

Volume 134/Number 3 March 2021

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Letter carrier issues are a
★ PRIORITY ★
in the 117th Congress

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History rhymes



Fredric V. Rolando

Entering 2021, I found it difficult not to think back to the crisis we faced in 2009. It all feels a little too familiar. A new president is elected and must respond to a global crisis that threatens the Postal Service. Then, it was the near collapse of the international financial system and the Great Recession. Now, it's a global pandemic.

As the saying goes, "History does not repeat itself, but it often rhymes." We are in a rhyming moment.

In one very important way, our current situation is better than the situation we faced in 2009. Thanks to the incredible performance of the Postal Service during the ongoing pandemic and

the 2020 elections, the level of attention on, and support for, the Postal Service has never been greater. Fixing the Postal Service is much higher on the nation's priority list in 2021 than it was in 2009. Today, on both sides of the U.S. Capitol, postal reform is getting immediate attention, and the White House already has issued a press statement on its intention to fill the three vacancies on the USPS Board of Governors.

Soon after this issue goes to press, the House Committee on Oversight and Reform will hold a hearing on the Postal Service and the incoming chairwoman, Rep. Carolyn Maloney (D-NY), has made it clear that legislation to bolster the Postal Service is her top priority. But that is just the beginning. Congress and the new president face a long to-do list on issues affecting letter carriers, which means that our union's to-do list is long as well. Let us review the key elements of that list.

Postal reform: Since 2007, 84 percent of the Postal Service's reported losses are directly related to the 2006 mandate to pre-fund future retiree health premiums decades in advance. The focus of any postal reform legislation must be to finally repeal this unfair mandate. A bill to do just that passed the House of Representatives with a huge bipartisan vote in February 2020. The same bipartisan bill (the USPS Fairness Act, H.R. 695 and S. 145) has been reintroduced in the House and Senate. Rep. Maloney intends to include it in a larger postal reform bill, along with a sensible plan to integrate postal employee health insurance coverage with Medicare on a prospective basis while providing the kind of safeguards NALC has advocated for years. Other measures on improving and expanding services in the USPS are also likely to be included. NALC intends to be front and center in this legislative effort.

USPS Board of Governors: Early action by the Biden administration to fill three vacancies on the USPS Board of Governors (all Democratic seats) and to renominate Ron Bloom, the new chairman of the board, also is urgent. For much of the past decade, the USPS did not have a functioning board. Filling the board with qualified governors who are committed to the essential public service mission of the Postal Service is vital for returning our employer to health.

Administrative actions: Although it might understandably take the new administration some time to fill some 4,000 senior positions that turn over when a new president takes office, we are urging the White House to act as soon as possible to use its executive authority to bolster the prospects of the USPS. Most notably, we hope that the Biden administration will finally implement the recommendations of the Postal Regulatory Commission (PRC) about the proper valuation of the Postal Service's Civil Service Retirement System (CSRS) assets and obligations, a fairness measure that could save the USPS billions annually. We also will advocate for other executive measures to promote the use of the Postal Service within the federal government and to improve its usefulness for our country's small businesses and households.

Retirement fairness: On top of all this, we will once again pursue justice for our current and future retired members by lobbying for the Social Security Fairness Act (H.R. 82) to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) provisions, as well as for the soon-to-be-announced Federal Retirement Fairness Act, which would allow postal employees to make contributions to the Federal Employees Retirement System (FERS) to gain retirement credit for their service to the government as non-career employees. And we hope to begin a conversation with leaders on both ends of Pennsylvania Avenue about the need to invest the Postal Service's \$320 billion in retirement fund assets more sensibly.

Including USPS in the Biden agenda: President Biden has an ambitious first-year agenda focused on ending the COVID-19 pandemic and "building our country back better" with smart investments in green technology and infrastructure. There are Postal Service needs and opportunities in both areas. Congress is now working on legislation to implement the Biden COVID-19 rescue plan, which includes renewing the virus-related leave provisions of last year's Families First Act; we are advocating for the funding of the Postal Service's share of these costs. We will push to add hazard pay for letter carriers and other essential workers. Later this year, when attention turns to infrastructure, we will work to secure a significant public investment in the Postal Service's vehicle fleet as the Biden administration seeks to implement the policies outlined in a recent executive order on the electrification of the federal vehicle fleet.

The recovery from the Great Recession was long and difficult, but we eventually bounced back from that crisis. In this moment of rhyming history, our aim is to bounce back faster and better.



National Association of Letter Carriers, AFL-CIO

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

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

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BOARD OF TRUSTEES

LAWRENCE D. BROWN JR.
774 Valencia Street
Los Angeles, CA 90017

MIKE GILL
18682 SW 93 Court
Cutler Bay, FL 33157

MACK I. JULION
3850 S. Wabash Ave.
Chicago, IL 60653

NATIONAL BUSINESS AGENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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Communications gumbo, Cajun flavor



**Philip
Dine**

Gerald Soileau, past president of Lafayette, LA Branch 1760, wasn't feeling great that Saturday morning some 15 months ago, but something told him to go to work. Once there, he heard a thunderous explosion outside. A plane had crashed and turned the area into a fiery cauldron.

Two survivors owe their lives to the presence of Soileau, a 10-year Air Force veteran accustomed to fighter jets and other aircraft, to remaining calm in a crisis, and to acting swiftly when necessary.

Talk about a man for the job.

Soileau was named Central Region Hero among NALC's 2020 National Heroes of the Year. As you read in

December, also honored were Grand Junction, CO Branch 913 member Pedro Mendoza, National Hero; Cincinnati Branch 43's Jerry Giesting, Humanitarian Hero; Champaign, IL Branch 671's Matthew King, Carrier Alert winner; Oklahoma City Branch 458 members Eric Beu and Mark Simone, Unit Citation winners; Garden Grove, CA Branch 1100's Chyanne Fauntleroy, Western Hero; and former Buffalo-Western New York Branch 3 member Sydney Rodgers, Eastern Hero.

They, and other carriers who act courageously or compassionately, aren't seeking attention. You do so because that's who you are and how you approach the job. That said, such deeds and the resulting coverage help get our message out. They add to the public's appreciation of letter carriers—in turn making residents and their representatives more receptive to our cause on Capitol Hill. They also demonstrate the value of door delivery six days a week. A recent press release about the winners will likely spark additional media interest by the time you read this.

Many of you communicated NALC's message in more typical fashion recently. Some highlights: Tamara Twinn of Centennial Branch 5996 in Colorado and Benjamin Dixon of Detroit Branch 1 were featured in a riveting CNN segment on letter carriers on the route; Chicago Branch 11 President Mack Julion and Kansas State President Andy Tuttle gave insightful interviews on Chicago and Kansas City radio, respectively; a "Thank a Letter Carrier Day" story in Florida's second-largest paper relied heavily on comments from Central Florida Branch 1091 President Rick Myers; Region 12 National Business Agent Brian Thompson was quoted in Pennsylvania's third-largest newspaper; Maine Merged Branch 92's Frank Bove had a union solidarity letter in Maine's largest newspaper; former Idaho State President John Paige wrote several letters to Idaho newspapers.

Jeffrey Hollins communicates in another medium—that of film (see page 20). He delivers action on the screen and recounts related stories to his co-workers.

The Marrero, LA Branch 4323 member has communicated something else as well—caring and compassion—by teaching film to at-risk youth early in his film career. Jeff was told that the youngsters "would love to see a young Black guy... just starting out in film, and I had a film that was playing in the area," he says. "I really enjoyed doing it. I was real proud of them, and proud I was trusted enough to teach them."

His cultural contributions, and those of other Bayou State carriers, don't surprise Monica Walker, Region 8 regional administrative assistant and past Louisiana state president. As she puts it: "The life of a lot of letter carriers around New Orleans has to do with music or film or other arts."

Continuing with the Louisiana theme, in October 2007 I addressed the International Labor Communications Association's annual convention. New Orleans was still devastated by Katrina; it was a fascinating time to be there. Moreover, I gained great respect for ILCA's work.

At the time, I didn't know that I'd leave daily journalism a year later, after writing about labor for a quarter-century, including labor's travails in getting its message out. Nor did I have any idea that soon after putting aside my reporter's notepad I'd be editing this magazine and managing NALC's efforts to, well, get our message out.

So, I'm gratified that ILCA recently recognized *The Postal Record* as one of the labor movement's premier publications. For the second year in a row (NALC rejoined ILCA last year after more than a decade's absence), the magazine received multiple writing awards in ILCA's labor media contest (see page 9).

If you enjoy reading this magazine each month and feel informed by it, please know that its quality reflects the talent and dedication of the communications staff members mentioned below, Mike, Rick, Jenessa and Clare; the contributions of letter carriers at Headquarters who pitch in; and the commitment of NALC's leadership.

They do this because you—who contribute so much to the customers on your route, the communities you deliver in and the country you serve—deserve nothing less.

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

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News from Washington

As new Congress takes over, letter carrier issues take priority



In the first two months since convening the 117th Congress, the body has formalized its leadership, rules and committee structure. For the first time in 11 years, Democrats control the House, Senate and White House, which means there has been a shift in initiatives driven by the new White House administration's priorities, including strengthening the Postal Service.

While Speaker of the House Nancy Pelosi (D-CA) and Senate Majority Leader Chuck Schumer (D-NY) will set each chamber's schedules and priorities, House Minority Leader Kevin McCarthy (R-CA) and Senate Minority Leader Mitch McConnell (R-KY) will still wield influence in negotiations.

In the Senate, the chamber is split evenly with 50 Democrats and 50 Republicans. Vice President Kamala Harris will have the tie-breaking vote on matters where the chamber is evenly split. In the House, there are 221 Democrats and 211 Republicans, with three vacancies. Rep. Cedric Richmond (D-LA) joined the Biden administration as senior advisor to the president and director of the White House Office of Public Engagement. Rep. Ron Wright (R-TX) and Rep.-elect Luke Letlow (R-LA) both died after being elected, which means there will be a special election for all three seats—none of which is expected to be a competitive race.

These narrow margins mean that letter carriers must work harder to find consensus and allies, since NALC issues typically aren't partisan issues. It is incumbent upon letter carriers to continue to actively seek out and educate every member of Congress, no matter their views on non-letter carrier policies and issues.

"The 2020 elections have narrowed the margins of control in both chambers, which means that bipartisanship and compromise will be critical to accomplishing our goals this Congress," NALC President Fredric Rolando said.

The 117th Congress is also more diverse, with 121 women, at least 105 minorities, 11 LGBTQ members, 91 veterans and 16 union members. In addition, 69 new faces have joined Congress. In the House, there are 15 new Democrats and 45 new Republicans, including some former members of Congress: David Valadeo (R-CA), Darrell Issa (R-CA), Claudia Tenney (R-NY) and Pete Sessions (R-TX).

In the Senate, there will be five new Democrats and four new Republicans to get to know, including Sens. Tommy Tuberville (R-AL), John Hickenlooper (D-CO), Bill Hagerty (R-TN), Alex Padilla (D-CA), Jon Ossoff (D-GA) and Raphael Warnock (D-GA). Three of the freshmen are former House members: Sens. Roger Marshall (R-KS), Ben Ray Lujan (N-NM) and Cynthia Lummis (R-WY).

While prioritizing the new faces will help NALC members get off on the right foot in educating members, equally important will be ensuring that members of Congress on key committees are informed on letter carrier priorities, such as repealing the mandate to pre-fund retiree health benefits; postal reform; COVID-19 relief for the Postal Service; pandemic-related hazard pay; emergency paid sick leave; adequate personal protections from COVID-19 virus transmission; prioritization of vaccination for letter carriers on the front lines of this pandemic; preserving six-day delivery, door delivery and service standards; and preventing postal privatization.

Below are members of the House Committee on Oversight and Reform (COR) and the Senate Homeland Security and Government Affairs Committee (HSGAC), which have primary jurisdiction over federal employees and the Postal Service. It is imperative for these members to get up to speed on issues of importance to letter carriers.

House Oversight and Government Reform Committee (COR)

Democrats

Carolyn B. Maloney (NY), *Chairwoman*
Eleanor Holmes Norton (DC)
Stephen F. Lynch (MA)
Jim Cooper (TN)
Gerald E. Connolly (VA)
Raja Krishnamoorthi (IL)
Jamie Raskin (MD)
Ro Khanna (CA)
Kweisi Mfume (MD)
Alexandria Ocasio-Cortez (NY)
Rashida Tlaib (MI)
Katie Porter (CA)
Cori Bush (MO)
Danny K. Davis (IL)
Debbie Wasserman Schultz (FL)
Peter Welch (VT)
Henry C. “Hank” Johnson Jr. (GA)
John P. Sarbanes (MD)
Jackie Speier (CA)
Robin L. Kelly (IL)
Brenda L. Lawrence (MI)
Mark DeSaulnier (CA)
Jimmy Gomez (CA)
Ayanna Pressley (MA)

Republicans

James Comer (KY), *Ranking Member*
Jim Jordan (OH)
Paul A. Gosar (AZ)
Virginia Foxx (NC)
Jody B. Hice (GA)
Glenn Grothman (WI)
Michael Cloud (TX)
Bob Gibbs (OH)

Clay Higgins (LA)
Ralph Norman (SC)
Fred Keller (PA)
Pete Sessions (TX)
Andy Biggs (AZ)
Byron Donalds (FL)
Nancy Mace (SC)
Yvette Herrell (NM)
Jake LaTurner (KS)
Pat Fallon (TX)
Andrew Clyde (GA)
Scott Franklin (FL)

Senate Homeland Security and Government Affairs (HSGAC)

Democrats

Gary Peters (MI), *Chairman*
Tom Carper (DE)
Margaret Hassan (NH)
Kyrsten Sinema (AZ)
Jacky Rosen (NV)
Jon Ossoff (GA)
Alex Padilla (CA)

Republicans

Rob Portman (OH), *Ranking Member*
Ron Johnson (WI)
Rand Paul (KY)
James Lankford (OK)
Mitt Romney (UT)
Rick Scott (FL)
Josh Hawley (MO)

For the first time in many years, NALC will be well positioned for success to move the Postal Service and its employees forward instead of playing defense.

“As the 117th Congress tackles its work, we will continue to engage every member of Congress,” Rolando said.

Priority bills and resolutions

Congress has wasted no time in introducing NALC priority legislation. Below are important pieces of legislation that NALC members can

immediately contact their members of Congress about to co-sponsor. These bills are crucial markers that help steer the conversation as Congress tackles postal reform efforts. Strong support sends a message to lawmakers and the White House of what is most significant.

USPS Fairness Act reintroduced in House and Senate

The USPS Fairness Act was reintroduced in the House (H.R. 695) and Senate (S. 145). Both bills would repeal the mandate that the Postal Service pre-fund decades’ worth of health benefits for its future retirees, enacted through the Postal Accountability and Enhancement Act (PAEA) of 2006.

In the House, the bill was reintroduced by House Transportation and Infrastructure Chairman Peter DeFazio (D-OR), Rep. Tom Reed (R-NY), House Oversight and Government Reform Committee Chairwoman Carolyn Maloney (D-NY), Reps. Brian Fitzpatrick (R-PA) and Collin Allred (D-TX), along with 219 bipartisan original co-sponsors. Exceeding 218 co-sponsors demonstrates that a majority of the House supports the measure, making it more likely to be considered on the House floor. As letter carriers recall, the USPS Fairness Act passed last Congress by a vote of 309-106.

“The unreasonable pre-funding mandate has threatened the survival of the USPS and placed at risk vital services for the millions who rely on it,” DeFazio said. “I’m hopeful that, under a Biden Administration, we can finally repeal this ludicrous policy, provide the USPS with critical financial relief, and take the first step towards much-needed comprehensive reform.”

