavery in the 1830s, by most accounts in Tennessee, and worked for a slave-owning family in West Virginia (then Virginia) in the years leading up to the Civil War. After she was emancipated following the Civil War, Fields left West Virginia and worked on steamboats on the Mississippi River, eventually making her way to Toledo, OH, where she went to work in a convent.

Fields washed laundry, bought supplies, managed the kitchen, and grew and maintained the garden and grounds. But she was no saint, and her quick temper was known to boil over. There are reports of her yelling at anyone who stepped on the grass after she had cut it—intimidating behavior given her 6-foot stature and hefty frame.

She made her way west to Montana, where she worked for Saint Peter’s Mission near Cascade, performing maintenance and repair work, gardening, laundering and delivering supplies needed for the mission. She was dismissed from the mission for her crass behavior, unruly temper, and penchant for drinking and smoking in saloons with men. According to legend, she and a male mission janitor got into a fight and both drew guns.

After trying many other lines of work, in 1895 and in her early 60s, with the help of the local nuns, Fields obtained a contract from the Post Office Department to be a star route carrier. A star



Mary Fields

route carrier was an independent contractor who used a stagecoach to deliver the mail in the harsh weather of northern Montana. Fields was the first African American woman and the second woman to receive a star route contract anywhere in the country.

Fields, soon nicknamed “Stagecoach Mary” for her reputation of being fearless, not only had to deliver the mail but also had to protect it from bandits, the weather and even wildlife. She was known to carry both a rifle and a revolver. Despite her temperament, she also was known for her generosity and kindness to children.

After eight years, she retired and started a laundry business, an eatery and looked after local children. She remained famous, even becoming the mascot for the town’s baseball team. She was so beloved that she drank and ate for free in Cascade saloons and restaurants.

Mary Fields died on Dec. 5, 1914. After her death, the townspeople raised money to have her buried in a cemetery on a road she drove frequently that linked Cascade to the mission. Mary’s funeral was said to have been among the town’s largest.

OWNEY

Owney was a small terrier mix who belonged to a clerk at the Albany, NY, post office in 1887. The dog often would come with the clerk to work and sleep on the mail bags. When the clerk quit the post office, he left the mutt with the clerks at the post office.

Without a permanent home, Owney would go with the mail bags, often riding in the mail car on trains. He was considered to be good luck by postal railway clerks, since no train he rode on was ever in a wreck.

Another story told of a mail pouch that had accidentally fallen out of a wagon during a delivery route the dog

was on. When the clerks returned to the main post office after the deliveries, not only was a bag of mail missing, so was Owney. They backtracked and eventually found Owney lying on top of the mailbag. He guarded the mail pouch until someone from the Post Office showed up to retrieve it.

Reports had him traveling to Boston; New York City; Buffalo, NY; Cleveland; Toledo, OH; Chicago and even into Canada. After a lengthy trip in Canada, the postal clerks at Albany became concerned that Owney might not return, so they bought a dog collar with a metal tag that read: “Owney, Post Office, Albany, New York.” As Owney made his trips, various railway post offices added individual dog tags.

He got so many tags that Postmaster General John Wanamaker gave him a coat to display them all; the coat jingled like sleigh bells. Wanamaker named Owney the unofficial mascot of the Post Office Department. One report claimed that Owney had 1,017 medals and tokens.

In 1895, the terrier went from Tacoma, WA, on a four-month trip throughout Asia and across Europe, traveling by postal train and ship that carried mailbags, before returning to Albany. A report claimed that the emperor of Japan had awarded the dog two passports and several medals bearing the Japanese coat of arms.

Owney in a postal railcar



After his death, Owney was preserved and is now on display at the Smithsonian’s National Postal Museum.

Another reported that he had ventured into North Africa. Owney’s triumphant return to American shores was covered by newspapers nationwide.

Owney became ill and aggressive in his old age. In June 1897, after allegedly attacking a postal clerk and a U.S. marshal in Toledo, Owney was shot and killed on the orders of the local postmaster.

Owney’s remains were preserved, and he is the subject of an exhibit at the Smithsonian’s National Postal Museum.

POSTAL PIONEERS

JOHN THOMPSON

In 1837, at the age of 10, Jon Torsteinson-Rue came to the United States from Norway, where his name was changed to John Thompson. His family moved from Illinois to Missouri, Iowa and Wisconsin. After gold fever struck, Thompson moved on to California and mined enough to buy a small ranch in the Sacramento Valley.

In 1855, Thompson saw an ad in the *Sacramento Union*: “People Lost to the World; Uncle Sam Needs a Mail Carrier.” The Post Office was having problems delivering the mail across the Sierra Mountains. Thompson knew the importance of speedy mail delivery, having received news too late of his own mother’s death by influenza. He quickly submitted his application for the job to a contractor and set off for his first run in 1856.

He took three days, going from Placerville to Mormon Station (which later became the town of Genoa, NV). The return trip took two more days. After his first successful run, he would make the run up to four times a month for the next 20 years.

Despite his eventual nickname of “Snowshoe,” Thompson didn’t use traditional snowshoes, opting for 10-foot skis and a single sturdy pole generally held in both hands at once. He wore a Mackinaw jacket, a wide-brimmed hat and covered his face in charcoal to prevent snow blindness. He carried no blankets, but did carry matches to start fires, and his Bible. He snacked on dried sausage, beef jerky, crackers and biscuits.

His mail sack often weighed up to 100 pounds, as he carried medicine, emergency supplies, clothing, books, tools, pots and pans.

Dan de Quille of the *Virginia City Territorial Enterprise* later wrote of Thompson: “He flew down the mountainside. ... His appearance was graceful,



John Thompson (r) didn't use what we think of as snowshoes, instead using skis (far r). The route he traveled delivering the mail is above.



swaying his balance pole to one side and the other in the manner that a soaring eagle dips its wings.”

Thompson often rescued prospectors caught in the snow. One well-known incident took place in 1856, when he found a trapper who had been sheltering with half-frozen feet in a deserted cabin for 12 days, with no food or fire. Thompson chopped him some wood so he would stay warm, and set out to Genoa for help. He had to carve skis and give lessons to the rescuers who had agreed to accompany him. Once back in Genoa, the doctor reported that the trapper’s feet needed to be amputated, but he had no chloroform. Thompson set out once again to Placerville, but there was none to be found, so he continued on to Sacramento before returning with the chloroform.

Despite his many years of service, Thompson was never paid by the government or the contractor for his services delivering the mail. As a subcontractor, he took it on faith that



he would eventually be paid. “If I do my job and get the mail to the people, Uncle Sam will pay me,” he said. However, even an 1869 appeal by the Nevada legislature to the federal government for \$6,000 in compensation went unheeded.

A LASTING LEGACY

Whether on foot, by stagecoach, railway or even on skis, these postal pioneers fulfilled their duty to protect and deliver the mail. Letter carriers continue that tradition today when they take the oath to perform their sworn duties.

This article shouldn’t be mistaken for a complete list. These are just some of the stories we’ve heard over the years. If you know other stories of postal pioneers you’d like *The Postal Record* to consider for a future story, please send them to us. **PR**

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

Honoring heroic carriers

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

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

Carrier recognized for help saving injured officer

Rochester, NY Branch 210 member **Ramique Hill** had already noticed the police officer across the street during one of his deliveries on Oct. 4, 2019, but he wasn't really paying attention when he heard a commotion coming from the scene. Then, suddenly, "I heard a gunshot go off," Hill said, and he quickly acted.

"I [secured] the mail and called the police," the carrier, who was a city carrier assistant at the time, recalled. The emergency responder asked him to check on the officer if he felt comfortable approaching the scene, so Hill went up to the house. He was standing on the porch when "I saw a lot of blood," he said.

Another shot went off inside the house, and

Hill, despite the danger, decide to go through the front door. There, he could see the officer lying on the ground in a pool of blood. "I didn't know what [part of him] was injured," he said.

A neighbor, who also had heard the original commotion and rushed to help, was restraining the assailant, so Hill quickly went over to the injured officer and attempted to calm him down. As Hill later found out, the officer had been stabbed several times during the course of a welfare check, including several serious injuries to his eyes.

"He was panicking and saying that he couldn't see," Hill said. "I let him know that the cops were on their way."

The officer was taken to the hospital and eventually recovered, though he did not regain his eyesight.

The incident was covered extensively by Rochester news outlets, which featured Hill and two others for their role in helping the officer. Hill was also recognized by the Rochester Police Department and the city of Rochester, and received the Postmaster General

Hero Award in recognition of his bravery on July 22.

The carrier was modest about the attention. "I just did at that moment what I thought was the right thing to do," he said.

Carrier's quick action aids fire evacuation

Buffalo-Western New York Branch 3 member **Joshua Detlef** was delivering mail on his route on May 7 when, he recalled, "I noticed smoke rising over the top of houses." When he raced around the corner to investigate, the 13-year carrier saw a customer's garage "engulfed in flames."

As he approached the house, he realized that a neighbor also had rushed to the scene. The neighbor was on the phone with a 911 operator while banging on the front door to alert the residents, but Detlef knew that the homeowners never used the front entrance.

He rushed to the side of the house.

"I ran and ripped open the side door," Detlef said. "There were two kids in there and the dog." A few moments later, the children's mother, Kelly Kwilos, came into the room from the basement, where she had been working. Detlef told Kwilos, "You have to get out of here—the garage is on fire!"

Alerted to the situation, Kwilos quickly gathered her children, mother and small



Ramique Hill (r), who helped saved the life of officer **Denny Wright** when he was attacked by an assailant with a knife, is interviewed alongside Wright by ABC news affiliate WHAM-TV.

dog and left the house. The carrier grabbed the larger family dog by the

“Everyone on the street was saying ‘thank you,’ and I said, ‘I just did what any of you would have done.’”

collar and left with them.

Once outside, Detlef confirmed that

all of the residents had been accounted for. “I just wanted to make sure that [everyone] had gotten out of the house,” he said. He then escorted the family to his postal vehicle to wait for the fire department. Just minutes after their evacuation, the fire spread from the garage to the house.

Once the Kwilos family was safe, Detlef looked around and noticed that the neighboring house also had caught fire. He rushed over to make sure that everyone was all right; fortunately, that family already had

evacuated. Once he determined that all of his customers were safe and emergency services were on their way, Detlef continued on his route.

Firefighters were unable to save the Kwiloses’ house, but thanks to Detlef’s quick thinking and bravery, nobody was injured. The carrier, however, downplayed his role in the situation. “I don’t feel like a hero,” he said. “Everyone on the street was saying ‘thank you,’ and I said, ‘I just did what any of you would have done.’”

Eye on the elderly

On June 26, Trenton, NJ Branch 380 member **Donald Alm III** was making a delivery on one of his routes as a T-6 when he was approached by that customer’s neighbor. The man told him that the homeowner, an elderly woman named Mary-Ann Urban, had not been collecting her mail or newspapers. The neighbor was concerned that something might have happened to the woman. The 26-year carrier decided to investigate. “I started knocking on the front window,” he said, “and I could hear someone saying, ‘Help me, help me.’” All the doors were locked, however, and the carrier was unable to get in. Alm called 911 and reported the situation. “Then I yelled back [to Urban] that we were getting help,” he said. He waited until emergency services arrived; when paramedics gained entry into the house, they found Urban on the floor. She had fallen several days before. She was taken to the

hospital and remained there for rehabilitation, but has since recovered and returned home. Alm did not mention his actions to others at the post office; his colleagues found out only when the regular route carrier shared the story. Alm said it was just part of the “unique” position that letter carriers have: “We interact with people the best we can,” he said. “I do like helping the community.”

Grand Rapids, MI Branch 56 member **Gail Ruthruff** had dropped off her normal Monday delivery to one of her elderly customers. She wasn’t too concerned when she saw that the mail was still sitting in the mailbox on Tuesday. However, by Wednesday, May 6, when she arrived at the house and saw that all of the mail was uncollected, the 25-year carrier became concerned about her customer. “I knocked on the door, and there was no answer,” she said. “So, I peered through the window, and I saw him

lying face-down on the floor.” She tried the door handle, which fortunately was unlocked, and entered the home. “He was alert, which was amazing since he’d been there since Sunday night,” Ruthruff said. She called 911 and waited with the customer for paramedics to arrive. After making him comfortable, she made sure that his dogs were all right and gathered his medications to take to the hospital. When emergency services came to the house, they took the customer to the hospital, where he was treated for

dehydration, contusions and several broken ribs. Ruthruff said that she was “just doing my job.” She added, “You notice these things, especially if someone picks up their mail all the time.” **PR**



Gail Ruthruff

Smoke spotted, a carrier runs to help

On Saturday, May 9, Rochester, NY Branch 210 member **David Schickler** was about to deliver to the first house on his route when he noticed a car abruptly pull over to the side of the road. He then glanced over and saw the same thing that the car's driver had seen: smoke, rising from the back corner of a multi-apartment house on his route.

The driver opened his door and let the 32-year carrier know that he was calling 911. But Schickler decided not to wait for emergency services to arrive; as someone who knew the building well, he wanted to warn his customers about the fire.

After entering the residence, Schickler knocked on doors to alert the residents. When a couple

of residents opened their doors, "I told the two young ladies that they had to get out," the carrier said. By the time he had gone through the house, all of the building's tenants had been evacuated.

When he finally left the building, Schickler was met by firefighters, who began working to extinguish the blaze. The fire was later found to have been caused by an electrical short. Though the blaze was put out before any extensive property damage occurred, the flames did reach the bedroom of one of the young women whom the carrier had warned.

Schickler said that his assistance was just part of the job. "We're out here a lot, and we see a lot," he said. "You never know what you're going to find [on the route]." **PR**



Help on the way

On Jan. 16, Fort Atkinson, WI Branch 729 member **Megan Mosher** was in the middle of a route inspection with her supervisor when she noticed that a customer was lying motionless on his garage floor. When the two-year carrier knelt down to examine him, "he was cold to the touch," she recalled. The man was wearing only a T-shirt in freezing temperatures, and was unresponsive. Mosher yelled for her supervisor to call 911. "I tried finding things to cover him up" while they waited for emergency services to arrive, Mosher said. She

was able to find several jackets, which she laid on top of him. The man slowly regained consciousness, and told them that he had fallen and hit his head. He was confused and distressed, so Mosher and her supervisor stayed with him until paramedics arrived. The man's wife later called the post office to thank them. "I saw him a couple of months later," Mosher said, "and he was doing well." She added, "It was an honor [to help him]. As a community member, you need to be vigilant and pay attention when someone needs help." **PR**

Why elections matter to us



**Brian
Renfro**

Nothing is more polarizing than politics. While this has always been true, it seems that 2020 has brought it to another level. We are in the middle of a presidential election. We still, unfortunately, are living in a pandemic that almost no living American has ever experienced, and certainly no letter carrier has experienced the way it has affected our jobs. As if that wasn't enough, the short- and long-term future of the Postal Service has become the lead story on nearly every news outlet. This confluence of events and circumstances is unique and unprecedented from a letter carrier's perspective.

The outcome of the presidential election and other races that will be decided in November will have a significant impact on the future of the Postal Service and our jobs. Most letter carriers are aware of the need for funding for USPS to sustain us through the pandemic. Most letter carriers also are aware of the need for postal reform for our long-term sustainability. Such reform must center on addressing the mandate to pre-fund future retiree health benefits. These are the largest issues facing us right now, but they are not the only effect that a presidential administration or Congress can have.

“The outcome of the presidential election and other races that will be decided in November will have a significant effect on the future of the Postal Service and our jobs.”

You have likely seen, in this issue of *The Postal Record* or elsewhere, that the NALC Executive Council unanimously endorsed Vice President Joe Biden and Senator Kamala Harris in the 2020 presidential election. There has been and will be much more written about why Joe Biden will be the better president for letter carrier jobs. Though I strongly agree, as evidenced by my vote on the Executive Council, I am not going to do that here. First, I think we all should remind ourselves why any administration affects our jobs, and therefore why NALC endorses a candidate.

The Postal Reorganization Act of 1970 established a structure for USPS and the Postal Accountability and En-

hancement Act of 2006 made changes. The Postal Service has a much more complicated management and oversight structure than a postmaster general and other headquarters executives. This management structure is chiefly responsible for the operations of USPS, but there also are governance, oversight and regulatory arms.

The first is the United States Postal Service Board of Governors. The board oversees the USPS, much in the same way as corporations employ a board. Among its responsibilities are choosing a postmaster general and directing Postal Service expenditures, reviewing its practices and engaging in long-range planning. The board also sets policies on nearly all postal matters and addresses issues such as service standards.

The board is made up of nine governors, appointed by the president of the United States and confirmed by the Senate. No more than five governors can be members of the same political party. The postmaster general and assistant postmaster general also are members of the board. The president and the Senate choose the people who have a very large influence on USPS, and therefore our jobs.

The regulatory arm of the USPS is the Postal Regulatory Commission (PRC). The PRC regulates issues such as postal rates and provides transparency and accountability for USPS operations. It is composed of five commissioners, each of whom is nominated by the president and confirmed by the Senate.

The USPS Office of Inspector General (OIG) is charged with improving the Postal Service's bottom line through independent audits and investigations. While many letter carriers are familiar with the OIG field agents, there is a large group in the Washington, DC, area that focuses on larger USPS issues than ones you may see locally. The inspector general is chosen by the USPS Board of Governors.

As you can see, the president and the Senate are responsible for choosing the people who have the most influence over the present and future of the Postal Service. Of course, Congress also has broad authority over USPS. It is important that people in all of these positions share our view of providing efficient and robust service to the American people and work toward sensible postal reform that addresses the pre-funding mandate and gives us the operational flexibility to grow our business. The future of the service we provide to our customers and our jobs will be at stake this fall when we exercise our right to vote in our democracy.

Meet the new boss



**Lew
Drass**

We have a new postmaster general by the name of Louis DeJoy. He was appointed on June 15 and has relatively little experience with the Postal Service. He has been in the position for less than two months as I write this and already has announced a restructuring plan for the Postal Service. This is nothing new.

The last postmaster general who came from the outside was Marvin Runyon. He was appointed on July 6, 1992, and served as postmaster general for about six years. His nickname was Carvin' Marvin. Some of you may remember him. He restructured the Postal Service as well. I think the biggest mistake he made when he restructured was that he

split the departments of Mail Processing and Delivery. After that restructure, Mail Processing rode on one track and Delivery rode on another. Mail Processing looked out for its own interests without regard to the interests and needs of the Delivery arm of the Postal Service. That problem is still true today. Any restructuring plan should address this situation and put these two entities back under the same roof.

There is a lot of suspicion that Postmaster General DeJoy has come here to destroy the Postal Service. I really hope he did not come here to slow down the mail, seek to destroy customer service or drive our package business away. If this turns out to be the case, he better be ready for a fight, as he will meet great opposition from the employees and their unions, from lawmakers and from customers. These are all powerful forces!

Mr. DeJoy, if you are on the up and up about coming here to maintain universal service at uniform prices and truly desire to make the Postal Service more efficient, you should consider listening to the employees who actually do the work before you listen to the folks from Operational Programs Support (OPS).

We have a City Delivery Task Force that is supposed to seek ways to better do our work and make us more efficient while not sacrificing customer service. When I served on that task force, I always promoted the principle that while testing different ways to do our work, success or failure must be gauged by whether we use more or fewer work hours as a result of the test.

Here is a true story: OPS has been unilaterally testing a stale concept that was doomed for failure from the beginning for over a year. Worse still, it is now implementing one of the worst aspects of the test nationwide without any regard for efficiency.

I am talking about the Case Consolidation test. The concept here is to separate office work from street work by having a few letter carriers perform the office duties on multiple routes while most of the letter carriers come to work and go directly to the street. The theory is that the delivery unit will use fewer work hours through a reduction in office time used each day.

This concept has been tested three other times over the years and failed miserably each time. This fourth attempt at reinventing a wheel that does not roll produced worse results than the three earlier attempts. You do not have to take my word for it. Just have someone provide you with an analysis of work hours used prior to the test compared to work hours used during the test in the 62 sites involved and you will see what I am talking about.

The one change made this time that caused the Case Consolidation test to fail even more miserably than the previous attempts was the aspect of reducing casing equipment by requiring letter carriers to use six-shelf cases. The trouble with using a six-shelf case to sort mail is there is only six inches of space between shelves. Most of the mail we case these days is taller than 6 inches, which makes it more difficult to place a piece of mail in a case that has six shelves. The end result is that casing mail in a six-shelf case creates a natural inefficiency because it takes longer to do the work. This fact was proved during the Case Consolidation test.

Despite this fact, OPS has moved on to a new initiative called Postal Service Sorting Equipment Reconciliation (SER). Translation: Convert every route in the country to six-shelf cases. This is like creating an even worse spin-off to a horrible sitcom. The result will be that it will take letter carriers longer to case and pull-down mail, resulting in less efficiency.

Mr. DeJoy, if you truly desire to make the Postal Service more efficient, here are a few simple suggestions to consider that could be implemented immediately in the City Delivery Letter Carrier Craft:

1. Do not let the folks in OPS continue to test/implement ideas that are inefficient and make no sense.
2. End the Case Consolidation test in the 31 sites that are still going right now. This test will end later this year in these sites anyway. Why wait?
3. Do not implement the SER initiative described above. Converting casing equipment to six shelves for every route in the country will result in an increase of overtime use in every office.
4. Demand contract compliance at every level of the organization.
5. Start utilizing the City Delivery Task Force to create and test innovative ideas to achieve efficiency as intended.

Mr. DeJoy, time will tell if you are better, worse, or just the same as the old boss. Your choice.

Frequently asked IRS questions



Nicole Rhine

Branch officers often call NALC Headquarters with questions about financial issues. Many questions also surface during officer training. After the question is answered, the branch officer may be directed to the *NALC Branch Officer's Guide to Finance and Administration*, available for purchase from the NALC Supply Department or for free on the NALC website from the Secretary-Treasurer's page. The guide contains the following sections: Branch Officer Duties, NALC Dues, Reporting to the U.S. Department Of Labor, Reporting to the Internal Revenue Service, Bonding Requirements, and Branch Record Keeping. If your branch secretary/treasurer does not have this guide, I suggest that the branch get one for use by all fiduciary officers in the branch.

The following is a sample of common IRS-related questions asked during phone calls or during training seminars, as well as the answers and their location in the *NALC Branch Officer's Guide to Finance and Administration*.

If we pay our stewards \$150 per month as a stipend, do we have to file a W-2?

Yes. Stewards are considered to be employees of the branch (whether they are appointed by the branch president or elected by the branch membership) and, as such, the branch must report stipends as wages and withhold the appropriate taxes. This holds true for all officers of a branch receiving any payments that could be considered wages (see pages 4-4 and 4-5 of the guide).

I heard that if you stay under \$600 per year paid to a branch officer, you don't have to do anything—not even issue a 1099. Is this true?

No. Again, officers are considered employees of the branch and, as such, the branch must deduct payroll taxes and pay taxes, since the branch is an employer. It does not matter how much money an employee earns; the branch must pay all payroll taxes and issue a W-2 (see page 4-7 of the guide). A Form 1099-MISC is issued under two circumstances: 1) The branch makes a payment under a non-accountable plan to a member who is not considered an employee under IRS tax rules (see pages 4-15 and 4-16 of the guide); or 2) The branch makes a payment to somebody who is not a member for services rendered to the branch, such as a contractor.

The 1099-MISC must be issued only for services rendered and not when payments are made to purchase goods. The 1099-MISC must be issued only when total payments to

the individual are \$600 or more during the tax year (see page 4-18 of the guide). However, this does not exempt the individual from claiming the extra income.

My branch/state association has been receiving notices from our state that we must purchase workers' compensation insurance. Is this true?

In all 50 states, if you pay any wages then you are considered an employer and workers' compensation insurance is mandatory (see page 4-7 of the guide). In some states, the insurance must be secured directly with the state fund. In most states, the premium and benefit structures are set by each state government but the actual insurance coverage is provided by standard insurance companies via your insurance agent. Volunteers and/or employees who receive very little compensation may be exempt from such coverage in some states. Check your state's website for further clarification.

Is any documentation required for per diem payments?

Yes. The branch needs to maintain proof of an overnight stay. A hotel receipt, a copy of a round-trip plane ticket or similar documentation should be sufficient. The branch need not collect documentation (receipts) of the amount of expenses actually incurred (see pages 4-13 through 4-17 of the guide for more information on per diem).

Is an early payment to a hotel or airline considered a travel advance?

No. Making an early payment directly to a hotel or airline—or reimbursing a member for the actual cost of an airline ticket purchased in advance for approved branch travel—is not considered a travel advance.

Is it OK to give branch officers travel advances?

Travel advances are OK as long as the branch keeps certain rules in mind. To comply with the rules outlined by the Labor Management Reporting and Disclosure Act (LMRDA), the sum of all advances to any one individual in a fiscal year should never exceed \$2,000. Also, the officer receiving the advance should document expenditures against the advance and return to the branch any excess funds for which documentation was not submitted.

In addition, IRS rules require an advance for expenses to be made within a reasonable time—generally no more than 30 days before the expenses are expected to be incurred. Under the LMRDA, an advance for expenses is considered a reportable loan unless the advance is provided within 30 days of travel and accounted for within 30 days following the trip (see page 4-21 of the guide). To avoid encountering problems when advances are not properly accounted for, it may be best to forgo advances and instead reimburse for actual expenses after receipts have been submitted or opt to provide per diem per the IRS guidelines.

A day in your honor



**Paul
Barner**

As of the reading of this article, the nation will have recently celebrated Labor Day, one of the 10 federally recognized holidays. This holiday carries special meaning to NALC and organized labor, as it serves as recognition of the monumental importance and invaluable contributions of unions to the American landscape. For it is organized labor that unifies workers with the mission of improving economic status and working conditions of workers through collective bargaining and legislation.

Labor Day weekend means many things to many people. It is the time to gather with family and friends for a backyard barbecue, to celebrate the

traditional end of summer and to mark the start of another academic year. For some, it involves out-of-town travel, community events such as parades, shopping for school clothes or a simple day at the beach. For most, it represents a long weekend of well-deserved rest and relaxation. But with all of the different ways that Americans spend the first Monday in September each year, it is easy to forget the real reason why this day is celebrated. And as is the case with most tributes, this federal holiday designation would not have happened had it not been for hard work, tenacity and dedication.

Labor Day was first celebrated by New York's Central Labor Union on Tuesday, Sept. 5, 1882, to showcase the spirit and solidarity of the trade and labor organizations. More than 10,000 union workers took unpaid time off work to march through New York City that day. In its third year (1884), the Labor Day observance was changed to the first Monday in September, and other unions and trade organizations joined in on the celebration.

By 1885, Labor Day observances were being held in industrial centers nationwide. Oregon, Colorado, Massachusetts, New Jersey and New York became the first states to legally adopt the holiday in 1887. In 1894, almost 4,000 factory employees of the Pullman railway company went on strike to protest reduced wages. This then sparked a series of nationwide boycotts and riots. Soon after, President Grover Cleveland declared Labor Day a national holiday as conciliation.

While this national holiday was founded more than a century ago, and its origins are sometimes lost, its meaning is especially relevant today. In 2020, it is hard to miss the contributions that workers have provided the country during the COVID-19 crisis. The list of dedicated workers is long—



teachers, first responders, police officers, distribution center workers, truck drivers, grocery store clerks, and letter carriers, to name a few. Some folks call these workers “essential.” We know them as “heroes.” Their bravery is unquestionable and their contributions undeniable. And many have at least one thing in common—labor union membership.

These union members go to work knowing that their union stands firmly behind them every shift. This link is vital in each of these essential workers' roles. Like we have done throughout our existence, labor unions continue today to

“While this national holiday was founded over a century ago... its meaning is especially relevant today. In 2020, it is hard to miss the contributions that workers have provided the country during the COVID-19 pandemic.”

protect worker rights, working conditions, and most importantly in these uncertain times, worker safety. This truth is just as important and relevant today as it was when Labor Day was first declared a national holiday way back when.

For these reasons, and many more over the course of America's history, workers deserve this day of honor! I hope everyone had a safe and healthy Labor Day holiday.

New office activities study for city carriers



Christopher Jackson

As time marches on and the seasons continuously change, so does the testing USPS conducts with city letter carriers. In this month's article, I will describe a new office activities study recently introduced by USPS.

In August, pursuant to Article 34 of the National Agreement, the Postal Service began collecting data to be included in a study of city carriers' office activities. As with several other recent unilateral tests involving city letter carriers, USPS once again decided to perform this study on its own rather than examining methods to improve the work environment and procedures related to city delivery

with NALC through the joint City Delivery Task Force. With this new study, the Postal Service contracted third-party contractor Deloitte to observe and collect data related to city carriers' office activities. USPS states this data will be analyzed to potentially develop new work methods or standards. Joint exploration by USPS and NALC of both new work methods and/or standards are among the many subjects established and directed jointly in the Memorandum of Understanding Re: City Delivery Task Force incorporated in the National Agreement.

“USPS anticipated collecting one day of data from approximately 400 routes during the study; the information would be used to evaluate current office standards and, if necessary, create new ones.”

NALC was first notified of the Postal Service's intent to conduct this study in a letter dated April 19, 2019. In a subsequent notification, dated May 1, 2019, USPS told us the information collected from this study might be used during the collective-bargaining process. During a meeting held on May 17, 2019, the Postal Service informed NALC that it intended to contract a third-party company to conduct this study. USPS also stated that sites and routes would be randomly selected to collect data related to office activities. USPS anticipated collecting one day

of data from approximately 400 routes during the study; the information would be used to evaluate current office standards and, if necessary, create new standards.

NALC didn't hear anything further from USPS about this study until March 3. We were notified that a contract had been awarded for the data collection analysis, and we were provided with a list of 36 sites of various sizes that had been randomly selected for the study. USPS stated that the contractor will collect data through on-site visits both in the morning and the afternoon.

In a letter dated March 17, NALC was provided a list of the routes selected to be included in the study. Subsequently, on March 18, the Postal Service notified NALC that the study was being temporarily postponed due to the COVID-19 pandemic.

On July 9, the Postal Service notified NALC that it was resuming preparations for the study and intended to visit two sites in Marietta, GA, to record city carriers performing office activities. USPS indicated the purpose of this video is to assist the contractor with creating training to be used by their observers in the study. On July 15, I, along with a member of my staff, traveled to Marietta to visit and observe these sites while this videotaping was being conducted. Three volunteer letter carriers were filmed while performing office duties and loading/unloading of their delivery vehicles, in the morning and afternoon.

On July 24, NALC was provided a schedule for the data collection in the randomly selected sites. Data collectors counted the mail and observed carriers performing office and loading/unloading duties in the morning and the afternoon on the selected routes. Throughout the study, data collectors were required to maintain the appropriate social distancing, per Postal Service protocol and Centers for Disease Control and Prevention guidelines.

Prior to the study, NALC sent regional representatives to each site to explain the study to the letter carriers and answer any questions they had. Once the data collection was completed, those representatives returned to obtain feedback from the carriers involved in the study. NALC Headquarters is communicating with USPS regarding the data collected and its potential usage to determine whether this study complies with the applicable provisions of the National Agreement.

As always, my department is closely monitoring this initiative and getting feedback from letter carriers involved in the study. Be sure to check the NALC website and our social media platforms regularly for updates on USPS testing involving city carriers.

September is National Suicide Awareness Month



Manuel L. Peralta Jr.

I serve as the NALC's designee on the National Joint Committee (NJC) of the Employee Assistance Program (EAP). Since the summer of 2010, I have been tracking city letter carrier suicides.

This number has reached a staggering 196 suicides. The purpose of my column this month is to shine a light on the need to guide each other to reach for the available resources.