“We care about solving the Postal Service’s financial burdens to ensure millions of Americans, particularly those in more rural areas, do not lose access to critical postal services,” Reed said. “The pre-funding mandate is unfair, uneconomic and inhibits the USPS from focusing on the services the American people rely on, including life-saving medication deliveries or high priority mail. Congress must act to restore the financial integrity of USPS.”

“As the chair of the Committee on Oversight and Reform, I vowed to work with my colleagues in a bipartisan fashion to address the Postal Service’s long-standing financial problems. I’m very proud of the legislation that we introduced today to accomplish this shared goal,” Maloney said. “I am laser-focused on fixing the Postal Service’s financial problems, which have been exacerbated by the coronavirus pandemic. I hope this bill swiftly passes Congress and becomes law.”

“This unfair law has put the Postal Service in a horrible financial position, preventing USPS from investing in services beneficial to our community,” Fitzpatrick said. “I’m proud to join my colleagues in introducing this bipartisan legislation that will end this mandate and solve the most pressing financial problem facing our letter carriers and post offices across the country.”

“Since 2007, the onerous pre-funding mandate has hampered the Postal Service’s ability to invest in infrastructure and services,” Allred said. “I’m proud to join my colleagues from both sides of the aisle and both chambers in introducing this legislation to get rid of the mandate and allow the Postal

Service to function unobstructed like every other federal agency.”

In the Senate, the bill was reintroduced by Sens. Steve Daines (R-MT) and Brian Schatz (D-HI).

“The United States Postal Service is essential to Montanans across our state, especially for our seniors, veterans and rural communities,” Daines said. “My bipartisan bill will ensure that the Postal Service stays in business providing world class delivery of our mail every day while also ensuring its employees maintain their benefits.”

“There is no reason we should be requiring the USPS to pre-fund its future [retiree] health benefits. It’s an unnecessary burden that is jeopardizing its financial health,” Schatz said. “This is an easy fix that will dramatically improve USPS’s finances and ensure mail delivery can continue uninterrupted.”

The pre-funding mandate has cost an average of \$5.2 billion annually since 2007 and is responsible for 84 percent of USPS losses over the last 14 years. In the last Congress, just as momentum was building following the House vote, the COVID-19 pandemic took precedence over other priorities and Senate leadership refused to act on the bill. Fortunately, with new Senate leadership and a strong desire to address this mandate, coupled with support for repeal from the new administration and the Postal Service, the landscape is favorable for finally repealing the mandate.

“We appreciate the leadership of the members in the House and Senate to bring the USPS Fairness Act back to the forefront of its legislative agenda,” President Rolando said. “Eliminating this mandate is critical to our success on postal reform efforts. NALC remains committed to working with Congress

on all options that can bring financial stability to this agency so that we can continue to serve the public.”

Six-day mail delivery House resolution

Reps. Sam Graves (R-MO) and Gerry Connolly (D-VA) have reintroduced their resolution to preserve six-day mail delivery with House Resolution 114 (H. Res. 114).

The resolution is identical to previous versions that have been introduced at the beginning of every Congress since 2009 calling on Congress to “take all appropriate measures to ensure the continuation of its 6-day mail delivery service.”

The resolution has continued to achieve a bipartisan majority of support in the House, demonstrating the overwhelming support for maintaining six-day delivery. Over the years, lawmakers have pushed back against attempts to reduce six-day delivery, citing the importance of the network delivering seven days a week. In fact, each year, congressional appropriators include language protecting six-day mail delivery in its annual appropriations bills, signaling the tremendous support for maintaining the service.

Door delivery House resolution

House Resolution 109 (H. Res. 109), which calls on Congress to “take all appropriate measures to ensure the continuation of door delivery for all businesses and residential customers,” has been reintroduced in the 117th Congress.

The bipartisan resolution is identical to previous versions of the resolution and is led by Reps. Stephanie Murphy (D-FL) and David Joyce (R-OH), who took over leadership of the resolution

following the retirement of Reps. Susan Davis (D-CA) and Peter King (R-NY) last Congress.

“In communities around the country, door delivery has become a staple of American life. During this pandemic, many families have come to rely on the U.S. Postal Service for grocery and medication delivery, and voting information,” Murphy said. “We should be making it easier for Americans—especially seniors and the disabled—to receive these critical items directly, rather than creating barriers that will prevent them from accessing them.”

“The U.S. Postal Service has an important role to play during this pandemic, with many Americans and small businesses relying on its services to receive essential goods, get critical medications, pay bills, and serve customers,” Joyce said. “With the pandemic already impacting timely mail delivery across the country, we must preserve door delivery for the individuals and businesses who expect and rely on it.”

In each Congress, the measure has consistently received overwhelming bipartisan support, demonstrating the importance of retaining door service for communities who currently have it.

Anti-postal privatization House resolution

Reps. Stephen Lynch (D-MA) and Rodney Davis (R-IL) reintroduced their resolution calling on the House to take “all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.”

The resolution, H. Res. 47, is identical to those introduced over the last two Congresses, both of which exceeded a bipartisan majority of support.

USPS election performance praised

Looking back at a challenging election year, the Postal Service reported that it had performed well in delivering 2020 election mail and ballots to voters and delivering completed ballots to election officials.

Despite the pandemic, a record 159 million voters cast ballots in last year’s general election in November—22 million more than in 2016, the last presidential election. In every state, a greater share of eligible voters turned out to vote than in 2016. Voting by mail helped make this turnout possible.

In its post-election analysis, “Delivering the Nation’s Election Mail in an Extraordinary Year,” USPS reported that it had delivered 136 million ballots in 2020, a figure that includes both blank ballots sent to voters and completed ballots sent to election officials—the highest volume of mailed ballots in history.

“Throughout the 2020 election, the Postal Service faced unprecedented challenges, but the commitment of our 644,000 men and women to deliver the nation’s ballots never wavered even in the face of the pandemic,” Postmaster General Louis DeJoy said about postal employees.

The average time to deliver blank ballots to voters was 2.1 days, and the average completed ballot sent by voters reached election officials in 1.6 days.

Before the election, the Postal Service had recommended that voters mail their ballots at least seven days before their state’s deadline for receipt of ballots. The report found that 99.89 percent of ballots reached election officials within that one-week window. Most arrived sooner: 97.9 percent of ballots mailed from voters to election officials were delivered within three days, and 99.7 percent were delivered within five days.

Add political mail—mail pieces sent to voters from candidates and others to influence their vote or seek dona-

tions—and the total volume of election mail surpassed 4.6 billion pieces for the election year. That number exceeded the 2016 election cycle figure by 114 percent.

For letter carriers in Georgia, the election work didn’t end on Election Day. Both of November’s U.S. Senate races in that state went to runoff elections in January, so a new round of election mail and ballots flooded the mail stream there.

An additional 1.1 million ballots were delivered by mail in Georgia in November and December for the runoff, a contest that was critical in determining which party would have the majority in the Senate. When Georgia voters mailed their completed runoff ballots to election officials, 99.42 percent of the ballots arrived in seven days or less. On average, the Postal Service delivered ballots from Georgia election officials to voters in 3.4 days and ballots from voters to the state’s election officials in 1.9 days.

“These successes in both the general election and the Georgia runoffs demonstrate that the Postal Service created a robust, proven process for expeditiously handling the nation’s election mail and was flexible enough to respond to unique challenges by bolstering and altering those processes in the face of dramatically changed circumstances,” the USPS report said. “More than that, the Postal Service’s performance in the 2020 election season is a testament to the hardworking and mission-driven women and men of the Postal Service.”

NALC President Fredric Rolando noted the role of letter carriers in all this.

“Faced with the pressures of the pandemic at work and at home, letter carriers were called on to make democracy work—and they met the challenge,” Rolando said. “They made 2020 another proud year in our union’s history.” PR

As letter carriers may recall, the resolution's introduction was in direct response to the former administration's government reorganization and restructure plan, "Delivery Government Solutions in the 21st Century," through the Office of Management and Budget. The report, which was deemed dead on arrival on Capitol Hill, took aim at numerous federal agencies, including calls to privatize the Postal Service. The report was followed up by a White House Postal Task Force report, which highlighted internationally privatized postal systems.

President Biden has signaled that postal privatization will have no place in the new administration. In response to his views on privatization of the Postal Service, then-candidate Biden said: "USPS workers are the eyes and ears of the community and are often on the first line of defense for rural and disenfranchised communities. Postal service provided to everyone and every house, regardless of geography, income, race, religion, or sexual orientation and we must honor and defend the USPS's Universal Service Obligation as a core belief of our great nation. As a valuable public service that does not use taxpayer dollars for operating expenses, USPS will be defended from all attempts at privatization when I am president."

Service standards House resolution

Reps. David McKinley (R-WV) and Marcy Kaptur (D-OH) have reintroduced House Resolution 119 (H. Res. 119), expressing the sense of the House that the Postal Service should take all appropriate measures to restore the service standards that were in effect as of July 1, 2012.

Over the last several years, the Postal Service has proposed and implemented service standard reductions resulting in the elimination of overnight mail delivery, delayed mail processing due to the closure and consolidation of hundreds of processing plants, and reduced hours at thousands of post offices.

Social Security Fairness Act reintroduced

Reps. Rodney Davis (R-IL) and Abigail Spanberger (D-VA) have reintroduced the Social Security Fairness Act of 2021 (H.R. 82), which would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) titles of the Social Security Act.

Under current law, inclusion of the WEP and GPO in Social Security law have resulted in a benefits formula that significantly disadvantages some categories of federal employees who have a government pension, resulting in decreased or eliminated Social Security benefits.

WEP affects Civil Service Retirement System (CSRS) employees by reducing earned Social Security benefits. WEP also reduces the Social Security benefits of Federal Employees Retirement System (FERS) employees who also receive a public pension from some other job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees if the job is not covered by Social Security. GPO currently reduces

by two-thirds the benefit received by surviving spouses who also collect a government pension. H.R. 82 would eliminate both WEP and GPO from the Social Security Act.

Despite consistent bipartisan support, unfortunately, efforts to see this legislation pass into law have been unsuccessful due to the price tag. Nonetheless, NALC will continue to support this important legislation.

Presidential nominations update

President Biden's first order of business was naming Cabinet nominations, which require Senate confirmation. As this publication was going to print, six of the 23 had been confirmed. They are: Secretary of State Anthony Blinken, Defense Secretary Gen. Lloyd Austin, Treasury Secretary Janet Yellin, Transportation Secretary Pete Buttigieg, Homeland Security Secretary Alejandro Mayorkas and Veterans Affairs Secretary Denis McDonough.

Confirmations for attorney general and secretaries for the Departments of Labor (DOL), Commerce, Health and Human Services, Energy, Education, Interior, Agriculture, and Housing and Urban Development were pending in the Senate as this publication was going to print. In addition, a handful of nominations of Cabinet-level status also are pending, including director of the Office of Management and Budget, director of the Office of Personnel Management, United States trade representative, Environmental Protection Agency administrator, small business administrator, national intelligence director, United Nations ambassador, chairperson of the Council on Economic Advisors and presidential science advisor.

While the Postal Service intersects with nearly every industrial sector and agency, NALC is closely monitoring nominations for the DOL.

President Biden selected Marty Walsh to serve as DOL secretary. He would be the first union member to hold the position in many years. Walsh is a second-generation member of the Laborers' Local Union 223 and a former mayor of Boston.

In his testimony before the Senate, Walsh recalled the union being his family's "way into the middle class. It meant a fair wage, so we could have

a home, and give back to our community. It meant safety on the job, so we didn't have to live in fear of an accident derailing our lives. It meant a pension, so my parents could retire with dignity. And it meant health insurance."

Walsh highlighted his personal struggles, including battling cancer as a child and alcoholism as an adult, crediting his union benefits with overcoming each, and eventually earning his college degree at age 42 from Boston College. In his testimony, he pointed to these struggles as his motivation

for "protecting all workers with fair pay, healthcare and unemployment benefits, safety in the workplace, and a secure retirement, ensuring equal access to good jobs—and the right to join a union and engage in collective bargaining—continuing education and job training, access to mental health and substance use treatment."

NALC will monitor and report to members as Congress continues to take up letter carrier issues. For more information, download the NALC Member App for your smartphone or go to nalc.org/government-affairs. **PR**

The Postal Record wins two ILCA awards

The monthly journal of the National Association of Letter Carriers, *The Postal Record*, collected two writing awards in the International Labor Communications Association's annual Labor Media Awards Contest.

The awards were announced by ILCA on Dec. 17. Its contest recognizes excellence among member publications, websites, film, video and other media. It is the first and largest competition exclusively for labor journalists. Normally, the awards are presented at ILCA's convention, but the convention was canceled due to the COVID-19 pandemic.

NALC's top honor was a second place in the Best Labor History Story category. The story, which ran in the March 2019 magazine, was titled "NALC member recalls the Great Postal Strike from the other side," and was about **Jeffrey Chester**, now a member of Sacramento, CA Branch 133. Chester was an Air Force security airman in 1970, when he was part of the military forces called up by President Richard Nixon in an attempt to restore mail

service during the 1970 Great Postal Strike. The article, written by Writer/Editor Rick Hodges, recounted that episode and followed the airman's career, as he later became a letter carrier and an NALC member.

"Keeping the past present" received honorable mention in the Best Profile category. The December 2019 story, written by Writer/Editor Jenessa Wagner, looked at what started as a school project that **James "Jack" Hadley** helped his son create. The project expanded, and eventually the retired Branch 1026 letter carrier created a Black history museum in Thomasville, GA.

In announcing its winners, ILCA wrote, "The winners represent the best work in labor communications and promote the highest standards of labor journalism."

Dozens of international unions and



individual locals enter the ILCA contest annually, including some of the nation's largest unions. NALC resumed its membership in ILCA in 2019 after more than a decade's absence. In both annual contests since, its magazine has won multiple awards.

"*The Postal Record* is among the very best labor magazines in the country, and we're proud that ILCA has recognized that again," NALC President Fredric Rolando said. "Congratulations to Rick and Jenessa." **PR**

Understanding the grievance procedure



The voting for the ratification of the 2019-2023 National Agreement was ongoing as this issue of *The Postal Record* was being prepared. Look for the results of the balloting to be included in the April edition.

The new National Agreement between NALC and USPS, pending ratification by the membership this month, sets the terms and conditions that the parties have agreed will govern the workplace for city carriers through May 20, 2023. This tentative contract includes many new or increased rights and benefits, while continuing many existing provisions that city carriers currently enjoy.

Despite the agreement between NALC and USPS, occasionally these rights and benefits become the subject of dispute between NALC members and postal management.

“To best enforce these rights, all letter carriers, including city carrier assistants, should understand the grievance procedure and how it works,” NALC President Fredric Rolando said.

Article 15 of the contract lays out the grievance-arbitration procedure that is used to resolve disputes. Though the process includes several steps, it is designed to resolve disputes and grievances at the lowest possible step. Understanding the grievance process will put you in a much better position to help yourself, your shop steward and your fellow carriers if management violates the contract.

The grievance procedure starts with your shop steward. Shop stewards are the foot soldiers in NALC’s efforts to enforce the National Agreement. Stewards are letter carriers with special training and knowledge of the contract. Whenever management fails to provide a letter carrier with what he or she is entitled to under the National Agreement, the steward is the first to handle the problem. Talk to your steward if you have an issue, no matter how large or small.

Sometimes problems are resolved without the letter carriers involved even knowing about it. “When a steward goes to a manager and fixes a problem or a potential problem, just by informing the manager of the situation or reminding the manager of what the contract requires, sometimes that’s enough,” Rolando said. “The issue gets nipped in the bud, and letter carriers down the line may never have to deal with the problem in the first place.”

All letter carriers have rights under the National Agreement, and all letter carriers should ask a steward to enforce those rights if they have been violated or denied.

If other attempts to resolve a dispute or correct a contract violation fail, the steward may decide that a grievance is necessary. A grievance is a dispute, difference, disagreement or complaint between the parties related to wages, hours or working conditions of letter carriers. The process gives all letter carriers the opportunity to have their voices heard when management violates letter carrier rights under the National Agreement.

The National Agreement requires that grievances be filed within 14 days of when the contract violation took place, so be sure to talk to your steward as soon as possible after you become aware of a problem. In each grievance, the union asks for a remedy. The remedy request should accomplish a few goals. It should require management to stop violating the contract. It sometimes requires a monetary award to compensate the letter carrier if he or she suffered a loss in pay or some other loss because of the contract violation. It is important to give your shop steward all of the information about

the issue so he or she can request the appropriate remedy.

There are four possible steps to the grievance process, starting with Informal Step A, which involves the steward discussing the issue with the supervisor. This initial step gives supervisors a chance to fix the problem immediately without much paperwork.

If the grievance is not resolved at Informal Step A, the union may appeal it to Formal Step A within seven days of the Informal Step A discussion. At Formal Step A, the NALC branch president and the postmaster (or their designees) are responsible for fully developing the facts of the grievance, exchanging relevant documents, and meeting to attempt to resolve the grievance.

If the grievance is not resolved at Formal Step A, the union may appeal the grievance to Step B of the process. The union and management Formal Step A representatives each write their facts and contentions about the issue and send the information, along with all relevant documentation, to one of the full-time dispute resolution teams (DRTs). These DRTs operate all over the country under the guidelines contained in the Memorandum of Understanding Re: Article 15 - Dispute Resolution Process incorporated into the National Agreement. Each DRT is composed of a letter carrier and a manager who consider the evidence, consult the National Agreement, and try to resolve the grievance. DRT members are jointly trained on the contract and how to apply its terms to resolve disputes.

If the DRT can't agree on a resolution and instead reaches an impasse, the NALC national business agent (NBA) for the region may appeal the grievance to arbitration. Once an NBA

appeals the grievance, an arbitration hearing is held during which the union and management present evidence and testimony to a neutral arbitrator. The neutral arbitrator then issues a final and binding written decision on the grievance.

"The list of contract violations we have reversed, or prevented, through the grievance process could fill libraries," Rolando said. "Shop stewards stand up for letter carriers day in and day out by enforcing the contract on the workroom floor. Their work turns a contract written on paper into an enforcement mechanism that protects our rights and makes our jobs better and safer."

To make the job of applying the National Agreement easier, USPS and NALC publish a *Joint Contract Administration Manual (JCAM)* that clarifies, section by section, the meaning of the contract as agreed on by both the union and management—often based on the outcome of previous grievances. With the *JCAM* in hand, stewards and managers can settle many disputes quickly.

After ratification of the tentative agreement, should members so vote, NALC and USPS will work to revise the *JCAM* to reflect the changes in the 2019 National Agreement. Once updated, the new *JCAM* will be made available to all NALC members on the NALC website. A printed copy will be provided to each office and station throughout the country, and also will be made available through the NALC Supply Department. In the interim, shop stewards and branch officers should continue using the 2014 version of the *JCAM* to assist in resolving contractual disputes.

"The NALC process has proven to be one of the best dispute resolution

processes among postal unions, or even among unions in other industries," Rolando said, adding, "Our grievances are settled relatively quickly and fairly because everything is disclosed up front.

"The process is designed to use the facts to find out what happened, and to use the contract to determine if a violation has taken place and what is needed to remedy the violation," he continued. "It encourages confronting the problem head-on and preventing it from happening again in the future."

Even though NALC is the largest postal union, only a small percentage of grievances from postal employees that go all the way to arbitration involve letter carriers. Full disclosure of the facts at the beginning of the grievance process generally makes for speedy and fair outcomes—but it also makes a letter carrier responsible for supplying facts, and possibly evidence such as a written statement, up front.

"Your best chance for a successful grievance is to give your steward all the information you have and whatever else they need to build a solid case," President Rolando said. "Don't hold anything back for any reason. Help your steward make the best case for you."

Many shop stewards became stewards after seeing the success of the grievance process and wanting to help their fellow letter carriers.

"Increased knowledge and understanding of the grievance process among all letter carriers will only make the process more successful going forward and get more letter carriers interested in serving as shop stewards in the future," Rolando said.

If you have further questions about the grievance process, contact your shop steward. **PR**

Oregon letter carrier donates kidney to long-ago school classmate



Ray Hacker (l) and Marci McIntyre get together two days before their surgeries after both testing negative for COVID-19.

Ray Hacker joined Facebook a few years ago and got back in touch with many of the people he had grown up with.

A post in February 2020 by old friend Marci McIntyre jumped out at him. “She was in dire need of a kidney transplant,” the North Bend, OR Branch 2342 president said.

Though the two had not been close friends, they had been acquainted since the fourth grade. “She’s the nicest person in the world,” Hacker said. “She’d do anything for anyone [and] deserved to have somebody step up.”

McIntyre was born with a birth defect called reflux nephritis, a condition in which kidneys are damaged by the backward flow of urine. She received her first kidney transplant at 20 from her younger brother, but after 25 years—an exceptional track record for a donated kidney—it was starting to fail and she was in need of a new one. To find a donor, she turned to social media while continuing to undergo kidney dialysis.

“I was the perfect candidate,” Hacker said.

The Navy veteran was in good health and physically fit, and over his 26 years with the Postal Service, he had built up a collection of sick leave. It’s also in his nature—he had designated himself as an organ donor on his driver’s license as soon as he got it, and he says that he’s always given blood whenever he could.

There were some people and factors to consider before Hacker came forward. “First off, I talked to my wife, and she was 100 percent behind me,” he said. So was his mom.

When the carrier told McIntyre that he’d donate, “She was like, ‘No way,’” he said. Eight other people had said they’d do it, but none followed through.

“I knew that anybody who reached out to me was going to be a long shot,” McIntyre told local newspaper *The World*. “A lot of people have good intentions. Once they find out the logistics of it, and the recovery and everything you go through—you have to be committed. You have to be all-in.”

Hacker decided to put off telling others he cared about until he was confirmed as a donor; he didn’t want them to worry until he knew he was a viable candidate. Once he had undergone the appropriate tests and was sure about his status, he told his dad, his five children and a few others. He received full support from everyone.

“The risk did not outweigh the reward for me,” the carrier added.

He emphasized that potential donors need to be mentally, physically and financially able to donate. Although most people have two kidneys, the National Kidney Foundation says that people with just one kidney can live normal, healthy lives.

There are quite a few steps between offering to donate and actually going in for surgery. It’s “a lot of going to the lab and getting tested,” Hacker explained. There are blood tests, tissue type tests (which matches the number of antigens—toxins or other foreign substances that induce an immune response in the body, especially the production of antibodies—that the donor and recipient share), and tests for various diseases. There also are health requirements donors have to meet, as well as a psychological evaluation to make sure that donors know what to expect.

He and McIntyre each had a coordinator through whom they were supposed to communicate, as it makes it easier if something arises in the process, such as someone backing out or a medical situation occurring. But they contacted each other directly, too, since they already knew each other.

The COVID-19 pandemic added another layer of complications to the process. “COVID got in the way and they shut down the program,” delaying the spring procedure, Hacker said. The summer of 2020 was a lot of “hurry up and wait,” he said, adding, “I’m not good at waiting.”

The hospital involved, Oregon Health & Science University Hospital, gradually began scheduling procedures again, initially one transplant per month, then one per week. Hacker and McIntyre eventually got on the schedule for October. Because of the delay, they had to redo some tests that they had taken in April, because the test results are accurate only for a certain time frame. In addition, Hacker took three COVID-19 tests leading up to the procedure—two weeks before, two days before and then the day before the operation.

They both went in for the operation on the same day. Hacker’s began at 6:30 a.m. and lasted until noon. Surgeons make incisions above and below the belly button, and then get past the stomach and intestines and extract the kidney. “They pull it right [through] your belly button, basically,” he said.

McIntyre went in immediately after for an operation that lasted for six hours. After a short stay in the hospital, she returned home to recover further with help from her family.



The two friends check into the hospital (right) and prepare for their procedures (above) in October.

After a couple of days of recovery in the hospital’s donor loft, Hacker was discharged. He knew he could take advantage of the Postal Service’s program that allows up to 14 days of administrative leave to recover; he then used his sick leave to recuperate further at home afterward. “You’re sore for a while, especially in the abdomen area,” he said, and added, “I have to drink a lot of water now.”

He has some stitches and scars, but the worst part of his recovery was “my first sneeze,” he said. “Oh, my goodness, that hurt so bad.”

The carrier was grateful for the support from his postmaster and co-workers. “You worry about people being upset for having to fill in [for you],” he said, but “I couldn’t ask for a better group.” Recovery time generally ranges between four and six weeks; Hacker returned to work at about the five-week mark.

The carrier has a history of organ donation in his family—his wife’s niece has had kidney and liver transplants; his uncle has had a liver transplant; and his aunt, who had lupus and other medical issues, donated her body to a university for testing following her death.

Hacker says that organ donation has such a positive effect and adds





Hacker returns to work as a letter carrier following his recovery at home.

that he was glad to be able to help McIntyre. “If you can give a donation and keep them alive, you are affecting their entire family,” he said. “Why wouldn’t you do that if you’re able?”

The two friends still speak each week. McIntyre has had a lot of post-transplant testing, and also takes anti-rejection medications to help her transplant take hold. That can pose a financial burden. The president of their high school class set up a GoFundMe page for McIntyre, which raised more than \$11,000 for her after-care costs. Hacker and his classmates then put together an online auction that raised nearly \$10,000 more for her. He helped by asking local businesses for donated items. “We had a great class of ’89 in high school. We’re close and know everybody,” he said of the endeavor.

Hacker loves having the topic of organ donation be in the forefront. Anyone considering it can follow the

#shareaspire hashtag and look into living donation programs, he said, adding, “They walk [you] through everything.”

Having a living donor causes much less shock to a recipient’s system than getting the organ from a deceased donor, Hacker said. According to the American Kidney Fund, kidneys from living donors have the potential to last almost twice as long as kidneys from deceased donors. Living donation surgery involves the same level of risk to the donor as any other major surgery. While there is not much data on the long-term effects of organ donation, overall longstanding risks are considered to be low.

The media attention that he and McIntyre received in local outlets has been great, Hacker said, to get the word out there about living organ donation. “If I get one person to do it, I have a part in saving another person’s life,” he said. “Who knows how many people this could affect?” **PR**

Food Drive won’t be held in May; Donor Drive continues

Due to restrictions related to the COVID-19 pandemic, the Letter Carriers’ Stamp Out Hunger Food Drive will not be held on the second Saturday in May this year. NALC is committed to holding the event when it is safe to do so. In the meantime, the Stamp Out Hunger Donor Drive continues to raise funds for the hungry in communities throughout the country.

The need for food has only continued to grow through the pandemic. The economic crisis that the pandemic triggered has left millions of people unemployed and struggling to put food on the table, boosting pressure on food banks to fulfill the need. Some food banks that rely on our food drive have

reported three times the usual number of people asking for help. At the same time, the pandemic and ailing economy have pushed food donations down.

To meet the challenge of getting food to pantries, NALC turned last summer to a virtual Stamp Out Hunger Donor Drive. The virtual drive gives branches an opportunity to connect donors with food banks in their area for online donations and with resources to publicize the donor drive. In addition, branches have reached



out to their communities and local food drive partners to ask for online cash donations to local food banks. Branches also have given their own donations. The donor drive began in June, continued through the months that followed—and still is active today at nalc.org/food.

“Working together, whether for a traditional food collection or a donor drive, letter carriers will be there for people struggling to feed their families this year,” NALC President Fredric Rolando said, “just as we have been there the last 27 years.” **PR**

NALC member is Super Bowl hero

The Super Bowl has become a de facto national holiday, and honoring heroes on TV is often part of the celebration. This year's pandemic put the spotlight on essential workers, including letter carriers, and **Rich Henderson** represented us before the big game.

Like every working letter carrier, Henderson, a member of Canton, OH Branch 238, has played the role of ordinary hero by serving his customers in the pandemic. But he also became an extraordinary hero in late December when, while out delivering on his route, he helped save the life of a gunshot victim.

"I was just out delivering the mail like we all do," he recalled. "I heard a pop—I thought it was a car backfiring. A man ran up to me and said he'd been shot."

Henderson's Army experience kicked in. Seeing blood spilling from the man's side, Henderson called 911 on his cell phone and then treated the man, who had fallen to the ground. Henderson removed his sweater and used it on the wound while talking to the 911 operator by speakerphone.

"All I could do was apply pressure to stop the bleeding," he said. "Soon, the police and paramedics showed up." While Henderson tended to the man's injury, the shooting victim told Henderson he didn't want to die because he had a newborn daughter.

After the man was taken to the hospital and Henderson told police what had happened, he continued on his route. The victim, though severely injured, survived the gunshot wound.

"It felt good" helping the victim, Henderson said, "especially after I found out he had made it."

Local CBS affiliate WOIO-TV covered Henderson's heroic actions. As a letter carrier, "you're trained for awareness of dogs and looking over your back shoulder and awareness of your surroundings," Henderson told the station. "But not for gunshots."

His supervisor relayed his heroic actions to USPS Headquarters. Soon after, he received a request to appear in a CBS Sports segment to be aired on Super Bowl Sunday.

A CBS Sports team came to take video footage of Henderson at work at the Canton Main Office. "They wanted to get a day in the life of a carrier," he said. "They filmed me casing; they filmed me delivering my route."

The video segment, which was broadcast by CBS Sports on Feb. 7 in the pre-game run-up to kickoff, features essential workers—including health care staff, teachers, bus drivers, grocery clerks, firefighters and delivery workers like Henderson—as the David Bowie song "Heroes" performed by Miley Cyrus plays in the background.

Like all the other workers, Henderson is seen in the video denying that



Above and below: Henderson appears in a television segment that honors front-line workers.

the label "hero" applies to him just for doing his job. The video closes with an image of Henderson walking his route in the snow with the words, "For showing up when we need you most, thank you," splashed on the screen.

"All I can hope is I [that] represented USPS in a good way," Henderson said.

You can view the video at [youtube.com/watch?v=RvhsF9LcZD4](https://www.youtube.com/watch?v=RvhsF9LcZD4). **PR**





The eight-hour day

How letter carriers' fight led to a Supreme Court victory and legitimized the newly formed National Association of Letter Carriers



Above: Two carriers begin their routes in the late 1800s.

Top: The Old Senate Chamber in the U.S. Capitol served as the headquarters for the Supreme Court until the 1930s.

Soon after the Civil War, as the nation was industrializing, workers began to organize and fight for their rights. One of the earliest battles was over the eight-hour day. At the time, it was common for laborers to work six days a week for 10 to 16 hours a day with no overtime pay.

As other groups successfully negotiated for the change, such as ship carpenters in Boston, the federal government passed an eight-hour law in 1868 for federal “laborers, workmen and mechanics.” The Post Office Department, arguing that its employees did not fit the description, refused to comply.

Frustrated in their attempts to force the Department to reverse itself, angry letter carriers in the 1880s in cities of varying sizes, including New York, Chicago, Omaha and Buffalo, turned for help to the Noble Order of the Knights of Labor, the leading labor organization of the time. Letter carriers formed local Knights of Labor assemblies and many became leaders within the organization.

By the mid-1880s, the Knights were at the peak of their power and the entire nation was up in arms over the eight-hour day. Workers were striking and protesting. Employers were

fighting back with a vengeance, intent on smashing both the Knights and the movement.