In preparation for this column, I reflected on one of the most powerful statements made on the subject by my friend, Paul Gillie, who is the past president of Mid-Michigan Branch 256. During an NALC Committee of Presidents meeting, Paul

went to the microphone and when recognized, shared the following:

...I am humbled by this opportunity to be here and share with you today. Illness is a funny thing. It can so easily be a destructive force in our lives, and the lives of those who care about us...

I was born with an inheritance handed down through the generations. It was a disease that I never knew I had because I never knew a life different than what I was living. I know now that my family tree includes an incredible number of holes and gaps where parents buried their children, parents were stolen from their families too early in life, and a multitude of families and lives were left destroyed; all brought by the carnage of an invisible disease...

Of the current generation, one cousin killed himself, as did my own brother after nearly 50 years of a mostly miserable life...While others inherit boats, cabins, houses, trust funds and other family resources that make each generation more affluent than the one before, the heritage of my family is one of destruction and dysfunction brought by an illness the medical community is ill prepared to address, let alone to cure. But it's not entirely their fault. Depression has a very real life of its own. It hides from the sunlight and prevents its victims from seeing the truth. It deceives and shirks any attempt to be found and destroyed. It attacks the host at every opportunity, making it weaker and more susceptible to its effect. It makes you feel vulnerable and responsible for the havoc it reaps as it grows stronger every day...

I believe myself to be a relatively strong person, but after 54 years of controlling my life, the disease had

finally grown stronger than I was. The sickness created an incredibly calculated event. It convinced me I was worthless; it convinced me that my wife, daughter, son and grandchildren would be better off if I were not part of their lives. It convinced me that death was the most viable solution.

Much like George Bailey in "It's a Wonderful Life," I was worth more dead than alive and if nothing else, the harm I continued to bring to those who cared about me would come to an end.

But just like the story of George Bailey, those who cared about me saved me in the end.

After eight months off work, buried in a basement void of sunlight and contact with the outside world, my daughter finally dragged me to the hospital and out of my despair. I was admitted to a rehabilitation hospital for a week and spent another two weeks in an outpatient program that saved my life, allowed me to return to work and activism with renewed energy, vigor and, most importantly, a new perspective.

...I am excited to say that every week I recognize that I feel the best I've ever felt in my life. I never knew what happiness was, but now I see a small sliver of what it looks like. I am the best I've ever been and I'm only getting stronger, better and more driven toward the things that make life worth living...

I tell this story for a reason. We are all familiar with the postings at the airports that say: "If you see something, say something." We need to apply that to our personal lives as well. I can't begin to count the number of people who knew that something was terribly wrong. Yet none knew what to do about it. When we see someone struggling with work or being wronged, we all know what to do. We challenge it through the grievance procedure. When there is something wrong with our branches, we know (or we figure out) what to do to restore our branch and hopefully make the membership more unified and stronger. But when we see someone who is in a hole deeper than we can fathom, we

SUICIDE PREVENTION AWARENESS MONTH

Learn more about what you can do as an individual, friend or family member.

[One conversation can change a life.]

NAMI.org/suicideawarenessmonth

Suicide Awareness Month (continued)

fail to act for fear of doing the wrong thing or because we simply don't know what to do. Please let me be clear: If you care about that person, you must act. Action taken from a position of love, affection or empathy toward another is always appropriate, although it may not be appreciated until much later.

...As family, we look out for each another. So please be strong, be well, please look after each other, get in each other's face when it is warranted, and don't ever give up on each other. To everyone who helped save my life, thank you. I will see you all again very soon.

Today, I reached out to Paul to ask if he would permit me to share his words with you through this month's column. Paul and I hope that his words may encourage someone to help, someone to not give up and someone to keep living.

In our friendship, Paul has always been willing to do anything he can to help others, so Paul, we thank you. To those of you reading this, never give up, never give in. Let this effort turn that light on in your life and let help reach those in need.

On the same subject, I recently watched a show titled "The Weight of Gold" on HBO. Gold medalist Michael Phelps used his experience in the Olympic world to shed light on the mental health needs of our athletes, leading up to, during and after the Olympic experience is over. Watch it with your family and talk about it afterward. There is great value in communicating openly. We should be searching our emotions, looking for answers and, more importantly, reaching out to others and to professionals for the help that is there.

This now leads me to the ask. Reach out to others to connect with the help available. Under Article 35 of the National Agreement, employees are entitled to EAP services through the national service provider. Currently, New Directions Behavioral Health provides our members *and* their families with the EAP services that they are entitled to at no cost. Start with EAP to get an in-depth evaluation of your situation and your needs. These services are confidential. If you have any questions, reach out to your district advisory committee or reach out to a counselor.

If someone you know is displaying these warning signs of suicidal intentions please do not hesitate to:

Question | Persuade | Refer

1. Question: Ask if they are having thoughts of suicide.
2. Persuade: Encourage them to seek professional help.
3. Refer: Assist in obtaining local resources.

- Call 911 or take them to the local emergency room or psychiatric facility
- Call the National Suicide Hotline at 800-Suicide (800-784-2433)
- Call your USPS EAP at 800-327-4968 (800-EAP-4YOU)



CALL US TODAY: 800-327-4968
800-EAP-4YOU | TTY: 877-492-7341
WWW.EAP4YOU.COM

Warning Signs

- Feeling trapped or in unbearable pain
- Talking about being a burden to others
- Giving away prized possessions
- Increasing the use of alcohol and/or drugs
- Acting anxious or agitated; behaving recklessly
- Sleeping too much or too little
- Withdrawing or feeling isolated
- Showing rage or seeking revenge
- Displaying extreme mood swings

Services provided through the USPS can be reached through:

- Web—EAP4YOU.com
- Phone—800-EAP-4YOU (800-327-4968) (24 hours a day)
- TTY—877-492-7341

The following resources are also available to anyone:

National Suicide Prevention Lifeline

800-273-8255 (available 24 hours, in English and Spanish)

Substance Abuse and Mental Health Services Administration

samsha.gov
800-273-TALK (800-273-8255)

US Department of Veterans Affairs—Mental Health

mentalhealth.va.gov/suicide_prevention

The VA website indicates:

Suicide is a national public health concern that affects all Americans. VA believes that everyone has a role to play in preventing suicide. That's why we are working with an extensive network of community partners across the country—including faith communities, employers, schools and healthcare organizations—to prevent suicide among all veterans, including those who may never come to VA for care.

Keep an eye on each other, open your heart and help!

Retirement security in a crisis



**Dan
Toth**

There has been a lot of talk in the last few months regarding the Postal Service's dire financial situation, and how the agency is quickly running out of cash. Along with this comes talk of whether the Postal Service should be included in pandemic relief programs like other industries and businesses that have been affected by the crisis. It remains to be seen what the future holds for our jobs and the Service, which has led many carriers and retirees to raise concerns about the safety of their retirement benefits.

NALC members should not be overly concerned. The Civil Service Retirement System (CSRS) and the

Federal Employees Retirement System (FERS) are entitlement benefits, which means that they are required by law and are payable to any person who meets the eligibility criteria established by the law. Essentially, the federal government has a binding obligation to make the payments, regardless of the financial condition of the Postal Service. In other words, CSRS and FERS benefits are guaranteed under current law and can only be modified through a change in legislation.

In any case, the Postal Service is only one of many federal agencies that use CSRS and FERS benefits. In fiscal year 2018, more than 2.6 million people received annuity benefits from the two programs, including some 500,000 postal annuitants. Moreover, the Civil Service Retirement and Disability Fund (CSRDF), the fund for FERS and CSRS benefits, had a balance of \$915.3 billion, an amount equal to more than 10 times the amount of outlays from the fund that year. In the unlikely event that the CSRDF is exhausted, benefits are payable by the Treasury's General Fund, by law.

Employees with five years of creditable civilian service under CSRS or FERS become vested and by age 62 become eligible to receive an annuity. This remains true even if the Postal Service is forced to furlough or lay off employees that are vested. FERS disability retirement requires only 18 months of credit under FERS civilian service.

However, FERS is a three-part retirement system that includes the Thrift Savings Plan (TSP). Furloughed or laid off employees would no longer be able to contribute to their TSP. TSP participants are immediately vested in their own contributions and any agency matching contributions. However, there is a minimum amount of time in service a TSP participant must meet in order to be vested in the

agency automatic contributions (1 percent) and associated earnings in their accounts. FERS employees become vested in these agency automatic contributions and earnings after three years of creditable civilian service, as determined by their TSP Service Computation Date (see item 20 on your PS 50, Notification of Personnel Action).

When you work and pay Social Security taxes, you earn "credits" toward Social Security benefits. The number of credits you need to get retirement benefits depends on when you were born. Those born after 1929 need 40 credits (10 years of work). If you stop working before you have enough credits to qualify for benefits, the credits will remain on your Social Security record. If you return to work later, you can add more credits to qualify. A financial crisis at the Postal Service would not diminish your Social Security record.

Retiree health benefits, which are a vital component of any healthy retirement (especially as health care prices continue to skyrocket in the United States), are also an entitlement program, and a liquidity crisis at the Postal Service would pose no direct or immediate threat to the health benefits of retired postal employees. In any event, the Postal Retiree Health Benefits Fund (PSRHBF) has more than \$40 billion in assets, and NALC maintains that the benefits it funds are payable under current law even if the PSRHBF runs out of money.

While NALC and other postal unions will certainly fight to secure additional relief for postal employees adversely affected by the pandemic, a liquidity crisis at the Postal Service could also affect other workplace benefits. Laid off workers would likely lose access to life insurance benefits under the Federal

“The federal government has a binding obligation to make [retirement] payments, regardless of the financial condition of the Post Office.”

Employees' Group Life Insurance program and health insurance benefits under the Federal Employee Health Benefits (FEHB) program, though such furloughed employees would qualify for continued coverage under COBRA at their own expense (for both the employee and employer premiums).

There is one important caveat to all of this. Our benefits are set by law, so what Congress has granted us, Congress can take away by changing the law. Although we have no reason to believe that Congress would slash our benefits in the event of a liquidity crisis at the Postal Service, it has the power to do so. That is why NALC considers legislative and political engagement such a high priority. The men and women elected to federal office make all the decisions about our jobs, our pensions and our health insurance.

Family Retirement Savings Plan



**James W.
“Jim” Yates**

NALC members who enjoy saving for their retirement through the use of an MBA Retirement Savings Plan (RSP) wanted to extend that benefit to their family members. In 2016, the delegates at the 70th biennial national convention approved a resolution to extend this MBA benefit to the families of NALC members. As a result, the MBA began offering the MBA Family Retirement Savings Plan.

The MBA Family Retirement Savings Plan is an annuity available for NALC members' children, step-children, grandchildren, step-grandchildren, great-grandchildren and step-great-grandchildren who are ages 18 or older. With an initial

deposit of \$1,000 to open a plan, a family member can make contributions of as little as \$25 per month into an interest-bearing annuity. The annuitant (plan owner) can choose how much to contribute to the plan and how often. Contributions may be increased, decreased, stopped or started at any time. The plan remains open, even if the contributions are stopped.

“By joining the MBA Family Retirement Savings Plan, you can help your family members plan for their retirement and make sure that their future lifestyles are secure.”

Three options available

The plan is offered as a traditional individual retirement account (IRA), a Roth IRA or a non-qualified deferred annuity. To contribute to a traditional or Roth IRA MBA Retirement Savings Plan, the annuitant must have earned income in the calendar year in which he or she wishes to contribute. Before electing a plan, you should consult with a tax advisor to ensure that an IRA is beneficial to the family member and that he or she qualifies.

With the traditional IRA, the contributions made each year can be deducted from federal income taxes. The earnings on a traditional IRA are tax deferred until the time of withdrawal. As of 2020, the maximum annual contribution per individual is \$6,000 for those under age 50

and \$7,000 for those ages 50 and older before the end of 2020. Modified adjusted gross income eligibility limits are \$65,000 for a single filer and \$104,000 for a married couple filing jointly.

The Roth IRA's contributions are not tax-deductible, but earnings accumulate tax-free as long as the annuitant is over age 50 and six months and the plan has been in force for at least five years at the time of the withdrawal. As of 2020, the contribution limit for a Roth IRA is similar to the traditional IRA, if the individual's modified adjusted gross income does not exceed \$124,000 for a single filer and \$196,000 for a married couple filing jointly.

The MBA Family Retirement Savings Plan selection may also be a non-qualified deferred annuity plan. With this option, there are no income limits for eligibility, no limits on your annual contributions and no requirements to begin taking mandatory distributions at a certain age. The non-qualified deferred annuity is not an IRA, but a deferred investment contract that makes regular payments upon “annuitization.” The earnings on a non-qualified deferred annuity plan are tax deferred until the time of withdrawal.

Once owners receive their Family Retirement Savings Plan documents, they have a full 30 days to examine the plan before deciding whether to keep it. There is no risk.

By joining the MBA Family Retirement Savings Plan, you can help your family members plan for their retirement years and make sure that their future lifestyles are secure. The earlier a family member signs up and begins making contributions, the easier it is to start building a sizable nest egg for the future.

The MBA Family Retirement Savings Plan offers the following advantages:

Dependability—NALC stands behind every policy written by MBA, which was created more than a century ago to give letter carriers' families reliable savings and insurance plans.

Affordability—MBA operates with low overhead, no fees and no salespeople on commission, and the savings and interest are passed on to the annuitant.

Simplicity—Just fill out an application to join the MBA Family Retirement Savings Plan. Send it to the MBA office along with the initial deposit of at least \$1,000.

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

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

Choosing a health insurance plan



**Stephanie
Stewart**

Choosing a health insurance plan can be overwhelming. Unfortunately, selecting the wrong plan can also be a huge financial pitfall. One common mistake is considering only the monthly premium. Although this must be taken into account, it should not be the only deciding factor. Remember, the cheapest premium may not be the best option, and could cost you more in the long run. When deciding which plan is best for you, there are many things to keep in mind.

Let's talk about the basics of choosing the right health plan.

Provider network benefits

All plans are not set up the same. Depending on the insurance, you may be limited to using only in-network or certain providers and facilities, or you may receive a greater discount when choosing within a certain network. Understandably, it is not always comfortable to start over with a new provider or to make a change, so it is very important to understand your options.

Some questions to consider:

- Can I continue seeing my current provider if enrolled with this insurer?
- Does the insurer have an out-of-network benefit if I choose to see a provider outside of the network it offers?
- What is the in-network and out-of-network cost difference?
- Will I have adequate coverage while I am away from home?
- Am I able to nominate my provider to join the plan's network?
- Will I need a referral to see a specialist?
- Is there a difference in cost to see a primary care physician versus a specialist?

Out-of-pocket expenses

If applicable, make sure to look at the following elements: deductible, coinsurance, copayments and catastrophic maximums. A deductible is a fixed amount of covered expenses you must incur for services and supplies before the insurer will start paying benefits. The coinsurance is the percentage of the bill that you will be responsible for after your deductible has been met. A copayment is a fixed amount of money you pay to the provider, facility, pharmacy, etc., when

you receive certain services. The catastrophic out-of-pocket (OOP) maximum is a protection that limits how much you will have to pay in a calendar year. Keep in mind that all expenses may not count toward the catastrophic OOP maximum limit, and each plan may have different guidelines. With all this information in mind, you can compare costs of each insurer by considering how often you normally see a medical provider, visit a medical specialist, or need care at a facility.

I recommend you also review your current health and determine if you have any medical conditions that might require more care in the future, and also plan for the unexpected. Unexpected costs are those associated with emergency room care, surgical procedures and hospital coverage, both inpatient and outpatient.

You also should pay special attention to the insurer's prescription program. Determine whether the plan offers a formulary drug list, or lists each drug into tiers, which will determine the level of cost you will pay.

Lastly, think about what extra programs or benefits are especially important to you. As every insurer is different, you may encounter benefits that are not covered by some plans or have a limited coverage. You also may find that some insurers have programs that others may not.

“If applicable, make sure to look at the following elements: deductible, coinsurance, copayments and catastrophic maximums.”

Dare to compare

You can compare up to four plans at opm.gov/insure. Type in the URL, then click on “Compare Health Plans” under the “Quick links” section. Insert your ZIP code, employee type and pay frequency. After the information is entered, you will be able to select which plans are of interest and review an overview of benefits.

Remember, the 2021 benefits have not yet been posted at this time but will be available closer to the official Open Season.

NALC Health Benefit Plan

In closing, I encourage you to look at the NALC Health Benefit Plan when reviewing your options. We have three plan options to choose from, and I believe you will find that our benefits and premiums remain competitive in an ever-changing health world. You can find information on our website at nalchbp.org, or by calling one of our customer service representatives at 888-636-6252.

Upgrade your health to a union that delivers!

Contract Administration Unit

Brian Renfroe, 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

Part-time flexible maximization

On Jan. 22, NALC and USPS settled national-level grievance Q16N-4Q-C-19225551, M-01906 in NALC's Materials Reference System (MRS), which concerned the Postal Service hiring city carrier assistants (CCAs) above the contractual caps. As a result, approximately 2,500 CCAs meeting the criteria outlined in the settlement were converted to part-time flexible (PTF) on March 14. These conversions to PTF took place in offices with fewer than 200 workyears. Please note, both the 2016-2019 National Agreement and the July 2014 *Joint Contract Administration Manual (JCAM)* may use the term "man year" in place of workyear when defining office designations. These two terms are interchangeable.

Union representatives with questions regarding the work-year designation of a specific installation should contact their national business agent (NBA). Contact information for the NBA who covers your region can be found at nalc.org.

As we approach the six-month mark since these conversions took place, this is a good time to check whether PTFs have met two separate maximization provisions that apply to the size of office where these PTFs work. These maximization provisions are in addition to the requirement to promote PTFs to full-time status in accordance with the Memorandum of Understanding (MOU) Re: Full-time Regular Opportunities – City Letter Carrier Craft, found on pages 159-162 of the National Agreement. For an explanation of this MOU, please see Director of City Delivery Chris Jackson's article in the October 2017 edition of *The Postal Record*.

Article 7, Section 3.C states:

A part-time flexible employee working eight (8) hours within ten (10), on the same five (5) days each week and the same assignment over a six-month period will demonstrate the need for converting the assignment to a full-time position.

This provision applies to all offices, regardless of size. It requires the establishment of an additional full-time position if the qualifying conditions are met.

The July 2014 *JCAM* provides the following explanation of this provision on page 7-37:

Demonstration of Regular Schedule and Assignment. A PTF carrier working a regular schedule meeting the criteria of Article 7.3.C on the same assignment for six months demonstrates the need to convert the duties to a full-time assignment. The six months must be continuous (Step 4, H7N-3W-C 27937, April 14, 1992, M-01069). Time spent on approved paid leave does not constitute an interruption of the six-month period, except where the leave is used solely for purposes of rounding out the workweek when the employee otherwise would not have worked (Step 4, H7N-2A-C 2275, April 13, 1989, M-00913). For the purposes of Article 7.3.C, a part-time flexible employee not working all or part of a holiday or observed holiday (as defined in Article 11) does not constitute an interruption in the six-month period.

Where the Local Memorandum of Understanding provides

for rotating days off, a PTF employee who works the same rotating schedule, eight hours within ten, five days each week on the same uninterrupted temporarily vacant duty assignment over a six-month period has met the criteria of Article 7.3.C of the National Agreement (Step 4, A94 N-4A-C 97040950, January 7, 2000, M-01398).

National Arbitrator Mittenenthal held in H1N-2B-C-4314, July 8, 1985 (C-05070), that time spent by a PTF on an assignment opted for under the provisions of Article 41 (Article 41.2.B) counts toward meeting these maximization criteria. However, the provisions of Article 7.3.C will be applied to an uninterrupted temporary vacant duty assignment only once (Step 4, A94N-4A-C 97040950, January 7, 2000, M-01398).

The MOU Re: Maximization/Full-Time Flexible – NALC, found on page 7-38 of the July 2014 *JCAM*, provides the following:

Where a part-time flexible has performed letter carrier duties in an installation at least 40 hours a week (8 within 9, or 8 within 10, as applicable), 5 days a week, over a period of 6 months (excluding the duration of seasonal periods on seasonal routes, defined in Article 41, Section 3.R of the National Agreement), the senior part-time flexible shall be converted to full-time carrier status.

This criteria shall be applied to postal installations with 125 or more man years of employment.

It is further understood that part-time flexibles converted to full-time under this criteria will have flexible reporting times, flexible nonscheduled days, and flexible reporting locations within the installation depending upon operational requirements as established on the preceding Wednesday.

The parties will implement this in accordance with their past practice.

The July 2014 *JCAM* explains the application of this MOU on page 7-40:

This specific maximization obligation is similar to that of Article 7.3.C, because it is triggered by a PTF carrier working a relatively regular schedule over a six-month period. However, where Article 7.3.C requires work on the same assignment, this memorandum requires only that the PTF carrier be performing letter carrier duties of any kind.

It is important to note that this full-time flexible maximization provision applies only to offices of 125 workyears or more.

If shop stewards and NALC representatives believe that a PTF may have met the criteria of either of the maximization provisions explained above, they should review the TACS Employee Everything Reports for PTFs to determine whether they have indeed been met. If the criteria are met and management doesn't take the appropriate action, a grievance should be filed citing a violation of the appropriate provision explained above.

For further assistance, please contact a branch officer or the appropriate NBA office.

DOHERTY & DONELON SCHOLARSHIPS

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

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2020.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2021. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2021.

Regulations

- Scholarship is to be used toward pursuing undergradu-

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.

- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.

- A transcript of grades must be forwarded to the committee at the end of each school year.

- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.

- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.

- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.

- Children of NALC national officers are not eligible.

In honor of NALC's president from 1941 to 1962, the **William C. Doherty Scholarship Fund** will again award five \$4,000 scholarships to children of members in good standing. The **John T. Donelon Scholarship Fund** will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2020-21 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than December 31, 2020, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.

July fundraising challenge winners



Christina Vela Davidson



Hope this finds everyone safe and doing well. Wow! July was an awesome month! Thanks to the 37 branches that participated in the July challenge. Keep up the great work throughout the year. Our top two winners were New Jersey Merged Branch 38 and Pawtucket, RI Branch 55. They won a Zoom call with an MDA National Ambassador (see below). Brothers and sisters, you raised \$51,312 in July as part of the branch challenge, and raised \$179,360 overall to support MDA! You can see the final Branch Challenge winners in the chart to the right.

Awesome work; I continue to be so moved by your dedication to MDA's mission. The money raised will help MDA continue to fund its Care Center Network, the largest network of centers providing comprehensive care at more than 150 leading medical institutions. Another positive note: A new drug was approved by the

FDA; named Evrysdi, it is the third disease-modifying therapy approved to treat spinal muscular atrophy, the leading genetic cause of infant death. This medical discovery is because of people like you, my sisters and brothers. You are amazing!

Top 10 winners – July Branch Challenge amount

1. Branch 38, New Jersey Merged: \$11,625
2. Branch 55, Pawtucket, RI: \$5,280
3. Branch 769, Cherry Hill/Haddonfield, NJ: \$5,150
4. Branch 1132, Granity City, IL: \$3,517
5. Branch 888, Carmel, IN: \$3,250
6. Branch 56, Grand Rapids, MI: \$3,150
7. Branch 67, Elizabeth, NJ: \$1,396
8. Branch 33, South Bend, IN: \$1,265
9. Branch 39, Indianapolis, IN: \$1,150
10. Branch 5192, Apopka, FL: \$895

Remember, your fundraising pages will remain open

for the rest of the year; please continue to fundraise and donate at mda.donordrive.com/event/nalc2020 to help kids and adults living with neuromuscular diseases. On the next page are the directions to sign your branch.

Need help setting up a web page or have questions on how to fundraise? Contact me via email at c davidson@nalc.org, or MDA at nalc@m dausa.org. Thanks again for your continuous hard work to help deliver the cure. And now... Ready! Set! Go raise money for MDA in the September Branch Challenge! #DeliverTheCure!

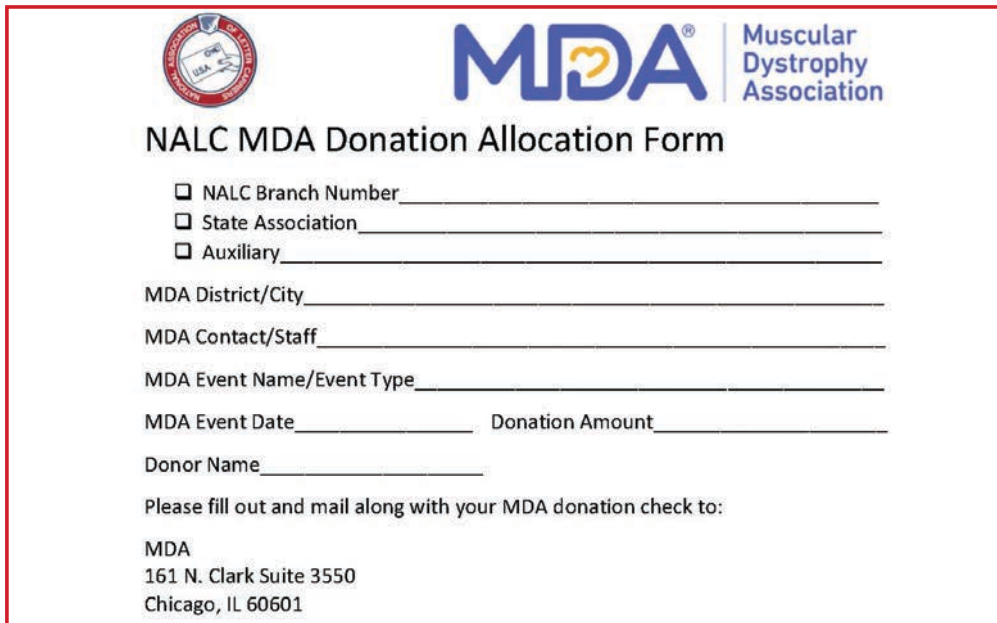


The MDA National Ambassadors for 2020 are Justin Moy, 19, and Tana Zwart, 34. The winning branches, New Jersey Merged Branch 38 and Pawtucket, RI Branch 55, will be able to meet with one of the ambassadors during a Zoom call.

Actions

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

For checks and offline gifts received during the Branch Challenge, be sure to use the NALC Donation Allocation Card at right and mail donations to: MDA, 161 N. Clark St., Suite 3550, Chicago, IL 60601. Please send copies to NALC Headquarters as well.

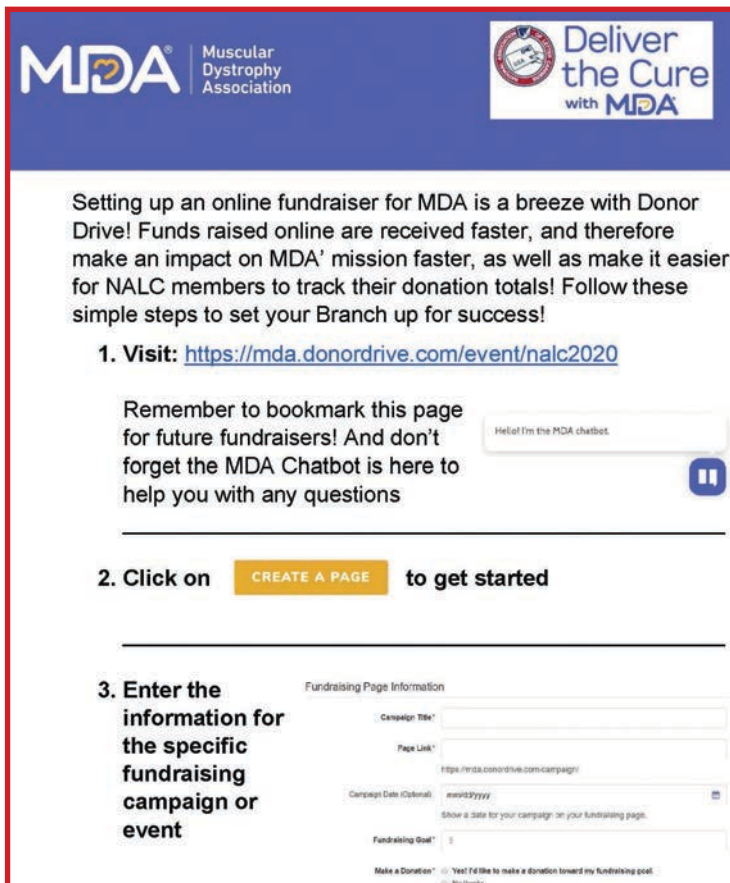


The form includes the MDA logo and the following fields:

- 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



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

- Click on **CREATE A PAGE** to get started

- Enter the information for the specific fundraising campaign or event

Fundraising Page Information

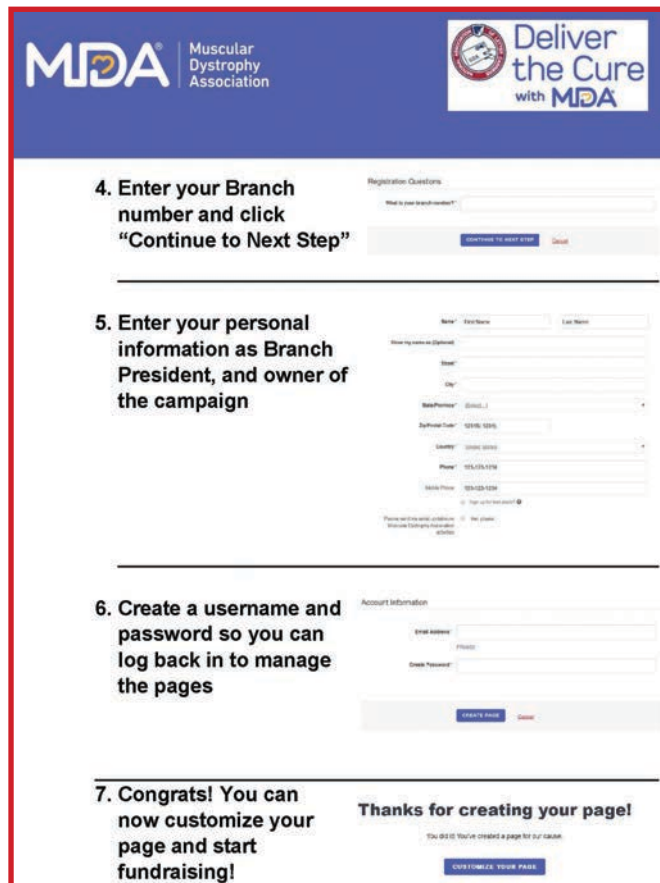
Campaign Title* _____

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

Campaign Date (Optional) mm/yy/yyyy Show a date for your campaign on your fundraising page.

Fundraising Goal* 1

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

Personal Information

First Name _____ Last Name _____

Enter my home or office phone number _____

Street _____

City _____

State _____

Zip _____

Work Phone* (Optional) _____

Preferred Language* (Optional) _____

Country* (Optional) _____

Phone* (Optional) _____

Mobile Phone* (Optional) _____

I agree with the terms and conditions of the MDA website.

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

Account Information

Email address _____

Phone* _____

Bank Password* _____

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

Thanks for creating your page!

You will be able to customize your page for your campaign.

Get prepared for hurricane season



Assistant to the President for Community Services
Christina Vela Davidson

With so much to worry about, I hate to add another item to your list, but it is that time of year. We must be ready to deal with hurricanes, floods and tornadoes. The 2020 Atlantic hurricane season has started off at a rapid pace and has the potential to be one of the busiest on record. The National Oceanic and Atmospheric Administration (NOAA) has reported that the 2020 hurricane season could be “extremely active.” NOAA is now predicting up to 24 named storms,

including 12 total hurricanes and five major hurricanes—each figure about double that of a normal season. If the forecast proves accurate, 2020 would be the second-most active Atlantic hurricane season on record.