Like private employers, postal management also vigorously opposed the movement. And when an eight-hour bill for letter carriers, drafted by the Knights of Labor, was introduced in Congress in 1886, the Department harassed any and all active supporters. Some carriers who led the campaign were fired for minor infractions of work rules. Others were transferred to less-desirable routes, assigned routes far from their homes, given extra duties or ordered to take vacations with no advance warning.

It took decades for the general movement for an eight-hour day to accomplish its goal, with some industries adopting it and others resisting it, and the change became widespread only after the passage of the Fair Labor Standards Act of 1937. The Depression-era law created time-and-a-half overtime pay as a way to encourage employers to hire more employees for 40 hours, rather than fewer for 60 or more.

But one group of workers that had an early victory was the nation’s letter carriers. Using the lobbying influence of their local associations—there was no national union at the time—

particularly those in New York and Philadelphia, letter carriers convinced Congress to override the Department's strong opposition. Lawmakers passed the Knights' eight-hour bill for carriers in 1888. This victory was jubilantly celebrated on July 4 of that year by a massive parade of letter carriers from Connecticut, Massachusetts, Maryland, New Jersey, New York, Pennsylvania and Washington, DC, through the streets of New York City.

For letter carriers, who at that time were working at least 10 to 12 hours a day, seven days a week, with no overtime pay, the enactment of the eight-hour bill was an impressive and long-overdue victory. But it also was a short-lived one.

The Post Office Department, extremely unhappy with the passage of the eight-hour law for carriers, openly ignored it for several months. Then the Department adopted a policy of deliberate evasion: It reinterpreted "eight hours a day" to mean eight hours a day for seven days a week—or 56 hours a week. For example, letter carriers who worked nine hours a day for six days still owed the Department two hours of work on Sunday. This deliberate misreading of the law was enforced throughout the country.

That's when the National Association of Letter Carriers entered the picture.

Letter carriers had tried to organize a national union at least three times, but each attempt failed, in part due to the expense of regularly convening enough carriers to sustain a national organization. In 1889, the Milwaukee Letter Carriers Association decided to time its call for another national meeting of carriers to coincide with the annual reunion of the Grand Army



of the Republic—an organization of Union Army veterans—so that letter carriers who were veterans could take advantage of reduced train fares.

Ironically, the 60 carriers who answered Milwaukee's convention call—48 accredited delegates and at least 12 other participants—were not from the large cities such as Philadelphia and New York that had worked so hard for the passage of the eight-hour law, but primarily from small and mid-sized cities. When August Dahlman of Milwaukee called the convention to order on Thursday, Aug. 29, 1889, in the meeting hall above Schaefer's Saloon at 244 West Water St., delegates moved quickly, unanimously adopting a resolution to form a National Association of Letter Carriers. The next day, they elected William Wood of Detroit as the first president and appointed an Executive Board to coordinate all legislative efforts.

The Post Office Department was shocked when it found out that the carriers had organized a union. Resistance followed the shock almost immediately. For example, in St. Louis, as in some other cities, all leaders of the local branch were summarily dismissed and the branch temporarily disbanded. In some communities, members of the union were forced to work eight hours on and off over a 24-hour period. In other communities, union supporters were given the least-desirable routes.

The initial response of many carriers when they heard that a national association had been organized also was one of resistance, coupled with suspi-



NALC was organized above Schaefer's Saloon in Milwaukee (top) in 1889. William Wood (above r) served as the first president. At that first meeting, the members adopted a union logo (above l) that was turned into a gold badge. The badge was designed to help letter carriers—as union members and as skilled workers—identify one another.



Above: The 1893 Supreme Court that decided the case in favor of NALC.

Below: A newspaper article in the March 14, 1893, *Indianapolis Journal* about the case

The Supreme Court also affirmed the judgment of the Court of Claims in favor of the letter carriers in the cases of Aaron S. Post and Frank Gates against the United States. These cases arose under the act prescribing eight hours as a day's work for the two carriers. It was contended by the letter carriers that the Postoffice Department in construing that act had violated its intent and purpose, and was requiring more labor from them than was contemplated. In the Gates case the question was whether or not the eight-hour provision as applied to letter carriers meant an average of eight hours a day for a month, the department holding that any deficit in eight hours on Sundays or other days could be set off against an excess over eight hours on other days. The court rules that this cannot be done, and that the carriers are entitled to extra pay for any overtime or any single day. In the Post case the position taken by the United States was that the eight hours should consist of time employed in the actual distribution and collection of mail and that the carriers could not recover extra pay for other service within the postoffice performed by them in connection with duties imposed on them by the postmaster. The court holds that this position is untenable and that the carriers are entitled to extra pay for over eight hours work under such circumstances. Justice Brown rendered the decision.

In the Post part of the case, the Post Office Department had told carriers that “the eight hours should consist of time employed in the actual

distribution and collection of mail and that the carriers should not recover extra pay for other service within the Post Office performed by them in connection with duties imposed on them by the postmaster,” the *Indianapolis Journal* explained. “The court holds that this position is untenable and that the carriers are entitled to extra pay for over eight hours of work under such circumstances.”

Eventually, NALC and the larger cities' carriers worked out their differences, but membership remained low throughout the country. Despite that, the newly formed NALC knew that it had to work for the betterment of letter carriers, and so it responded swiftly and forcefully by suing the federal government over the Post Office Department's interpretation of the eight-hour law.

NALC brought the lawsuit on behalf of two carriers: Frank Gates and Aaron S. Post. Through appeals by the Post Office, the case reached the Supreme Court, which ruled on it in 1893.

In the Gates part of the case, the Post Office Department had contended that Gates had to work “an average of eight hours a day for a month, the Department holding that any deficit in eight hours on Sundays or other days could be set off against an excess over eight hours on other days,” the *Indianapolis Journal* reported on March 14, 1893.

The Supreme Court ruled that the Post Office Department had been wrong to interpret the law in that way.

Finding for the letter carriers in both parts of the case, the Supreme Court awarded letter carriers with cases similar to Gates and Post a total of \$3.5 million, settling thousands of overtime claims against the Department. That would be more than \$100 million today when adjusted for inflation.

This first successful battle with the Post Office Department helped consolidate the new labor organization. Letter carriers formerly indifferent to NALC or afraid to join because of management reprisals flocked to the union in great numbers.

With this first victory under its belt—only four years after the union's founding—NALC had cemented its reputation as a fearless and successful advocate for its members. For more than a century and a quarter—and still counting—the union has continued to fight for the rights of letter carriers. **PR**

Corrections to the Letter Carrier Political Fund contributors list

The following NALC members contributed to the Letter Carrier Political Fund in 2020 and were accidentally left off the list that ran in the February edition of *The Postal Record*:

Patrice Ashley of Cleveland, OH Br. 40 \$120
 Jason Axilbund of South Jersey Br. 908 \$25

Chuck Huff III of South Jersey Br. 908 \$25
 Additionally, the following members should have been listed with Branch 908 but were listed in Branch 540:
 Eric E. Beideman \$5
 Brian L. Carr \$10
 Gary P. Demore Jr. \$1

Juan J. Lopez Gonzalez \$1
 Richard J. McNeer Jr. \$1
 Diego L. Melendez \$1
 Robert J. Olszewski \$5
 Robert F. Rieger Jr. \$1
 Arthur E. Rybicki Jr. \$2
 Zachary J. Trucksess \$1
 Desree Whittington \$1

Election Notices

Atlanta, Georgia

This is notification to the members of Branch 2225 that nominations for president, vice president, secretary, treasurer, trustee, health benefit representative and sergeant-at-arms will be held by mail in 2021 due to COVID-19 restrictions that prevented meetings in 2020. The term is to complete time remaining of a two-year term that ends Dec. 31, 2021.

Due to changes made to COVID-19 restrictions, all nominations shall be in writing; they must be addressed to Secretary Leigh Smith and arrive at Branch 2225, P.O. Box 1874, Decatur, GA 30031 no later than April 8 by 5 p.m.

Members who have held, accepted or applied for a supervisory position are ineligible to hold office for a period of two years after serving as a supervisor. All nominees must verify, upon nomination, that they have not served, accepted or applied for any supervisory position in the last 24 months.

Jacob Alston, Pres., Br. 2225

Illinois

This is an official notice to all elected delegates to the Illinois state convention, to be held June 17-19 in East Peoria at the Embassy Suites. Nominations will be accepted for ISALC officers, executive board members, delegate and delegate-at-large. Nominations will be the last order of business at the Friday, June 18, convention session. Elections for all positions, if needed, will be held the next day, Saturday, June 19.

Timothy R. Brucker, Sec, ISALC

Marion, Indiana

With the dispensation from our national president to redo our election, this is an official notice to all members of Branch 378 that nominations for the following officers, for a term of three years, will be taken at the regular branch meeting on the second Wednesday of April at the American Legion, Jonesboro, at 6:45 p.m.: president, vice president, combined financial/recording secretary, sergeant-at-arms, three trustees and health benefit representative. Stewards will be nominated by each associate of

office. Nominations for delegates to the 2021 state convention will also be accepted at the regular scheduled branch meeting in April. Members must be present, or a written signed notice given to the secretary, to accept the nomination.

Election of officers and state delegates, if need be, will be by secret ballot at the regular scheduled branch meeting at the American Legion, Jonesboro, on May 12 at 6:45 p.m.

Kimberly Drake, Pres., Br. 378

Michigan

This is official notification of nominations and election to all members of the Michigan State Association of Letter Carriers.

Due to the COVID-19 pandemic, the 2021 Michigan state convention has been canceled.

Nominations will take place April 11 at 2 p.m. for the following officers: president, vice president, secretary, treasurer, director of education, director of retirees and five members of the executive board, with the elected member with the highest total votes to act as chairperson. All officers will serve a two-year term. Nominations will take place via Webex.

Please note: Per presidential decision, President Rolando has ruled that if a branch has not held the election for their 2021 Michigan state delegates, the previously elected delegates for the 2019 Michigan state convention are still seated and will then attend the April 11 nominations.

Election will take place by mail-in ballot. Ballots must be received by the election committee no later than May 25 at 10 a.m. to: P.O. Box 87835, Canton, MI 48187.

Jane Grant, Sec., MISALC

Montana

This is official notification of elections for the Montana State Letter Carriers. Nominations will be held on May 14 and 15, with elections on May 15. The following officers are up for election: president, vice president, secretary, treasurer, one three-year trustee and

one two-year trustee.

If you would like to hold an office, you must be present to accept a nomination, or give one of the current officers a written notice of acceptance.

The state convention will be held in Billings May 14-15.

Kathryn Myers, Sec., MSLC

North Dakota

In accordance with Article IV of the NALC Constitution and the North Dakota State Association of Letter Carriers bylaws, this is official notice to all members of the North Dakota State Association of Letter Carriers that nominations and elections for the office of president, vice president/director of education, secretary/treasurer, director of retirees, and five executive board members will be held during the 67th biennial North Dakota Letter Carrier Convention, to be held by virtual meeting April 16-17.

Those wishing to be nominated must accept such nominations in person or must submit their willingness to be nominated in writing to the state secretary/treasurer prior to the convention.

Janell Harris, Sec.-Treas., NDSALC

Northern Kentucky

This serves as official notice to all active and retired members of Branch 374 that nominations will be accepted for the following term (2021-2023): president, vice president, secretary, treasurer, health benefits director, workers' compensation officer, retirement director, three trustees and 17 delegates.

Nomination of officers will take place at the regular union meeting on July 12 at 6:30 p.m. at the Southgate VFW. Any member not in attendance at the July meeting must signify in writing prior to the adjournment of the meeting that he or she is desirous of becoming a candidate for the election to an office in Branch 374. Members who are in good standing and have attended nine or more meetings will be eligible to be a paid delegate and a nominated officer. If there is more than one nominee, an

election will be conducted by mail-in ballot in September, with the installation of officers in October.

Election of shop stewards will be conducted separately and by secret ballot at each office in September. CCAs and T-6s will vote at the office they are assigned to.

Steve Schwalbach, Sec., Br. 374

Palatine, Illinois

In accordance with Article 5 of the NALC Constitution and Branch 4268 bylaws, this is an official notice to all members of Branch 4268. There will be a special election held to fill the executive officers' positions: executive vice president, recording secretary and trustee. The nomination process will be held at the union meeting on April 4 at 8 p.m. via Zoom.

The voting process to fill the executive positions will take place by mail-in voting, according to the bylaws of Branch 4268. Voting results will be determined at the May 15 union meeting at 8 p.m. via Zoom.

Latoyia Clanders, Sec., Br. 4268

Plainfield, New Jersey

This is notice that all elected positions for Branch 396 will be up for nomination at the regular branch meeting on Tuesday, April 27, at Tim Kerwin's Tavern, 353 Bound Brook Road, Middlesex. Elections will follow a month later.

Michael Breslin, Pres., Br. 396

Rochester, Minnesota

This is official notice to all members of Branch 440. We will accept nominations for all branch officers at the March 17 meeting. Nominees must indicate, in writing or in person, whether they accept their nomination. Nominations will be held for the following branch officers for a two-year term: president, secretary, treasurer, branch stewards and one trustee for a three-year term. The election, if necessary, will be conducted by secret mail ballot.

Debra Wempfen, Sec., Br. 440

NOW SHOWING

Filmmaking has always been in **Jeffrey Hollins's** blood. When Hollins was a kid, he and his brothers loved shows like “Star Trek,” “The Wild Wild West” and “The Mod Squad,” and soon they were inspired to choreograph their own movies, writing scripts and filming with a Super 8 camera.

“I love acting,” Hollins said, adding with a laugh, “I love make-believe, crying when I’m not sad. It’s fun.”

The Marrero, LA Branch 4323 member started going to acting auditions for movies in New Orleans with his brother Tim in the early 1990s. They appeared as “extras” (nonspeaking background roles) in some films that were shooting locally, and Hollins also was cast in a supporting role in the 1994 thriller movie “Cut Up.”

Along the way, Hollins adopted the stage name “King Jeff,” simply because it “looks cool on screen,” he says. “I wanted something that said I was good at this.”

The 16-year carrier would get callbacks from auditions, though many times, that required a trip to Los Angeles to meet with a director. “I’d have to pass on it because I had to work,” he said.

But that didn’t deter Hollins, who didn’t want to stop at acting—he and Tim created their own production company, JeTi Films (an acronym of the first letters in their first names), in 1992. When their other brother, **Greg Hollins**, known as “Gorio,” an Ocean Springs, MS Branch 3827 member, left the Air Force, the three joined forces.

They began going to post-production facilities, also called edit houses, and renting equipment. The crew would book time and frequently shelled out money, only to have to wait for others

who went over the allotted time.

“It got old,” Hollins said. So, they began buying their own camera, sound and editing equipment—in that order.

“Once we started doing all our own stuff, we started producing,” he said. They acted in their own feature and short films and would hire people to play other roles.

(Sadly, his brother Tim died in 2006, but he continues to work with his other brother, Gorio.)

Their movies usually are classified under the genres of action, horror, thriller or mystery. Films “Bang” and “Grip: A Criminal’s Story” were shown in theaters, and others such as “The Murder Men” and “Shallow Creek Cult” were distributed on video and DVD in the United States. “Bang” also had video and DVD distribution worldwide.

Eventually, to get his name out there, Hollins decided to put money into other, bigger-budget films (like 2016 music documentary “Bayou Maharajah”) by coming on board as a producer through crowdfunding sites. “I don’t want to just contribute,” he says. “I want to be involved as a producer and get my bona fides.”

That’s how he recently got involved as an executive producer with Mahal Empire Productions’ trilogy of horror films, beginning with “Attack of the



Jeffrey “King Jeff” Hollins

Unknown,” in which he also has a role as a police officer who faces aliens. The sci-fi movie premiered in Las Vegas in August (though Hollins did not attend the premiere because of the ongoing COVID-19 pandemic), with the two follow-up movies, “Bridge of the Doomed” and “Bloodthirst,” likely to be released in 2021.

After signing on as an executive producer, Hollins contacted the Mahal brothers’ production team, and told them that he also was an actor. They said that after filming in Los Angeles, they were going to shoot in Las Vegas, and soon wrote Hollins into the script.

Hollins doesn’t like to fly, so “I drove three 10-hour days to Vegas” from Louisiana, he said.

When he got there, Michael and Sonny Mahal asked, “Are you ready to get in a \$2 million helicopter?” The carrier thought they were joking, but sure enough, Hollins’s scene was to be filmed in the air.



Left: “Tales From the Murder Room” cast (from left) Gorio, King Jeff and Charlie Hollins Jr.

Below: A poster for “Attack of the Unknown”

“I didn’t tell them my phobia [of flying],” he said, adding that luckily his character was supposed to be injured at that point in the movie, so he was able to incorporate his fear into his role.

Some of his scenes from the helicopter were done on the ground afterward and later edited to appear to be in flight. And the carrier paid attention to how it all worked.

Hollins, who did not go to film school, said that during all of his time on movie sets, he observes closely what is being done on set by directors, actors and producers and tries to absorb the knowledge. In addition, he watches a lot of “making of” features to learn more about technical aspects such as green screens and lenses.

Hollins’s favorite actor is Bruce Lee, whose story and philosophy the carrier said “changed my life. He’s an underdog. Hollywood didn’t want anything to do with him.” Some of his favorite directors, Stephen Spielberg, Quentin Tarantino, Jerry Lee Lewis, Sergio Leone and Spike Lee, also influenced his craft. “They all stood out for having their own styles,” the carrier said.

Recently, he and Gorio created a TV series called “Tales From the Murder Room,” in which they star. It’s available on Amazon Prime, which also houses some of the brothers’ previous films.

“We love interrogation scenes,” Hollins said, and the anthology series depicts fictional Louisiana homicide detectives as they interview suspects, victims and witnesses to solve cases. It has the same characters as their 1999 movie, “The Murder Men.”

They have made two four-episode seasons, but have postponed filming the third because of the pandemic. “We’re revved up to do Season Three,” Hollins says, and they will aim to get a “safe set” certification signifying that they are observing proper COVID-19

protocols like sanitizers, masks and social distancing. Hollins said that they also had planned to do a feature sci-fi movie, but that plan also was squashed.

The carrier loves working with his brother because they think alike, though their working styles are like “yin and yang.” Their main rule is not to step on each other’s toes. It’s serious business, but also a family get-together, he says.

“He is good with all the technical stuff,” Hollins said of Gorio. “He makes the sound perfect. He learns the camera stuff, then teaches me.” For his part, the carrier likes to do the writing, put together the story board, and come up with shots and angles. They try to do these things simultaneously to save time on set.

Seeing a project come together is a unique thrill for Hollins. “When I write something, it’s blank paper,” he says. “Writing it and then seeing it at an editing table—it’s a trip. It’s out of your head, then on the paper, and then from the paper to the screen.”

Hollins has made his mark in his home state as well. He was the first filmmaker inducted onto the Louisiana Division of the Arts’ Artist Roster, which promotes performing and visual artists.

Hollins also was commissioned by New Orleans Mayor Marc Morial in 1997 to teach a filmmaking course to at-risk children ages 12 to 15. The course involved teaching kids how to make a documentary about jazz musician Wynton Marsalis. The youngsters came in knowing nothing about filmmaking. Hollins then taught them dos and don’ts about camera work, sound work, editing and music.

“I would let them pick the shots,” he said, then he would sit back and watch them. “I felt like a mother bird watching them fly away.”

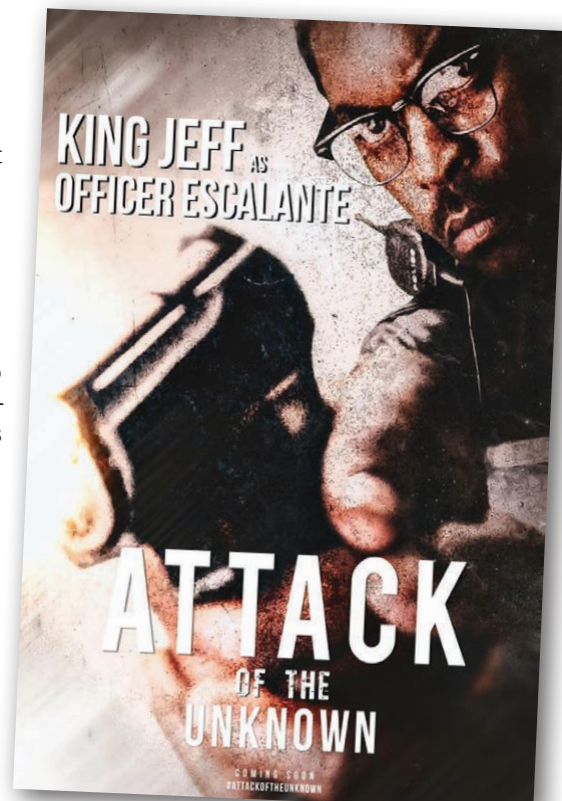
Hollins was mostly able to keep his pastime under wraps at the post office, until a co-worker at-

tached a *Times-Picayune* article about one of his movies to the time clock. Arnold Mosley, a retired co-worker and former Branch 4323 member, remembers Hollins fondly, calling him “a great guy,” and adding that Hollins always made his co-workers laugh by telling jokes, and has long been very interested in writing and in films.

Hollins, whose company’s projects have garnered film awards at festivals across the country, hopes to eventually make filmmaking his full-time job.

“I haven’t done a feature film since 2012,” he noted, adding, “I’d love a three-picture deal and be able to take my time because [backers] have faith in what I can do.” The carrier also has an idea for a movie that he’d then be interested in turning into a TV series.

“I’ve enjoyed the ride,” Hollins says of his film career. “It’s who I am and what I do. I wouldn’t trade it for the world.” **PR**



Proud to Serve

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

Honoring heroic carriers

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

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

A rescue just in time for Christmas

Santa Fe, NM Branch 989 member **Melissa Garcia** first suspected something was wrong with one of her customers when she noticed on Dec. 18 that his mail was piling up. The customer, an older man, typically received a lot of mail each day, so he was diligent in collecting his letters.

The two-year carrier knocked on his door, but received no reply. However, since it was nearing Christmas, she figured that he might have gone to visit relatives and forgotten to stop his mail delivery. But she couldn't shake her bad feeling as she walked down the street. "I felt silly and paranoid," she

said, "but then I paused and thought, 'What if he does need help?'"

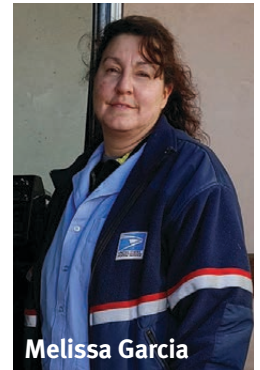
After she finished her deliveries on the street, she spotted a neighbor out walking, and asked him if he'd seen the older man recently. He said he hadn't, but went back to his house to check with his girlfriend to see if she had noticed anything. The girlfriend said that she had noticed that the man's chimney hadn't been giving off smoke for three days; the man usually had a fire going. Garcia decided to call police for a wellness check and then completed her route.

After she finished, she came back to the house just as officers were pulling in the driveway. The carrier went up to the house with the officers, and pounded on the living room window. This time, she heard a faint voice inside calling for help. "I yelled back, 'We're going to get you!'" Garcia said.

Police entered the home and found the man—he had been trapped in the house for three days without food or water after falling down his basement stairs. The man spent a week recovering in the hospital, but has since returned home.

Garcia's actions were later covered by the *Santa Fe New Mexican*, where the customer described his ordeal and praised the carrier enthusiastically.

Garcia said that knowing she may have saved his life was "an awesome feeling," and added, "Just knowing that I made a difference makes me proud, as a letter carrier and as a person."



Melissa Garcia

Coworkers work together to lift car off of customer

"I was inside [the post office] when I heard yelling," New Jersey Merged Branch 38 member **Joe Hayes** recalled about his actions on Jan. 14. He was standing near Postmaster James Tee, who also heard the noise. "We thought it was a fight, so we ran outside," the 14-year carrier said, where they were confronted by a terrible scene—a woman was trapped under the wheels of a car.

Just moments before, the woman and her husband had been walking in front of a parking spot when the vehicle's driver pulled into the spot. After hitting the woman, the driver had panicked

Help on the way

In September of 2020, Peoria, IL Branch 31 member and city carrier assistant **Brandon Dickinson** was delivering to a house when one of his customers, an elderly woman, rushed outside. "[She] was on the phone with 911, and I could hear her say, 'Oh, here's my letter carrier,'" the two-year carrier recalled. Frantically, the woman explained that her husband had fallen and hit his head. Dickinson,

a Marine veteran, jumped to her aid—he grabbed the phone and identified himself, and then went inside the house. Following the emergency operator's instructions, the carrier found the man, who was lying unconscious on the stairs and



Brandon Dickinson

bleeding from a head wound, and prepared him for CPR. Dickinson was able to shift the man off of the stairs into a more comfortable position, then ripped off the man's shirt to start CPR. At that moment, however, paramedics arrived and took over. EMTs were able to

get a pulse, and the man was taken to the hospital. "I stayed the whole time with [his] wife, just to make sure she was OK," Dickinson said. The man sadly died a few days later, but the family was able to fly in to say their goodbyes. The carrier said that he was happy that he had been there to support the man's wife. "She went outside to find someone [to help her], and I feel blessed that it was me," he added. **PR**

Eye on the elderly

On Jan. 14, Chicago, IL Branch 11 member **Shonda Lemon** noticed that one of her customers, an elderly woman named Helen, hadn't been picking up her mail. Lemon made a habit of wrapping Helen's mail with rubber bands, to make it easier to grab, and she noticed that several of the rubber-banded stacks of mail had not been collected. "Day after day, she kept not picking up the rubber bands, and I knew something was wrong," Lemon told a local NBC TV affiliate. After the third day went by without Helen coming out of her house, the carrier decided to call 911 for a welfare check. When police investigated, they found the woman on the floor, where she had been lying for days without food or water. She was taken to the hospital, and has since moved to a rehabilitation center. Lemon received enthusiastic praise from Helen's family, who called her "an angel" and credited her with saving Hel-

en's life. The carrier, however, was reluctant to accept these acknowledgements. "I don't look at myself as a hero," she said. "I just look at myself as one of God's children looking after his other kids. That was my blessing for the day, that she was OK." Besides NBC, Lemon's actions were also covered by Fox News, CNN and several local news affiliates.

"I've been on this route forever," Portland, OR Branch 82 member **Terri Palmer** explained, which is why she became concerned when one of the customers on her route, an elderly woman, stopped picking up her mail. "Before, if she'd let her mail go a day or two without being picked up, I'd check on her—knock on her door and chat for a little," the 30-year carrier said. So, on Jan. 28, after the woman's mail hadn't been picked up for two days, Palmer went up to the door and knocked. "I heard her faintly saying, 'Help, mail lady, help!'" she

said. The carrier immediately called 911, and police officers arrived at the house a short time later. When they entered, they found the customer on the floor—she had fallen a few days previously and had been unable to get up again. The woman was taken to the hospital, and is still recovering in a rehabilitation center. The carrier's actions were covered by many local news affiliates. Palmer, an Army veteran, said that it was "gratifying" to be able to help, but added that she considered it part of her duty as a letter carrier in the community. "So many people out there, given the pandemic, need someone to look out for them," she said.

On July 22, 2020, Rochester, NY Branch 210 member **Anthony McMillon** was walking on his route when one of his elderly customers caught his eye. "I could see her lying on the ground," he said, and he rushed over to see what was wrong. The woman was

barely conscious and was unable to talk at first, so the two-year carrier called 911 to report the situation. McMillon then moved the patron into the shade and sat with her to wait for the ambulance. As she recovered, the woman told him that she had fallen while gardening and had been unable to get up. "It was around 100 degrees that day, and she said she'd been there for a couple of hours," McMillon recalled. The carrier asked if he could call anyone for her to let them know about her condition, and she asked him to contact her neighbor and her son. After he did so, the ambulance arrived, and the woman was taken to the hospital. Later, McMillon spoke with the neighbor, who thanked him for his assistance and reported that the woman was "doing fine." The carrier brushed off any praise for his actions. "I don't feel like a hero," he said. "I'm just glad I was there to assist her—I don't know what would have happened otherwise." **PR**

and tried to back up, trapping her beneath the wheels. As Hayes and Tee came out of the post office, her husband was frantically yelling for help, and the two men rushed to the woman's aid.

They were joined by fellow Branch 38 member **James Nolan**, who had just pulled into the lot. Like Hayes, he thought that the shouting stemmed from a fight. Then, "I heard someone shouting, 'Stop the car! You just ran over my wife!'" the 25-year carrier recalled. He raced over to the car. "I looked down, and I saw her feet" under the vehicle, Nolan said. He immediately called 911 to report the situation.

After his call, Nolan returned

to the car, where he, Tee and Hayes were joined by several customers. Together, they lifted the vehicle enough to pull the woman out from underneath.

"I held up the front end until someone said she was out," Nolan said.

The woman was subsequently taken to the hospital. Her husband later called the post office to report that she had been seriously injured, but was on the road to recovery.

Both Hayes and Nolan said that they were glad they had been able to help, but were modest about accepting praise for their actions. "We were just doing our human duty," Hayes said.

Nolan concurred, adding, "After it happened, everyone started throwing the word 'hero' around, but I hate that word. I just did what I hope anyone else in the parking lot would have done." **PR**



New Jersey Merged Branch 38 members Joe Hayes and James Nolan (center and right), along with Postmaster James Tee (left), were recognized for helping save a woman from being crushed by a car.

A renewed opportunity



**Brian
Renfro**

NALC has a proud tradition and history of legislative and political activism to protect and advance the interests of our members. It is necessary for us to be strong participants in the legislative and election processes, due to the tremendous power our elected federal officials have over the Postal Service and our collective-bargaining rights.

NALC members in every state and territory have worked hard to be sure our voice is heard by our elected representatives. This, combined with our work on Capitol Hill in Washington, DC, has allowed us to build bipartisan support for issues like postal reform,

and bipartisan defense against efforts to weaken the Postal Service through misguided ideas like service cuts and increasing subcontracting.

In Washington, there is a constant ebb and flow of control of the White House and both chambers of Congress. Our democracy often results in the transfer of control in the administration and in Congress from one political party to the other. Currently, we are fortunate to have a president and administration that share our vision of a robust Postal Service with quality middle-class letter carrier jobs. The leaders of both the House and Senate are not only supportive of letter carriers, but are champions for us.

Letter carrier-friendly leadership presents us with an opportunity for legislation that benefits us to see the light of day and gives us an opportunity to use our bipartisan support to potentially see such legislation enacted. That said, our activism has never been more important. Our representatives in Congress need to hear from us more than ever before about the importance of a strong Postal Service.

The NALC website and NALC mobile app for smartphones have all the latest information on legislation related to our jobs. If you download the app, you will have the ability to receive push notifications that will include legislative updates and will let you know when action is needed from your elected representative so you can contact them.