Sisters and brothers, hurricane season is here, and it is hitting the Atlantic and Pacific. Also, derecho winds storms are hitting throughout the Midwest. As I stated in my June article, having a plan can reduce anxiety and save lives and property.

Be ready to evacuate your home, and know how to treat basic medical problems. Make sure you have the proper insurance covering your home and items within, including specific types of coverage such as flood/flood content.

The below information can help you build an emergency supply kit. Make sure your emergency kit is stocked with the items on the checklist below and anything else you deem necessary. As you prepare, consider any special needs, including mobility, disability and medical issues. It also is important to have plans for communication, vital 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:

- ter per person per day for at least three days
- Food—at least a three-day supply of nonperishable food
- Battery-powered or hand-crank radio and an NOAA weather radio with tone alert
- Flashlight
- First-aid kit
- Extra batteries
- 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 personal sanitation
- Wrench or pliers to turn off utilities
- Manual can opener for food
- Local maps
- Cell phone with chargers and a backup battery

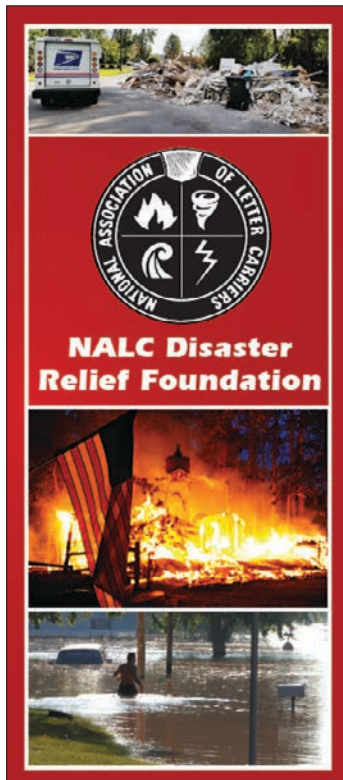
You may also want to add these additional emergency supplies to your kit based on your individual needs:

- Prescription medications
- Non-prescription medications such as pain relievers, anti-diarrhea medication, etc.
- Glasses and contact lens solution
- Infant formula, bottles, diapers, wipes and 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 appropriate for your climate, and sturdy shoes
- Household chlorine bleach and 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 to meet your family’s needs. Natural or human-made disasters cause emotional distress. Recovery can take time. Brothers and sisters, stay connected to your family and friends during this period.

If you are affected by a natural disaster; please contact the NALC Disaster Relief Foundation at 100 Indiana Ave. NW, Washington, DC 20001-2144 or DisasterReliefFoundation@nalc.org, or visit the website nalc.org/disaster.



- Water—a gallon of wa-

OWCP changes and the pandemic



Assistant to the President
for Workers' Compensation
Kevin Card

What a long, strange year it's been. As the United States stumbled to respond to the coronavirus pandemic, federal agencies scrambled to adapt to shelter-in-place orders. The once-bustling streets in Washington, DC, went silent as thousands of federal workers stopped commuting and were forced to work from home.

Due to a history of telework, claims examiners working for the Office of Workers' Compensation Programs (OWCP) were more adaptable than other federal workers. Claims processing has generally continued at a normal pace.

However, when the pandemic hit in March, OWCP was in the midst of changing the contractor that processes medical billing and authorizations, causing a cavalcade of problems.

Contracting out federal work has been a goal of anti-government activists for decades. The popular claim that the competition inherent in the private sector is vastly more efficient than the federal government has been on brilliant display (not!) over the last six months. Just-in-time supply chains that have kept Americans awash in cheap foreign goods have been swamped by the rapid spread of the coronavirus.

With a reduced federal footprint, a lack of leadership at the highest levels of government and decades of sending our manufacturing overseas, the pandemic created a frantic search for essential medical supplies when states were forced to bid against each other for sparse, mostly foreign-made goods. When and if the smoke ever clears from this wildfire of frantic government spending, we may well learn a valuable lesson about the need for a robust federal presence in the marketplace.

In the middle of all of this, in April, OWCP rolled out a change of contractors for billing and medical authorization. The transition has been less than smooth. Clinics that had mastered OWCP billing procedures struggled to re-register with the new contractor, CNSI, delaying reimbursement and angering many. Clinic billing departments spent hours on hold waiting to talk to anyone who could help them. Doctors who had been treating injured federal workers for years considered dropping OWCP cases altogether.

NALC reached out to OWCP to offer help to doctors struggling to navigate the new system. OWCP eventually responded with an email address where doctors can seek help for billing problems: CNSIOWCPOutreach@cns-inc.com.

Five months later, while some of the problems have been fixed, the system continues to have glitches. Claim-

ants should direct their doctors to the CNSI outreach email address for help in navigating the system.

Problems with CNSI also have affected OWCP approval for medical procedures. Some injured workers had medical procedures approved and scheduled prior to the pandemic. When medical facilities shut down, those procedures were canceled, and doctors were required to resubmit for medical authorizations with the new contractor. Some workers continue to wait for approval of medical procedures.

Part of the problem is that the previous contractor allowed doctors to fax medical authorization requests. The new contractor requires that medical authorization requests be emailed. Doctors who had previously faxed in requests need to resubmit the requests via email.

In another disturbing development, the mailing address for OWCP has changed twice over the last few months, creating more headaches for claimants and doctors. A couple of months ago, the longtime contractor that received and scanned claim documents in London, KY, was being phased to a new location in San Antonio, TX.

Newer claim documents had the San Antonio address, and claimants were instructed to send documents and appeals there. Then suddenly, for some unknown reason, OWCP ditched the San Antonio address and went to two new addresses in London, KY.

This can be a huge problem for claimants mailing appeals to OWCP. The date an appeal is accepted is not the date it is received—it's the date the documents get scanned by the contractor. Mail bouncing from Texas to Kentucky could cause appeals to be considered untimely.

If you have an appeal that was considered untimely due to the sudden address change, contact your national business agent's office so that NALC can investigate the claim.

As letter carriers, we like to use the mail. Due to the current problems with OWCP's mailing addresses, claimants should use ECOMP, OWCP's web portal, to upload appeals and other documents. Instructions on how to use ECOMP can be found on the "Injured on the Job" page at nalc.org.

If you must use the mail, use OWCP's new mailing addresses.

Appeals and general correspondence should be sent to: U.S. Department of Labor, OWCP/DFEC, P.O. Box 8311, London, KY 40742-8311.

Medical bills and claimant reimbursements should be sent to: U.S. Department of Labor, OWCP/DFEC, P.O. Box 8300, London, KY 40742-8300.

We should expect federal agencies to do better and be model servants of the people. As this pandemic has shown us, investment in private-sector interests over public-sector agencies can have deadly consequences. Injured workers deserve better.

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

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Dec. 1, 2020. Estimates are computed by using the given high-3 aver-

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

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

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$64,053			CC Grade 2 / High-3 Average ¹ : \$ 65,384		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,935	\$171	\$1,764	\$1,975	\$175	\$1,800
21	2,042	182	1,860	2,084	186	1,898
22	2,148	192	1,956	2,193	197	1,996
23	2,255	203	2,052	2,302	208	2,094
24	2,362	214	2,148	2,411	219	2,192
25	2,469	224	2,244	2,520	229	2,290
26	2,575	235	2,340	2,629	240	2,389
27	2,682	246	2,436	2,738	251	2,487
28	2,789	256	2,533	2,847	262	2,585
29	2,896	267	2,629	2,956	273	2,683
30	3,002	278	2,725	3,065	284	2,781
31	3,109	288	2,821	3,174	295	2,879
32	3,216	299	2,917	3,283	306	2,977
33	3,323	310	3,013	3,392	317	3,075
34	3,429	320	3,109	3,501	328	3,173
35	3,536	331	3,205	3,610	338	3,271
36	3,643	342	3,301	3,719	349	3,369
37	3,750	352	3,397	3,828	360	3,467
38	3,857	363	3,493	3,937	371	3,565
39	3,963	374	3,589	4,046	382	3,664
40	4,070	385	3,686	4,155	393	3,762
41	4,177	395	3,782	4,264	404	3,860
41+11 months & over ⁵	4,270	405	3,866	4,359	413	3,946

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

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2017, and Nov. 30, 2020, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

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

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

Monthly FERS annuity payments for letter carriers who retire on Dec. 1, 2020

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Dec. 1, 2020. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$64,053			CC Grade 2 / High-3 Average ¹ : \$65,384		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,068	\$107	\$961	\$1,090	\$109	\$981
21	1,121	112	1,009	1,144	114	\$1,030
22	1,174	117	1,057	1,199	120	1,079
23	1,228	123	1,105	1,253	125	1,128
24	1,281	128	1,153	1,308	131	1,177
25	1,334	133	1,201	1,362	136	1,226
26	1,388	139	1,249	1,417	142	1,275
27	1,441	144	1,297	1,471	147	1,324
28	1,495	149	1,345	1,526	153	1,373
29	1,548	155	1,393	1,580	158	1,422
30	1,601	160	1,441	1,635	163	1,471
31	1,655	165	1,489	1,689	169	1,520
32	1,708	171	1,537	1,744	174	1,569
33	1,761	176	1,585	1,798	180	1,618
34	1,815	181	1,633	1,853	185	1,667
35	1,868	187	1,681	1,907	191	1,716
36	1,922	192	1,729	1,962	196	1,765
37	1,975	197	1,777	2,016	202	1,814
38	2,028	203	1,826	2,070	207	1,863
39	2,082	208	1,874	2,125	212	1,912
40	2,135	214	1,922	2,179	218	1,962
Each additional year ⁵	53.38	5.34	48.04	54.49	5.45	49.04

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2017, and Nov. 30, 2020, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

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

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

Honor Roll

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

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

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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

George R. Douglas	Western Wayne Co., MI	Br. 2184
Lewis H. Robinson	Western Wayne Co., MI	Br. 2184
Clarence F. Hoover	Winchester, VA	Br. 694

70-year pins

R. M. Crawford	Bakersfield, CA	Br. 782
Edmund F. Aniszewski	Dunkirk, NY	Br. 150
Robert J. Blatnik	Cleveland, OH	Br. 40
Harry F. Spagnola	Wilkes-Barre, PA	Br. 115
Cecil B. Picard	Clarksville, TN	Br. 364
Jesus Torres	El Paso, TX	Br. 505

65-year pins

Richard L. Pinder	New Castle, DE	Br. 4015
James S. Hunt	Tampa, FL	Br. 599
Robert E. Weller	Joliet, IL	Br. 305
Robert E. Layman	Fort Wayne, IN	Br. 116
Glen M. Carlton	Mid-Michigan	Br. 256
Alfred J. Litherland	Mid-Michigan	Br. 256
Robert M. Summerfield	Mid-Michigan	Br. 256
Rodman J. Geisler	South Jersey, NJ	Br. 908
Ronald E. Ferla	Western Wayne Co., MI	Br. 2184
Donald E. Moberly	Oklahoma City, OK	Br. 458
Samuel J. Bisulca	Wilkes-Barre, PA	Br. 115
Leonard J. Gyskewicz	Wilkes-Barre, PA	Br. 115

60-year pins

Patrick F. Mirto	Connecticut Mgd.	Br. 20
Ernest S. Stanco	Connecticut Mgd.	Br. 20
Edward J. Wall	Connecticut Mgd.	Br. 20
Charles R. Everidge	Tampa, FL	Br. 599
William E. Price	Macon, GA	Br. 270
Thomas S. Tate	Macon, GA	Br. 270
William A. Comstock	Central Iowa Mgd.	Br. 352
Robert E. Gerdome	Fort Wayne, IN	Br. 116
Glen L. Gorrell	Fort Wayne, IN	Br. 116
Leonard E. Mauzy	Fort Wayne, IN	Br. 116
Jimmy E. Ferguson	Lake Charles, LA	Br. 914
Vincent J. Ferrie Jr.	Lake Charles, LA	Br. 914
W. W. Reid	Boston, MA	Br. 34
Charles F. Simard	Boston, MA	Br. 34
Eugene F. Muise	Lynn, MA	Br. 7
Merlan C. Banks	Annapolis, MD	Br. 651
Wendal V. Delong	Mid-Michigan	Br. 256
Robert C. Wilson	Mid-Michigan	Br. 256
Charles E. Finley	Western Wayne Co., MI	Br. 2184
Walter A. Masson	Western Wayne Co., MI	Br. 2184
Louie L. Moyer	Western Wayne Co., MI	Br. 2184
Norman A. Stetz	Western Wayne Co., MI	Br. 2184
Stephen M. Zacharias	Western Wayne Co., MI	Br. 2184
Francis A. Talbot	St. Joseph, MO	Br. 195
Harry R. Jacob	New Jersey Mgd.	Br. 38
Stephen J. Gismond	Long Island City, NY	Br. 357
William A. Holzer	Northeastern NY	Br. 358
William F. Back	Jamaica, NY	Br. 562
Nick J. Losurdo	Long Island Mgd., NY	Br. 6000
Thomas E. Bunyard	Oklahoma City, OK	Br. 458
John L. Daniels	Oklahoma City, OK	Br. 458

Philip L. Holloway	Oklahoma City, OK	Br. 458
William A. Mathews	Oklahoma City, OK	Br. 458
Bobby D. Moore	Oklahoma City, OK	Br. 458
Ronnie E. Palmer	Oklahoma City, OK	Br. 458
Donald L. Tedder	Oklahoma City, OK	Br. 458
Conrad M. Thompson	Oklahoma City, OK	Br. 458
Joseph W. O'Boyle	Wilkes-Barre, PA	Br. 115
Chester D. Eklund	Austin, TX	Br. 181
Thomas S. Assaid	Roanoke, VA	Br. 524
Robert F. Pederson	Beloit, WI	Br. 715

55-year pins and gold cards

Bruce E. Sluss	Bakersfield, CA	Br. 782
Clifford R. Fehdrau	Bakersfield, CA	Br. 782
Edward J. Preston	San Francisco, CA	Br. 214
Wallace A. Woo	San Francisco, CA	Br. 214
Jeff D. Morhardt	Connecticut Mgd.	Br. 20
George E. Rathbun	Connecticut Mgd.	Br. 20
Eugene S. Russo	Connecticut Mgd.	Br. 20
Robert M. Silva	Connecticut Mgd.	Br. 20
Steve Trinks	Connecticut Mgd.	Br. 20
John E. Bednash	New Castle, DE	Br. 4015
Myron M. Stern	Tampa, FL	Br. 599
Ernest C. Goinis	Macon, GA	Br. 270
Ernest L. Troutman	Macon, GA	Br. 270
Donald A. Gunn	Joliet, IL	Br. 305
Anthony E. Lorenzo	Joliet, IL	Br. 305
John L. Malnar	Joliet, IL	Br. 305
Allen E. Ruff	Joliet, IL	Br. 305
Andrew W. Verchimak	Joliet, IL	Br. 305
John K. Schlorff	Champaign, IL	Br. 671
Roger A. Cross	Fort Wayne, IN	Br. 116
Dan Jones	Fort Wayne, IN	Br. 116
David P. Grammer	Evansville, IN	Br. 377
Ray A. Smith	Evansville, IN	Br. 377
Eugene L. Eldridge	Kansas City, KS	Br. 499
Martin Ibarra	Kansas City, KS	Br. 499
Robert D. Johnson Jr.	Kansas City, KS	Br. 499
R. R. Kistler	Kansas City, KS	Br. 499
Roy J. Mills	Kansas City, KS	Br. 499
Francis L. Moore	Kansas City, KS	Br. 499
James K. Orcutt	Kansas City, KS	Br. 499
Robert J. Brankline	Lake Charles, LA	Br. 914
Farnell G. Lafleur	Lake Charles, LA	Br. 914
Joseph C. Richard Jr.	Lake Charles, LA	Br. 914
Alvin R. Sebring Jr.	Boston, MA	Br. 34
John H. Hajec	Mid-Michigan	Br. 256
Melville N. Mick	Mid-Michigan	Br. 256
Carlton A. Flynn	Western Wayne Co., MI	Br. 2184
Florence G. Gordon	Western Wayne Co., MI	Br. 2184
Lester W. Kitchen Jr.	Western Wayne Co., MI	Br. 2184
David L. McKinney	Western Wayne Co., MI	Br. 2184
Howard L. Osborn Jr.	Western Wayne Co., MI	Br. 2184
Hallie G. Holland	Columbia, MO	Br. 763
Harry R. Jacob	New Jersey Mgd.	Br. 38
Alfred J. Capaldi	South Jersey, NJ	Br. 908
Wayne L. Kline	South Jersey, NJ	Br. 908
R. W. Zurlo	South Jersey, NJ	Br. 908
Russell R. Brown	Albany, NY	Br. 29
F. E. Brucker	Northeastern NY	Br. 358
William A. Holzer	Northeastern NY	Br. 358
William F. Back	Jamaica, NY	Br. 562

Frank P. Chiechi	Jamaica, NY	Br. 562
Enrique Cruz	Jamaica, NY	Br. 562
Albert P. Delbalso	Jamaica, NY	Br. 562
R. S. Gelston	Jamaica, NY	Br. 562
Edward G. Lauer	Jamaica, NY	Br. 562
Clarence Lewis	Jamaica, NY	Br. 562
J. J. Loftus	Jamaica, NY	Br. 562
Donald J. Maher	Jamaica, NY	Br. 562
Samuel J. McKnight	Jamaica, NY	Br. 562
Chas G. Picuillo	Jamaica, NY	Br. 562
Raymond Salerno	Jamaica, NY	Br. 562
A. Vicari	Jamaica, NY	Br. 562
Dominick L. Dennis	Springfield, OH	Br. 45
Ronald L. Hays	Springfield, OH	Br. 45
Gary R. Hebble	Springfield, OH	Br. 45
Edgar L. Mercer	Springfield, OH	Br. 45
Jerry L. Schuyler	Springfield, OH	Br. 45
Rodger D. Whitman	Springfield, OH	Br. 45
Charles E. Campbell	Oklahoma City, OK	Br. 458
Billy R. Hitt	Oklahoma City, OK	Br. 458
John H. Minter	Oklahoma City, OK	Br. 458
Delmer J. Siemens	Oklahoma City, OK	Br. 458
Francis J. Petrella	Wilkes-Barre, PA	Br. 115
James E. Tennis	Souderton, PA	Br. 920
Sebastian B. Brown	Sumter, SC	Br. 904
Michael E. Mixon	Sumter, SC	Br. 904
James C. White	Sumter, SC	Br. 904
Maynard Justra	Yankton, SD	Br. 659
David Lambdin	Knoxville, TN	Br. 419
Robert T. Force	Cleburne, TX	Br. 752
John W. Miller	Charlottesville, VA	Br. 518

50-year pins and gold cards

D. W. Radcliffe Jr.	Mobile, AL	Br. 469
Grover A. Reynolds	Mobile, AL	Br. 469
Nashid A. Rushdan	Mobile, AL	Br. 469
Earl Safford	Mobile, AL	Br. 469
Ronny G. Shaw	Mobile, AL	Br. 469
George W. Sherrin III	Mobile, AL	Br. 469
G. A. Smith	Mobile, AL	Br. 469
Roger G. Stephenson	Mobile, AL	Br. 469
Kenneth H. Tyson Jr.	Mobile, AL	Br. 469
Jerry L. Walker	Mobile, AL	Br. 469
Charles Walters Jr.	Mobile, AL	Br. 469
Josephine L. Warner	Mobile, AL	Br. 469
Alfred F. Williams	Mobile, AL	Br. 469
Ralph V. Escalante	Bakersfield, CA	Br. 782
Ronald D. Evans	Bakersfield, CA	Br. 782
Leo T. Fedewa	Bakersfield, CA	Br. 782
James W. Griffith	Bakersfield, CA	Br. 782
Charles B. Knox	Bakersfield, CA	Br. 782
Charles A. Loven	Bakersfield, CA	Br. 782
Daniel G. Lujan	Bakersfield, CA	Br. 782
James G. McKee	Bakersfield, CA	Br. 782
King D. Putman	Bakersfield, CA	Br. 782
W. H. Quinlan	Bakersfield, CA	Br. 782
Richard S. Sanford	Bakersfield, CA	Br. 782
Larry D. Scott	Bakersfield, CA	Br. 782
Edward L. Stuler Jr.	Bakersfield, CA	Br. 782
Richard T. Tomlin	Bakersfield, CA	Br. 782
Connie H. White	Bakersfield, CA	Br. 782
Joseph R. Alva	San Francisco, CA	Br. 214

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

Jaime F. Arancibia	San Francisco, CA	Br. 214	David L. Vanpeurse	Sioux City, IA	Br. 69	Lynn A. Johnson	Mid-Michigan	Br. 256
Lawrence L. Blunt Jr.	San Francisco, CA	Br. 214	Harold B. Vermeer	Sioux City, IA	Br. 69	Elizabeth L. Lemuel	Mid-Michigan	Br. 256
Robert H. Boggs	San Francisco, CA	Br. 214	Paul I. Monk	Central Iowa Mgd.	Br. 352	Richard R. Nyquist	Mid-Michigan	Br. 256
Erwin F. Bruner	San Francisco, CA	Br. 214	Russell C. Possehn	Central Iowa Mgd.	Br. 352	Curtis A. Smith	Mid-Michigan	Br. 256
Mario C. Carrillo	San Francisco, CA	Br. 214	John H. Prim	Central Iowa Mgd.	Br. 352	Donald N. Swinson	Mid-Michigan	Br. 256
Raymond S. Chin	San Francisco, CA	Br. 214	Delbert R. Turner	Central Iowa Mgd.	Br. 352	Mary V. Barton	Westem Wayne Co., MI	Br. 2184
Michael R. Cropper	San Francisco, CA	Br. 214	Ronal J. Van Pelt	Central Iowa Mgd.	Br. 352	David M. Cyrek	Westem Wayne Co., MI	Br. 2184
Gary L. Dassel	San Francisco, CA	Br. 214	Thomas N. Maher	Shenandoah, IA	Br. 851	Terry E. Germany	Westem Wayne Co., MI	Br. 2184
Peter H. Deutsch	San Francisco, CA	Br. 214	Franklin A. Miller	Shenandoah, IA	Br. 851	Dennis L. Grundy	Westem Wayne Co., MI	Br. 2184
Kevin J. Duggan	San Francisco, CA	Br. 214	Roger L. Bates	Galesburg, IL	Br. 88	David P. Marshall	Westem Wayne Co., MI	Br. 2184
Robert J. Fey	San Francisco, CA	Br. 214	Donald P. Billiet	Galesburg, IL	Br. 88	Edward R. Melkonian	Westem Wayne Co., MI	Br. 2184
Eddie T. Fong	San Francisco, CA	Br. 214	Raymond R. Boos	Galesburg, IL	Br. 88	Cecil E. Dyke	Kansas City, MO	Br. 30
Ola M. Gipson	San Francisco, CA	Br. 214	Michael W. Conard	Galesburg, IL	Br. 88	Wesley H. Bland	St. Joseph, MO	Br. 195
Thomas J. Goodier	San Francisco, CA	Br. 214	Cleverette G. Conley	Galesburg, IL	Br. 88	Earl F. Adams	Columbia, MO	Br. 763
Michael W. Hackett	San Francisco, CA	Br. 214	Donald W. Derry	Galesburg, IL	Br. 88	Gary H. Blackmore	Columbia, MO	Br. 763
Mark V. Hamilton	San Francisco, CA	Br. 214	Robert A. Donaldson	Galesburg, IL	Br. 88	James S. Burks	Columbia, MO	Br. 763
Freeman Harris	San Francisco, CA	Br. 214	David Duke	Galesburg, IL	Br. 88	Joseph A. Burks	Columbia, MO	Br. 763
Sarah C. Henderson	San Francisco, CA	Br. 214	Lyle V. Johnson	Galesburg, IL	Br. 88	William R. Clayborne	Columbia, MO	Br. 763
Peter N. Hensel	San Francisco, CA	Br. 214	Arlo K. Murray	Galesburg, IL	Br. 88	Ralph J. Cox	Columbia, MO	Br. 763
Albert P. Hettich	San Francisco, CA	Br. 214	Frank Nyert Jr.	Galesburg, IL	Br. 88	Martin L. Ettner	Columbia, MO	Br. 763
Kuo S. Hong	San Francisco, CA	Br. 214	Donald E. Reynolds	Galesburg, IL	Br. 88	Darwin F. George	Columbia, MO	Br. 763
Allen Jew Jr.	San Francisco, CA	Br. 214	Ronald L. Saey	Galesburg, IL	Br. 88	Larry C. Harper	Columbia, MO	Br. 763
Carl A. Jonkers	San Francisco, CA	Br. 214	Robert A. Snider	Galesburg, IL	Br. 88	Robert L. Hunt Jr.	Columbia, MO	Br. 763
Frederick R. Kromm	San Francisco, CA	Br. 214	Larry R. Stotts	Galesburg, IL	Br. 88	Larry J. Nichols	Columbia, MO	Br. 763
Harry S. Lee	San Francisco, CA	Br. 214	John R. Connell	Rockford, IL	Br. 245	Donald E. Rhoades	Columbia, MO	Br. 763
Philip L. Lee	San Francisco, CA	Br. 214	Mark A. Ayers	Rockford, IL	Br. 245	Robert L. Rouse	Columbia, MO	Br. 763
Hugh D. Lopez	San Francisco, CA	Br. 214	Robert J. Defreitas	Joliet, IL	Br. 305	James E. Starns	Columbia, MO	Br. 763
Dennis L. Murphy	San Francisco, CA	Br. 214	Joseph D. Alton Sr.	Macomb, IL	Br. 658	James P. Struble	Columbia, MO	Br. 763
Simplicio J. Nario	San Francisco, CA	Br. 214	Larry L. Carey	Macomb, IL	Br. 658	Claude W. Weldon Jr.	Columbia, MO	Br. 763
Marilyn O'Donnell Valencia	San Francisco, CA	Br. 214	Robert W. Doyle	Macomb, IL	Br. 658	John H. Williams	Columbia, MO	Br. 763
Laird J. Pearson	San Francisco, CA	Br. 214	T. J. Barham	Champaign, IL	Br. 671	Harold W. Knoop	Columbus, MS	Br. 1692
Noble C. Phillips	San Francisco, CA	Br. 214	E. E. Anderson	Champaign, IL	Br. 671	Michael S. Boland	Great Falls, MT	Br. 650
Floyd R. Piper	San Francisco, CA	Br. 214	David C. Hoffschneider	Champaign, IL	Br. 671	Maynard S. Clark	Great Falls, MT	Br. 650
Laron L. Plouche	San Francisco, CA	Br. 214	Allison B. Wallis Jr.	Granite City, IL	Br. 1132	Jack L. McFetridge	Great Falls, MT	Br. 650
John V. Rossi	San Francisco, CA	Br. 214	John W. Baumann	S. Suburban Mgd., IL	Br. 4016	Dan A. Mitchell	Great Falls, MT	Br. 650
Steven N. Saris	San Francisco, CA	Br. 214	Daniel P. Colonnelli	S. Suburban Mgd., IL	Br. 4016	Ted L. Short	Great Falls, MT	Br. 650
Cornelius L. Seibert Jr.	San Francisco, CA	Br. 214	Thomas M. Herr	Fort Wayne, IN	Br. 116	Michael J. Winters	Great Falls, MT	Br. 650
David W. Sutter	San Francisco, CA	Br. 214	Jerry F. Colby	Frankfort, IN	Br. 368	Donald A. Bauer	New Jersey Mgd.	Br. 38
William P. Thornton	San Francisco, CA	Br. 214	Charles W. Sandefur Jr.	Evansville, IN	Br. 377	Harry R. Jacob	New Jersey Mgd.	Br. 38
Preston Tiddle	San Francisco, CA	Br. 214	Donald F. Cornwell	Bowling Green, KY	Br. 468	Norman Miles	New Jersey Mgd.	Br. 38
Robert Watkins	San Francisco, CA	Br. 214	Rollin L. Dickson	Bowling Green, KY	Br. 468	Anthony R. Quadrel	New Jersey Mgd.	Br. 38
Paul H. Webb	San Francisco, CA	Br. 214	Harold E. Hulshart	Bowling Green, KY	Br. 468	David J. Britton	Princeton, NJ	Br. 268
Evan M. Wilson	San Francisco, CA	Br. 214	Robert D. Lyon	Bowling Green, KY	Br. 468	Don N. Deluca	Princeton, NJ	Br. 268
Michael W. Carter	Santa Ana, CA	Br. 737	David B. Stamps	Bowling Green, KY	Br. 468	Gilbert I. Fisher	Princeton, NJ	Br. 268
Raymond G. Drasky	Denver, CO	Br. 47	Bruce A. Trabue	Bowling Green, KY	Br. 468	M. V. Guido Jr.	Princeton, NJ	Br. 268
C. W. Walker	Denver, CO	Br. 47	Lawrence S. Brown	Greensburg, IN	Br. 801	George V. Heath	Princeton, NJ	Br. 268
Douglas G. Buffa	Grand Junction, CO	Br. 913	Anthony Armentor	Lake Charles, LA	Br. 914	John M. Leiggi	Princeton, NJ	Br. 268
Dean A. Despalmas	Grand Junction, CO	Br. 913	Joseph C. Banken	Lake Charles, LA	Br. 914	J. Procaccini	Princeton, NJ	Br. 268
Wayne Foster	Grand Junction, CO	Br. 913	James A. Beaugh	Lake Charles, LA	Br. 914	Cosmo D. Tamasi	Princeton, NJ	Br. 268
Fred O. Hayes	Grand Junction, CO	Br. 913	Robert F. Broussard	Lake Charles, LA	Br. 914	William M. Crowell	Camden, NJ Mgd.	Br. 540
Vicki A. Holley	Grand Junction, CO	Br. 913	Wilmer J. Broussard	Lake Charles, LA	Br. 914	Lawrence R. Dentz	Cranford, NJ	Br. 754
Melvin L. Hoover	Grand Junction, CO	Br. 913	James A. Chauvin	Lake Charles, LA	Br. 914	James T. Douglas	Cranford, NJ	Br. 754
Raymond W. Kuhn	Grand Junction, CO	Br. 913	Bob D. Duplechin	Lake Charles, LA	Br. 914	Frank D. Grace	Cranford, NJ	Br. 754
John Mariz	Grand Junction, CO	Br. 913	Charles J. Francois	Lake Charles, LA	Br. 914	Alvin P. Mark	Cranford, NJ	Br. 754
Kurt E. Nelson	Grand Junction, CO	Br. 913	Alton Guidry	Lake Charles, LA	Br. 914	Robert E. Muller	Cranford, NJ	Br. 754
John M. Bafuma	Connecticut Mgd.	Br. 20	Kenneth A. Lamb	Lake Charles, LA	Br. 914	Edward L. Semple Jr.	Cranford, NJ	Br. 754
Christopher S. Begnal	Connecticut Mgd.	Br. 20	Curtis W. Lambert	Lake Charles, LA	Br. 914	Anthony M. Carrone	Somerville, NJ	Br. 768
Donald M. Bergin	Connecticut Mgd.	Br. 20	Harold L. Lester	Lake Charles, LA	Br. 914	Andrew J. Guariglia	Somerville, NJ	Br. 768
Michael P. Brawley	Connecticut Mgd.	Br. 20	Jerome A. Perlongo	Lake Charles, LA	Br. 914	Douglas P. Moody	Somerville, NJ	Br. 768
Joseph R. Corbett	Connecticut Mgd.	Br. 20	Leon C. Regan	Lake Charles, LA	Br. 914	William L. Pearson	Somerville, NJ	Br. 768
Albert E. Denton	Connecticut Mgd.	Br. 20	Jimmie P. Renard	Lake Charles, LA	Br. 914	Richard W. Perhach	Somerville, NJ	Br. 768
Richard S. Kinard	Connecticut Mgd.	Br. 20	William E. Rodgers	Lake Charles, LA	Br. 914	Michael G. Pinchick	Somerville, NJ	Br. 768
James E. Sawyer Jr.	Connecticut Mgd.	Br. 20	Johnny D. Trahan	Lake Charles, LA	Br. 914	Douglas L. Sloss	Somerville, NJ	Br. 768
Richard B. Washburn Jr.	Connecticut Mgd.	Br. 20	Calvin R. Vallette	Lake Charles, LA	Br. 914	Gloria B. Smith	Somerville, NJ	Br. 768
Alfred Acosta	Tampa, FL	Br. 599	Melvin L. Vincent	Lake Charles, LA	Br. 914	C. A. Adams Jr.	Cape Atlantic, NJ	Br. 903
Louis A. Carmon	Tampa, FL	Br. 599	Floyd J. Young	Lake Charles, LA	Br. 914	F. J. Bailey	Cape Atlantic, NJ	Br. 903
Robert L. Carter	Tampa, FL	Br. 599	James T. Balnis	Norwood, MA	Br. 742	Robert G. Buchner	Cape Atlantic, NJ	Br. 903
Richard Gomez	Tampa, FL	Br. 599	Frank E. Brown	Norwood, MA	Br. 742	Thomas J. Connelly	Cape Atlantic, NJ	Br. 903
Samuel W. Irwin	Tampa, FL	Br. 599	John M. Donnelly	Norwood, MA	Br. 742	Robert J. Constantine	Cape Atlantic, NJ	Br. 903
Clarence E. Rebman	Tampa, FL	Br. 599	Frank J. Fazzina	Norwood, MA	Br. 742	S. L. Decasin	Cape Atlantic, NJ	Br. 903
Richard L. Rossell	Tampa, FL	Br. 599	Stephen P. Francis	Norwood, MA	Br. 742	William J. Delaney	Cape Atlantic, NJ	Br. 903
Frank G. Lamberti	South Florida	Br. 1071	Francis X. McCarthy	Norwood, MA	Br. 742	Joseph F. Eagan Jr.	Cape Atlantic, NJ	Br. 903
Steven Tudor	South Florida	Br. 1071	G. M. Smith	Norwood, MA	Br. 742	Gary W. Fallows	Cape Atlantic, NJ	Br. 903
Ronnie Gary	Macon, GA	Br. 270	Robert L. Decaire	Alpena, MI	Br. 259	Patrick J. Flanagan	Cape Atlantic, NJ	Br. 903
Ronald C. Dieck	Sioux City, IA	Br. 69	William D. Freese	Alpena, MI	Br. 259	Nelson Gaskill	Cape Atlantic, NJ	Br. 903
Ronald V. Jordan	Sioux City, IA	Br. 69	Francis J. Kaisar	Alpena, MI	Br. 259	Edward M. Grassi	Cape Atlantic, NJ	Br. 903
James D. Major Jr.	Sioux City, IA	Br. 69	Kenneth J. Fagan	Escanaba, MI	Br. 438	James W. Haughey	Cape Atlantic, NJ	Br. 903
Ronald J. Odendahl	Sioux City, IA	Br. 69	Michael D. Kulack	Escanaba, MI	Br. 438	Linda L. Higbee	Cape Atlantic, NJ	Br. 903
Donald D. Phipps	Sioux City, IA	Br. 69	Joseph L. Lafave Jr.	Escanaba, MI	Br. 438	Robert J. Imlay	Cape Atlantic, NJ	Br. 903
Kenneth E. Riessen	Sioux City, IA	Br. 69	Larry G. Michael	Escanaba, MI	Br. 438	Thomas Kuhs	Cape Atlantic, NJ	Br. 903
Douglas M. Rose	Sioux City, IA	Br. 69	Barbara D. Fluellen	Mid-Michigan	Br. 256	Terence A. Leary	Cape Atlantic, NJ	Br. 903