NALC employs five letter carriers full time to serve as a resource for every aspect of our legislative and political work across the country. These legislative and polit-

ical organizers (LPOs)—Marc Ashmon, John Beaumont, Brent Fjerestad, Eileen Ford and Anna Mudd—spend all of their time assisting state associations, branches and NALC members. They provide information, training, advice and just about anything else to help with our legislative and political work in the field. The presidents of each of our state associations stay consistently engaged with the LPOs. They are a resource to you. There has never been a better time to get involved. The political diversity of NALC’s members and bipartisan nature of our issues create opportunities for every member to get involved, regardless of one’s political views.

Our legislative and political network has grown and evolved over the years. Every change that has been made is intended to strengthen and provide resources for what we do in Washington, DC, and, just as importantly, what we do in the field. I’m very proud of the hard work and dedication of all of our members involved in this effort. Even during the pandemic, our members delivered results in the 2020 election cycle and remain a powerful voice with members in both houses of Congress.

This Congress began with the despicable Jan. 6 attack on the Capitol, and the weeks that followed involved a lot of focus on the repercussions of that attack. Despite this, our friends on Capitol Hill are working with us on our legislation. NALC members have gotten to work in the field building relationships with new members of Congress and rapidly increasing the number of co-sponsors on our resolutions related to service protections for our customers and the bipartisan USPS Fairness Act, which would repeal the mandate that the Postal Service pre-fund future retiree health benefits. I’m excited about what we can accomplish in the coming months, and I hope you are, too.

Well-deserved recognition

In December, *The Hill* magazine published its annual list of top lobbyists. For the second consecutive year, NALC Director of Legislative and Political Affairs Kori Blalock Keller was recognized on the list as one of Washington, DC’s top lobbyists. The magazine introduced the list by stating: “The ranks of policy experts and influencers run deep in Washington, but these are the people who stand out for delivering results for their clients in the halls of Congress and in the administration.”

NALC is fortunate to have a talented, dedicated and respected professional representing the interests of letter carriers on Capitol Hill. Congratulations, Kori.

Local negotiations are coming, Part 2



**Lew
Drass**

As of this writing, ballots have been sent to all active members. By the time you read this, we will know whether or not the proposed National Agreement is ratified. I hope everybody voted.

My crystal ball tells me that the proposed 2019-2023 National Agreement will be ratified. Even if my crystal ball is wrong, we still have to prepare for local negotiations. The only difference will be when they occur. This article will be based on a vote of ratification.

The 30-day negotiating period for each local memorandum of understanding (LMOU) in the country will begin April 29 and end May 28.

Whether or not the proposed National Agreement is ratified, NALC will produce an updated local negotiations guide and distribute it through your national business agent's office, as we normally do. We also plan to use the Members Only section of the NALC website to provide additional resources designed to assist branches with the local negotiations process.

We printed the text of the memorandum of understanding (MOU) regarding city carrier assistant (CCA) annual leave last month. This MOU can be found on page 94 of the proposed National Agreement. In my last article, I pointed out how the language in this MOU provides good reason for both parties that have no annual leave provisions for CCAs or appropriate language for part-time flexibles (PTFs) to open local negotiations this year. I also offered some initial preparation advice regarding reviewing your current LMOU and gaining some bargaining suggestions through a survey, at monthly meetings, etc.

The next step in preparation is to form a local negotiations committee. There are no hard and fast rules for the size and makeup of the committee. However, when choosing the members, consider mixing experience with youth. This is the best way to ensure that the next generation of letter carriers in every city understands the provisions of their LMOU, what they mean and how important this issue is. Many branches have more than one local negotiations committee to cover several cities under their jurisdiction. Many of the more successful branches form core groups to conduct local negotiations for multiple cities and then rotate letter carriers from each city to participate in the process in their individual installations.

Once your LMOU negotiating committee is formed, you need to choose a spokesperson. Many branches choose

the branch president for this role, but that is not a requirement. Some branches choose a different person or have multiple committees, with each one needing a chief spokesperson due to the number of LMOUs under their branch's jurisdiction. The point is that this is an internal decision that should be made based on individual circumstances.

The next task is to create proposals for each of the 22 items identified in Article 30. This month's Contract Talk discusses these items. It is advisable to create multiple proposals for each item where possible. It also is a good idea to gather evidence/documentation to support your proposals. This can be accomplished through information requests, interviews, statements, etc.

Another good idea (but not a requirement) is to notify management in writing of your intent to open local negotiations. This should be done sometime in late March or early in April, given the timeline of the 30-day negotiating period this year.

You should consider following up any written notification of your intent to open local negotiations by scheduling a meeting with management well before April 29 to establish ground rules and schedule negotiating meetings.

As mentioned earlier, we plan on using the Members Only section of the NALC website to provide additional resources to branches for local negotiations. This information will be available to all branch presidents and branch secretaries. If you are a branch president or branch secretary, just go to the Members Only section of the NALC website and click on "Local Negotiations." There is a member survey sample, notice of intent to negotiate, ground rules, the standard language to memorialize a new LMOU and more. These documents will be in Word format, so you can easily make adjustments to meet the needs of your branch.

Here is the short version of what should be considered when preparing for local negotiations:

1. Review your current LMOU.
2. Poll the active members.
3. Select a negotiations committee.
4. Choose a chief spokesperson.
5. Create proposals for each of the 22 items identified in Article 30.
6. Document your position.
7. Notify management of your intent to negotiate.
8. Agree on ground rules.
9. Schedule negotiation meetings.

Next month, I'll cover the actual negotiations process.

IRS/Labor Department reporting and other important reminders



Nicole
Rhine

All branches, regardless of income or whether or not they receive local dues, must file an Internal Revenue Service Form 990, 990-EZ or 990-N on a yearly basis. The appropriate form should be filed by the 15th day of the fifth month after the end of the branch's fiscal year. The branch officers are responsible for signing and ensuring that the form is filed. Generally, the branch president or treasurer signs the form. However, branches that are eligible to file a 990-N need to have only one officer file the report. The income and assets of the branch determines which form should be filed:

- **Form 990**—Branches whose annual gross receipts generally are \$200,000 or more, or whose total assets are \$500,000 or more at the end of the fiscal year.
- **Form 990-EZ (or 990, if the branch prefers)**—Branches whose annual gross receipts are generally less than \$200,000 and whose total assets are less than \$500,000 at the end of the fiscal year.
- **Form 990-N**—Also referred to as the e-Postcard, this form must be filed electronically. It involves only a few questions. Branches receiving \$50,000 or less in income per year, including branches with no income at all, must file a Form 990-N (easiest); however, a Form 990-EZ or Form 990 may be filed in lieu of a Form 990-N. You may access the filing site directly at epostcard.form990.org.

Failure to comply may result in fines, penalties and interest. A branch that fails to file required information returns for three consecutive years will automatically lose its tax-exempt status.

Note: Branch officers should be aware that in addition to filing an appropriate 990, the branch still may be liable for tax on its unrelated business income, if it received \$1,000 or more in such gross income. The branch must complete a Form 990-T, Exempt Organization Business Income Tax Return, and pay any tax due. This form has the same filing deadlines as the Form 990s. A branch subject to tax is also required to make quarterly estimated tax payments.

Items usually considered to be unrelated business income, and therefore reportable on the Form 990-T and taxable if the branch or state has income of \$1,000 or more from these sources, include:

- The excess of advertising income from a branch or state publication over the cost of the publication
- Rental income from “debt-financed property,” such as a branch-owned building subject to a mortgage

- Reimbursements for NALC Health Benefit Plan members (associate members)

More information on filing Form 990, 990-EZ, 990-N and 990-T is available at irs.gov.

Additional reminders

Officer information list: Many branches installed officers in the past few months. If you have not already done so, please immediately update the Membership Department via letter or a “Branch Information Record” card.

Dues rosters: As a reminder, biweekly dues rosters and quarterly retiree rosters for state associations and branches are currently available to presidents, secretaries and treasurers by selecting the “Dues Roster” button in the Members Only portal.

City carrier assistants (CCAs): A CCA's break in service should not trigger a permanent cancellation of dues withholding. Per the agreement with the USPS, a CCA's dues deductions are to automatically restart when the CCA returns from a break in service. Branch secretaries should review the biweekly roster and notify the NALC Membership Department if the dues withholding of a CCA returning from a break in service does not restart after one pay period and/or the CCA is noted as “CAN” (canceled). A CCA on a break in service should be noted on the roster as “SEP” (separated).

Reciprocal Agreement: Union representatives must notify NALC's Membership Department if an incoming member wishes to cancel dues to the losing craft's union. This can be done by simply circling the appropriate union to cancel dues to, on the Form 1187 next to “Union Transfer.” Dues refunds for double-dues taken while a member belonged to NALC and another union are made only upon request and only for the time period between when NALC Headquarters was notified of the dual membership and when the dues to the other union were discontinued. For more information, please consult the “Reciprocal Agreement” booklet, available on the NALC website or from the NALC Supply Department.

Reporting to the Department of Labor: Unless your branch has no annual income or financial activity, you must file one of three types of financial reports with the Office of Labor-Management Standards (OLMS), depending on the total annual receipts of the branch. The Labor-Management Reporting and Disclosure Act (LMRDA) requires that unions file the report within 90 days after the branch's (or state association's) fiscal year. Most branches have fiscal years ending Dec. 31, so most should be filing by March 30. Branch presidents and secretary-treasurers are responsible for ensuring that required reports are filed in a timely and accurate manner. The LMRDA does not provide for or permit an extension of time for filing for any reason. Please reference my January 2021 *Postal Record* article for more information on filing requirements for LM reports, including the requirement that all LM reports be filed electronically.

Employment verification is a big hiring compliance requirement



**Paul
Barner**

We all know that finding the right people to serve our members is critical to our success. While necessary, however, that is not sufficient. We cannot forget that lack of compliance with the employment verification form—the I-9—could represent a serious financial and legal threat to our branch offices and state associations.

In recent years, the federal government has escalated its efforts to oversee and enforce I-9 compliance, through workplace audits and raids, and the I-9 is more than just a compulsory onboarding employment form. It is a legal document requiring all employers (remember: that's you if you have anyone earning W-2

wages!) to verify their employees' immigration status under penalty of perjury. Noncompliance with those verification requirements is a civil violation and can result in heavy fines and penalties. Given this emphasis, I-9 compliance is more important than ever.

What should you do?

Here are some tips to protect your branch or state association against I-9-related penalties:

- First, remember to download the most up-to-date form at uscis.gov/sites/default/files/document/forms/i-9-paper-version.pdf, making as many copies as you need, or simply directing your employees to the easy-to-populate e-form.
- Section 1 of I-9 must be completed by each employee (again, anyone earning W-2 wages through your branch or state association) by his or her first day of work—the period of time after the job offer has been accepted and before the end of the employee's first day.
- Section 2 must be completed by you (the employer) within three business days of the date of hire.
- The instruction document and "List of Acceptable Documents" (page 3 of the Form I-9) should be made available to employees at the time they complete Section 1 of the form.

Employees are free to choose which legal documents they submit to establish their identity and eligibility to work in the United States. They must present original, unexpired documents in person to the company representative (a branch officer or other designated employee who is completing Section 2 of the I-9).

I-9s also should be stored in a secure location separate from personnel files. If photocopies of documents are made, they should be retained with the I-9s and presented during an investigation or audit by an authorized agency. Completed I-9s must be retained for as long as an individual is employed. I-9s for employees who have separated must be retained for three years after the date of hire (first day of work for pay) or one year after the date employment ends, whichever comes later.

Instances in which completing Form I-9 varies from the norm:

- **Reverification:** If the employee's work authorization document has an expiration date, you must reverify the employee's right to work prior to that expiration date. Also, when an employment authorization expiration date is provided in Section 1, you are required to reverify employment authorization on or before the date shown. The need for reverification is triggered by the document presented by the employee and by the box the employee checks in Section 1 of Form I-9. Branches should create a system to remind themselves when the employee's documents will expire and must be reverified. Reverification is not necessary for identity (List B) documents. U.S. passports, whether valid or expired, never require reverification, nor do alien registration or permanent resident cards.

“Lack of compliance with the employment verification form—the I-9—could represent a serious financial and legal threat to our branch offices and state associations.”

- **Rehires:** A new Form I-9 does not need to be completed for people rehired within three years of completing a prior Form I-9. Branches can instead update the prior Form I-9 by confirming that the employment eligibility document originally presented remains valid. If it does, you may merely record the rehire date in Section 3 of the form. However, if a new version of Form I-9 has been issued, the employee must provide documents from the current list of acceptable documents, and then you must complete the current version of Form I-9 and retain it with the previously completed I-9. Some branches and state associations find it easier to complete a new Form I-9 for all rehires.

(continued on next page)

Employment verification (continued)

Auditing and correcting Form I-9

Overall, to ensure compliance with the law, you must accurately complete Form I-9 at the outset. Mistakes happen, however, and you may later discover errors on these forms. It is good practice to periodically audit and make any necessary corrections to the I-9s. Remember to make all corrections in a different color ink (red is suggested) to avoid the appearance of tampering with the timing or other compliance requirements. Some Form I-9 errors are technical and can be corrected, but others are substantive and could require new I-9s in addition to the original forms.

Important: Never backdate a form. Periodic self-audits and corrections may assist employers in demonstrating a good-faith effort to comply with the law in the event of a government audit.

“Overall, to ensure compliance with the law, you must accurately complete Form I-9 at the outset.”

Temporary I-9 policies related to COVID-19

Due to precautions being implemented by employers and employees related to physical proximity associated with COVID-19, employers with employees taking physical proximity precautions due to COVID-19 will not be required to review the employee’s identity and employment autho-

rization documents in the employee’s physical presence. However, employers must inspect the Section 2 documents remotely (e.g., over video link, fax or email, etc.) within three business days for purposes of completing Section 2. Employers also should enter “COVID-19” as the reason for the physical inspection delay in the Section 2, Additional Information field once physical inspection takes place after normal operations resume.

Once the documents have been physically inspected, the employer should add “documents physically examined” with the date of inspection to the Section 2, Additional Information field on the Form I-9, or to Section 3 as appropriate. These provisions may be implemented by employers for a period of 60 days from the date of this notice or within three business days after the termination of the national emergency, whichever comes first.

This temporary guidance was set to expire Jan. 31. Because of ongoing precautions related to COVID-19, however, the Department of Homeland Security has extended the Form I-9 flexibility policy an additional 60 days, until March 31. Please note: Since this temporary guidance has been extended throughout the last year, it likely will be extended until the end of the pandemic. Please visit this website for ongoing guidance regarding future extensions: uscis.gov/i-9-central/form-i-9-related-news/temporary-policies-related-to-covid-19.

Given that both audits and raids are becoming more commonplace—and that the criminal penalties and fines are severe—it is critical that branches and state associations have a robust I-9 compliance practice in place.

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

Vehicle news and updates



Christopher Jackson

This month marks the beginning of spring, and with it comes better weather and brighter days for many letter carriers. I had hoped the spring of 2021 would bring with it a USPS announcement of a contract award for the Next Generation Delivery Vehicle (NGDV) intended to replace the aging fleet of Long Life Vehicles (LLVs). Unfortunately, at the time I am writing this article, no contract for the NGDV has been awarded, and the reliability and supply of LLVs continues to decline rapidly.

Additionally, in January, President Biden issued an executive order expressing a commitment to the development of a federal energy sustainability effort. The order includes a plan for “clean and zero-emission vehicles for Federal, State, local, and Tribal government fleets, including vehicles of the United States Postal Service.” At this time, it’s uncertain if this executive order will affect the NGDV program and the awarding of a contract; however, we will continue to update the membership as more information becomes available. Be sure to check nalc.org, the NALC Member App and our social media outlets regularly for updates on the NGDV program.