Honor Roll

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

Joseph J. Mannion	Cape Atlantic, NJ	Br. 903	John A. Cain	Enid, OK	Br. 858	Eulalio B. Garcia	El Paso, TX	Br. 505
Leonard Marmorato	Cape Atlantic, NJ	Br. 903	Regis L. Dahlin	Enid, OK	Br. 858	Ernesto Gerardo	El Paso, TX	Br. 505
John W. Marshall	Cape Atlantic, NJ	Br. 903	Lynn T. Dillingham	Enid, OK	Br. 858	Luis Gerardo	El Paso, TX	Br. 505
William R. Nunn	Cape Atlantic, NJ	Br. 903	Wayne C. Haun	Enid, OK	Br. 858	Raymundo Gomez	El Paso, TX	Br. 505
Ronald F. Simon	Cape Atlantic, NJ	Br. 903	Aaron J. Staerckel	Enid, OK	Br. 858	Ramon Gonzalez	El Paso, TX	Br. 505
Raymond R. Sobocinski	Cape Atlantic, NJ	Br. 903	Dale L. Dickerson	Albany, OR	Br. 959	Juan Guerrero	El Paso, TX	Br. 505
Joseph F. Tudjek	Cape Atlantic, NJ	Br. 903	Dorse L. Hess	Albany, OR	Br. 959	Martin Gutierrez	El Paso, TX	Br. 505
John W. Vollrath	Cape Atlantic, NJ	Br. 903	Larry R. Humphrey	Albany, OR	Br. 959	Daniel Hernandez	El Paso, TX	Br. 505
George L. Williams	Cape Atlantic, NJ	Br. 903	William H. Leonard	Albany, OR	Br. 959	Manuel S. Hernandez	El Paso, TX	Br. 505
David A. Baker	Reno, NV	Br. 709	Russell L. Means	Albany, OR	Br. 959	David Imai Sr.	El Paso, TX	Br. 505
Victoria L. Johnson	Sparks, NV	Br. 2778	Roger J. Schaefer	Albany, OR	Br. 959	Robert J. Kaminski	El Paso, TX	Br. 505
George J. Baranski Jr.	Albany, NY	Br. 29	Neal A. Ziesmer	Albany, OR	Br. 959	Francisco Licano Jr.	El Paso, TX	Br. 505
David J. Cyr	Albany, NY	Br. 29	F. T. Arbogast	Uniontown, PA	Br. 520	Gabino Lomeli	El Paso, TX	Br. 505
Donald J. Donato	Albany, NY	Br. 29	Westley S. Dennis	Uniontown, PA	Br. 520	Andres Lucero Jr.	El Paso, TX	Br. 505
Neil J. Heffernan	Albany, NY	Br. 29	Edward J. Donkers	Uniontown, PA	Br. 520	Guillermo Madrid Jr.	El Paso, TX	Br. 505
Michael E. Stallmer	Albany, NY	Br. 29	Frank A. Gudac	Uniontown, PA	Br. 520	Severn M. Marquez	El Paso, TX	Br. 505
Joseph Perez	Long Island City, NY	Br. 357	Paul R. Guthrie	Uniontown, PA	Br. 520	Aldreni R. Martinez	El Paso, TX	Br. 505
Janice M. Velten	Long Island City, NY	Br. 357	Ronald Hall	Uniontown, PA	Br. 520	Charlie Martinez	El Paso, TX	Br. 505
Edward W. Hauptert	Northeastern NY	Br. 358	G. E. Kozak	Uniontown, PA	Br. 520	Everardo Martinez	El Paso, TX	Br. 505
Peter Accardi Jr.	Jamaica, NY	Br. 562	James R. Matthews	Uniontown, PA	Br. 520	Trinidad Martinez	El Paso, TX	Br. 505
J. P. Albertelli	Jamaica, NY	Br. 562	Bennie Mitchell	Uniontown, PA	Br. 520	Vidal Martinez	El Paso, TX	Br. 505
William F. Back	Jamaica, NY	Br. 562	Gary D. Rockwell	Uniontown, PA	Br. 520	Stephen McGrew	El Paso, TX	Br. 505
Vincent P. Barbera	Jamaica, NY	Br. 562	William L. Rozzell Jr.	Uniontown, PA	Br. 520	Julian A. Mendoza	El Paso, TX	Br. 505
Charlie L. Boyd	Jamaica, NY	Br. 562	F. E. Rychtarsky	Uniontown, PA	Br. 520	Raul Mendoza	El Paso, TX	Br. 505
Lincoln E. Buenaventura	Jamaica, NY	Br. 562	Leroy W. Smith	Uniontown, PA	Br. 520	George Meraz	El Paso, TX	Br. 505
Milford E. Carter Jr.	Jamaica, NY	Br. 562	R. Taylor	Uniontown, PA	Br. 520	Carole E. Meyers	El Paso, TX	Br. 505
Giovanni Cortese	Jamaica, NY	Br. 562	A. J. Azarewicz	Wilkes-Barre, PA	Br. 115	Roberto Molina	El Paso, TX	Br. 505
J. G. Crennan	Jamaica, NY	Br. 562	R. J. Barna	Wilkes-Barre, PA	Br. 115	Jose J. Montoya	El Paso, TX	Br. 505
Harlon A. Crosby	Jamaica, NY	Br. 562	Joseph C. Buscemi	Wilkes-Barre, PA	Br. 115	G. B. Moreno	El Paso, TX	Br. 505
Enrique Cruz	Jamaica, NY	Br. 562	Andrew Cebrick	Wilkes-Barre, PA	Br. 115	Alfredo Murillo Jr.	El Paso, TX	Br. 505
Anthony E. Donaldson	Jamaica, NY	Br. 562	Paul Chernikovich	Wilkes-Barre, PA	Br. 115	Robert J. Najera	El Paso, TX	Br. 505
R. S. Gelston	Jamaica, NY	Br. 562	Robert Cole	Wilkes-Barre, PA	Br. 115	Alvaro F. Olivas	El Paso, TX	Br. 505
Kurt H. Jacobi	Jamaica, NY	Br. 562	Joseph C. Depascale Jr.	Wilkes-Barre, PA	Br. 115	Arturo Ontiveros	El Paso, TX	Br. 505
James R. Litka	Jamaica, NY	Br. 562	Gary M. Dougherty	Wilkes-Barre, PA	Br. 115	Octaviano Ortiz	El Paso, TX	Br. 505
Vincent Marciano	Jamaica, NY	Br. 562	Gerald L. Fisher	Wilkes-Barre, PA	Br. 115	Amado D. Padilla	El Paso, TX	Br. 505
Frank D. Markisello Jr.	Jamaica, NY	Br. 562	John L. Foglietta	Wilkes-Barre, PA	Br. 115	Guillermo I. Paredez	El Paso, TX	Br. 505
Frank E. Mastrochirico	Jamaica, NY	Br. 562	John F. Gayewski	Wilkes-Barre, PA	Br. 115	Luis A. Pena	El Paso, TX	Br. 505
A. C. Matranga	Jamaica, NY	Br. 562	Anthony C. Giardina	Wilkes-Barre, PA	Br. 115	Rogelo D. Pena	El Paso, TX	Br. 505
Raymond J. McDonald Jr.	Jamaica, NY	Br. 562	James L. Gill	Wilkes-Barre, PA	Br. 115	Bonifc A. Portillo Jr.	El Paso, TX	Br. 505
Michal A. McKenna	Jamaica, NY	Br. 562	Robert J. Graver	Wilkes-Barre, PA	Br. 115	Xavier Quiroz	El Paso, TX	Br. 505
Chas E. McLean	Jamaica, NY	Br. 562	Walter H. James	Wilkes-Barre, PA	Br. 115	Raul Ramirez	El Paso, TX	Br. 505
Thomas F. Moran	Jamaica, NY	Br. 562	Charles A. Jamiolkowski	Wilkes-Barre, PA	Br. 115	Leopoldo Ramos	El Paso, TX	Br. 505
Victor T. Oleaga	Jamaica, NY	Br. 562	Frank J. Marrone	Wilkes-Barre, PA	Br. 115	John L. Reimer	El Paso, TX	Br. 505
Bernard J. Papocchia	Jamaica, NY	Br. 562	Stanley J. Nowakowski	Wilkes-Barre, PA	Br. 115	Pablo Rivera Jr.	El Paso, TX	Br. 505
John P. Parinello	Jamaica, NY	Br. 562	Robert W. Oatridge	Wilkes-Barre, PA	Br. 115	Alfredo Rodriguez	El Paso, TX	Br. 505
Chas G. Picuillo	Jamaica, NY	Br. 562	Eugene Y. Odell Jr.	Wilkes-Barre, PA	Br. 115	Abel Saenz	El Paso, TX	Br. 505
Glenn R. Pocci	Jamaica, NY	Br. 562	William L. Ozark	Wilkes-Barre, PA	Br. 115	Arturo J. Salas	El Paso, TX	Br. 505
David Rosen	Jamaica, NY	Br. 562	James C. Pechulis	Wilkes-Barre, PA	Br. 115	Fernando Salas	El Paso, TX	Br. 505
Gerald F. Schiraldi	Jamaica, NY	Br. 562	Warren S. Peters	Wilkes-Barre, PA	Br. 115	Roberto Serrano	El Paso, TX	Br. 505
Fareed A. Shakir	Jamaica, NY	Br. 562	Sylvester J. Rutkoski	Wilkes-Barre, PA	Br. 115	Rodolfo A. Sierra	El Paso, TX	Br. 505
Joseph G. Spataro	Jamaica, NY	Br. 562	Ronald J. Seman	Wilkes-Barre, PA	Br. 115	Sabino Sierra	El Paso, TX	Br. 505
Robert E. Sutton	Jamaica, NY	Br. 562	Thomas R. Skechus	Wilkes-Barre, PA	Br. 115	Jesus P. Trujillo	El Paso, TX	Br. 505
Henry J. Tortora	Jamaica, NY	Br. 562	Howard T. Williams Jr.	Wilkes-Barre, PA	Br. 115	Robert M. Urenda	El Paso, TX	Br. 505
John J. Trezza	Jamaica, NY	Br. 562	Gary E. Engles	Sumter, SC	Br. 904	Eloy M. Valdez	El Paso, TX	Br. 505
A. Vicari	Jamaica, NY	Br. 562	William D. McLeod	Sumter, SC	Br. 904	Roberto Valdez	El Paso, TX	Br. 505
J. F. Vitale	Jamaica, NY	Br. 562	Robert H. Smith	Sumter, SC	Br. 904	Hector Valles	El Paso, TX	Br. 505
Gary W. Wilkes	Jamaica, NY	Br. 562	Donald E. Brown	Warwick, RI	Br. 3166	Enrique Vejlil	El Paso, TX	Br. 505
Raymond E. Mills	Long Island Mgd., NY	Br. 6000	Paul A. Buchanan	Warwick, RI	Br. 3166	Arturo R. Veliz	El Paso, TX	Br. 505
Martin T. Kielawa	Valley Stream, NY	Br. 2189	Rose M. Baker	Knoxville, TN	Br. 419	Ricardo J. Vidales	El Paso, TX	Br. 505
Thomas W. McManus	Valley Stream, NY	Br. 2189	Joyce M. Guenther	Dallas, TX	Br. 132	Victor M. Villalva	El Paso, TX	Br. 505
Kenneth J. Mittwoch	Valley Stream, NY	Br. 2189	Micky P. Morris	Dallas, TX	Br. 132	Peter H. Wallace	El Paso, TX	Br. 505
Richard D. Roberts	Valley Stream, NY	Br. 2189	Fred A. Pontley	Dallas, TX	Br. 132	Manuel Zubia	El Paso, TX	Br. 505
Robert S. Radice	Valley Stream, NY	Br. 2189	David Archuleta	El Paso, TX	Br. 505	David E. Marsh Jr.	Cleburne, TX	Br. 752
Donald J. Lombardo	Cleveland, OH	Br. 40	Luis Arieta Jr.	El Paso, TX	Br. 505	Lawrence C. Rochford	Cleburne, TX	Br. 752
Dennis C. McPhee	Cleveland, OH	Br. 40	Francisco Bustillos	El Paso, TX	Br. 505	Steven M. Battaglia	Charlottesville, VA	Br. 518
Marjorie A. Vandestadt	Cleveland, OH	Br. 40	Oswald D. Callahan	El Paso, TX	Br. 505	Joseph Briggs	Charlottesville, VA	Br. 518
David A. Barletto	Springfield, OH	Br. 45	Ricardo Caro	El Paso, TX	Br. 505	William H. Dickerson	Charlottesville, VA	Br. 518
Marguerite L. Chatfield	Springfield, OH	Br. 45	Gilbert Carreon	El Paso, TX	Br. 505	R. L. Giannini	Charlottesville, VA	Br. 518
Claude A. Desantis	Springfield, OH	Br. 45	Dora E. Carrillo	El Paso, TX	Br. 505	J. W. Laconia	Charlottesville, VA	Br. 518
Brian L. Eanes	Springfield, OH	Br. 45	Manuel Castaneda	El Paso, TX	Br. 505	Jerry C. Massie	Charlottesville, VA	Br. 518
Stephen M. Hubek	Springfield, OH	Br. 45	Jose A. Castillo	El Paso, TX	Br. 505	S. N. Propst	Charlottesville, VA	Br. 518
Robert H. Jones	Springfield, OH	Br. 45	Emedes Contreras	El Paso, TX	Br. 505	Daniel L. Thomas	Charlottesville, VA	Br. 518
Robert L. Kidd Jr.	Springfield, OH	Br. 45	Dimas C. Diaz	El Paso, TX	Br. 505	Steve E. Wharam	Charlottesville, VA	Br. 518
Antonio Laino	Springfield, OH	Br. 45	Hector M. Duron	El Paso, TX	Br. 505	Mack B. Atkins Jr.	Roanoke, VA	Br. 524
Beverly A. Midkiff	Springfield, OH	Br. 45	Luis A. Estrada	El Paso, TX	Br. 505	Curtis G. Atkinson II	Roanoke, VA	Br. 524
Stephen E. Pellin	Springfield, OH	Br. 45	Jesus Fernandez Jr.	El Paso, TX	Br. 505	Thomas A. Cutitto	Roanoke, VA	Br. 524
Darrel S. Strome	Springfield, OH	Br. 45	Gabriel Fierro	El Paso, TX	Br. 505	Frederick G. Dame	Roanoke, VA	Br. 524
R. L. Scott	Newark, OH	Br. 281	Rosario Fiore	El Paso, TX	Br. 505	Kenneth G. Divers	Roanoke, VA	Br. 524
Joseph A. Sforza	Newark, OH	Br. 281	Jose G. Flores	El Paso, TX	Br. 505	Donald Friedenson	Roanoke, VA	Br. 524
Harry E. Thompson	Newark, OH	Br. 281	Eduardo Gallegos	El Paso, TX	Br. 505	D. L. Hall	Roanoke, VA	Br. 524
Alan C. Burpo	Enid, OK	Br. 858	Adolfo R. Garcia	El Paso, TX	Br. 505	Roger W. Hostetter	Roanoke, VA	Br. 524
						Ronald E. Hubbard	Roanoke, VA	Br. 524

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

William N. Logan	Roanoke, VA	Br. 524	James C. Taylor	Roanoke, VA	Br. 524	Raymond D. Runice	Beloit, WI	Br. 715
Lawrence J. Marshall	Roanoke, VA	Br. 524	Ernest G. Whanger Jr.	Roanoke, VA	Br. 524	Roger J. Detert	Merrill, WI	Br. 778
Donald K. Murray	Roanoke, VA	Br. 524	John H. Wolfe	Roanoke, VA	Br. 524	Norman J. Kriewald	Merrill, WI	Br. 778
L. R. Payne	Roanoke, VA	Br. 524	Gary W. Elfving	Seattle, WA	Br. 79	Mary J. Mahn	Merrill, WI	Br. 778
R. J. Peters	Roanoke, VA	Br. 524	Edward C. Spangler	Seattle, WA	Br. 79	George E. Morren	Merrill, WI	Br. 778
Douglas R. Schanz	Roanoke, VA	Br. 524	William J. Teppner	Seattle, WA	Br. 79	Joseph F. Suchon	Antigo, WI	Br. 983
Robert G. Stultz	Roanoke, VA	Br. 524	William F. Cook	Bellingham, WA	Br. 450	John L. Hartley	Moundsville, WV	Br. 893
D. F. Sweeney II	Roanoke, VA	Br. 524	Gordon E. Durkee	Bellingham, WA	Br. 450	Ralph A. West	Moundsville, WV	Br. 893

State Summaries

California

So yeah, we have a new postmaster general. And yes, he's given millions of dollars to the president and Republican Party. And he's making changes to the managerial lineup of the USPS and hinting at reducing the number of pencil-pushers through an early out. And many of you now perform your duties in a different manner because the PMG says he wants to eliminate overtime.

So many of you ask, "What's the NALC doing about all this?" And some even claim that our union isn't reacting loud enough, that we are in bed with management, etc. Some of you even think that the NALC has the power to stop management from, well, managing. Remember the saying, "Just because it's stupid doesn't mean they won't do it!"

If you want to know what the union is doing, the first thing to do is look in the mirror! What are you doing? Do you contact your congressman and senators to ask for stimulus funding for the USPS to get us through the pandemic and beyond when asked? Do you support your shop steward when he or she files grievances regarding violations stemming from the PMG's latest directives? Do you give to the Letter Carrier Political Fund so that we can elect politicians who support our continued existence as public servants working for a public Postal Service under collective-bargaining agreements?

Fred Rolando is only one person. He cannot be effective in his position as president of our great union unless the membership supports him. And supporting him does not mean engaging in conspiracy theories about how the union's supposed silence means he isn't doing anything. Our national leadership does more than you think. Remember, not one letter carrier has been laid off, furloughed or taken a pay cut during the pandemic. Remember that.

Eric Ellis

Kentucky

Thanks again to all NALC members across the commonwealth who continue to "Take Action."

We are following the lead of President Rolando to urge our two U.S. senators to include USPS in the next stimulus package with at least \$25 billion in relief. It is incredible that, as of press time for the September *Postal Record*, the Senate and White House have not bargained with the U.S. House in good faith to address the HEROES Act that was passed there.

Even more troubling is the apparent actions by

the new PMG, appointed by the U.S. president, have resulted in mail being undelivered and delayed, and raised an alarm that mailed ballots will be never be counted or delivered. Delivery of mail should never be a political issue. The American citizenry has always enjoyed quick and accurate delivery of mail. States that primarily use vote-by-mail have had millions of ballots delivered without fraud or dishonesty. All parties receive equal treatment through the U.S. Mail. For anyone to say or infer otherwise is just untrue!

To our members who disdain politics or think that it does not affect the Postal Service, guess again. We seem to be caught in a wedge between the sitting U.S. president and those who want to vote safely and conveniently by U.S. Mail. We know that our dedicated letter carriers would not harm or delay voter ballots.

You should donate to the Letter Carrier Political Fund (off the clock and out of uniform). Retirees can participate in the election by supporting NALC-friendly candidates. Contact me at 859-273-3791, and we can give you direction. Any federal officials who allow the U.S. Mail to fail in its mission to U.S. customers do not deserve re-election or to ever hold office. Facts should always be used to determine the truth.

Bob McNulty

Michigan

Greetings, brothers and sisters. August is upon us and, while the weather is still hot, the job is changing.

We recently received a new postmaster general. He initiated a new/old program called ESAS that puts carriers in the office less and on the street more. First-class mail is actually being left on the floor and being delayed until the next day. This is a test, and several stations in Michigan have been selected as test sites.

Right on the heels of this program, the Great Lakes Area vice president rolled out his own program called...the Great Lakes Area Initiative. Here's how this one works: You arrive at work in the morning, you clock in, you get your keys and scanner, you check out your vehicle. Then you go to your case and case mail for 30 minutes. After 30 minutes you stop casing mail, grab your SPRs and case them in. Then you pull down and hit the street. Any mail you couldn't get cased in the morning you case when you get back, if you have time.

If those changes aren't enough, the Postal Service just put out a memo that it intends to consolidate all routes down to one piece of casing equipment.

But you know what? In spite of these almost-impossible demands, letter carriers continue to do their best every day. Stewards are busy filing grievances when these new mandates cause contractual violations.

You can help. Fill out your 3996s when you think you will not be able to complete your duties in eight hours. It is critical to fill out 1571s when you curtail mail and remember to get them signed by your supervisor and get a copy.

We can withstand this storm. Be strong and work in solidarity!

Tom Minshall

Wisconsin

The beatdown goes on in 2020. There are attacks from all sides, it seems—concerning health, legislation and operations. Through it all, though, Wisconsin letter carriers persist in delivering the essential services that our patrons expect and deserve.

Health concerns from the COVID-19 pandemic cannot be understated. Every carrier must do whatever is necessary to maintain good health and to comply with the requirements for masks and social distancing, no matter how uncomfortable they seem. No one has all the answers, and the virus does not care about opinions.

Legislatively, at the writing of this summary, the Senate is bickering about stimulus funds. That is actually progress after months of inaction after the House did its job. I'm sure that each of you did your best to educate our senators on the issue of a monetary infusion to offset the revenue losses for the USPS. While there was a good-faith effort with a bipartisan bill introduced to provide some financial relief, there was no time to gather enough co-sponsors, but at least the language of the bill was valuable in furthering the discussion of the stimulus bill.

Operationally, the craft is under pressure to comply with a myriad of new changes designed to promote "efficiency" in the delivery of mail. One of the changes has invoked the mortal sin of leaving first-class mail behind, which is anathema to most carriers. Service is all we have to give. Dilution of that service is not what has built the USPS into the most trusted federal agency.

Following the failed Consolidated Casing experiment, new tests are coming online that change traditional carrier work. Whatever you are seeing in your office is not the end, but only the beginning.

2020 is not the good old days.

Adapt, survive and maintain solidarity!

Scott A. Van Derven

Election Notices

Alexandria, Virginia

In accordance with Article 5 of the *NALC Constitution* and bylaws, this is official notice to all members of Branch 567 that nominations for the following offices will be held at the regular meeting on Nov. 3 at 7:30 p.m. at the Hunting Creek Club party room, 2059 Huntington Ave., Alexandria: president, vice president, secretary/treasurer, health benefits representative, sergeant-at-arms and three trustees. The term for each office will be 24 months, beginning Jan. 5, 2021. Nominations will also be accepted for delegates to attend the 2021 Virginia State Association convention. Nominations may also be in writing, but must be received by the branch secretary/treasurer no later than 7:30 p.m. on Nov. 3.

Candidates may accept nomination for only one office and must accept either at the time it was made or, if absent, in writing. By virtue of their office, candidates elected president, vice president, and secretary/treasurer are automatically designated as delegates to the state and national conventions.

The election will be conducted by secret ballot. Ballots will be mailed to the address of record of eligible members by Nov. 18. Ballots must be returned to the Election Committee, P.O. Box 7408, Alexandria, VA 22307, by 3:30 p.m. on Dec. 7, the day of the union meeting. Ballots may also be turned in at the meeting up until 8 p.m. At that time, the election committee will collect all ballots, bring them to the union office at 2059 Huntington Ave., P-14, Alexandria, and begin the tally. Write-in votes are not permitted. Results will be announced at the regular branch meeting. In the event that the November branch meeting cannot be held due to COVID-19 restrictions, nominations will be taken on a walk-in basis between the hours of 7:30 p.m. and 9 p.m. at the union office located at 2059 Huntington Ave., Alexandria.

Timothy C. Palmer, Sec./Treas., Br. 567

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that nominations for these offices—president, vice president, secretary, treasurer, health benefits coordinator and three trustee positions—will take place at the regular meeting to be held on Tuesday, Nov. 3, at 7 p.m. The meeting will be held at its normal meeting place: Polinori's, located at 1441 South Liberty Ave., Alliance. Those who wish to be nominated must be present or should give the secretary a written letter prior to the meeting stating his or her acceptance of nomination. The term of office will be for the 2021-2022 election cycle. The election will be conducted by mail-in ballot.

Joshua Lilly, Pres., Br. 297

Alton, Illinois

This is official notice to all members of Merged Branch 309 that all members who have attended 10 out of 12 meetings in good standing are eligible to be a paid delegate to the 2021 state convention. If a vote is needed, it will be at the December meeting.

Linda Mercurio, Pres., Br. 309

Ann Arbor, Michigan

This will serve as official notice to all Branch 434 members.

Nominations will be held at the regular branch meeting on Oct. 21 at 6 p.m. at the IBEW Hall, 7920 Jackson Road, Ann Arbor. Nominations are for the following offices: one trustee (three-year term, Jan. 1, 2021, through Dec. 31, 2023) and delegates to the 2021 Michigan state convention, as well as any other office that may become vacated. The offices of president, vice president, recording secretary and treasurer are automatic delegates to the Michigan state convention, per branch bylaws. Candidates must accept nomination at the time made or, if absent, in writing to the branch recording secretary by Oct. 21 at 6 p.m.

The Nov. 18 election, due to COVID-19, will be held by secret mail ballot. Ballots will be mailed to the address on file of every eligible member on Oct. 29 and must be mailed back to the election committee by Nov. 18 by 6 p.m. to P.O. Box 2434, Ann Arbor, MI 48106-2434. The election committee will collect the ballots and tally the votes at the union hall. No write-in votes will be allowed.

Jane Grant, Rec. Sec., Br. 434

Arvada, Colorado

This is an official election notice to all members active and retired of Branch 4405. Nominations will be accepted for the positions of president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms and one three-year trustee. Candidates running for any branch officer may only accept a nomination for a single position. Nominations will also be accepted for shop steward(s), Main Office, and shop steward(s), Indian Tree Office, and for 10 delegates to the 2021 Colorado state convention. Candidates running for branch officer may also accept nominations to be a delegate to the state convention.

All nominations will be held at the regular October meeting at 6210 Carr St., Arvada on Oct. 21, beginning at 6:30 p.m. The president will be an automatic delegate to the convention by virtue of office. All members in good standing who have not served in a higher-level management position for any period of two years prior to the nomination date are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the election committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved in the past year. This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 18. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 18. Write-in votes will not be permitted. The election committee

will tally the votes at the November meeting, and the results shall be read.

Damonique Martinez, Sec., Br. 4405

Binghamton, New York

This serves as official notice to all Branch 333 members that in accordance with Article 5 of the *National Constitution* and Article 7 of the branch bylaws, nominations for the following local officers will be held at the monthly meeting of Branch 333 on Wednesday, Nov. 18, during our branch meeting at 76 Main St., Binghamton at 7 p.m.: president, vice president, Western District vice president, secretary, treasurer and director of retirees. All of aforementioned officers are delegates to the national and state conventions by virtue of their office; positions also open for nominations are three trustees, sergeant-at-arms and 15 delegates to the 2021 state convention.

All nominees must be present to accept or have filed their intentions with the branch secretary prior to the nominations. Anyone having applied for or served in a higher level/supervisory position for 24 months prior to nominations shall be ineligible (*National Constitution*, Article 5, Section 2). Elections, if necessary, will be conducted by secret mail ballots, per local bylaws.

Laura Johnson, Sec., Br. 333

Bossier City, Louisiana

This is the official notice to all members of Branch 4617 of the nominations and elections of the branch officers, delegates and alternate delegates to the state convention. Elected officers of this branch shall be: president, vice president, secretary/treasurer, health benefits representative, sergeant-at-arms and three trustees. The term for all officers is three years. By virtue of their offices, the president, vice president and secretary/treasurer will be delegates to the convention.

Nominations will be held on Tuesday, Oct. 20 at the regular scheduled meeting at Sissy's Playhouse located at 2328 Barksdale Blvd., Bossier City. Members should be present to make or accept nominations. If absent, members should notify the secretary/treasurer in writing of their willingness to accept a nomination prior to the meeting.

Elections are to be conducted by secret mail ballot. There will be no write-in votes for candidates not officially on the ballot. The last day on which ballots must be received is Nov. 10. Ballots will be counted that night at the regular branch meeting located at Sissy's Playhouse at 2328 Barksdale Blvd., Bossier City.

Mary Somchai, Pres., Br. 4617

Bowling Green, Kentucky

This is official notice of elections for the officers and delegates of Branch 468.

Nominations are for the following offices: president, vice president, secretary-treasurer, recording secretary, sergeant at arms, health benefits representative, director of retirees, stewards, delegates to the 2021 state convention and 2022 national convention, and three trustees. Per branch bylaws, the president shall automatically serve as a delegate to the state and national conventions. The length of term for all offices shall be two years,

beginning Jan. 1, 2021. Candidates may only accept nominations for one office.

Nominations will open at the regular branch meeting on Sept. 15 and close at the regular branch meeting on Oct. 20, held at 5300 Scottsville Road, Bowling Green, at 7 p.m. Potential candidates must be present at either the September or October meetings or express their intention to run for office in writing prior to the Oct. 20 meeting. Offices are open to any regular branch member in good standing, active or retired, in accordance with the branch's bylaws (Article 4, Section 2). Election will be by secret ballot, mailed to each branch member's address on file.

Completed ballots must be received by the election committee before 6 p.m. on Nov. 17 to be counted. The election committee will collect the ballots, bring them to the branch meeting and begin the tally. Write-in votes are not permitted.

Stacye Johnson, Pres., Br. 468

Bozeman, Montana

This is to serve as official election notice to all members of Branch 1028. Nominations for president, vice president, secretary, treasurer, sergeant-at-arms and three trustee positions will be accepted in person or in writing at the regular branch meeting in October. Willingness to serve must be acknowledged within seven days of nomination. Elections will be conducted by mail-in ballot. All ballots must be received by the November regular branch meeting.

Travis Miller, Sec.-Treas., Br. 1028

Brick Town, New Jersey

Nominations for the election of officers of Branch 5420 will be held at the regular branch meeting on Tuesday, Oct. 20. Doors open at 6 p.m., the meeting begins at 6:30 p.m., and nominations will begin at 7:30 p.m. The meeting will be held at VFW Post #8867, 373 Adamston Road, Brick.

Candidates must accept nominations at the time made, or if absent, in writing. Candidates may accept nominations for only one office and must certify at the time of nomination that they have not applied for, or served in, a supervisory position during the 24 months prior to the nomination.

Nominations will be held for the following branch offices: president, first vice president (executive vice president), second vice president (vice president), secretary, treasurer and five trustees. The terms of office will be three years, beginning Jan. 1, 2021.

The election will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 17. Doors open at 6 p.m., the meeting begins at 6:30 p.m., and the election will begin at 7:30 p.m. The meeting will be held at VFW Post #8867, 373 Adamston Road, Brick.

Any member who, for any reason, will be unable to vote on Nov. 17 may obtain an absentee ballot by writing the Election Committee, Branch 5420, P.O. Box 1595, Brick, NJ 08723. Requests for absentee ballots must be made after the nominations have been closed and must be received by the election committee no later than Nov. 3.

Social distancing will be practiced

and masks will be required whenever social distancing cannot be maintained.

Michael C. Willson, Sec., Br. 5420

Brookfield, Wisconsin

(This notice was previously printed as Brookfield, Pennsylvania; The Postal Record apologizes for the error.)

This is a notice to all members of Branch 4811 that nominations for the next two-year term for the following offices will be accepted at the Sept. 9 meeting, which will be conducted online due to the COVID-19 pandemic: president, vice president, secretary/treasurer, health benefits representative, two stewards and three trustees.

Any member in good standing is eligible for nomination. Those wishing to be nominated must accept such nominations during the September meeting or must submit their willingness to be nominated in writing to the branch secretary prior to the September meeting.

If an election is warranted, it will be held on Oct. 6 between 3 p.m. and 6 p.m. Voting will be by secret ballot. Due to the COVID-19 pandemic, the place for the voting has yet to be determined.

Craig Topel, V.P., Br. 4811

Buffalo-Western New York

This is an official notice to all members of Branch 3. Nominations for delegates to the New York state convention will be held on Oct. 21 at 7:30 p.m. at the Leonard Post, Cheektowaga. The election of delegates will be held at the branch general membership meeting on Nov. 18. The convention will be held in Schenectady, NY, from July 24-27, 2021.

According to the bylaws of the branch, Article 5, Section 1(C) 2 states: "Acceptance of the nomination must be made verbally or in writing at this meeting. In the event a candidate is unavoidable detained, the candidate may designate any member in attendance at the meeting to accept the nomination on behalf of the candidate. Acceptance of nominations may also be submitted in writing to the secretary prior to the meeting or no later than three days after the close of the meeting.

Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two years after termination of such status. All candidates must verify, upon nomination that they have not served, accepted or applied for a supervisory position within the last 24 months."

Article 4 Section 2 states: "All officers as listed in this Article 4 Section 1, by virtue of their election will automatically be delegates to the state and national conventions, provided each officer is actually holding office at the time of the convention."

Kim M. Fitzgerald, Sec.-Treas., Br. 3

Carmel, Indiana

This is official notice to all members of Merged Branch 888 that nominations for delegates to the 2021 state convention will be held at the regular membership meeting on Nov. 5 at the Carmel American Legion at 852 West Main St., Carmel, in accordance with Article 5 of the *National Constitution* and the branch bylaws. The date and location of the 2021 Indiana

state convention is unknown at this time due to the COVID-19 pandemic.

The president and vice president, by virtue of their office, are delegates to all state and national conventions during their terms of office. All candidates are required to be present at the meeting when nominated or signify in writing their willingness to serve if elected. Nominees must signify that they have not applied for, accepted or served in any supervisory capacity in the Postal Service for a period of 24 months prior to nomination.

The election, if necessary, will be conducted by secret ballot mailed to the most current home address of record for all members. Ballots must be returned to the election committee prior to the regular branch meeting at 7 p.m. on Dec. 3. The election will be at the regular branch meeting at 7 p.m. on Dec. 3.

Ken Johnson, Sec., Br. 888

Centennial, Colorado

In accordance with Article 5 of the *NALC Constitution* and Article 4 of the branch bylaws, this is official notice to all members of Branch 5996 that nominations for the following offices and positions will be held at the regular Oct. 1 branch meeting at the Centennial branch office, located at 1010 S. Joliet St., Suite 204, Aurora, at 7:30 p.m.: one trustee (three-year term), shop stewards (all stations, one-year term), delegates to the NALC Colorado state convention, two delegates to the Colorado AFL-CIO convention and two delegates for the Denver Area Labor Federation.

Election will be by secret mail ballot and results will be announced at the Dec. 3 regular branch meeting. Candidates must accept nomination at the time made or must signify in writing to the branch financial/recording secretary prior to the meeting their willingness to serve in the desired position.

All regular members shall be eligible to hold any office or position in the branch, except that a member who voluntarily, or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanent, shall immediately vacate any office held, and shall be ineligible to run for any office or other position for a period of two years after termination of such supervisory status. Upon nomination, candidates must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

In accordance with Article 4, Section 2 of the branch bylaws, the branch president and vice president shall be delegates to the national and state conventions by virtue of their office, provided they were elected pursuant to the NALC election regulations.

Courtney Heber, Rec. Sec., Br. 5996

Champaign, Illinois

This is the official notice to all members of Branch 671 that nominations for the following officers will be held at the regular October meeting. Because of current COVID-19 gathering restrictions, nominations and acceptance will be made in writing to a current officer or during the October Webex meeting: president, vice president, secretary-treasurer, two stewards, one Rantoul

steward, sergeant-at-arms, three trustees, delegates to the state convention and delegates to the national convention (elected officers will be automatic delegates to each convention and others will be ranked as alternates).

Balloting will be done by mail and secret ballot, with the election at the December meeting. The installation will take place at the January meeting.

Don Thompson, Sec.-Treas., Br. 671

Cleveland, Ohio

This is official notice to all Branch 40 members that triennial nominations for the following branch officers and nine AFL-CIO delegates will be held at the regular branch meeting, which starts at 7:30 p.m. on Jan. 8, 2021, at the Pipefitters Hall, located at 6305 Halle Drive, Valley View. All candidates must accept nominations in writing, and the branch recording secretary must receive those acknowledgements no later than 5 p.m. on Tuesday, Jan. 12, 2021, at Branch 40, 9700 Rockside Road, Suite 110, Valley View, OH 44125.

The offices are president, executive vice president, recording secretary, financial secretary-treasurer, health benefits director, MBA representative, three trustees and sergeant-at-arms. The term of the offices will be three years. Nominations for all station stewards shall be held the second Monday on Jan. 11, 2021, at each respective station. The term of the offices will be three years.

Elections will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home address (of record on file) of eligible members at least 20 days before Feb. 12, 2021. Please read instructions carefully to ensure a valid ballot. It is the responsibility of all members to keep their addresses current with Branch 40. If any members have recently moved, please notify the recording secretary of your new and current address. These ballots may contain a write-in space for the selection of steward at units where more than one steward is nominated. Only active members may participate in the selection of a steward at their unit.

Any active or retired member who does not receive a ballot (or is requesting an absentee ballot) must him/herself notify the election committee by Jan. 22, 2021, by promptly calling 216-642-1040, or in writing (postmarked by Jan. 22, 2021) to NALC Branch 40 Election Committee, 9700 Rockside Road, Suite 110, Valley View, OH 44125.

Ballots must be mailed back to the election committee and received by 9 a.m. on Feb. 12, 2021. At this time, the election committee will collect the ballots, bring them to the designated location, and begin the tally. Election results will be read at this meeting.

Nestor J. Chaves, Rec. Sec., Br. 40

Connecticut Merged

This is to serve as official notice to all members of Branch 20 that nominations for the following positions will take place at the monthly meeting on Wednesday, Nov. 4: president, vice president, secretary, treasurer, assistant secretary-treasurer, health benefits representative and three trustees.

Nominations will be accepted from the floor or in writing. Written nominations must be in the possession of the secretary no later than 7 p.m. on Nov. 4. Nominees must be present to accept

the nomination or provide the president or secretary, in writing before the end of the November meeting, their willingness to accept the nomination and willingness to serve if elected. The term of office is for three years.

The election will be by mail ballot, and will be held in the month of December. Return mail ballots shall be postmarked no later than Dec. 30.

June Ruszala-Martin, Sec., Br. 20

Council Bluffs, Iowa

This is official notice to all members in good standing of Branch 314 that nominations for all branch officers and delegates to the 2021 Iowa state convention will be held at the regular branch meetings on Oct. 8, Nov. 12 and Dec. 10. The meetings will be held at Glory Days, 106 W. Broadway, Council Bluffs. Any member who wishes to be considered for nomination must be present at the meeting or submit, in writing, their acceptance to the branch secretary prior to the October meeting.

Elections will take place by secret ballot at the regular meeting on Dec. 10.

Tasha Holben, Sec., Br. 314

Cuyahoga Falls, Ohio

This is an official notice to all members of Branch 1629 that nominations for branch officer positions will be held at the regular union meeting on Wednesday, Nov. 4, at the American Legion Post 281, 1601 Front St., Cuyahoga Falls.

Branch positions include president, vice president, secretary, treasurer, sergeant-at-arms and three trustee positions. All positions have a term of three years. The election will be held at the Dec. 2 union meeting. There will also be nominations and election for delegates to the 2021 NALC Ohio state convention, to be held in Cleveland, Aug. 4-8, 2021.

Coleen Sullivan, Sec., Br. 1629

Davenport, Iowa

This is official notice to members of Branch 506 that nominations for delegates to the Iowa state convention will be held at the regular scheduled branch meetings on Thursday, Oct. 8, and Thursday, Nov. 12, meetings. The voting will take place at the Thursday, Dec. 10, meeting.

Jennifer Rushton, Sec., Br. 506

Decatur, Illinois

This is the official notice that Branch 317 nominations for state convention delegates will be held at the regular scheduled Oct. 6 branch meeting. The meeting is held at 2955 N. Woodford St., Decatur, at 7 p.m. Nominees do not need to be present but must submit written acceptance of the nomination to the branch recording secretary no later than Oct. 6 at 7 p.m.

April Hudson, Pres., Br. 317

DeLand, Florida

In accordance with Article 5 of the *NALC Constitution* and branch bylaws, this is official notice to all members of Branch 2591 that nominations for state convention delegates and alternates will be held at the Oct. 8 meeting at 7 p.m. at Los Dos Compadres, located at 549 E. International Speedway Blvd., DeLand. All nominees must have attended at

Election Notices

least eight meetings in the 12 months prior to the election in order to receive any expense money from branch funds, and certify that they haven't served in a supervisory role in the 24 months prior to the elections.

Dennis Miranda Jr., Sec., Br. 2591

Downers Gove, Illinois

Nominations will be held for delegates for the 2021 state convention in East Peoria. Branch 1870 will be held at the regular branch meeting on Sept. 10 at 7 p.m. at the Knights of Columbus Hall, 25 N. Cass, Westmont. Candidates must accept nominations at the time made or, if absent, in writing.

Candidates may accept nominations for only one office.

Elections will be conducted through mail-in ballots, and all ballots will be counted during the meeting on Nov. 12 at 7 p.m. Meetings are held at the Knights of Columbus Hall, 25 N. Cass, Westmont.

Any member in good standing is eligible for nomination.

Jeanie Edwards, Sec., Br. 1870

Dubuque, Iowa

Branch 257 is announcing dates for our upcoming November officer nominations and our elections in December. Officer nominations will be held on Tuesday, Nov. 10, and our elections will be held Wednesday, Dec. 9.

Jason Stephenson, Sec., Br. 257

El Paso, Texas

This is an official notice to all Branch 505 members that the nominations for branch delegates to the TSALC state convention and one trustee will be accepted from the floor at our regular branch meeting on Wednesday, Oct. 2, at 7 p.m.

Nominees not present must submit their acceptance for nomination in writing to the branch recording secretary prior to the start of nominations.

Elections shall be by secret ballot via mail, from Nov. 1-21; term for the trustee shall be for three consecutive years from Jan. 1, 2021, to Dec. 31, 2023.

Arturo Gallardo, Rec. Sec., Br. 505

Elizabeth, New Jersey

In accordance with Article 5 of the NALC Constitution and bylaws, this is the official notice to all members of Branch 67 that nominations for the following positions will be made at the regular October branch meeting: president, vice president, financial secretary, recording secretary/health benefits representative, sergeant-at-arms and three trustees. The term of office will be Jan. 1, 2021-Dec. 31, 2022. Any member who is in good standing and is current with their dues may run for these positions. All candidates must be present at the time of their nominations, or signify their willingness in writing to accept, if elected. Candidates, upon nomination, must certify that they have not served, nor applied, for a supervisory position within the past 24 months.

Nominations will be held at 7:30 p.m. at the American Legion Hall, 115 Grove St., Roselle on Oct. 1. Election will be by secret mail ballot. Ballots will

be mailed in no later than Oct. 20 and must be returned no later than Nov. 30.

Joseph Gmiterek, Rec. Sec., Br. 67

Elkhart, Indiana

This is official notice to all members of Branch 547 for the nomination and election of president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, two stewards for the Elkhart office, one steward for the Goshen office and three trustees. Nominations will be made at the regular branch meeting on Tuesday, Sept. 1, at 7 p.m. The term of office is for two years, with the election taking place at the regular branch meeting in October.

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

James Camren, Sec., Br. 547

Elyria, Ohio

In accordance with the bylaws of Branch 196, this is the official notice that nominations and election of all officers, trustees, station stewards, NALC health benefits representative, sergeant-at-arms, delegates and alternate delegates to the national or state conventions shall be conducted. Nominations will be taken at the regular membership meeting on Oct. 1 at 7 p.m. at the American Legion Post 12, 393 Ohio St, Elyria. Please note this change in venue for all membership meetings until further notice.

Each candidate for office or delegate must be present at the meeting when nominated or signify in writing their willingness to serve if elected. Acceptance of the nomination must be made verbally or in writing at this meeting. In the event a candidate is unavoidably detained, the candidate may designate any member in attendance at the meeting to accept the nomination on behalf of the candidate. Acceptance of nominations may be also submitted in writing to the secretary/treasurer prior to the meeting. All candidates for office must be regular members in good standing at the time of nominations. Station stewards shall be elected only by the regular members within the station or area that they represent.

An election by secret mail-in ballot, where there are two or more candidates for any office, will then take place. The election committee shall mail the ballots not less than two days or more than six days following the date of nominations. To be valid, ballots must reach the P.O. box no later than 5 p.m. on Wednesday, Nov. 4, the day before the November general membership meeting, at which time the election committee shall empty the P.O. box and secure all ballots for counting. Write-in votes shall not be valid. Election results will be announced as soon as possible after the conclusion of the November meeting. Installation of officers will take place at the December membership meeting.

Perry Sprachmann, Exec. V.P., Br. 196

Emerald Coast, Florida

This notice is to serve as official notice to all members of Branch 4559 that the nominations for president, vice

president, secretary, treasurer, three trustees, sergeant-at-arms, health benefit representative and delegates to the Florida State Association of Letter Carriers convention will be held on Oct. 8 at the American Legion located at 105 Hollywood Blvd., Ft. Walton Beach, at the regular branch meeting at 7:30 p.m.

Elections for the delegates to attend this convention will be held at the regular Nov. 12 regular meeting. You must have been present for nine of the 12 regular meetings of the preceding year.

You must be present; if you are unable to attend to accept the nomination, you must have a written acceptance letter in to the branch secretary prior to the Nov. 8 meeting informing the branch of your willingness to accept the position that you were nominated for.

Percy Smith Jr., Pres., Br. 4559

Fall River, Massachusetts

This is an official notice to all members of Branch 51 that nominations for all branch officers shall open and close at the regular monthly meeting on Oct. 13.

The meeting will be held at the branch office, located on the third floor at 4 Hartwell St., Fall River, and is scheduled to begin at 7:15 p.m. The meeting may also be available on Zoom (see *Courier* for updated meeting information). All officers will be elected to serve two years and will be eligible for re-election to the same office upon completion of their term.

Nominations will be held for the following positions: president, executive vice president, first vice president/collector/clerk, MBA/NSBA, second vice president, recording secretary, treasurer, financial secretary, health benefits representative, sergeant-at-arms, three branch trustees, Flint Station shop steward, Highland Station shop steward(s), South Station shop steward(s), Somerset Branch shop steward, Main Office shop steward(s), Taunton Office shop steward(s), *Carriers Courier* circulation manager, *Carriers Courier* editor, eight delegates to the Southeastern Massachusetts District Association (SEMDA), one delegate for every 20 members or fraction thereof to the national convention, one delegate for every 20 members or fraction thereof to the Massachusetts State Letter Carriers convention, and three building fund trustees.

After nominations, the elections will be conducted by secret mail ballot. Ballots will be sent to all members in good standing and must be received in the designated branch P.O. box no later than 4 p.m. on the Monday immediately preceding the second Tuesday in December. The results will be announced at the scheduled Dec. 8 meeting.

Keith Eastwood, Rec. Sec., Br. 51

Fort Collins, Colorado

Nominations for elected officers and delegates will be held at the regular branch meeting on Tuesday, Oct. 20. Meeting begins at 6:30 p.m. Location is the Senior Center (Sand Lily Room), 1200 Raintree Drive, Fort Collins. Any member in good standing may run for any office. If a member wishes to be a candidate,

but cannot attend the meeting, they must signify their willingness to run in writing.

The elective offices to be filled are president, vice president, secretary, treasurer and three trustees. Terms of office will be for two years, from Jan. 1, 2021, through Dec. 31, 2022. The branch will also select eight elective delegates to the state convention and terms of office will be for one year, Jan. 1, 2021, through Dec. 31, 2021, in accordance with our bylaws and with no national convention in 2021. Please note that according to the bylaws of the branch, the president is a delegate to convention by virtue of their office.

Elections will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 10. Meeting begins at 6:30 p.m. The meeting place will be at the Senior Center (Sand Lily Room), 1200 Raintree Drive, Fort Collins.

Any member who, for any reason, will be unable to vote in person on Nov. 10 may obtain an absentee ballot by writing the Election Committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the election committee by no later than Nov. 2. All absentee ballots must be mailed in to the Election Committee at P.O. Box 270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m. on Nov. 10 in order to be counted.

Danielle Fake-Moorman, Pres., Br. 849

Fort Wayne, Indiana

This is the official notice to all members of Summit City Branch 116 that nominations will be held at the regular branch meeting in October for delegates to the 2021 Indiana state convention.

Candidates must be present at the October meeting or have submitted prior to the nomination a letter to the recording/financial secretary stating acceptance of the nomination. Candidates must signify that they have not served in a supervisory position for 24 months prior to the nomination. Voting will be by mail-in ballot. The ballots will be counted by the nomination/election committee in December.

Elizabeth Wappes, Rec. Sec., Br. 116

Gary, Indiana

This is an official notification of elections to all members of Branch 1326. Nominations for the election of all branch officers and delegates will be accepted at the regular scheduled union meeting at 7:30 p.m. on Tuesday, Nov. 10, in accordance with our branch bylaws. The branch union hall is located at 1221 E. Ridge Road, Gary.

Election results will be announced during the regular scheduled union meeting on Dec. 8.

Andrew Dvorscak, Sec., Br. 1326

Grand Junction, Colorado

This is an official notice to all members, active and retired, in good standing of Branch 913 that nominations for all two-year term positions, including president, vice president, recording secretary, treasurer, three trustee positions, sergeant-at-arms and health benefits officer will be held at the regular Nov. 11 meeting at 1000

N. 9th St., Grand Junction, at 6 p.m. Elections will be held at the regular December meeting.

Missy McNeely, Sec., Br. 913

Greenville, South Carolina

This is to notify all members of Branch 439 that, at the Oct. 1 regular meeting of the branch at 4003 Old Buncombe Road, Greenville, three bylaw changes will be read and voted on. The changes affect Art. XVI - Art. XII and a new Art. XV. In order to be able to vote on the changes, you must be at the meeting.

Michelle Splawn, Sec., Br. 439

Hattiesburg, Mississippi

This is official notice to the members of Branch 938 that nominations for delegates to the 2021 state convention, all branch officers and one board of trustee will take place at the Oct. 15 regular meeting. The elections will take place at the Nov. 19 regular meeting. Both the nominations and elections will be held at the St. Thomas Aquinas Catholic Church meeting room, 3117 W. 4th Street, Hattiesburg.

Hal E. Odom, Sec.-Treas., Br. 938

Kenner, Louisiana

This is official notice to all members of Branch 4342 that nominations for delegates to the Louisiana state convention, to be held in Shreveport, June 2-5, 2021, will take place at the Nov. 5 union meeting, with the election of delegates to take place at the Dec. 3 union meeting. All meetings will take place at our regular meeting room in Kenner.

Thomas A. Juhas, Sec.-Treas., Br. 4342

La Crosse, Wisconsin

This is official notice to all members of Branch 59 that nominations for all branch offices, with two-year terms beginning on Jan. 1, 2021, will be held at the regular branch meeting on Oct. 1. All candidates for any office must be present at the meeting when nominated, or signify in writing the willingness to serve if elected.

Elections will be held at the regular monthly meeting on Nov. 5. Both meetings will be held at All Star Lanes, 4735 Mormon Coulee Road, La Crosse.

Aileen Ledesma, Sec., Br. 59

Laramie, Wyoming

This is an official notice to all members of Branch 463 in good standing that nominations for elected branch officers will be held at our regular monthly meeting on Oct. 8 at 6 p.m. at the American Legion, 417 Ivinson Ave., Laramie. Nominations will be held for the following branch offices: president, vice president, secretary and treasurer (each serving a term of one year) and two trustee positions (serving a term of two years). Elections will be held at our regular meeting on Nov. 12.

Brittney Reed, Sec., Br. 463

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for delegates to the 2021 state convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in

before and results announced at the regular meeting in December.

Todd J. Friemuth, Sec., Br. 105

Longmont, Colorado

This is the official notice to all active and retired members in good standing of Branch 1105 that nominations for all officers will be taken at the Oct. 20 meeting at 6 p.m. Election of nominees will follow at the Nov. 17 branch meeting at 6 p.m. by secret ballot. Any member interested in running for any office needs to submit their intentions to the branch president in writing. Any member who, for any reason, will be unable to attend the Nov. 17 meeting may obtain an absentee ballot by writing to the Election Committee Branch 1105, P.O. Box 1702, Longmont, CO 80502. Requests for absentee ballots must be received by Nov. 2. Completed absentee ballots must be received by Nov. 17 at the branch P.O. box.

Charles Niehus, Sec., Br. 1105

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183 that nominations for officers of Branch 2183 and delegates to the 2021 Illinois state convention will take place at the regular scheduled union meeting on Oct. 21 at the American Legion Hall, located at 9757 Pacific Ave., Franklin Park, at 6:15 p.m.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home addresses (of record/on file) of eligible members in good standing. Ballots must be received by the election committee at the designated address by 3 p.m. on Nov. 18.

Results will be announced at the Nov. 18 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Modesto, California

This is an official notice to all active and retired members of Branch 1291 that nominations will be conducted at the Nov. 5 branch meeting being held on Zoom. Nominations are for the following officers: president, vice president, secretary, treasurer and three trustee positions. The terms of office will be for two years, beginning Jan. 1, 2021.

Candidates for each office must either be present on our Zoom meeting or signify in writing prior to the meeting their willingness to accept the nomination if offered. This letter must be received by the secretary on or before nomination day and should be sent to Miriam Thomas, Secretary, P.O. Box 3559, Modesto CA 95352. Any member serving in, or who has applied for a supervisory position within two years before nominations, may not run for or hold branch office.

The election will be held by secret ballot mailed to all members last known address. Ballots must be received by the election committee by Dec. 3. The results will be announced that evening at the regularly scheduled branch meeting.

Miriam Thomas, Sec., Br. 1291

Monterey, California

This is official notice to all Branch 1310 members that election of officers for the branch will be held at the regular Oct. 15

meeting of the branch. That meeting will be held at 5:30 p.m. in the basement of the Monterey Post Office, located at 565 Hartnell, Monterey.

Voting will be by secret ballot and ballots must be returned by November. If your address has changed, and you do not receive a ballot, you must notify the branch secretary to request a ballot, who will in turn notify the election committee.

Officers to be elected are president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative and a three-person board of trustees.

All regular members of the branch are eligible to accept an office, except those who have held or applied for a 204-b position within the past two years preceding the nominations.

If you are unable to attend, but want to nominate someone or accept a nomination, please send your notice to Scott Bedell, Secretary, NALC Branch 1310, P.O. Box 1383, Monterey, CA. Your letter must be received by 5 p.m. on Thursday, Oct. 15.

Scott Bedell, Sec., Br. 1310

Montgomery, Alabama

Branch 106 will be holding nominations for president, vice president, secretary, treasurer and one trustee position in October and November. Elections will be in December. Nominations and elections will be held at our regularly scheduled monthly meetings. Monthly meeting begins at 7:30 p.m. (executive board begins at 6:30 p.m.). Due to social-distancing requirements, our monthly meeting will be held at the Double Tree Hotel by Hilton in downtown Montgomery, located at 120 Madison Ave., Montgomery.

Kimberly Wallace, Sec., Br. 106

Morgantown, West Virginia

This is official notice to all Branch 783 members that we will begin accepting nominations for officers at the October meeting. Nominees must indicate in writing or in person whether they accept their nomination. Elections will be held by secret ballot at the December meeting. Absentee ballots will be provided if necessary.

Daniel Douglass, Sec., Br. 783

Mt. Clemens, Michigan

In accordance with the *National Constitution* and the branch bylaws, this is official notice to all Branch 654 members (Algonac, Marine City, New Baltimore, Mt. Clemens-Annex and Main, and Richmond) that nominations for all Branch 654 elected positions for the 2021-2022 term will take place at the regular branch meeting on Oct. 27.

If an election is necessary, ballots will be mailed to every applicable member as soon as possible following the Oct. 27 regular branch meeting. If necessary, election results will be announced at the Nov. 24 regular branch meeting. Due to COVID-19 concerns and social-gathering guidelines, branch meetings may be virtual.

Corry Smith, Rec. Sec., Br. 654

Naperville, Illinois

This is to notify the members of Branch 1151 that nominations for all branch officers and delegates to the 2021 state convention will take place at the regular monthly meeting on Nov. 3 at the V.F.W.,

908 W. Jackson.

Nominees need not be present at the meeting, provided that they submit written notice of their intention of running to the recording secretary prior to nominations or within one week after the meeting.

The election will be held at the same location on Dec. 1, between 6 p.m. and 6:45 p.m.

The president, vice president, secretary and treasurer, by virtue of the office, shall be automatic delegates to the state convention.

Richard Nickels, Sec., Br. 1151

Natchez, Mississippi

This is an official notice to all members of Branch 476 that nominations for all officers and trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination if offered.

The election will be held at the regular November meeting. Installation of officers will be held in December.

Frank A. Patti, Sec., Br. 476

Neenah, Wisconsin

This is an official notice for all Branch 700 members. Nominations for all branch officers, who will serve for a two-year term, will take place at the Oct. 6 meeting. The election, if necessary, will take place at the Nov. 3 meeting.

Jean Schraufnagel, Sec., Br. 700

New Bern, North Carolina

This will serve as the official notice of nomination and election of branch officers of Branch 780. The election of officers of Branch 780 will be held at the regular branch meeting on Oct. 27 at 6:30 p.m. at the United Steelworkers Union Hall, located at 1711 Racetrack Road, New Bern. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may only accept nominations for one office.

Nominations will be held for the following branch offices for a two-year term: president, sergeant-at-arms, vice president, treasurer, recording secretary, branch steward and one trustee for a three-year term.

Nominations will also be accepted for delegates to the NALC North Carolina state convention for 2021.

The election will be conducted by secret ballot at the regular branch meeting on Nov. 24 at 6:30 p.m. at the United Steelworkers Union Hall, located at 1711 Racetrack Road, New Bern.

Lloyd Coffey, Rec. Sec., Br. 780

New Braunfels, Texas

This notice shall serve as an official notice to all members of Branch 2805 that nominations for all branch officers, trustees and delegates will take place at the Oct. 14 meeting. Elections, if necessary, will be held at the Nov. 11 meeting. Regular meetings take place at the Ramada Inn Conference Room, 1051 NIH 35, New Braunfels.

Robert Tyo, Sec., Br. 2805

North Haven, Connecticut

This is an official notice to all members of Branch 19.

Nominations for all elected offices

Election Notices

for a three-year term shall be made from the floor at the regular branch meeting on Nov. 18 at the Post 83 American Legion Hall, 243 North Main St., Branford. Candidates must accept nominations at the time made or, if absent, in writing to the recording secretary. This statement of acceptance must be in the hands of the secretary by 8 p.m. This election shall be held at the same time and manner as stated in Article 5, Section 5c. Election results will be announced at the regular branch meeting on Dec. 16.

Nominations for the following branch officers will be made: president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefit representative, three trustees and director of retired members.

Mary Ann DeRevere, Rec. Sec., Br. 19

Northern Virginia

In accordance with Article 5 of the *National Constitution*, this is the official notice to all members of Branch 3520 that nomination of delegates to the 2021 Virginia State Association of Letter Carriers convention will be held at the regular branch meeting on Thursday, Nov. 12.