To fill the gap created by the reduction in LLVs, in May of 2020, USPS announced the purchase and deployment of the Mercedes Metris right-hand drive commercial off-the-shelf vehicles into the delivery fleet. USPS anticipated deployment of approximately 3,392 Metris vehicles to city delivery routes during calendar year 2020, with an additional 3,700 Metris vehicles in 2021. As some time has passed since the initial deployment and letter carriers have become more experienced with the Metris, I have received a few reports of safety concerns regarding these vehicles.

One concern that was reported to me was an issue with the steering wheel failing to lock when the key is removed from the ignition. The concern was that this failure of the steering wheel to lock would allow the wheels to turn, even though the vehicle was turned off and the key removed, causing a possible rollaway, runaway situation despite the wheels being properly curbed. NALC asked USPS to investigate the issue and provide any results from the investigation.

In February, my staff and I, along with NALC Director of Safety and Health Manuel Peralta Jr., met with represen-

tatives from the USPS Engineering, Safety, Fleet Management and Labor Relations departments to discuss this issue. During the meeting, USPS stated that the Metris steering wheel assembly is not designed to lock when the key is removed, and this is not a manufacturing defect. According to the Postal Service, locking of the steering wheel, which used to be the standard in the automotive industry, was to prevent theft of the vehicle and was never intended to be a safety feature.

With advances in technology, the automotive industry has determined that there no longer is a need for the steering wheel to lock and has eliminated this feature on most new vehicles, including the Metris. USPS says that it does not think that movement of the steering wheel creates an increased risk for rollaway, runaway incidents if letter carriers follow the proper procedures for parking the vehicle and curbing the wheels. NALC has scheduled a site visit to a local delivery unit to research this issue and has requested a copy of the Metris operator’s manual to review the manufacturer’s specifications.

I also have received reports related to the Metris involving incidents of extreme tire wear. Some carriers report that the tires on the Metris are wearing unevenly and require attention or replacement more frequently than do other delivery vehicles. During the previously mentioned meeting in February, USPS reported that substantial tire wear is a universal problem on all USPS delivery vehicles, not just the Metris. The tires that come standard on the Metris are designed for passenger vehicles and are not intended for the extensive usage and curbside delivery road conditions. USPS indicates that extreme tire wear is a common problem when new vehicles are deployed.

In the past, specific tires have been custom designed for USPS usage on the LLVs. USPS is currently in discussions with a major tire manufacturer to acquire light delivery truck-type tires that are more suited to the road conditions and usage of the USPS delivery fleet.

In closing, I want to remind letter carriers of the importance of daily vehicle inspections. You should closely inspect the tires, as well as the other items listed in USPS Notice 76, Expanded Vehicle Safety Check, while performing your daily inspection. If there is evidence of damage or unusual tire wear, carriers should complete PS Form 4565, Vehicle Repair Tag and report the issue to management for them to correct the situation.

Defects observed during these safety inspections may be the key to preventing an injury to yourself or someone else. I encourage you to take the necessary time each day to perform a proper vehicle inspection, and to please stay safe.

Our new president prioritizes worker safety during pandemic



Manuel L. Peralta Jr.

On Jan. 21, President Biden released his team's National Strategy for the COVID-19 Response and Pandemic Preparedness. You can download the document at: whitehouse.gov/priorities/covid-19.

The introduction to the National Strategy shares that "...the United States is initiating a coordinated pandemic response that not only improves the effectiveness of our fight against COVID-19, but also helps restore trust, accountability and a sense of common purpose in our response to the pandemic" and identifies the administration's goals as follows:

1. Restore trust with the American people.
2. Mount a safe, effective and comprehensive vaccination campaign.
3. Mitigate spread through expanding masking, testing, data, treatments, health care workforce and clear public health standards.
4. Immediately expand emergency relief and exercise the Defense Production Act.
5. Safely reopen schools, businesses and travel while protecting workers.
6. Protect those most at risk and advance equity, including across racial, ethnic and rural/urban lines.
7. Restore U.S. leadership globally and build better preparedness for future threats.

The first step in building trust was to turn the microphones over to the experts, who were kept in hiding during the last administration.

The second step was to uncover the chaos inherited from the last administration, create a solid vaccine distribution program and then implement a plan that will vaccinate in all of our united states, not just the red ones.

Mask up

President Biden also has challenged everyone in the country to mask up to slow the spread. This is an answer to President John F. Kennedy's 1961 inaugural address, in which he said, "Ask not what your country can do for you—ask what you can do for your country."

Wearing a mask is neither a political statement nor a sign of weakness. Wearing a mask is a contribution to the common good.

You either contribute to a safer environment on the workroom floor or you make it more hazardous. Do your part and cut out the games.

A new national strategy

The National Strategy also states:

...It's past time to fix America's COVID 19 response supply shortage problems for good. The United States will immediately address urgent supply gaps, which will require monitoring and strengthening supply chains, while also steering the distribution of supplies to areas with the greatest need...

Over the last four years, I have written about the prior administration turning its back on the American worker and protecting businesses instead. I have written about the lack of any enforcement of the rules that protect our workforce.

President Biden's National Strategy turns attention to you with the following commitment:

...It is critical that the federal government protect the health and safety of America's workers and take swift action to prevent workers from contracting COVID 19 in the workplace. The President will issue Executive Order Protecting Worker Health and Safety which directs the Occupational Safety and Health Administration (OSHA) to issue updated guidance on COVID 19 worker protections. It also directs OSHA and the Mine Safety and Health Administration (MSHA) to consider whether emergency temporary standards, including with respect to mask wearing, are necessary. President Biden is taking steps to cover workers not typically covered by OSHA or MSHA by directing agencies like the Department of Transportation to keep workers safe. He has also called on Congress to extend and expand emergency paid leave; to allow OSHA to issue standards covering a broad set of workers, like many public workers on the frontlines; to provide additional funding for worker health and safety enforcement, and to provide grant funding for organizations to help keep vulnerable workers healthy and safe from COVID 19....

The intent is not to return to business as usual, but to safely return to school, open businesses and protect workers. Emphasis on safety.

In February, the Biden team at the Occupational Safety and Health Administration reached out to unions through the AFL-CIO, seeking to get stakeholder input from the representatives of American workers on what we need to safely do the work that must be done while we strive to eradicate COVID-19.

It's a good thing to have a pro-worker president in the White House. It's even better when the president is pro-union.

Congratulations and welcome to President Biden and Vice President Harris.

Keep an eye on each other.

Enhanced annuity for FERS retirees who received workers' compensation



Dan Toth

I previously wrote about the enhanced annuity for Federal Employees Retirement System (FERS) employees in my January and November 2019 *Postal Record* columns. Since then, the Retirement Department has fielded many inquiries regarding this topic from members, and in multiple instances helped ensure that the enhanced annuity was properly provided. This column will address how retiring employees can determine if they are entitled to receive annuity enhancement, as well as how those who already are retired can determine whether their annuity was enhanced where applicable.

If you have never heard about an enhanced annuity before, you are not alone. Annuity enhancement applies only to FERS employees who are injured on the job and receive wage-loss compensation from the Office of Workers' Compensation Programs (OWCP). While receiving wage-loss compensation, an injured employee is unable to contribute to Social Security and the Thrift Savings Plan (TSP). As FERS was designed around Social Security and TSP benefits, an employee who misses out on these two components would not get the full benefit that was intended when FERS was created. But a 2003 law fixed this problem by providing additional annuity to offset the Social Security and TSP losses (enhanced annuity).

To be eligible, a FERS employee must have cumulative periods of leave without pay (LWOP) while performing no work and receiving OWCP benefits totaling two months or more. Continuation of Pay (COP) periods are not included in this total because there is no loss to Social Security or TSP benefits when receiving full pay from the Postal Service.

No action on the part of the retiring employee is required for the enhanced annuity computation to be applied; it should be automatic. However, you can review your service records (such as your RTR report) to identify any possible discrepancies.

If you already are retired and met the criteria above for entitlement to an enhanced annuity, you may want to do some legwork by compiling relevant documents and performing a math calculation to ensure that you are receiving the benefit to which you are entitled.

Take a look at your *Retirement Benefits Booklet*, mailed to you from the Office of Personnel Management (OPM) when you retired. This book will tell you the amount of your basic benefit (annuity), total federal service and the high-3 average salary. If you no longer have your annuity booklet, you can request a duplicate via OPM's Services Online at servicesonline.opm.gov, by writing to OPM or by emailing retire@opm.gov.

FERS employees who retire with a full, immediate annuity receive 1 percent of their high-3 average salary per year of service (retiring after age 62 with 20 years of service yields 1.1 percent). Multiply your years of service, 1 percent (0.01), and your high-3 average salary listed in your annuity booklet to determine your annuity before applying the enhanced annuity. Now compare your calculation to the gross benefit listed in the Annuity Booklet. If they are the same, that indicates that you are not receiving an enhanced annuity.

How much should you be getting? The enhanced annuity provides for an additional 1 percent for the aggregate time of the qualifying period.

For example, multiply a qualifying period of exactly two months (2/12 of a year) by 1 percent (0.01) and a high-3 average salary of \$64,308, which yields an additional benefit of \$107.18 per year, or about \$8.93 a month.

If you have determined that you are not receiving an enhanced annuity, you will want to establish your aggregate time receiving OWCP benefits. An easy way to do this is to register with OWCP Connect (go to owcpconnect.dol.gov/owcplogin for a Department of Labor web portal). OWCP Connect allows you to see all of the hours of compensation paid in claims from 2002 onward. Confirm that your total time receiving wage-loss compensation exceeds two months (approximately 347 hours).

Next, find out what service credit the Postal Service certified to OPM when you retired, on Standard Form 3107-1, Certified Summary of Federal Service. If you received a completed copy of your retirement application, start by checking there. Otherwise, you will have to write or email OPM and request a file copy of your completed Certified Summary of Federal Service. While you are at it, request the worksheet used to calculate your annuity, too.

If you discover that you have not received the enhanced annuity, or have received less than you are entitled to, please reach out to my office for additional guidance. The Retirement Department can be reached at 800-424-5186 Monday, Wednesday and Thursday from 10 a.m. to 12 p.m. and 2 p.m. to 4 p.m., or by calling 202-393-4695 Monday through Friday from 9 a.m. to 4:30 p.m. (Eastern time).

Group accidental death and term insurance



James W.
"Jim" Yates

One of the many benefits of being a member of the National Association of Letter Carriers is the Group Accidental Death Benefit (policy #G-001) provided by the Mutual Benefit Association (MBA). This benefit is provided free of charge to all active (including city carrier assistants [CCAs]) and retired NALC members in good standing. The basic benefit coverage is \$5,000.

Benefits under this group policy are paid in equal shares to the surviving person(s) in the first of the following categories: widow/widower, children, parents, brothers/sisters and executors/administrators. The insured member may elect to designate a beneficiary other than those as stated

above by filing out the Designation of Beneficiary form for the Group #G-001 policy; the form can be found on our website or obtained by calling our office.

Additional group accidental death and term life insurance is available for local NALC branches to purchase. The plans are administered by the MBA and come in a variety of benefit levels. The additional group coverage for branches covers only active members (including CCAs) of the branch; retired members are not covered.

The process for a branch to purchase group supplemental accidental death or term life coverage is simple. Once a branch has made the determination to purchase this additional coverage, it should contact MBA. MBA will send a group supplemental application to be completed by the branch president. The branch should return the completed application and a check for the first month's premium payment to the MBA. Coverage will become effective the first day of the following month after MBA has received the application and first month's premium. MBA will bill NALC for the branch's future monthly premiums. NALC Headquarters will deduct the monthly premium amount from the branch reimbursement check.

A branch that has elected to purchase additional supplemental group coverage must include every active member of the branch. Additionally, all covered members must be provided the same level of coverage. The following explains the plan's coverage:

- **Supplemental accidental death coverage**—Branches may elect to cover their active members with additional accidental death coverage. This coverage costs as little as 3 cents per month, per active member, per \$1,000 of coverage. Coverage is available

in nine benefit levels. Benefits are paid under this coverage when the member's death is the result of bodily injuries sustained directly by accident and independently of all other causes.

- **Supplemental term life insurance**—Branches may elect to cover their active members with additional term life insurance. This coverage can be purchased through the MBA at low group rates. These rates start at as little as 44 cents a month, per active member, per \$1,000 of coverage. Any supplemental term coverage more than \$5,000 costs only 33 cents for each additional \$1,000 of coverage per month, per active member. Coverage is available in 16 benefit levels. This coverage pays for all causes of death, whether accidental or natural.

The chart below shows an example of the cost to a branch for supplemental accidental and term life coverage:

Supplemental Accidental Death		Supplemental Term Life	
Coverage amount	Monthly premium per member	Coverage amount	Monthly premium per member
\$1,000	\$0.03	\$1,000	\$0.44
\$5,000	\$0.15	\$5,000	\$2.20
\$15,000	\$0.45	\$15,000	\$5.50
\$20,000	\$0.60	\$20,000	\$7.15

Currently, 144 branches have elected to provide their active members with one, or both, of these valuable policies. For coverage years 2018 and 2019, MBA mailed out rebate checks totaling more than \$106,000 to branches that provide their members with supplemental coverage. These pro-rata checks were based upon the type of coverage and the total amount of premiums paid as of Dec. 31, 2019. There is no contractual obligation to return these funds; however, because MBA is managed by and for letter carriers, rather than profiting on these plans, we choose to give the excess back to the local branches.

These benefits can help letter carriers provide a secure future for their family members at a very small cost to their NALC branches.

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

New online tools and wellness incentives



**Stephanie
Stewart**

One of the NALC Health Benefit Plan's goals is to help our members find, access and understand their benefits so they can make well-informed health care decisions. As part of our efforts, we have partnered with Cigna to bring you the Cigna Care and Costs directory. This simple online tool gives you personalized pricing and quality ratings on health care providers and services. By using the directory, you can:

- Easily search for doctors, hospitals and more that are in network and located near you.
- Know the costs of care, based on your medical plan and deductible status, before you go to the doctor or undergo a procedure.

- Read reviews about providers from patients and compare quality ratings from national sources.
- Create a care team of your preferred doctors for easy access to book appointments.

To get started, simply go to the "Find Care & Costs" tab on myCigna.com. Click on "Cigna Care and Costs Directory" to activate your account. If you are enrolled in the High Option plan, you will receive an alert box letting you know that this tool is powered by Castlight, and you will be directed to a page designed for High Option members. If you are enrolled in the Consumer Driven or Value Option plans, the tool is found on MyCigna.com, and you will not receive an extra step or alert. Although the tool is powered differently, there is no difference in the resources available to our members.

Another initiative underway is the enhancement of our secure member portal and the launch of our own mobile app. We are excited about this endeavor and look forward to providing additional resources for our members. Although we do not have every detail ready to share right now, stay tuned for updates in the coming months.

Wellness incentives frequently asked questions

Previously, in my November article, I wrote about valuable health savings rewards each member can earn when participating in the Plan's Wellness Incentive Program. Since then, we have received many great questions. As a result, we created a "Frequently Asked Questions" flyer for mailing, and I thought that it would be good to reiterate some of the most common inquiries we have received. I

also want to clarify a recent change by our Total Administrative Services Corporation (TASC) vendor. Members will not receive a card until they have completed an incentive program, screening or preventive service.

Q: How long does it take after completing an activity before money is available for use on my TASC debit card?

A: It may take up to two weeks after the wellness activity is completed before the reward amount is loaded to your card. For the biometric screening, pneumococcal vaccine and flu vaccine, the Plan must receive a bill or statement verifying that you had the service.

Q: Will I get a new card each year?

A: No. Please keep the TASC card for future use while enrolled in the NALC Health Benefit Plan.

Q: Can I keep the money if I no longer am an enrollee in the NALC Health Benefit Plan?

A: Any monetary rewards you earn while a member of the Plan are available for use up to 30 days after disenrollment in the Plan.