Elections, if necessary, will be held at the regular branch meeting on Thursday, Jan. 14, 2021.

Branch 3520 regular meetings are held at 7:30 p.m. at the Motel 6, Governor Room, 6654 Arlington Blvd., Falls Church (subject to COVID-19 restrictions).

Deborah B. Quinn, Sec.-Treas., Br. 2520

Norwalk, Connecticut

This is to serve as official notice to members of Branch 147 that nominations for the following branch officers will be held at the regular branch meeting on Oct. 21: president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, health benefits representative and five trustees. The term of service will be from December 2020 to December 2023. Nominees must be members in good standing with NALC and Branch 147. Election will be by mail-in ballot. Branch meetings are held at the Ferris Hill Club, 46 Ferris Ave., Norwalk, and begin promptly at 6:30 p.m.

Bruce Anderson, Sec., Br. 147

Owensboro, Kentucky

In accordance with Article 5 of the national and local constitutions, nominations of all Branch 234 officer and trustee positions shall be accepted at our regular branch meeting on Oct. 15 at 2600 West 2nd St., at 6 p.m. Every regular member shall have the right to nominate a candidate for any office or position to be filled.

If necessary, ballots shall be mailed to each member's last known address. Completed ballots may be returned to the secretary by mail (P.O. Box 22662, Owensboro, KY 42304), or in person at the election meeting on Nov. 19. Ballots will be tallied at our regular branch meeting on Nov. 19. Elected branch officers and trustee will be installed at our regular January branch meeting.

This is your chance to be heard and to make an impact on the direction that Branch 234 heads. I hope to see you all at these meetings.

Dasia Cowherd, Sec., Br. 234

Palm Springs, California

This is official notice to the membership for nominations and election of officers for Branch 4149. Nominations shall be opened at the regular membership meeting on Oct. 15 at 7 p.m. Ballots will be counted at the Dec. 10 membership meeting. Nominations are for the following offices: president, vice president, treasurer, secretary, three trustees, sergeant-at-arms and health benefit representative. The Oct. 15 branch meeting will be held at the parking lot in front of the branch office on 74000 Dinah Shore Drive, #408, Palm Desert at 7 p.m. Only beverages will be served.

Charles Bonner, Pres., Br. 4149

Peoria, Illinois

This is an official election notice to all members of Branch 31. Nominations for one trustee position will occur at the regular Nov. 12 branch business meeting. The term of office for the elected position is for two years, with the term beginning Thursday, Jan. 14, 2021. Nomination for delegates to the 2021 state convention will also take place at the Nov. 12 branch meeting.

Nominations for the trustee position and delegates to the state convention will come from the floor. Self-nomination is permissible. You must be in attendance to indicate your willingness to accept the nomination. If you are unable to attend the meeting, you must submit, in writing to the recording secretary, your intent to accept prior to nominations. Election, if necessary, will be by secret ballot at the Navy Marine Club, 1310 E. Seiberling Ave., Peoria Heights, prior to the branch meeting at 7 p.m. on Dec. 10. An absentee ballot may be requested.

Sherri Pollard, Rec. Sec., Br. 31

Pittsfield, Massachusetts

Branch 286 will be accepting nominations for all branch positions at our Oct. 20 meeting, via Zoom. The election will be held in November. Meetings, as always, are held the third Tuesday of the month at 7 p.m. If you wish to participate via Zoom, please submit your email address to the branch email address before Sept. 15. You can send an email with your name to PittsfieldNALC@outlook.com.

James Gilmore, Pres., Br. 286

Providence, Rhode Island

This is the official notice that the nominations for Branch 15 delegates to the 2021 Rhode Island state convention and two Branch 15 building trustees will be held at the regular branch meeting on Monday, Nov. 2. The branch meeting will start at 7 p.m., and will be held at the Providence APWU #387 hall, 1192 Plainfield St., Johnston.

In accordance with the Branch 15 by-laws, the president and the recording secretary are automatic delegates to the state convention. Those nominated must be present to accept the nomination or have submitted in writing to the branch secretary, prior to the meeting, their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination. All working carriers will be given the opportunity to vote.

The election will be conducted, if necessary, by secret ballot on Monday, Dec. 7. Voting will take place from 2 p.m. to 7 p.m., prior to the Branch 15 union meeting at 7 p.m. in the Providence APWU 387 hall, 1192 Plainfield St., Johnston. All working carriers will be given the opportunity to vote.

Jon Barbery Jr., Rec. Sec., Br. 15

Roanoke, Virginia

In accordance with Article 3 of the bylaws of Branch 524, this is an official notice to all members of Branch 524. The monthly Branch 524 business meeting of Tuesday, Oct. 13, is now scheduled for Tuesday, Oct. 20. The time of the meeting remains at 7 p.m. The Branch 524 business meetings are held at the union hall located at 1015 Georgia Ave. NE, Roanoke.

Jack Green, Sec., Br. 524

Saginaw, Michigan

This is to serve as notice to all members of Branch 74 that nominations for branch officers, shop stewards and delegates to the state convention in 2021 and national convention in 2022 will take place on Oct. 6 at the branch regular monthly meeting at 3175 Christy Way S. St., #4, Saginaw.

Patricia M. Sedlock, Sec., Br. 74

St. Paul, Minnesota

Nominations for the election of the office of recording/financial secretary of Branch 28 will be held at the branch general membership meeting on Oct. 15 at 7 p.m. at the union hall, 1715 Van Dyke St., St. Paul.

The terms of office will be two years, beginning in January of 2020.

The election will be conducted at the Nov. 19 branch general membership meeting, by those members of Branch 28 in good standing and in attendance at the meeting, and by secret ballot.

Joel Malkush, Pres., Br. 28

San Francisco, California

Nomination forms for all elective branch officers shall be made by mail or dropped off by 5 p.m. to the branch office, located at 2310 Mason St., San Francisco, prior to a virtual branch meeting at 7 p.m. on Oct. 7. Officers to be elected are president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, health benefits representative, safety and health officer, equal employment opportunity officer, MBA officer, director of organization, sergeant-at-arms and three trustees.

All candidates must submit their nomination on the official nomination form or in writing, and must indicate that they have not served in a supervisory capacity within the previous two years before the nomination date. Nominees shall have signified, in writing, to the branch secretary-treasurer their willingness to accept the nomination for the position nominated to, on an official form in writing, which are all due to the secretary-treasurer prior to the close of the Oct. 7 virtual branch meeting.

Election shall be by mail referendum

vote. The election committee will mail ballots to all eligible voters on the first Monday of November (Nov. 2).

Elections for shop stewards will take place in January 2021 at each respective station and/or city. Nomination on official form, or in writing, is due to the secretary-treasurer prior to the close of the Jan. 6, 2021, branch meeting.

All candidates must be members in good standing and signify in writing that they have not served in a supervisory capacity within the past two years prior to the date of nomination.

Sheila Gardner, Sec.-Treas., Br. 214

San Juan, Puerto Rico

This is the official notification of elections to all members of Branch 869. Nominations for the following positions will be made in writing but must be received by the election committee no later than Nov. 15: president, vice president, recording secretary, financial secretary, treasurer, sergeant at arms, health benefit representative and a board of trustees composed of three members and a newspaper editor. Elections will be conducted by mail. The ballot will be mailed to each member's last known home address on Nov. 23. Ballots must be mailed back to the Election Committee, P.O. Box 367241, San Juan, PR 00936-7421, and must be received by 3 p.m. on Dec. 15. At that time, the election committee will collect the ballots, bring them to the union hall and begin the tally. All officers shall be elected for a term of three years. Each candidate for office or delegate must attend the meeting or signify in writing his/her willingness to serve if elected.

Angel Roman, Rec. Sec., Br. 869

San Mateo, California

This is the official notice for nominations for the election of Branch 1280 officers and delegates. The following offices will be open for nomination: president, executive vice president, first vice president, second vice president, recording secretary, financial secretary, treasurer, MBA/NSBA health benefit representative, sergeant-at-arms and three trustees. Nominations will be held for the above-listed offices at the regular branch meeting on Nov. 12. The meeting will be held at the branch office, located at 1523 Rollins Road, Burlingame.

The meeting will begin at 6 p.m. sharp. All regular and retired members shall be eligible to hold office or positions in the branch, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether for one day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or other position for a period of two years after termination of such supervisory status. Upon nomination, the candidate(s) must certify that he or she has not served in a supervisory capacity for the 24 months prior to the nomination, according to Article 5, Section 2 of the *NALC Constitution for the Government of Subordinate and Federal Branches*.

Every regular member shall have the right to nominate a candidate for any office or position to be filled. Nominations may be in writing, with the nomination to be received by the recording secre-

tary not less than 30 days before the date of the election. The branch election shall be by secret mail ballot, with ballots to be mailed out within seven days after all nominations are made. Ballots must be postmarked by Dec. 9 to be considered valid. Dec. 10 will be the date of the election. A member may bring his/her ballot to the Dec. 10 meeting and give the ballot to a member of the election committee. They must do so in person and no later than 6 p.m.

Manuel Mairena, Pres., Br. 1280

Sioux Falls, South Dakota

This shall serve as official notice to all members of Branch 491 that nominations for all positions for officers and for delegates to the South Dakota State Association convention, which will be held in Rapid City, Sept. 17-18, 2021. All nominations for both shall be made at the regular monthly branch meeting, held at the Labor Temple, 101 S. Fairfax Ave., Sioux Falls, on Nov. 12 at 6:30 p.m. Nominations will be accepted from the floor, by any member in good standing, and such nominees must be present to accept or notify the recording secretary or president in writing of their willingness to accept, if nominated, prior to the meeting.

The election, if necessary, will be conducted by mailed secret ballot, and must be received no later than 5 p.m. on Dec. 9, as results will be announced at the regular December branch meeting.

Mark DeBelts, Pres., Br. 471

S. Suburban Mgd., Illinois

This is official notice to all Branch 4016 members that nominations for delegates to the 2021 Illinois state convention will take place at the regular branch meeting on Oct. 13 at 7:30 p.m. at the American Legion Post 615, 17423 S. 67th Court, Tinley Park.

Candidates must accept nomination at the time made or, if absent, in writing to the branch recording secretary by the time of nomination.

If necessary, the election of delegates to the state convention will be by secret ballot at the regular branch meeting on Nov. 10 at the same time and location.

Daniel C. Smith, Pres., Br. 4016

Springfield, Ohio

This is official notice to members of Branch 45 that nominations for the offices of president, vice president, recording secretary, assistant recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA representative, health benefits representative and one trustee, as well as nominations for delegates to the 2021 state and 2022 national conventions will be held at the regular branch meeting on Nov. 12.

The meeting starts at 6:30 p.m., at 150 North Limestone St., Room 221, Springfield.

All candidates for office or delegates must be present at the November meeting when nominated, or submit in writing their willingness to serve if elected, through a member in good standing in attendance at the meeting. This signed statement will be presented to the recording secretary at the November meeting prior to the start of nominations. Candidates can accept nomination for only one office.

Term of office for officers (except the

trustee position) is two years, starting Jan. 14, 2021. Term of office for the trustee position is three years. All members in good standing of the NALC and Branch 45 may accept nomination.

The election of officers and delegates will be by secret ballot at the Dec. 10 regular branch meeting. No write-in votes will be accepted. Voting hours will be 4:30 to 8:30 p.m., with the regular branch meeting starting at 6:30 p.m. at 150 N. Limestone St., Room 221, Springfield.

Requests for absentee ballots must be made individually in writing to the election committee at P.O. Box 345, Springfield, OH 45501. Absentee ballots can be requested between Nov. 13 and Nov. 30. All ballots must be returned by Dec. 10 by 8:30 p.m.

Brian D. Gourillis, Sec., Br. 45

Starkville, Mississippi

Nominations for the election of officers of Branch 2291 will be in writing and must be received by the secretary no later than Oct. 3. Nominations will be accepted for the following branch offices: president, vice president and secretary-treasurer. The term of office will be one year, starting Jan. 1, 2021.

The election will be by secret ballot at the regular branch meeting on Nov. 3 at 4:30 p.m. at Casa Bravo, 123 Hwy 12, Starkville. Requests for absentee ballots must be made to any of the current branch officers no later than Oct. 22.

Nick Gerteis, Pres., Br. 2291

Tidewater Virginia

This is an official notification to all members of Branch 247. In accordance with Article 5 of the *National Constitution* and Article 5 of Branch 247 bylaws, the nominations for all officers for Branch 247, along with the delegates to the 2021 Virginia state convention, will take place at 7812 Warrick Blvd., Newport News. All candidates must be present, except in the case of an unforeseen emergency, to be nominated at the Oct. 6 regular meeting, which begins at 7:30 p.m.

The officers to be elected are president, vice president, secretary, treasurer, health benefit representative, five trustees, sergeant-at-arms and chaplain. By virtue of this office, the president shall be a delegate to all conventions. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be handled through secret mail ballots to the members' last known addresses, which must be received by the election committee in November. Please notify the branch secretary of any change of address you may have had as soon as possible. The results will be announced at the Dec. 1 regular branch meeting.

William Whiting Jr., Pres., Br. 247

Urbana, Illinois

This is official notice to all members of Branch 784 that nominations for elected officers will be held at the regular branch meeting on Nov. 4. The offices up for election are president, vice president, secretary, treasurer and sergeant-at-arms. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the No-

ember meeting their willingness to accept the position. If need be, an election ballot will be mailed to each member and the results will be announced at the December union meeting.

All regularly scheduled meetings are held at the American Legion, 107 N. Broadway Ave., Urbana, at 7 p.m. on the first Wednesday of the month.

Jonathan Gray, Sec., Br. 784

Waco, Texas

Because of COVID-19 social distancing, Branch 404 passed a motion on Aug. 6 to bypass the branch bylaws for the upcoming branch elections. Nominations will be held via Zoom during the regular branch meeting on Oct. 1. If elections are necessary, elections will be done by secret ballot and mailed out to the membership. Ballots should be mailed to P.O. Box 8753, Waco, TX 76714, Attn: Election Committee, by Oct. 30.

The committee will count the ballots and have election decisions by the regular branch meeting via Zoom on Nov. 5. Please make sure your address is up to date with the branch.

Everett Wyllie, Pres., Br. 404

Wausau, Wisconsin

Nominations for branch officers will be made at the Nov. 9 branch meeting. Nominations will be for the offices of president, vice president, secretary, treasurer and one trustee position. Election results will be announced, if necessary, at the Dec. 14 branch meeting.

Joe Brouch, Sec., Br. 215

Wilmington, Delaware

This is official notice to all members of Branch 191 that nominations for the following offices and positions will be held at the regular branch meeting on Wednesday, Nov. 18, at the branch hall, located at 409 Old Dupont Road, Wilmington: president, vice president, secretary, treasurer, sergeant-at-arms, two trustee positions and all shop steward positions. All positions are a two-year term. By virtue of their office, the president and vice president are delegates to the national convention, provided that

they meet the criteria put forth by the branch bylaws. Upon nomination, every nominee must certify that he or she has not served in a supervisory position for the 24 months prior to being nominated. As per the Branch 191 bylaws, the nomination form must be filled out and received at the union office within 114 days following the date of nomination.

Elections will be held by secret ballot at the regular branch monthly meeting on Dec. 16 from 4 p.m. to 7:15 p.m. at the union office located at 409 Old Dupont Road, Wilmington, and results will be announced at the end of the Dec. 16 branch meeting.

Write-in votes are not permitted.

Donna Staring, Sec., Br. 191

Zanesville, Ohio

This is an official notice to members of Branch 63 that nominations for the election of officers will be held at the regular branch meeting at 1540 Mariah Drive, Zanesville, on Oct. 17 at 7 p.m. Candidates must accept nominations at the time made. If absent, nominations may also be made in writing, but must be received by the branch secretary at P.O. Box 3214, Zanesville, OH 43702-3214, no later than Oct. 16.

Nominations will be held for the following branch officers for a term of two years beginning Jan. 1, 2021: president/shop steward, vice president, financial secretary-treasurer, recording secretary, chief trustee and one trustee. Candidates may accept nominations for only one office.

The candidates elected president and vice president shall be delegates to the national and state conventions that take place during their terms of office.

Elections will be held on Nov. 21, at the same time and location as the nominations, and will be done by secret ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 23 per request. Ballots must be mailed back to the Election Committee at P.O. Box 3214, Zanesville, OH 43702-3214, and must be received by 3 p.m. on Nov. 13. At that time, the election committee will collect the ballots begin to tally. Write-in votes are not permitted.

Tony West, Sec., Br. 63

Regarding Election Notices

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

To submit items by mail: Mail to The Postal Record, 100 Indiana 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 items by e-mail: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). 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**.

Veterans Group

For more information, go to nalc.org/veterans



Join the NALC Veterans Group today

The NALC Veterans Group is more than 13,700 members strong. Launched in 2015, the group's primary goal is to provide a tangible expression of sincere thanks for continued service, as well as to provide a meaningful forum for NALC's military veterans.

To join the group, you must be an NALC member in good standing—active or retired—who also is a military veteran. Members of the NALC Auxiliary also are eligible. If you are a veteran and wish to join, you can request that a sign-up card be sent to you, join online at nalc.org/join-veterans or use the sign-up form below.

Once you've joined the group, you'll be sent a Veterans Group lapel pin, along with a letter of thanks from NALC President Fredric Rolando and a *Veterans Guide* on behalf of the union.

The NALC Veterans Group is designed to provide members information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It also gives veterans a sense of family and more brotherhood/sisterhood.

There also have been special stories about individual veterans that highlight their personal military history or their current work in their communities. You can also find information and news about

veterans at nalc.org/veterans.

The NALC Veterans Group has its own space and great camaraderie, all of which was on display at our 2018 national convention in Detroit, when group members in attendance wore their patriotic red Veterans Group T-shirts. It was an amazing sight to see thousands of specially outfitted members literally wearing their pride—shoulders back and chins up.

Don't forget about the Veterans Group memorabilia that is available to purchase. Group members can buy these special union-made T-shirts from NALC's Supply Department—plus new hats, drawstring bags, challenge coins and patches. The hat (available in black or camouflage) and the patch carry the group's logo.

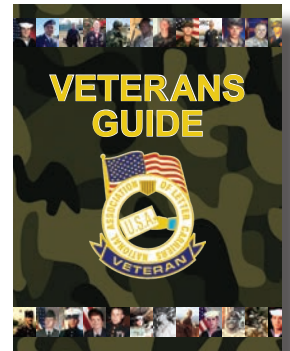
Only NALC Veterans Group members are able to buy these items, and it's easy to do. Simply visit nalc.org, click on the "Members Only" button in the upper right-hand corner and sign in. If you're a current group member, an icon labeled "Veterans Group" will appear on your home page. Click on it to access a fillable order form for a T-shirt (\$15 each), patch (\$2 each), drawstring bag (\$10 each) and hat (\$15 each). All prices include shipping.

You can order all of the items you'd

like, and your invoice will calculate your total cost automatically. Next, click "Print Invoice" and mail your payment along with the invoice to: NALC Veterans Group Order, c/o National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144. Alternatively, you can order by phone and pay with a credit card by calling the NALC Supply Department at 202-662-2873.

Always remember, brothers and sisters: Serving you is my job, and serving our communities is all of our jobs. As I always say, "Help those in need, because you never know when it might be you in need."

This month's column was written by Assistant to the President for Community Services Christina Vela Davidson.



The *Veterans Guide* and pin that members receive upon joining the NALC Veterans Group



Join the NALC Veterans Group

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

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

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



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

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

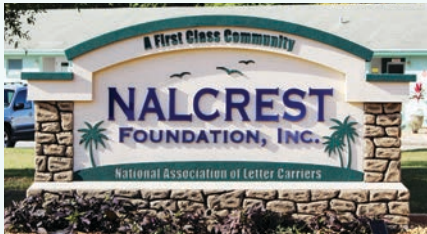
NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Free
to join



From the Trustees

The dog days of summer are here, and many of our Nalcrest residents have found the perfect remedy! Early in the morning, even before most other people have had their first cup of coffee, they quietly exit their apartments and head for the pool. The cool, quiet walk under the tree-lined path of flowering shrubs and vines that leads to the pool patio is refreshing. But why so early? Well, the early bird gets the worm, they say.

Because of the coronavirus pandemic, restrictions to Nalcrest's leisurely lifestyle had to be made, including the use of the pool. What resulted was a revision of the hours that the pool was available. We had to ensure that all of the pool furniture, rails, etc., were disinfected and that proper social distancing was enforced. We also hoped to put a plan in place so that everyone who wanted

to be getting an opportunity to use the pool. Thus, limited hours starting at 8 a.m. and a limited number of swimmers was necessary. Now you understand why many residents get up early and head right for the pool. We recently extended the number of hours that the pool is available, much to the delight of our residents.

A lot of other activities available at Nalcrest also had to be addressed, including bocce, horseshoes, tennis and shuffleboard. Our residents have been more than cooperative with the restrictions and have understood the necessity of it all. While masks, social distancing, extra hand-washing and using sanitizing wipes have been a change for all of us, everyone has been extremely cooperative.

In closing, I want to share a cute story with you. It seems that our property manager, Lisa, has a soft side for the wildlife at Nalcrest. Somehow, in conversation with an acquaintance, Lisa learned of a flock of baby ducks that were in need of a home. Naturally, she thought Nalcrest, with all of its natural wooded areas and many lakes would be the perfect spot. Heck, if we can have wild turkeys raise a brood here, and Sandhill cranes raise their babies here, why not ducks? Right? Wrong!

Oh, she took them in, all right. But when she showed up for work early that Monday morning

to check on them...they were gone! Oh no! What happened to them?

Well, it turns out that because they had become so attached to the person who brought them to Nalcrest, they flew themselves all the way back to where they were raised!

Oh well—maybe next year, Lisa!

Don Southern

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern

Hartford, Connecticut

I hope we can resume our union meetings for Branch 86 in September. The COVID-19 deaths and cases have been reduced here in Connecticut. Sadly, many of the deaths are nursing home residents. Included are my 91-year-old ex-mother-in-law and my sister's father-in-law, 95.

Great to see outdoor cafes and breweries, etc., reopening around here. They generate a considerable amount of BBM advertising here in Connecticut. We need the revenue.

I understand there has been a steady increase in parcel post revenues here at the P.O. as well. Friends of mine, retired postal workers in Arizona, tell me about very hot temps: 115 degrees in Tucson. It is very hot here in Connecticut, with 90 degrees or higher, and similar temps throughout the Northern states with very high humidity as well.

Our new postmaster general needs to appoint some postal employees or retirees with the folks running the Post Office in Washington. Pushing starting times for letter carriers to 9 a.m. is *not* the way to stay safe and healthy in view of the hot, sticky summer weather.

Please register to vote and support members of Congress in both political parties who support our retirees and the Postal Service itself. Many small communities have the post office at the center of their town's life.

Please maintain good relations with your postal patrons and local businesses. They have helped us in the past with the NALC food drive. We need them now more than ever since our May food drive was postponed.

Please stay safe and drink plenty of fluids when delivering your mail in this hot, humid weather.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

"Get in trouble, good trouble, necessary trouble." —John Robert Lewis

Justice is on the ballot on Nov. 3. For retirees, there is an overwhelming reason to vote. PMG De(no)Joy is a threat to our pension, benefits and democracy. Personally I'll be voting early in person. Everyone has to make a decision based on their personal situation. GeauxVote.com will give you voting information.

Branch 124 will hold nominations for branch officers in October. Make sure your current address on record is correct to receive a ballot. If not, make sure to contact branch secretary to update your information.

Crispus Attucks had a vision; so did John Lewis. One died to create America when it was a colony of Britain; the other one was damn near killed at Edmund Pettus Bridge to fulfill the ongoing effort to make that vision true. William Moore died in 1963 to make that American ideal of justice for everyone. W.W. Law of Savannah, GA, devoted his life to that vision. One white, one Black, letter carriers all. Clarence Acox of Branch 124 was among those unheralded foot soldiers for justice, just as the late Rev. C.T. Vivian, who, after being punched in the mouth, immediately rose up to register voters. *Democracies are fragile and only as robust as its voters'/citizens' participation.*

Retiree Reports

The Postal Service is critical in this pandemic for delivery of medicine and as an employer for veterans and women. Write your representatives to keep the Postal Service viable.

Register to vote, *vote*, donate to the NALC Letter Carrier Political Fund. Benghazi was fake; Russian bounties on our troops are real. Don't believe the hype. BLM Is America; Boogaloo boys ain't.

"I love America more than any other country in the world, and, exactly for this reason I insist on the right to criticize her perpetually."

—James Baldwin

Stanley L. Taylor, Branch 124

Paterson, New Jersey

With the heat extending to most (if not all) of our nation, one would think that the virus would disappear for the time being. At least those were the rumors in the winter months, when the virus was said to not to survive in heat extremities.

By the virus not stopping during the summer months, it shows that, due to the virus starting a new spread or spike, how little we really know to try to stop the infecting and re-infecting our population.

Letter carriers, retirees and their families must take every precaution possible in order to avoid getting infected and thus spreading the virus to other family, friends and relatives. Wear the necessary protection to stay healthy, stay safe and enjoy the summer.

Joseph Murone, Branch 120

Anchorage, Alaska

The upcoming national election is becoming very important when it comes to the Postal Service. With the ongoing pandemic, many will do vote-by-mail or absentee voting. Both require a secure Postal Service, yet there are some who cast doubt on our ability to ensure a trustworthy collection and delivery of the ballots. What I don't hear are concerns from those very same people about some other very sensitive mailings we handle. Why don't we hear concerns about tax returns, tax refund checks, Census mailings, Social Security mailings, overseas military ballots, etc? The allegations of fraud through voting by mail has been proven to be nearly non-existent.

I encourage all of you to request absentee ballots. In Alaska, you don't need a reason to request an absentee ballot. I've been doing it for years and it's very convenient. Now we need to ensure that we don't let the new PMG destroy our livelihood. Please contact your member of Congress and ask them to support the Postal Service, whether it's for COVID-19 relief or ensuring that mail is not delayed. Your job depends on it.

We recently had two carriers who had vehicle accidents while delivering mail. In each instance, when managers arrived, they failed to even inquire whether the carrier was injured or how they were coping with the accident. And one of the biggest violators is the Alaska District's own manager of safety. Unfortunately, this is a story I hear too often. I've been in plenty of safety meetings where I hear higher levels of management preach on how very important safety is and the lengths employees should go to be safe. Talk is cheap. If it wasn't for the NALC forcing management to follow safety protocols, there would be many more unsafe acts. Be safe out there, brothers and sisters.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Mail deliveries could be delayed by a day or more under cost-cutting efforts being imposed by the new postmaster general. Just what the hardworking letter carriers want to hear.

Rep. Bill Pascrell Jr. (D-NJ-09) today reacted to a report in the *Washington Post* confirming allegations that the new political leadership of the United States Postal Service (USPS) is forcing its employees to deliberately delay mail deliveries to Americans. "The deliberate delaying of Americans' mail delivery would be a stunning act of sabotage against our postal service," said Rep. Pascrell, one of the USPS's biggest champions in Congress. "If these reports are accurate, Trump and his cronies are openly seeking to destroy the post office during the worst public health crisis in a century. Attacks on USPS not only threaten our economy and the jobs of 600,000 workers."

It was always our job in the morning to case all mail and get out at a reasonable time to deliver to our customers. Over the years, the mail coming from the plant came later and later, and forced the carriers to start later and get on the road sometimes as late as noon. Rather than change the plant hours, it was easier to just get

the mail late to us. The plan now is to just send out some mail and if the rest is late, they will just delay it and deliver the next day.

It has been 64 days since the House passed \$25 billion to help keep USPS alive. The Senate must pass the HEROES Act now.

Stay safe.

Dennis Spoto, Branch 425

Boston, Massachusetts

Management has initiated its new program, Expedited to Street/Afternoon Sortation (ESAS) in the Brookline, Meford and Roxbury Stations. These stations are already hurting for carriers due to COVID-19 absences, inability to hire new employees and numerous retirements. How can you initiate a program when you cannot put a body behind every route? Carriers in these offices are working three-hour splits already, so how does the afternoon setup for the next day get done? Isn't it just like the USPS to take a bad situation and make it a total disaster? All under the direction of new PMG DeJoy, who has more than \$33 million of his own money invested in our competition.

Coronavirus cases have made a gradual comeback, with eight confirmed positive tests in the last three weeks. This was after a few weeks with limited positive cases. CCAs are still being moved from station to station only because of curtailed mail. This blatant violation of MOU M-01915 has resulted in numerous grievances being filed. CCAs have resigned due to the added stress of this mismanagement. The branch has filed a Class Action I Boston District grievance asking for a monetary penalty for all future violations.

On a brighter note: The branch would like to congratulate the 13 CCAs recently converted to full-time employees. Well deserved and still taking too long. We would also like to congratulate the most recent Branch 34 retirees: Jean Stinson, Tommy Butera, Charles Hanegan, Michael Kidd, John Keegan and William "Billy" Moroney. Enjoy your well-earned retirements.

Jerry McCarthy, Branch 34

Camden, New Jersey Merged

Mail is being delayed. Overtime is being forced on non-ODL carriers every day. Management has stopped abiding by MOUs. Management forces letter carriers to work in unsafe situations. The financial woes of our employer are the topic of the day on Capitol Hill. Will USPS be included in the next stimulus bill and get the financial relief it needs in order to maintain its universal mandate?

I've heard the talk of gloom and doom since I started my career 31 years ago. I always took heed and answered every one of the calls to action over the years. Even with all that talk, I always felt assured that reason would ultimately prevail and that I was secure in my job. This is the first time I'm no longer sure about people using reason and logic to help them make their decisions. What do I do about this? What do I tell my branch members when they ask me how about all this?

I tell them to do the job. I tell the rank-and-file carriers to follow management's instructions the best you can, then inform your shop steward of the violation. One violation at a time; one day at a time. You get a call to action, you answer it; one phone call at a time.

I tell my shop stewards, do the work. Take it one day at a time. Break it down. One grievance at a time, one request for information at a time, one interview at a time. Don't get blinded by the enormity of the chaos. A carrier informs you of yet another violation of the contract, you take action; one grievance at a time.

We're all in this together. We're only going to survive by sticking together and working together.

Chuck Goushian, Branch 540

Carmel, Indiana

It should be abundantly clear in 2020 to each and every NALC member how important it is to voluntarily contribute to our Letter Carrier Political Fund. It is crystal clear that our new bundle of DeJoy is going to try to wreak havoc on letter carriers and our livelihoods. The writing is on the wall and we must fight back, and we must fight back now! Money talks in Washington, and that town is a pay-to-play town, whether we like it or not. We must be involved, because our careers and the future of the Postal Service is very much up in the air with the arrival of the new postmaster general who, coincidentally, (sarcasm added for special effect) happened to be a big donor in the past to the Trump campaign.

Also, on a different note, the Postal Service is going to be used as a bargaining chip in the 2020 election. There should be no doubt in anyone's mind that we can handle a national vote by mail in the upcoming presidential election. This would be a great revenue opportunity and another chance to show the American people how we deliver for them. The Postal Service and our future shouldn't be a political issue, because we are showing just how important we are delivering for our communities during the COVID-19 pandemic.

I would take great DeJoy in delivering and picking up election ballots along my route. I hope and pray after the election that we can deliver a change-of-address card to the White House, because it is clear we don't have an ally currently residing there. I think we must have lost his letter to Santa when he was a little boy, because he seems to not have any love for us or our employer in general.

Ronnie Roush, Branch 888

Cincinnati, Ohio

Branch 43 welcomes you to the next round of managerial overburdening, the load tool.

The load tool is being pushed more vehemently than the actual delivery of the mail. Supervisors lording over carriers as they load their trucks, "Did you use your load tool? Use your load tool."

Load tool. Load tool. Load tool.

Toad stool.

Our routes have been adjusted to a set time when the load tool wasn't an option on our

scanners. Is this little juxtaposition accounted for in our “scheduled leave times” that management’s cuddly little pet tool sets for us? No. Let’s face it, scanning every parcel while loading our trucks *takes more time*, but the computerized time computations doesn’t account for that. Don’t worry, though, management deals with that minor problem by following the advice of the placards they place around the offices. Just mask it! The new procedural implementations from on high have stripped DeJoy out of carrying mail. These anachronistic policies are burgeoning upon ’60s-era treatment.

Elsewhere in the Queen City, Jose Colon Jr. was recognized for his actions in helping an elderly customer who had fallen while also having to deal with her dog. Thank you, Jose, for continuing to provide exceptional customer service in the face of leadership that has devalued the sanctity of such service.

Branch 43 membership meetings are still canceled until further notice due to COVID-19 as well as all training meetings other than CCA conversion classes.

Until next month, in solidarity—

Jacob Bingham, Branch 43

East Lansing, Michigan

I keep saying it can’t get any worse for the Post Office, and then it does. First it was COVID-19, which is like the Trump of diseases: every time you think you’ve seen its worst, you are sadly disappointed. And now, USPS-hating Trump has handed over day-to-day operation of the Postal Service to a henchman with deep financial interests in our competitors. With DeJoy as PMG, we basically have a seriously conflicted, UPS-invested fox in charge of our henhouse. And, he hasn’t wasted any time sabotaging our delivery systems.

What do you do when it’s apparent our new PMG is working hand-in-tiny-hand with Trump to damage our Postal Service to the extent that it casts doubt on our ability to deliver ballots in a timely manner? What can we tell customers who worry their votes might not be counted? We owe them the truth—that for the first time in our history, the best interests of the public are being sublimated to the worst impulses of a politician who’d gladly wreck our hallowed institution and lose 606,000 good-paying jobs in the process rather than suffer the ignominy of a personal defeat.

What can we tell them except to vote as early as possible? Here in Michigan, recent legislation easing voting restrictions means I don’t have to wait until Nov. 3 to express my displeasure; I can and will vote by mail on Sept. 19.

In the Aug. 4 primary election in Michigan, in a test of mail-in-voting, the Post Office got an A+ delivering 1.6 million ballots to county clerk offices. Contrary to what Trump would have you believe, there were no delays and no problems delivering these votes. However, the presiden-

tial election in November may still be a problem if Trump can convince people to doubt the results.

Mark Woodbury, Branch 2555



Pawtucket, RI Branch 55 members make a muscle for MDA at their July union meeting as they kicked off their MDA fundraising efforts during the July MDA Branch Challenge. The branch raised \$5,280.

Evansville, Indiana

It is with great regret that I must announce that Branch 377 will not have its annual retirees’ dinner during the October branch meeting, as we have done for many years past.

We have heard great raves about last year’s retirees’ dinner at the Evansville Country Club. Unfortunately, the virus pandemic we currently find ourselves in precludes any large meetings of branch members, especially so when we are speaking of our older retired members.

Evansville has two of our stations that are involved in the Expedited Street/Afternoon Sortation (ESAS) test. It was somewhat helpful that our national officers were able to mitigate the test procedures, and the carriers can now case in the small parcels and pull their routes down in the morning, instead of the stupidity of doing so in the afternoons.

Every station in Evansville has Article 8 violations as the daily norm, not the exception. Local management must get permission from the district to call in ODL carriers on their non-service days, even when there is eight or 10 hours of overtime worked by the non-ODL carriers working off of their assignments.

Twelve-hour and 60-hour violations are rampant, each and every week. Just when you think it can’t get any worse, here comes Sorting Equipment Rationalization (SER).

It’s a good thing there is no law against stupidity; otherwise, many of our higher postal managers would be in the federal penitentiary.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

These are trying times at the Postal Service. Not only are we dealing with the coronavirus daily, but also with the financial instability of the Service and the many sudden changes taking place around the country.

The West Fargo office is one of the test locations for the Expedited Street/Afternoon Sortation (ESAS). For those unfamiliar: Carriers clock in, attend the service or safety talk, perform

their vehicle inspection, get accountables, set up their scanner, retrieve their parcel hamper, line up the SPRs in delivery order, retrieve the mail cased and pulled down the previous afternoon, pull the hot case and then immediately clock to the street to load their vehicle and head to their route. There is no casing of mail in the morning. Letter carriers withdraw the hot case preferential flats and are expected to route them in order of delivery on the street. Upon returning to the office, carriers will complete the normal return-to-office afternoon duties. After completion of these duties, carriers then case and pull down all mail distributed to the route in preparation for the next day’s delivery. As expected, National has filed a grievance regarding this initiative.

The other change they are looking to do is convert as many routes to one six-shelf piece of equipment. It is stated that the carrier’s input is important, but the last time case consolidations were done here, not much carrier input was considered. More smoke and mirrors?

Thank you to all who have contacted your senators to include postal relief funding in any future bills. It is amazing how 92 percent of American voters support direct funding for us, but it is a battle in Washington.

Our thoughts are with the family and friends of retired member Elvin Waclawik, who recently passed away.

Brian Prinszano, Branch 205

Fresno, California

On Sept. 17, we will hear PMG Louis DeJoy respond to direct questioning of the House Committee on Oversight and Reform. He will be questioned about the directive of delaying of the mail. The Postal Service has already stated the changes (delaying) had not “originated from the Postal Service Headquarters,” and “should not be treated as official statements on Postal Service policy.” If that’s the case, where did these changes “originate” from? I think we all know that answer. Somebody who flat-out wants to destroy our Postal Service. Again, we all know who that is. From the time I write this article, to the time you read it. The White House can lie and deny many things about its position—something it has done on a daily basis. Many people in Congress are upset by these changes to the most valued national government agency. NALC activists and congressional constituents are letting them know how we feel about it. Make no mistake about it. The president firmly intends to suppress registered voters’ votes by mail. This is the biggest attempt to sabotage our Postal Service ever, more so during a national election. We must all vote, vote by mail and vote early.

PMG DeJoy claims the president has nothing to do with these changes. This from a man who has contributed more than \$2.5 million to Republican candidates since the 2016 elections and \$360,000 so far to the Trump campaign in 2020. Postal unions need the help of Congress for the Postal Service to survive. Do your part by calling or writing to them. PMG DeJoy was put in that office by the president for a reason. Time to stop complaining about the parcels and start on the president and PMG DeJoy.

Jesse Dominguez, Branch 231

Branch Items

Greensboro, North Carolina

Greensboro's own PMG speaks with "forked tongue."

Upon being appointed, DeJoy claimed he looked forward to working with the postal unions. This, despite the fact that, as he amassed his fortune as CEO of New Breed Logistics, squeezing private corporate profit from the public post office, he ferociously fought unionization. Directly contradicting his claim, before even meeting the leaders of the four postal unions or other postal stakeholders, DeJoy issued drastic new work rules that hinder the services provided to the public. Accordingly, on Aug. 3, patrons at Greensboro's Main PO were told retail hours were being cut—closed Saturdays, as well as lunchtimes, Monday through Friday—leaving just more than 30 hours of weekly window operation there.

On Aug. 7, already on the defensive because both Democratic and Republican members of Congress were bombarding him with constituent criticisms over serious disruption in mail service across the United States, DeJoy attended his first "open session" of the Postal Service Board of Governors. DeJoy gave "strong assurance" (!) that he is not beholden to President Trump and has no plans to disrupt mail-in voting to help the president's upcoming election prospects.

But the postal board already knows its new PMG: Last March, unanimous authorization by the Republican-majority board bolstered then-PMG Megan Brennan's ask of Congress for multibillion-dollar aid to get USPS through the COVID-19 crisis. Bipartisan House and Senate versions both provided billions in grants. Postal relief was blocked by Trump's threatened veto of the entire \$2.2 trillion CARES package!

Recently, as Trump has intensified his move to sabotage vote-by-mail and destroy USPS, the governors surrendered. They appointed Trumpite DeJoy, who remains silent on Senate deliberations rather than demanding COVID relief comparable to multibillion postal aid in the House-passed HEROES Act. And, in the name of "economizing," DeJoy is pillaging the public post office.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

The downtown office of Hagerstown has been chosen as a location for the Expedited Street Afternoon Sortation test that management is pushing in many places. This is the program that has carriers reporting for work and immediately hitting the street, and then upon return, sorting mail in the afternoon for the following day and then pulling it down. On top of the willful delay of mail happening before we receive it, we now fully participate in the further delay of mail. A piece of mail destined for delivery on a Monday may not make the truck, and be delayed until Tuesday. That letter would not get sorted until Tuesday afternoon for Wednesday delivery. If that letter was mis-sorted to the wrong route, it would not get re-directed until Wednesday for casing that afternoon, and delivery on Thursday.

It is painful to accept what is happening to the Postal Service. We can no longer claim we are a service. The American people deserve better. As carriers, we are committed to the service we give our customers. We feel that we are a part of the communities we serve. We are now



Jersey City, NJ Branch 42 members thank local philanthropist Donald Hong, center, for a donation of masks.

being asked to participate in the destruction of the trust that we worked so hard to foster. This kind of mismanagement will kill us off far sooner than the red ink we have been accumulating over the last decade.

The union meeting for August was canceled, and future meetings will likely also be canceled due to the pronounced increase of new cases of COVID-19 in the state. While we were able to hold a meeting in July, I don't feel that it's likely that those conditions will present themselves again anytime soon. I ask members to please be aware of the likelihood that we may have to conduct meetings online.

Larry Wellborn, Branch 443

Hartford, Connecticut

A "perfect storm" is coming together to wreak havoc on USPS, its employees and the public, and—quite possibly—the general election in November.

In my 39-plus years as a postal employee, I cannot remember there being a more perilous period of time for our industry. While the new Trump-appointed PMG has testified that he was *not* put in place by Trump to wreak havoc on the USPS, and further testified that he is *not* taking his marching orders from Trump, who could possibly believe him? Political patronage jobs given to heavy contributors to the president's party were supposed to go by the wayside as a result of the Postal Reorganization Act of 1970. Yet, PMG DeJoy, who has probably never been inside a post office lobby, never mind familiar with the inner workings, can claim the top spot due his contributing millions to the Republican Party and heading up Trump's inauguration committee.

The Postal Service has been downsized enough over the past 15 to 20 years. Hundreds of thousands of employees have been shrunk from the rolls. Letter carriers' vehicles are, on average, more than 20 years old. New hires to replace retired career employees spend years

without health and life insurance, and without a defined pension plan (among other benefits).

The PMG is playing loose with established delivery standards, the result being the public's loss of confidence in our ability to deliver messages in a timely manner. While USPS has spent decades at the top of the government agency favorability list, DeJoy appears to only wish to disrupt.

Finally, did you really think the "Caser-Street-er" program was gone? It is now being rolled out in bits and pieces instead of as a grand design.

Brothers and sisters, this is not the time *not* to support NALC's objectives.

Michael L. Willadsen, Branch 86

Hopkins, Minnesota

For those who are regular readers of the Branch Items, you are likely familiar with the semi-regular tirades from Branch 4319 President Jim Raymond regarding the Northland/Dakotas/Alaska Step B team. In the July issue, the submission from Mr. Raymond once again has an all-too-familiar theme. Mr. Raymond would have the membership believe the contractual rights of Branch 4319 have been trampled by the NALC member of the Step B team once more. The sad truth is that Mr. Raymond has chosen to follow his previous pattern of exaggerations and half-truths to bolster his own image.

The simple truth is, Mr. Raymond decries the manner in which his members are treated by the Step B team, knowing his version of events will not be challenged in front of those he represents. Mr. Raymond wishes to have his grievances heard by a Step B team in Region 2. This would give him the opportunity to influence decisions currently not afforded to him. The time has come for Mr. Raymond to put his money where his mouth is. Mr. Raymond frequently brags about his "Steward College." Use it as a format to teach representatives that not every case will result in a win or everything requested in the remedy. In addition, let the attendees know that if a Step B decision does not render a favorable result, perhaps a little honest soul-searching will explain why. Of course, history has taught us this simply is not possible with certain individuals. In the case of Mr. Raymond, I fully anticipate another angry outburst in the near future because of some perceived transgression by the Northland/Dakotas/Alaska Step B team. Until that time, I will patiently wait in my recliner enjoying a book in my retirement.

Warren Wehmas, Branch 2942

Jackson, Michigan

"What is the union doing about this?" I am sure our elected leaders are planning an appropriate action. NALC is known as a union that will back its fellow unionists. Vegas Frontier Hotel workers on strike, 1998. We have a break in our session and about 4,000 NALC union members joined our brothers and sisters on the picket line. A little action and several Branch 36 members were given an all-expense stay at the Graybar Hotel.

We have ammo; we *should* use it. Every day when you leave mail behind, fill out a PS Form

1571, Undelivered Mail. Have the supervisor sign it, as he/she should. If they fail to sign, you sign "Refused to Sign." You are creating a paper trail and concrete evidence of willful delaying the mail, a federal crime. Make sure you take your copy home, as inspectors have been known to break into lockers and take away evidence.

The union will file a grievance under Article 31; make copies. If I were in charge, I would direct every branch to file a federal *criminal* charge against the postmaster general in each area a U.S. attorney has an office. Bring the evidence. Also visit your representative and senators and bring the evidence. It is time to put the teeth back into the alligator.

In closing, I wish to remember my baby brother, Detective First Grade Kevin A. Czartoryski, a first responder on 9/11. Every birthday, he would call and sing "happy birthday," and I would do the same on his birthday. The phone doesn't ring anymore on my birthday.

Cut and roll—

Bob Czartoryski, Branch 232

Kansas City, Missouri

To mask or not to mask, that is the question. 'Tis it nobler to suffer the stares and snide remarks questioning what you believe, or suffer the consequences of public/peer pressure? As of this writing, there has been three confirmed positive cases of COVID-19 in Independence.

During the Region 5 rap session breakout on safety, conducted by Richard Thurman (Branch 343), we discussed the carrier culture regarding safety. Basically, it was noted how many carriers fail to do something as simple as the daily vehicle check. Now, the scanner asks if the inspection has been done. And if any safety deficiencies are found, what did you do about it? Given that LLVs are old, barely operable and have the propensity to catch fire, I'm using the 10 minutes authorized to cover me in the accident investigation if the LLV goes incendiary. Yet many carriers forgo this task to assure their safety/compliance, to rush to the street. It is the little things that could kill you or get you caught up in a potentially regrettable situation.

So, what is the mask issue? Upon discovery of the first positive COVID-19 case, carriers were notified by the Independence postmaster and Branch 30 President Melvin Moore protocols established by the Centers for Disease Control and Prevention (CDC) went into effect. The wearing of masks was mandatory on the workroom floor to minimize the spread of COVID-19. New procedures call for photographic proof of a COVID-19 test taken being submitted to management in lieu of reporting for duty.

I'm responsible for modifying my safety behavior/habits to provide for my family's security and well-being, which is reason enough for me to mask up. If during the process, I may protect my co-workers and customers, too, why not? United in prayers and solidarity.

Calvin Davis, Branch 30

Knoxville, Tennessee

Like a little child who is told not to do it again, USPS has come out with another program designed to put money in city carriers' pockets. It is called the Expedited Street/Afternoon Sortation (ESAS) program. It's a unilateral program developed to eliminate overtime, have all city carriers back in eight hours, and send 204-b's back to craft. So, in the meantime, grievances are flowing; it is time for city carriers to request PS Form 3996 (Overtime Requests) and PS Form 1571 (Curtailed Slips) if they feel that they cannot complete their route within eight hours. If they deny your request for overtime, they are required to advise you of the disposition of your PS Form 3996 before you go to the street. Furthermore, in accordance with Article 41.3.g of the National Agreement, they must provide you with a copy of your 3996 and a copy of the curtailment slip. These two forms go hand in hand and are critical for any potential grievances that the branch may submit on your behalf.

Management's position is based on DOIS. Neither Branch 419 or the National Agreement recognize DOIS as the final decision-maker of whether a carrier needs auxiliary assistance. Carriers are advised to not engage in any heated discussions involving DOIS numbers as a basis for denial of a request for auxiliary assistance/overtime. The key point is that the carrier must inform management as soon as it is realized that overtime or auxiliary assistance will be necessary to complete their assignment.

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Greetings from fabulous Las Vegas during "non-soon" season. Those of us born and raised in Las Vegas never called it "monsoon" season, it was summer rains and floods. Monsoon would indicate regularity and that simply doesn't happen. We're as dry as dust because *we live in a desert!* Hot summer wind is common and about as miserable as it gets when it kicks up dust storms. It will grab the mail right out of your hands and send it helter-skelter down the street. All good letter carriers know you have to chase it and try to retrieve it. Is that why they call some of our mail "flyers"?

Sometimes, if we're lucky to see one, dust devils will make an appearance. A dust devil is a small sandy tornado-type funnel. They whip up quickly and don't last very long. We were told as kids they were the restless spirits of Indian warriors. Perhaps they're the spirits of angry letter carriers who had to run down the street chasing mail.

There is one good thing about having to wear a mask or neck gaiter during the pandemic—it protects your nose and mouth from the dirt whipped up by our hot desert hair dryer blasts. Always try to find the positive.

Yes, it's hard working for the Postal Service right now. Focusing on dealing with the weather is a distraction from dealing with what's inside the buildings. We have several test stations for the innovative new (old) idea of casing mail in the afternoons instead of the morning to get carriers out earlier. It's not working. The hours reductions are not what were expected. But at

least carriers are not as rushed when casing in their air-conditioned stations upon return—on overtime. Always try to find the positive.

Leslie Hammett, Branch 2502

Lilburn, Georgia

Before I retired as a union official, I tried to win a major monetary settlement for the branch. That goal eluded me. When I did retire, I taught the next president how to reach the goal. On July 6, it came to fruition, but not through any effort on my part. It was through the diligence of my successor, current Branch 1537 President Melanie Busbee.

President Busbee filed a grievance two years ago concerning route inspections. The grievance worked its way through the system all the way to pre-arbitration, where it was settled that the inspections would be jointly redone. But as management frequently does, they failed to comply, and so a second grievance was filed and the Step B DRT resolved that management shall comply and also award city carriers \$90 each (\$2,340) and President Busbee four hours at the overtime rate for having to process the grievance off the clock. Not a significant amount, but still better than nothing at all and definitely not even close to my goal.

So what did management do? They again failed to comply, and so another noncompliance grievance was filed. It, too, worked its way through the system, only this time it went to arbitration. The arbitrator ruled for the union and awarded Lilburn carriers \$500 each (\$19,000). Branch 1537 is a small branch, so even though the \$90 per carrier is no small change, that plus the \$19,000 is a huge, huge win totaling \$21,340. I've already congratulated Melanie on her victory, but will say it again here. Congratulations, Mel; you should be very proud of yourself. I know I'm proud of you, and every city carrier in Lilburn (union and non-union), owes you a debt of gratitude for your diligence and hard work.

Ken Pajewski, Branch 1537

Louisville, Kentucky

We're all suffering! Keep your heads up and stick together. This fight can only be won together.

Nationally, we are all going through this struggle together. Locally, here in Louisville, we have two stations going through the ESAS test; Expedited Street/Afternoon Sortation. In theory, you're supposed to come in the morning, pull down the mail, your PM cased, then head straight to the street. I can only speak for my station, but it's not working. Mail sitting and cut off till the next delivery day is bad for business.

As much as the talk has been to save money, no money saved over here. Keep contacting Congress, and make sure you're telling your family and friends to as well. We literally need all the help we can get.

Adriane Shanklin, Branch 14

Branch Items

Minneapolis, Minnesota

We all know that first impressions of something shape how we think and feel about it. But what happens when that “something” changes? For instance, if the quality of service in your favorite restaurant dropped, your loyalty would fade. You would wonder what went wrong.

We know what our customers feel and think about us. For years, we have been the most trusted federal agency. When under attack by Congress, we have been protected by the loyalty and faithfulness of our patrons. We rely on their support for our survival.

We are facing a new battle, but this attack is from within. It is a full-scale offensive to discredit and destroy the trust of the American public. In the name of efficiency, service standards have been lowered. The rapid restructuring at USPS headquarters has removed qualified individuals and fostered uncertainty. Management's compliance to these nonsensical changes is guaranteed, as no one's job is safe.

This is a carefully crafted plan to devastate our business and discredit us. If customers are dissatisfied with our service, they will believe we are no longer able to deliver to them in a timely, trustworthy manner. Their loyalty will fade. They will wonder what went wrong.

This is not the time for complacency or despair. We are professionals. We cannot allow our quality of service to drop. It's time to step up, speak out and let our customers know we are not giving up on them. We need to ask everyone to stand up for us by telling their elected officials to sustain, not destroy, USPS. The actions that we take now will shape our future. We cannot allow the Service to be destroyed on our watch. It's time to prove what we can accomplish when we work together for a common cause.

In solidarity—

JoAnn Gilbaugh, Branch 9

Monterey, California

Sometimes you've just got to shake your head and shrug your shoulders. The new PMG is making decisions that will affect each one of you, no matter which side of the fence you're on. Delaying mail of any class is a crime in my book. Medications sit; priority packages sit; deliveries delayed are customers denied.

We must stand up and speak up before it's too late. If you haven't contacted your representative, do it today. Tell them you don't want mail delayed and you think the Postal Service deserves money from the stimulus package, just like every other corporation. Thank goodness most see through the rhetoric and know there is a move to discredit each of you on “vote-by-mail.” We've delivered millions of ballots over decades. None of you are stashing ballots, secretly opening them and changing votes. That in itself is absurd and you should feel insulted. I certainly do.

On the home front, thanks to Chris Calica for stepping in to process the *third* non-compliance grievance. You heard me right: the third time. How easy is it to follow an instruction in a pre-arbitration decision? Apparently, in Monterey

and I'm told under direction of the District Delivery Programs, it's difficult. We await the next decision.

Do you stand up for each other and support your fellow carriers, or do you bad-mouth them and find fault with everyone but yourself? There used to be a time when everyone stuck up for each other—it appears the “times they are a-changin'.” Remember, an injury to one is an injury to all! Be a professional carrier, turn off the vehicle, deliver parcels correctly, do the route maintenance. The job you save could be your own.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

Labor Day has long been a day set aside to honor America's labor movement and the American worker for their unquestionable contributions to the development and achievements of this great nation. Each year, we take time to remember the men and women whose hard work built this country and continue to strive to make it the best it can be. There has never been a year when it has been more appropriate to honor all of America's workers, especially those on the front line standing in the face of COVID-19 every day.

Expressions of gratitude have been offered from every corner of society and aired on television, radio and social media, and published in our newspapers and magazines. Letter carriers stand proudly with our nurses, doctors, EMTs, custodians, grocery workers, transportation workers and all first responders as America's heroes. It will be the nation's workers who get the economy back where it was before the pandemic. We appreciate the kind thoughts and words on this Labor Day, but so much more is needed.

The debate over whether an additional \$600 added to a weekly unemployment check provides a disincentive for a person forced out of work by the pandemic to return to work points to one inescapable question: How many workers hold jobs in which \$600 a week is enough to encourage them not to return to work? As the stock markets and upper echelon of America's big businesses successfully maneuver their way through the pandemic, America's working families continue to live check to check, relying on less than livable wages. This is an embarrassment that this country needs to address. So many of our problems are the direct result of this economic inequality. On this Labor Day, let's strive to begin the process of change.

Michael J. O'Neill, Branch 38

New Orleans, Louisiana

To Branch 124 members, local elections will be held this year. Do you receive our local newsletter, The Mailbag? If not, we do not have your current address. To receive your ballot, contact the branch to update your address. If necessary, call 504-283-6252 or email the branch secretary at edsec124@gmail.com. All positions are open, from president, vice president, secretary, treasurer, health benefits rep-

resentative, sergeant-at-arms, shop stewards and delegates. Make sure you are at the Oct. 24 meeting if you intend to run for any position. Nominations will be forthcoming at the branch meeting in October. You must be in attendance to run for any position. If you are not sure you will be in attendance, do have a letter of intent for the branch secretary.

May I remind you that most of the officers are either retired or getting ready to retire. All you youngbloods, step up to the plate. The branch definitely could use some fresh resounding thoughts and ideas. Along those thoughts, we have a most important election forthcoming this November—the presidential election, along with local and state. Be mindful, be vigilante, be watchful! If you are not satisfied with the way things are going, now is the time to do something about it.

We must do all in our power to make sure the Postal Service is sustainable! We must save it from itself!

The American people depend and rely on the Postal Service for goods and services, as well as postal products. We stand ready, able and willing advocates of our postal system. Although we may be running out of funds, I do believe Congress will do the right thing and find us \$25 billion or so.

Come to meeting with masks on, social distancing and wash your hands! Give to LCPF!

Marshall Wayne Smith, Scribe, Branch 124

Norristown, Pennsylvania

Essential workers, how are you? We have a new PMG and it looks like he's moving pieces around and creating havoc for all crafts. Supervisors can't hide behind a title and not be seen, 23 postal executives were reassigned or displaced, and five staffers joined from other positions. Now, if I'm am correct, this guy came from a company that helped with the logistics of the USPS. Now, since the implementation of these logistics, we have gotten our mail later and later. They say this guy has 35 years of experience in business, but he has zero years of experience of moving mail...unless you say he has experience in slowing down the mail, as he has with the company New Breed and XPO.

They've brought in someone who doesn't seem to know that he works for American people and not stockholders or even the Tangerine Toddler. We were not created to make a profit, but to serve the American people. I know we have to make money to survive, and if we didn't have to pay for retirement health benefits 75 years ahead of time, we would be doing a lot better. If we didn't make it harder to mail something by making window service hours shorter and shorter...it would make more sense to keep windows open later so people *after* their job can use our service...ya know, during the day, people are working and can't get to the windows. Even open on Sunday for at least a little bit. There is a lot of speculation that DeJoy is a puppet for the Toddler. Congress now is calling for an investigation into the slowing of the mail. The wheels of justice move very slowly, so it might be awhile. Remember, in November, you're voting your job and livelihood!

Joel Stimmmer, Branch 542

Northeastern New York

It is dismaying to observe what is transpiring in the Postal Service. Rated as the most trusted agency in the government, it seems like it is being sabotaged. Late deliveries, insufficient staffing and unilateral decisions by management has raised many question marks. In the past there was joint cooperation between the unions and the Postal Service. I participated in joint safety committees, route adjustments and ergonomic task forces. These endeavors produced many positive results for management and employees. Sadly, these positive actions were stopped by the Postal Service, and the whole organization has been affected in a negative way.

Under new leadership, it seems the Postal Service is being steered in the wrong direction. What happened to customer service, timely delivery? The Postal Service is not a company. What are the motives behind this logic? It is troubling to watch these actions, after so much effort was put in by so many to make this organization the most favorite agency in the government.

Many union officials have been lobbying Congress for many years to ensure that America has a strong Postal Service. It is disheartening to observe the actions being taken by the Postal Service. There have been challenges facing NALC previously, and our organization has always responded. We must support our union during these difficult times.

Frank P. Maresca, Branch 358

Oklahoma City, Oklahoma

The new postmaster general appears to be jumping to make changes to the hierarchy of the Postal Service, which would seem not to be in the best interests of the Service and does not seem to bode well for postal employees. Nor for the American public, especially the voting public. Whatever his motive, let us remember postal employees and letter carriers specifically take an oath. The same oath, presumably, that our new postmaster general took to protect our Constitution and to protect the flow of mail to and from our millions of citizens.

As letter carriers, we know where we stand on that. We will protect the mail flow, and we will do our job, which is to deliver the mail properly and efficiently. Many of our fellow letter carriers, postal clerks and other postal employees are veterans who have served this nation in times of crisis and conflict. We will hold true to our oath of obligation that we swore to when we entered military service for our nation. We will hold to the oath we took when we entered into the service of the Post Office.

We will do everything within our power to protect the mail and everything in our power to make sure every single piece of mail in our charge is delivered safely to its destination and in a timely manner. And no one single individual will prevent us from our appointed rounds.

We love this nation and its people! We are patriots and we will continue to protect and defend the proper flow of mail within our charge. It is what we do seven days a week. As members of the National Association of Letter Carriers, it

is our motto: *Letter carriers: we deliver!* And so, we shall.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

The Postal Service will play a vital role in the upcoming general election taking place on Nov. 3. More vote-by-mail ballots will be cast than ever before in American history. Is the Postal Service ready for the general election this year? If not, what can we do to guarantee that our mail-in ballot is counted? What can we do to safeguard our most sacred democratic process, the right to vote?

In Pennsylvania, you can apply for a mail-in/absentee ballot now. You can do so by applying online at [VotesPA.com/ApplyMailBallot](https://votespa.com/ApplyMailBallot). Option 2: You can contact your county election office directly and request a paper application. Option 3: You can contact the Department of State to request an application by emailing ra-votereg@pa.gov or calling 877-VOTESPA.

The most important factor in making sure your vote is counted is to vote early. Apply for your vote-by-mail application early and get your ballot in right away.

The following dates are extremely important:

Oct. 27, 5 p.m.—Applications must be received by your county election office.

Nov. 3, 8 p.m.—Voted ballots must be received by your county election office. Postmarks are not enough.

Branch 157 is willing and able to help any of our members obtain a vote-by-mail ballot. All you have to do is give us a call. Remember, too many Americans have made the ultimate sacrifice to secure our right to vote. We cannot permit anyone to stop us now.

Joe Rodgers, Branch 157

Phoenix, Arizona

Stay the course! Do what letter carriers do best—deliver the mail.

There are many forces acting against us right now. Threats range from the outside and within. But no matter what they throw at us, our best

defense is a good offense of staying vigilant and steady with consistent mail delivery.

The best we can do is to consistently apply those safety and delivery rules that keep us on track to provide America with the best we can give them.

Never let them say we are the weakest link in the chain. Use your forms of delivery and curtailment to document your efforts and serve the public with a smile!

Al Linde, Branch 576

Pittsburgh, Pennsylvania

Positivity is one thing; realism is another. Sometimes issues need to be dealt with to be cathartic enough to get back to positivity. Enter Louis “DeLay.”

The first stimulus package was officially signed into law on March 27. It only contained a provision for the USPS to borrow money from the Treasury Department, when everyone else can obtain federal funding with 90 percent-plus being able to be forgiven. That’s the first reality.

The second would be that it took five months to come to terms with the same TD for the loan. Why? DeJoy needed to be installed to be a proxy, ensuring the most rotten outcome possible for universal service. Reality.

Perhaps the worst of the bunch, the terms of the loan agreement are that Mnuchin gets unredacted copies of the Service’s 10 most lucrative private-sector contracts. What’s the reality here? Well, nothing really. Just the blueprints to dismantle the place, that’s all.

In reality, unemployed persons got an extra \$8,000 in 2020. “Essentials” didn’t get squat for braving the pandemic.

While I realize that our national officers are working behind the scenes, some of these pandemic settlements have really let us down. The operational changes agreement was too broad and lacked description of levels of affected areas, thus leading to abuse by management. The 7:01 agreement only encouraged more running and working off the clock. Worst of all is the glaring omission of the most important protection for letter carriers: *No pandemic times will be*

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 **1.0 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 **0.9 percent** following the release of the May CPI. This COLA is based on the change in the CPI between December 2019 and December 2020 and will be finalized with the release of the December 2020 CPI in January 2021.

Visit nalc.org for the latest updates.

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used to evaluate or adjust routes. How obvious is this? But, this is the reality.

Privatization is more real now than I can remember in my 20-year career. This benefits no one. Let's be positive and cling to the reality that universal service is still guaranteed by the Constitution, but don't be ignorant to the others mentioned above.

John Conger II, Branch 84

Pittsfield, Massachusetts

Branch 286 mourns the loss of one of its members, William Cancilla, 82, of Pittsfield, who passed away on July 1. Bill worked for the U.S.P.S. as a mail carrier for 36 years, retiring in 1998. He served with the Navy, the Marine Corps Reserves, the Army Reserves and the Air National Guard. Bill was a Post Commander for the VFW and was a life member of the Disabled American Veterans. His presence will be sorely missed as an NALC member and a strong figure in the community he served.

James Gilmore, Branch 286

Portland, Oregon

Greetings from beautiful Portland, which, by the way, is not on fire. Perhaps you have heard otherwise, that our city is under siege from violent protesters. The truth is that the protests are by and large peaceful. While there have been some unfortunate incidents and damage done, nobody wants federal officers here, and things have improved since they stepped back. Simply put, it's not as bad as it looks on TV.

Meanwhile, as consolidated casing makes its exit, a new test program enters the scene. ESAS (expedited to street, afternoon sortation) is being tested at three Portland-area stations. Just as the name suggests, carriers case and pull down mail in the afternoon. In the morning, they grab it, sort out their parcels and go. As of this deadline, we are two weeks in, and so far the results are...a big "why bother?" In my opinion, if management wants to improve efficiency, there are hundreds of things they could do before tinkering with the order in which letter carriers do their jobs.

Suzanne Miller, Branch 82

How to submit items

Branch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the October issue, the deadline is 9 a.m. on Friday, Sept. 11. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.

Providence, Rhode Island

All group gatherings are still restricted to 15 people, so there will not be a branch meeting in September. The Branch 15 executive board is empowered to run branch affairs and will continue to meet. As you all know, the present is unknown on so many levels; please do not hesitate to reach out to me or any of the officers and stewards, as changes in the workplace are happening at the same rate as distractions in the political arena.

The Office Sortation Equipment Reconciliation (SERS) is set to steamroll all offices. At this time, there are discussions between the NBA and National on this initiative. Stay tuned for more on this.

Branch elections were held pre-pandemic in March, and articles on that and more will follow in the monthly columns by Anthony Torres-Turcotte, who was elected the new scribe. Formerly a Wakefield carrier, Anthony transferred to Providence this past January.

The Old Timers Brunch, scheduled for Sept. 27, had to be postponed. It is impossible for me to reschedule right now. All of the awards are in the office and we are just awaiting a date when we can have the full event as planned. Invitations to retirees and those receiving awards at this event will be mailed. Also, retirees and any carriers are welcome to call the office if the occurrence of a monthly meeting is questioned—I will be sure to place an announcement of such on the office answering machine prior to the meeting.

Fewer than 50 words left, so let me say: Thank you all for your confidence in re-electing me. Look out for each other. Vote on the side of democracy and civility.

Ingrid Armada, Branch 15

Racine, Wisconsin

A question queried to our postmaster was the concern about limited loading dock space. The response was that we will "adjust and course correct" as needed. Interesting play on words. Racine's four-mile station is one of the test sites for the PMG's new initiative. Our station is now full of many really smart people with long important titles after their names. Meanwhile, carriers re-adjust routines and start times so the PMG can attempt to re-invent the wheel, fitting a square peg in a round hole.

Change comes with any job. It would have been more constructive if all postal unions were invited to the same table with our PMG. Slowing the mail is reckless and dangerous conduct. Folks used to get fired for that. If the ship continues to tilt, we may have to brace for shock and hold on tight. Haven't all the smart people learned from the flats sequencing machines and consolidated casing fiasco?

Racine is saddened and heartbroken as we mourn the passing of our friend and co-worker Eddie Scott. Eddie was that individual who, after talking to him, you felt like you had known him forever. Eddie's warm, infectious smile would light up a room, and his laugh could be heard all the way to the Vikings' training facilities. Some may say he lost his battle with stomach cancer. I disagree. Eddie lived every minute

of every day. Believing in a higher power than man when asked how he was feeling, he would simply reply, "Blessed." Eddie, as you approach the Holy Sacrament of the Altar, may the armor of faith protect and guide you in your spiritual journey. When you stand before that altar, I am convinced you will hear two words: "Welcome home." Eddie was 60, and he was our friend.

Chris Paige, Branch 436

St. Louis, Missouri

I've probably written a million words over the last 40 years concerning the importance of supporting and electing postal-friendly political candidates in our national, state and local offices.

There was a time when the U.S. Postal Service was a quasi-federal agency with the government. Those days are long gone. And for those of us working for the Postal Service, we have become a political football whose continued existence will likely be determined in the fall elections if immediate funding due to the impact of COVID-19 isn't properly addressed.

Every major bank, every major large corporation, including our competitors, received billions in bailout money from the first stimulus package. The Postal Service received a \$10 billion Treasury loan, which must be paid back.

Adding insult to injury, the Trump administration appoints Louis DeJoy, a fundraiser for the Republican National Committee with no administrative experience with the U.S. Postal Service, to serve as the new postmaster general.

His *modus operandi* is straight out of the corporate playbook. Cut hours, cut service and convert a service-orientated company into a supposed corporate model, making this agency ripe for privatization. While there is some agreement in streamlining management, there is no agreement in delaying the mail, eliminating delivery standards and threatening the efficiency of the most trusted agency in the federal government.

While Trump disparages the Postal Service as "a joke" and implies that the Service can't be trusted with mail-in voting, he tries to delegitimize the trustworthiness of this agency and attempts to incite fear in the people that their vote in November won't be counted.

I urge my fellow carriers and their families to set aside our political differences and vote to save our company, our jobs and our financial security. We need to stop this threat now.

Tom Schulte, Branch 343

Saint Paul, Minnesota

As anyone who has seen me at a Branch 28 meeting (remember meetings?) can tell you, I am a St. Louis Cardinals fan. Therefore, as the Cardinals finish out their second full week of play stoppage due to COVID-19 during this short baseball season, I cannot help but to feel discouraged and confused. While there might not be too many other Cards fans in Branch 28, I suppose many of my local brothers and sisters feel as if they do not have a team on the field this year when it comes to our union.

So many of the ways that we connect as members of Branch 28 have been canceled for the safety of our families and communities: branch meetings, the food drive, the bowlathon, the branch picnic and softball tournament, national convention, state fair labor parade, booyah and the kids' Christmas party. This is on top of changes to the ways that we interact with each other off the clock. It might not be totally unreasonable to think that we are just "sitting this summer out."

I can, however, assure you that, like a duck, there may not be much activity going on "above the water line" but NALC, on both the local and national levels, is a flurry of activity. The national contract is building up toward arbitration, a new PMG dropped a huge pile of procedural and organizational changes, we are still in a pandemic, and we are a month out of a national election. All this, and the months-deep piles of overtime grievances are finally getting paid out, Eagan Station is a new test site and Industrial is going back to the pre-consolidated casing format. For NALC, for Branch 28, for letter carriers and (hopefully!) for the Cards, there is no such thing as sitting the summer out.

Colin Walker, Branch 28

San Antonio, Texas

Greetings, brothers and sisters.

Our letter carriers in San Antonio and our associate offices continue to deliver the mail our customers depend on, despite the coronavirus pandemic. We have had a number of carriers out for quarantine purposes, but we keep moving forward, regardless of the forced overtime, missed days off, etc., to ensure that our customers receive their mail...until now. What's worse is the cause of our inability to deliver all mail received on time, and is right under our nose; it's senior postal management.

Since Day One on the job, Postmaster General (PMG) DeJoy has been making behind-the-scenes changes that look like we are being set up for defeat (no overtime, no late mail delivery of first-class mail and parcels, no morning casing of mail). They are delaying mail, pure and simple. These changes (delays) are being felt all over the country, too (Philadelphia, Chicago, etc.). It's ridiculous. If a carrier got caught lying to management about the disposition of mail for a customer, like this guy is misleading Congress and the American public, you and I both know #!@2\$%/ what would happen to us!

The one thing we agree on is that a new business model is necessary. NALC has been advocating for this since 2006, but our intent has always been to expand our services and strengthen our brand. The programs and changes the PMG is attempting to implement is more like search and destroy.

I want to thank all of the members who have been attending branch meetings through Zoom. We will continue to have those meetings by Zoom until it is safe to gather again in person. If you are unfamiliar with Zoom, please contact the branch office at 210-227-0128 for assistance. Stay safe.

Tony Boyd, Branch 421

Seattle, Washington

"Take Action" on nalc.org. Daily, I do what I can do. The website also connected me with my Twitter account, and thus began my singular tweet storm. Not being one to waste words, I took my tweets and posted them on Facebook as well. I started out with two followers on Twitter—my wife and one son. After a month, I have 61 people trailing me around on the internet.

Now, you may want to stay off the grid, out of the fray, out of the way, but like John Lewis said, "It's time to get into some necessary trouble." Also, you may not think "Taking Action" matters, but facts matter. Sixty-one followers who knew nothing about the pre-funding debacle matter. Sixty-one people who are now more factually informed about the plight of the Postal Service, and how it was unwittingly dragged into financial ruin, matter. Facts matter! Get the facts out! Don't sit on your hands, or twiddle your thumbs—tweet with 'em.

Since "Taking Action," I have been re-tweeted and shared by people I don't even know. Don't sit at home and piss and moan about the pre-funding—piss and moan on Twitter. I'm a fact man, filling in gaps in people's knowledge and providing information that they may not have known. See? I no longer rant in my room, kick furniture and howl about wrongdoings—I vent, on the internet. Like King Canute, here's one of my attempts to turn back the tide, "one Tweet" at a time:

July 2. "HOAX? HOAX? You want to talk about a HOAX? Let's talk about the \$5 billion pre-funding mandate, that anchor that Congress attached to the Post Office's bottom line. That Hoax has been dragging them under since 2006. There's a HOAX! Support our vets. Stimulus fund the USPS.—Peace."

Don Nokes, Branch 79

Silver Spring, Maryland

The actions of the new PMG are quite disturbing. The only positive could be that the large majority of our apathetic members (and citizens of our country) are now motivated to get involved. I'm sorry to inform that the days of simply paying union dues and then expecting others to fight all the battles are over. Ask your branch leadership or simply read the magazine you are holding in your hands, and then do at least the minimum of what is requested. If we demonstrate what it truly means to be "union," we will prevail, but it won't be easy.

The "conflict of interest" baggage PMG DeJoy brings with him is of legendary proportion. He is a major donor/coordinator of a political party, which should, by any sane standard, make him ineligible for the job. He is also the definition of "evil corporatist," responsible for numerous private-sector OSHA and labor issues with serious consequences. He owns investments in postal competitors and contractors, so by nature stands to inappropriately benefit by the decisions he makes that harm USPS.

Just as troubling are his actions since the appointment. Instead of using the wisdom to actually involve all parties in decision-making, he just unilaterally took some shots from the hip, which has resulted in service fiascos like clos-

ings and reduction of office hours with no notice or due process, and delivery changes that result in "no delivery." What should we have expected from someone with no experience in collective bargaining or fair labor practices? He just signed an agreement for the terms of a potential Treasury loan that discloses proprietary USPS information and (more importantly) gives *carte blanche* regarding definition and consequences of default to an investment banker posing as our country's Treasury secretary.

Are we there yet?

Lee Taylor, Branch 2611

South Jersey, New Jersey

Here we go again!

Just as we came to an agreement, which I thought, on the disastrous consolidated casing initiative, the geniuses at the top just rolled out another test that is the same idea with a different name. This brilliant "test" is called ESAS or Expedited Street/Afternoon Sortation. This is basically the same idea as the consolidated casing initiative we just ended. These new stuffed shirts must have reached into the old drawer where the failed ideas sat, and found what they thought was a brand-new idea on how to save time in the carrier craft! Little do they know these failed programs are there for a reason; they didn't work then and they won't work now.

Listen, I agree we need to look at our office duties going forward, and jointly come up with a better way to calculate our office times, but doing it unilaterally will not work. As we have said for as long as I can remember, let the carriers come up with the best solution if you are really serious. The funny thing with this alleged test is that it deals with 400 offices! Years ago, a test would be conducted in each region of the country with a few offices selected to try it out. The reason being if it failed, there would be no major impact on our jobs and would save the Postal Service millions of dollars if it didn't work. As you can see, the latest failed initiative has cost millions of dollars and undue stress and delivery issues in all the stations it was running in. I can't understand the thought process of this regime. Look for more stupid tests to be coming our way until something pops. Evaluated routes, anyone?

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Challenge given; challenge met! 2020 has been one obstacle after another. And the persistence, perseverance and patience of the letter carriers prevailed once again. Yes, it was tough, but we adjusted and stand at this point ready for the next "thing."

At the beginning of the year, many rumors of the demise of the Postal Service came to the surface. Then the pandemic hit and shook the whole nation. Projections were that without financial assistance, the company would be bankrupt by the end of this month. But we went right out and delivered for America. We were hailed as heroes. Ironically, we are still heroes. But you would never know it, because, as

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if a switch was flicked, us carriers were vilified again by management. But the new challenge became survival because staffing issues caught up to us, because of the halt to training new carriers due to COVID-19. So, when training started back up, the stuff already had hit the fan. Offices were starting days with more than 20 routes down. Parcels built up and routes did not go out. Mail was brought back daily and became a regular occurrence. And then they brilliantly pushed our start times up. But we pushed through 12-hour days (even on Sundays). Then the 60-hour became relevant.

And through all this hard work, we were suddenly not told by management that we were valuable (at the most apparent time). So, when postmasters and supervisors were forced to carry mail, we knew we had reached an apex. Now, the heat, the soreness of our bodies, and general discuss with management became secondary to our lack of days off and that thing called an eight-hour day.

And through it all, carriers were fired, quit, retired, and now we are here.

#WeAreReadyForTheNextChallenge #WeWillAlwaysEndure

Eric Jackson, Branch 725

Springfield, Ohio

Please read the Election Notice in this magazine about your upcoming branch elections.

Each year, your branch officers are reimbursed their union dues as payment for their work serving the members of this branch. Based on a 40-hour week, that comes out to approximately \$9.13 per week after taxes; \$1.82 per day; 23 pennies an hour.

You get a lot for 23 pennies. Your own branch, for starters. But having your own branch takes a lot of effort. Branch meetings. Bank statements. Check-writing. Writing branch articles. Workers' comp. Local, state, and federal taxes. W-2 forms. Audits. Food drive. Conventions and training. Teleconferences. And the list goes on....

And no, we do not get paid on the clock for any of the above. Only stewards get paid on the clock to investigate, prepare and conduct grievances. Everything else is paid for with your 23 pennies.

And overseeing all of this is the branch president, who is also the chief steward. He has a lot on his mind. Bitching to him while he is walking in the building is just bitching. Seeing a steward on the clock means you have a genuine concern about your contractual rights and you want to see a steward in private, where the steward can take notes, look at the National Agreement, get written statements, etc.

If you think we're overpaid, not doing our jobs, you can do the job better, or just want to help, please see the Election Notice in this magazine. Run for office. All positions are up for grabs. And for 23 pennies an hour, we could use the help.

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

Brian Gourilis, Branch 45

Toledo, Ohio

Our Franklin Park city station has had an observation team from an outside firm roam-

ing the work floor for the past week. One day no flats, another no DPS, and another where the mall route, with all those businesses, got a half tray of DPS. We've heard from branches that Area and District are swarming the observation stations, oddly none in Toledo.

One of the collectors found a note in a collection box, addressed to all postal workers. Some of the quotes: "Answer your damn phones." "Where's my mail, none for three days?" "Where is customer service?" We have delayed mail everywhere. Not just one day delayed! Ever since the new PMG, "Louie Delay" arrived, service has gone to hell. We have never seen mail processing and delivery this bad.

Our branch has seen an uptick in COVID-19 cases in recent weeks. At one area office, the postmaster was aware of a case, and then didn't tell the other employees for a week! That postmaster should be fired. Instead, if anything happens, the old management shuffle will take place. That will surely solve the problem.

Branch 100 was scheduled to host our Ohio state convention in 2021. The union hotel we have used before was sold. Lucas County purchased the property and plans major renovations to the hotel and adjoining Seagate Convention Center. As a result of this and no other union hotel being available, we have had to pass our turn.

So much has been canceled or postponed in the past few months. Hopefully, things will gradually get back to normal.

Ray Bricker, Branch 100

Tri-Valley, California

I planned to write more about branch history this month; however, the *extreme dysfunction* displayed by Sierra Coastal District (SCD) management forced me to scrap that plan. As carriers bravely do their best to deal with the horrible circumstances caused by the COVID-19 pandemic, SCD management has responded by heaping as much stress as possible on them. Apparently, fear of our new postmaster general's carving knife has caused SCD management to go berserk while shirking their basic managerial responsibilities.

Carriers have long fought the 3996 battle when requesting overtime. In the past, when management denied a carrier's request for overtime, the carrier was required to call from the street for authorization. The carrier would call and, after much hemming and hawing, management told the carrier to "finish delivering your route but the time is not authorized." That was all the carrier needed to hear; once instructed to complete delivery, the overtime was approved.

I never imagined those would be the "good old days." Now carriers request additional time via text on their MDD scanners and management fails/refuses to provide instructions. One carrier sent a text that read, "I will need 30 minutes to complete route. Should I finish route or bring mail back?" Management responded, "Your route did not earn the time you are asking for. Deliver all the mail on your route and be off the clock by 4:30 with your mail cased and pulled down for the next day." Another carrier texted, "I need clear instructions what to do, finish route or bring mail back?" Management responded, "*Handbook M-41; Section 112.24; Display a willing attitude and put forth a conscientious effort in developing skills to perform duties assigned.*"

Gee, I wonder why our carriers are so angry and frustrated? To be continued....

Ray Hill, Branch 2902

Worcester, Massachusetts

In keeping with my trying to see the positive side of things, I have a few more retirements I'd like to announce. Any time an individual can retire from their career in at least relatively good health and on their own terms is a wonderful thing.

After more than 35 years of delivering the mail, Worcester letter carrier Patrick Lynch hung up his satchel and retired from a job he not only did well, but took pride in. Pat could always be seen in his clean, proper uniform delivering his route professionally and efficiently.



David Flattery

Also joining the retirement ranks is another Worcester letter carrier, David Flattery. Dave had more than 33 years of service and was always recognizable with his ball cap and big fluffy moustache. I'm sure Dave won't be bored in retirement, because he also makes signs and banners. In fact, he made the Branch 12 food drive banner that can be seen every April and May on the front lawn at the union office.

And last, but certainly not least, is Worcester letter carrier Michael Kittredge. Mike's postal career spanned more than 34 years of dedicated service.

On behalf of Branch 12, I'd like to wish these gentlemen, and any newly retired members, a long, healthy and happy retirement!

Ken Janulewicz

Yakima, Washington

Aug. 4. Put in 12 and a half hours. This has been occurring for four years. I am not an ODL but average more than \$20,000 a year in overtime.

Don't need it; don't want it. Our problem, which management refuses to address, is not enough staff, but more important is not enough vehicles.

Here in Yakima they are finally starting to hire, but without the vehicles, we still struggle. This is an issue that National should have fixed more than 10 years ago.

In more than 29 years, management has never implemented any of my suggestions. Here's my last one. Have all carriers return to the office prior to the end of the eight-hour shift and send out a second wave to complete the assignments for the day.

No need for extra vehicles, no OT. Just need manpower. An added bonus to this would be that new carriers wouldn't be overwhelmed and could transition into the job with less stress. Also, little housekeeping and route management chores would no longer need to be ignored.

It'll never happen. My last article will appear in the November issue. Come on, retirement.

Peace—

J.S. Bohlinger, Branch 852



Cythensis Lang
President

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

The State of the Auxiliary

We hope that all have read our article in last month's *Postal Record*. If you have not, you owe it to yourself and your family to read it.

Thanks to Hartford, CT Branch 86 and President Michael L. Willadsen for their generous donation to the Auxiliary.

Thanks to Mark S. Camilli, NALC Region 11 national business agent, for reaching out to the Auxiliary.

Thanks to Ann Borowski of Milwaukee, WI, for reaching out.

You will never know how much the Auxiliary appreciates each and every one of *you!*

The world seems to only be opening up little by little, but we are getting there.

The future of the Postal Service is in the hands of a few people who want us to be no more. It is up to us to make sure that this does

not happen. The Auxiliary is here, willing and able to help. You can choose to let us continue to help you, or you can choose to let us fall by

the wayside.

Once again, the choice is *yours!*

NALCA Board

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In Memoriam

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

Steve J. Anguis	Br. 6156	Sun City, AZ	David R. Howe	Br. 46	Western Massachusettes	Thomas E. Halter	Br. 238	Canton, OH
Robert L. Hill	Br. 231	Central California	Richard D. Hudson	Br. 1	Detroit, MI	Samuel M. Kalkman	Br. 238	Canton, OH
James H. McLennan	Br. 1100	Garden Grove, CA	Martin J. Reichard Jr.	Br. 74	Saginaw, MI	Edwin L. Richards	Br. 238	Canton, OH
Thaddeus Brantley	Br. 1111	Greater East Bay, CA	Ronald A. Ewert	Br. 4374	South Macomb, MI	Matthew J. Nawal	Br. 40	Cleveland, OH
John J. Huber	Br. 133	Sacramento, CA	Mike Lujan	Br. 717	Austin, MN	Corey Wojcik	Br. 40	Cleveland, OH
Daniel Nunes	Br. 133	Sacramento, CA	Lindahl B. Gleason	Br. 9	Minneapolis, MN	William E. Riley	Br. 182	Dayton, OH
Raymond E. Servatius	Br. 70	San Diego, CA	Mark T. Schindeldecker	Br. 9	Minneapolis, MN	Ginger M. Cummings	Br. 2754	Middleport, OH
Anthony N. Green	Br. 204	Colorado Springs, CO	William O. Baker Jr.	Br. 30	Kansas City, MO	Everett B. Norman	Br. 45	Springfield, OH
Wallace D. Liggett	Br. 849	Fort Collins, CO	Richard L. Champion	Br. 343	St. Louis, MO	Cephas A. Stover Jr.	Br. 45	Springfield, OH
William Gordon Jr.	Br. 86	Hartford, CT	William B. Craig	Br. 343	St. Louis, MO	C. E. Terry	Br. 45	Springfield, OH
William M. Hession	Br. 191	Wilmington, DE	Daniel F. Elfrink	Br. 343	St. Louis, MO	Denise M. Harris	Br. 100	Toledo, OH
Elio E. Gomez	Br. 2550	Ft. Lauderdale, FL	Eugene A. Feager	Br. 343	St. Louis, MO	Edward Radebaugh	Br. 100	Toledo, OH
Lloyd G. Ahlschwede	Br. 1779	Lakeland, FL	Jefferson G. Layton	Br. 343	St. Louis, MO	Cameron C. Carter	Br. 458	Oklahoma City, OK
Wallace W. Harrison	Br. 1779	Lakeland, FL	Gregory Pelebos	Br. 343	St. Louis, MO	Edward C. Maschino	Br. 458	Oklahoma City, OK
James W. Lee	Br. 4716	Naples, FL	Thomas J. Van Cleef	Br. 2502	Las Vegas, NV	Bill E. Silkwood	Br. 883	Shawnee, OK
David J. Timcik	Br. 1477	West Coast Florida	Robert E. Wagner	Br. 540	Camden, NJ Merged	Jerry Coats	Br. 1358	Tulsa, OK
Jeremiah S. Puma	Br. 536	Rome, GA	Frank D. Grace	Br. 754	Cranford, NJ	Terrence P. Templin	Br. 1358	Tulsa, OK
Charles L. Wyatt	Br. 309	Alton, IL	Frank A. Capozzi	Br. 444	Garden State Mgd., NJ	Ernestine D. Forjan	Br. 920	Bux-Mont, PA
Carole A. Huff-Mosley	Br. 11	Chicago, IL	Frank D. Partusch	Br. 444	Garden State Mgd., NJ	Luther W. Benson Jr.	Br. 258	Reading, PA
Wayne L. Fitzsimmons	Br. 825	Elmhurst, IL	Robert D. Clark	Br. 120	Paterson, NJ	Daniel A. Cusela	Br. 115	Wilkes-Barre, PA
Gerald L. Baker	Br. 245	Rockford, IL	Dwight Sims	Br. 120	Paterson, NJ	Ben Barbee	Br. 419	Knoxville, TN
Wilbert L. Kapfer	Br. 245	Rockford, IL	George Figlar	Br. 2128	Toms River, NJ	Clyde F. Jepson	Br. 842	Beaumont, TX
Linda K. Pirrello	Br. 245	Rockford, IL	Edward Pesta	Br. 2128	Toms River, NJ	Reginald W. Hamilton	Br. 283	Houston, TX
Thomas L. Swank	Br. 466	Lafayette, IN	Angela Zuccaro	Br. 2128	Toms River, NJ	Joe F. Leediker	Br. 2279	Lufkin, TX
Kerry A. Morrissey	Br. 1081	Ames, IA	James J. Bergevin	Br. 380	Trenton, NJ	Adrian Groos	Br. 111	Salt Lake City, UT
Lawrence J. Gudenkauf	Br. 373	Cedar Rapids, IA	Brandon T. Zebrowski	Br. 3	Buffalo-Western NY	Harry D. Yensen	Br. 111	Salt Lake City, UT
George M. Chance	Br. 352	Central Iowa Merged	David G. Elg	Br. 137	Hudson Valley Mgd., NY	Gerald E. Lee	Br. 567	Alexandria, VA
Jack E. Penman	Br. 352	Central Iowa Merged	Michael J. Eannone	Br. 562	Jamaica, NY	Ashby F. Owens	Br. 567	Alexandria, VA
Marvin C. Persigehl	Br. 486	Salina, KS	Janine A. Juba	Br. 6000	Long Island Mgd., NY	Robert D. Ricketts	Br. 595	Danville, VA
Rodney A. Anderson	Br. 201	Wichita, KS	Stephen J. Toth	Br. 630	Greensboro, NC	Barbara C. Cook	Br. 247	Tidewater VA
Willis H. Hatton	Br. 374	Northern Kentucky	Richard P. Hanes	Br. 461	Winston-Salem, NC	Hans R. Morstad	Br. 130	Tacoma, WA
Spurgeon J. Reynolds	Br. 176	Baltimore, MD	Julius G. Hilton	Br. 461	Winston-Salem, NC	Mark J. Krumdick	Br. 2	Milwaukee, WI
John M. Donnelly	Br. 34	Boston, MA	Robert D. Johnson	Br. 461	Winston-Salem, NC			
Joseph F. Palmieri	Br. 34	Boston, MA	Jackson M. Shaw	Br. 461	Winston-Salem, NC			

Mutual Exchanges

CA: Cypress (11/94) to Yorba Linda or Anaheim Hills. Would also consider any Inland Empire city. Trying to get closer to home. Regular carriers only, please. Randy, 657-266-7747.

CA: Sacramento (6/07) to Columbus, OH or surrounding area. Nine bidding stations. One hour, 45 minutes to San Francisco and one hour, 45 minutes to Tahoe. Sunshine year-round, no snow. Relocating to be with my family; must move ASAP. Travis, 916-541-3919.

CO: Arvada (4/18) to Charlotte, NC or surrounding area. Two bidding offices; OT available. Close to Denver and mountains. Sean, 720-421-5626 or seanday44@gmail.com.

CO: Denver (10/94) to Northeast FL—Jacksonville to Titusville or surrounding areas. 26 offices for bidding. Close to downtown Denver and mountains. Alan, 303-522-5545 (call, text or voice message).

FL: Davie (1/16) to Port Saint Lucie, Fort Pierce, Stuart, Jensen Beach, FL or surrounding areas. Plenty of OT. Six bidding stations. Roger, 313-410-7571 or mr.catchem@sbcglobal.net.

FL: Ft. Lauderdale (6/93) to Michigan City, LaPorte, Alquina, Chesterton, IN. Large office with OT. John Torres, 561-329-0944 or jetorres01@yahoo.com.

FL: Ft. Myers (3/20) to Charlotte, NC. Beaches and sunshine, plenty of OT and five bidding stations. Ray Alfalla, 786-431-

8352 or rayalfalla@gmail.com.

IL: Chicago (8/98) to the Northwest, West or MN (open to other areas). Uptown Northside station. Great area. Citywide bidding available. Scott, 612-298-2245.

NJ: Millington (9/06) to Manahawkin, NJ or surrounding areas, or Chester, NJ. Small office with plenty of OT. Large parcel volume. Ted, 862-222-3341 or cnkInd@yahoo.com.

NV: Las Vegas (11/15) to Southwest Riverside County, CA. No state tax. Plenty of OT. 13 bidding stations. Jianhong, 702-336-9043 or jianhong.an@yahoo.com.

NV: Las Vegas (8/00) to Spokane, WA; Boise, ID or surrounding areas. Mild winters. Family reasons. Regulars only,

please. 14 bidding stations. Lots of OT. Mike, mzahm1701@cox.net.

NY: Manhattan (12/99) to Duluth, GA or surrounding areas. Jimena, 718-637-4461 or simenais19@aol.com.

NY: Manhattan (3/05) to Newport News, VA. Large office in Times Square area, with plenty of OT. Regular carriers only. Geraldine, 347-398-7596 (call or text) or diamonddee144@aol.com.

OR: Portland (10/96) to Guam. Regular carriers only. No sales tax. OT available. For family reasons. Tricia, toka_6@hotmail.com.

TX: Garland (3/17) to Griswold, CT or surrounding areas. Mary, 214-476-3307 or marymartin03@yahoo.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., September's deadline is for the October publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

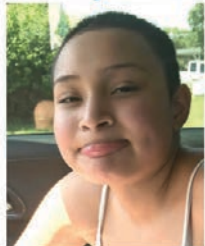
Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING HELP BRING ME HOME

NCMEC: 1398106

Devany Ramirez



Missing Since: Aug 7, 2020
Missing From: Dallas, TX
DOB: Feb 5, 2006
Age Now: 14
Sex: Female
Race: Hispanic
Hair Color: Black
Eye Color: Brown
Height: 5'6"
Weight: 116 lbs

Devany was last seen on August 7, 2020. She may be in need of medical attention.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

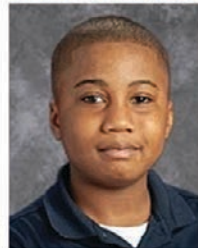
1-800-8435678 (1-800-THE-LOST®)
Dallas Police Department (Texas) 1-214-744-4444



MISSING HELP BRING ME HOME

NCMEC: 1398000

Jolexis Brown



Missing Since: Aug 4, 2020
Missing From: Clinton, MD
DOB: Dec 12, 2010
Age Now: 9
Sex: Male
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 4'0"
Weight: 90 lbs

Jolexis was last seen on August 4, 2020. He may still be in the local area or he may travel to Baltimore, Maryland or Washington, D.C. When Jolexis was last seen, he was wearing a white tank top, dark colored basketball shorts and white Nike Kyrie 6 shoes.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Prince Georges County Police Department (Maryland) 1-301-352-1200



social media

Join the conversation!

Follow NALC HQ's social media accounts to get the latest letter carrier news and updates straight from the source. Follow our pages; interact with us by liking, commenting and sharing content and encourage others to do the same. For suggestions and photo/video submissions, please use social@nalc.org.



@nalc.national



@NALC_National



@lettercarriers



**National
Association of
Letter Carriers
(NALC)**



@ThePostalRecord



**NALC Member App
(iTunes, Google Play)**

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 and click on the play button of the episode you wish to listen to.