Q: Can I participate if I have Medicare?

A: Yes. All members age 18 and older are eligible to participate in the incentive programs, whether they are Medicare primary or not.

Q: What types of services can be purchased with my health savings dollars?

A: Like a flexible spending account (FSA), funds can be used to purchase medical items or services not covered by your health insurance. Examples include dental treatment, eyeglasses and over-the-counter medication.

Q: Can I earn more than one reward?

A: You can earn health savings rewards for all wellness incentives that you qualify for. You may not qualify for all programs. However, you are eligible to receive only one reward amount per person, per program or wellness activity, per calendar year.

Q: How can I check the balance of available funds on my card?

A: You can contact TASC by phone at 800-422-4661, or visit its website at tasconline.com.

Q: Where can I get additional information on the Wellness Incentive program?

A: You can visit the NALC Health Benefit Plan's website at nalchbp.org. You also can speak to a customer service representative at 888-636-6252.

"Awards can give you a tremendous amount of encouragement to keep getting better, no matter how young or old you are."—Alan Alda

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

The bargaining process for LMOUs

With the passage of the Postal Reorganization Act (PRA) in 1970 and the start of full postal collective bargaining in 1971, most of letter carriers' contractual rights and benefits have been negotiated at the national level. However, many local practices and provisions were bargained prior to the passage of the PRA. Instead of those agreements being negated, they were incorporated into the National Agreement via Article 30.

Since its inception, the National Agreement has recognized and permitted NALC branches to engage in negotiations with local postal officials over the items identified in Article 30. These rights and benefits are incorporated into what is commonly referred to as the local memorandum of understanding (LMOU), or local agreement. This article is intended to educate members on the 22 items contained in Article 30, Section B, which branches are able to negotiate during the LMOU negotiation period.

As of the date of this writing, results of the ratification vote on the 2019-2023 National Agreement are not known; however, LMOU negotiations will commence at some time in the future. Upon ratification of the new contract, LMOU negotiations between NALC branches and USPS installations will commence on the date agreed upon by the national parties and continue for a defined 30-day period.

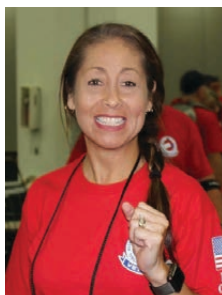
During this 30-day period, NALC and management representatives at the local level may negotiate a list of 22 subject items provided in Article 30, Section B of the National Agreement to either create the LMOU or modify the terms of an existing local agreement. If one party raises any of the 22 items during negotiations, the other party is obligated to bargain over the item. Neither party is obligated to bargain over subjects outside the 22 items listed in Article 30. However, each side may—as a matter of voluntary choice—negotiate and make agreements about such subjects, as long as nothing in the local agreement is inconsistent or in conflict with the provisions of the 2019 National Agreement.

The following 22 items are specified as items for local implementation:

- 1. Additional or longer wash-up periods**—In addition to the National Agreement language that grants reasonable wash-up time to employees who perform dirty work or work with toxic materials, the local parties may negotiate to establish what is “reasonable wash-up time,” such as when, how often and how long wash-up time occurs or lasts.
- 2. The establishment of a regular workweek of five days with either fixed or rotating days off**—This can be as simple as negotiating fixed or rotating days off for all carriers in the office, or negotiating both rotating and fixed days off, specifying exactly what kinds of routes (e.g., parcel post, business, etc.) receiving rotating or fixed days off.
- 3. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions**—The idea here is to negotiate language that calls for reasonable decisions to be made with consideration for the safety and health of letter carriers.
- 4. Formulation of local leave program**—Among the items that may be negotiated are date of notification for making choice period selections, method for making choice selections, quota of carriers off during non-choice period, re-posting of cancellations, transferring with leave and posting of leave schedules.
- 5. The duration of the choice vacation period(s)**—The LMOU typically sets forth a system where the leave year is divided into times known as the “choice vacation period” (also called “prime time”) and other times that are outside the choice vacation period (“non-prime time”). For example, the choice vacation period might run from the first week of May through the last week of October.
- 6. The determination of the beginning day of an employee's vacation period**—Generally, the vacation period begins either on a Saturday or on a Monday.
- 7. Whether employees, at their option, may request two selections during the choice vacation period, in units of either five or 10 days**—The local parties can simply state whether there will be one or two selections during the choice vacation period.
- 8. Whether jury duty and attendance at NALC national or state conventions shall be charged to the choice vacation period**—The local parties negotiate whether a member absent to attend a national or state convention shall be charged against the total number of employees off during any week of the choice period.
- 9. Determination of the maximum number of employees who shall receive leave each week during the choice vacation period**—Key LMOU provisions may establish the percentage of carriers (or a fixed number of carriers) to receive vacation each week, both during the choice vacation period and during the non-choice periods. The number of carriers that must be permitted off during the choice vacation period is typically higher than the number during non-prime time.
- 10. The issuance of official notices to each employee of the vacation schedule approved for each employee**—Local parties may negotiate LMOU provisions indicating how management must give employees official notice of their approved vacation schedule.

11. **Determination of the date and means of notifying employees of the beginning of the new leave year**—Local NALC representatives may wish to include Article 10, Section 4.A in the LMOU. This language provides that the employer must post on bulletin boards, etc., the beginning date of the leave year no later than Nov. 1. Of course, local NALC representatives may wish to negotiate another date, depending on the needs and wishes of the members.
 12. **The procedures for submission of applications for annual leave during time periods other than the choice vacation period**—This item allows branches to negotiate procedures for obtaining leave during periods of the year other than the choice vacation period. There are two general types of provisions the branch should consider here—procedures for making non-choice period vacation selections and procedures for applying for incidental leave. Some branches also negotiate a percentage of letter carriers allowed to take leave during the non-choice period.
 13. **The method of selecting employees to work on a holiday**—This item determines the order in which employees will be selected to work on a holiday. The *Joint Contract Administration Manual (JCAM)* provides a default pecking order; however, the local parties may negotiate different holiday scheduling provisions as long as they are consistent with the provisions outlined in Article 11.6 of the National Agreement.
 14. **Whether “overtime desired” lists in Article 8 shall be by section and/or tour**—In some offices, the overtime desired list (ODL) covers the entire facility; while in other offices, each section (zone/ZIP code) may have an independent ODL. During LMOU negotiations, local branches may choose whether the ODL is for the entire facility or by specific sections.
 15. **The number of light-duty assignments within each craft or occupational group to be reserved for temporary or permanent light-duty assignment**—In negotiating the number of light-duty assignments, local NALC representatives should first assess what the office’s needs have been in the past and then allow for abnormal circumstances that might require more light-duty assignments than have generally been required.
 16. **The method to be used in reserving light-duty assignments, so that no regularly assigned member of the regular workforce will be adversely affected**—As part of the method to be used in reserving light-duty assignments to minimize the impact of these assignments on the regular workforce, local NALC representatives might offer management various operational alternatives to reserve a sufficient number of light-duty assignments.
 17. **The identification of assignments that are to be considered light duty within each craft represented in the office**—Management typically finds limited-duty work for city letter carriers injured on duty. Consequently, one way to define light-duty assignments is to identify limited-duty work and attempt to negotiate these same duties into a definition of light-duty assignments for city letter carriers.
 18. **The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section**—This item allows the local parties to identify separate sections within an installation when the need to involuntarily reassign (excess) a letter carrier due to the elimination of a full-time assignment. If the LMOU does not identify separate sections for excessing purposes, the entire installation is considered a section. A more detailed explanation of this item is found on pages 12-30 and 12-31 of the 2014 *JCAM*.
 19. **The assignment of employee parking spaces. The intent of this item is for the parties to negotiate the number of existing parking spaces that will be allocated to letter carriers**—It is not, and has never been, the intention to negotiate about the construction of additional spaces.
 20. **The determination as to whether annual leave to attend union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan**—It is important to note that “union activities” in this item differs from the “national and state conventions” referenced in Item 8.
 21. **Those other items that are subject to local negotiations as provided in the craft provisions of this Agreement**—Since Items 21 and 22 incorporate areas that overlap with one another, it is suggested that these items be negotiated together.
 22. **Local implementation of this agreement relating to seniority, reassignments and posting**—Some categories that should be negotiated are frequency of posting, the scope and method of posting and bidding, and whether or not a branch chooses to incorporate Article 41, Section 3.0 into its LMOU.
- Creating or modifying an LMOU that best serves the needs** of members can be a very challenging task for local NALC representatives. To help branch officers achieve such an LMOU, the NALC Contract Administration Unit has created the NALC 2021 Local Negotiations guide and has provided it to the NBA offices for distribution to the branches.
- For a comprehensive explanation of the LMOU negotiating process, see Vice President Lew Drass’s four-part series of articles that began in the January edition of *The Postal Record*.

71 years of partnership with MDA



Christina Vela Davidson



This year marks NALC's 71st year of partnership with the Muscular Dystrophy Association (MDA) in our commitment to deliver the cure for kids and adults living with neuromuscular diseases. We stand more committed than ever before. We believe that with the efforts of all of the NALC branches, we can make a difference. Our fellow letter carriers are raising life-changing funds and awareness for families affected by muscular dystrophy, funding breakthroughs in research and ensuring that MDA can continue offering state-of-the-art care at MDA care centers nationwide. Thanks to all of the


branches that have raised life-saving funds to support MDA!


To celebrate our 71st year, here are a few ways we encourage branches to get involved:

- 1. March NALC Branch Challenge:** We're diving right into our first branch challenge of 2021. Go to mda.donordrive.com/event/nalc2021 to see if your branch has been pre-registered and start fundraising today. If you don't see your branch registered, register at the above website and compete against other branches for weekly and overall recognition. This is a great and easy way to raise money online, and we encourage all branches to register during March.
- 2. Virtual fundraising:** Looking for a creative way to do bowl-a-thons, happy hours, satchel drives and other fundraising events in the midst of the pandemic? You can start a fundraising campaign online, share your story, start an event, log your activity and more at mda.donordrive.com/event/nalc2021.

- 3. Connect with MDA:** MDA has a team ready to support our NALC branches. Want to brainstorm fundraising ideas, or have a question about how they can help? Reach out! You can email nalc@mdausa.org or call **312-392-1100**.
- 4. Offline donations:** Remember, be sure to send any offline revenue to MDA using the allocation form below, so we can be sure that your branch gets credit. You can also find the allocation form at nalc.org/mda. Please remember to send me copies of the form and checks sent to MDA.

Thanks, and please let me know if you need anything else.





Muscular Dystrophy Association

NALC MDA Donation Allocation Form

NALC Branch Number _____
 State Association _____
 Auxiliary _____

MDA District/City _____

MDA Contact/Staff _____

MDA Event Name/Event Type _____

MDA Event Date _____ Donation Amount _____

Donor Name _____

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

MDA
 Attn: NALC
 161 N. Clark Suite 3550
 Chicago, IL 60601



New York, NY Branch 36 members (left) and Pawtucket, RI Branch 55 members (above) were both recognized for their efforts to raise money for MDA in 2020. To see more about branches' MDA fundraising efforts, check out facebook.com/DelivertheCure.

The Short Form Closure: an open-and-shut case?



Assistant to the President
for Workers' Compensation
Kevin Card

Letter carriers can and should take a lot of pride in their work. We have delivered mail through wars, pandemics and natural disasters. Our customers love us for delivering to their homes, offices and businesses six days a week, rain or shine. In 2020, one of our most challenging years, letter carriers delivered a record number of election ballots. We delivered democracy.

Every now and then, a day on the route doesn't turn out the way we'd like. It could be a dog, a car or an icy step that suddenly turns a good day

into a life-changing event—a traumatic injury. The disorienting shock of an injury is often compounded when the injury is reported and a claim is filed. While suffering a traumatic on-the-job injury can ruin your whole day, it should not ruin your whole life.

When a traumatic injury claim is filed with the Office of Workers' Compensation Programs (OWCP), many processes are set in motion.

First, there's the Postal Service. The minute a letter carrier reports an injury, supervisors have certain requirements under federal law and postal regulations. While the laws and regulations are straightforward, many supervisors are not well trained in what actions need to be taken. Aid is not swiftly given, important information is not provided, claims are delayed and injured workers suffer.

The most significant error occurs when the Postal Service fails to give the injured worker Form CA-16, which is a payment voucher used to cover the first 60 days of medical treatment. Without the CA-16, injured workers may end up getting billed by hospitals, emergency rooms or health clinics. That should never happen.

OWCP claims examiners think the Postal Service routinely follows proper procedures and issues CA-16s in every case. Assuming the CA-16 was issued and seeing no evidence of a serious injury, OWCP claims examiners may simultaneously open and close a claim when:

- the claim involves a traumatic injury,
- the claim was not controverted by the Postal Service,
- the claim was created within six months of the injury,
- the claim does not involve a fatality, and
- the claim does not involve a claim for wage-loss compensation.

OWCP refers to this as a Short Form Closure. OWCP designates a Short Form Closure claim as closed/all benefits paid. Claimants often are surprised when they

find out that the claim they just filed has been administratively closed using the Short Form Closure.

If your claim is converted to a Short Form Closure, your doctor may think that he or she cannot treat you because the claim has been closed. That would not be an issue if a CA-16 was issued.

Short Form Closures will be reopened and adjudicated when one of the following occurs:

- The total amount of medical bills exceeds \$1,500.
- Form CA-7, Form CA-2a, or other indication of work stoppage beyond the COP period is received.
- The case is reopened based upon evidence received, such as a request for surgery or employer challenge.

“While suffering a traumatic on-the-job injury can ruin your whole day, it should not ruin your whole life.”

If your doctor tells you that he or she cannot treat you because your new claim has been closed, you need to take the following steps:

1. Call OWCP at 202-513-6860 and ask to speak with your claims examiner.
2. Explain that you continue to need medical treatment and ask that the claim be opened.
3. If you run into any resistance in getting the claim reopened, call your national business agent's office and ask for a referral to a regional workers' compensation assistant.

OWCP continues to move away from handling paper forms and toward an electronic platform. Claims should be filed electronically via OWCP's ECOMP web portal. You can file a claim from your smartphone, tablet or computer; if you don't have a computer, the Postal Service is required to give you access to a postal computer to file a claim.

In a recent policy change, claims filed electronically via ECOMP will generate both emails and letters to the claimant. Letters requiring a response will appear on the claimant's ECOMP dashboard. Claimants should make it a habit to check their ECOMP dashboard daily so that OWCP letters can be responded to promptly.

The burden of proof in every OWCP claim has always been borne by the injured worker. OWCP's move to electronic communication will streamline the process of claim development if every injured worker actively monitors the status of his or her claim—same as it ever was.

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

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

ages, which are based on the basic pay earned by full-time Step 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 : \$64,520			CC Grade 2 / High-3 Average ¹ : \$65,867		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,949	\$172	\$1,777	\$1,990	\$176	\$1,813
21	2,057	183	1,873	2,100	187	1,912
22	2,164	194	1,970	2,209	198	2,011
23	2,272	205	2,067	2,319	209	2,110
24	2,379	215	2,164	2,429	220	2,208
25	2,487	226	2,261	2,539	231	2,307
26	2,594	237	2,357	2,648	242	2,406
27	2,702	248	2,454	2,758	253	2,505
28	2,809	258	2,551	2,868	264	2,604
29	2,917	269	2,648	2,978	275	2,702
30	3,024	280	2,744	3,088	286	2,801
31	3,132	291	2,841	3,197	297	2,900
32	3,239	301	2,938	3,307	308	2,999
33	3,347	312	3,035	3,417	319	3,098
34	3,455	323	3,132	3,527	330	3,196
35	3,562	334	3,228	3,636	341	3,295
36	3,670	344	3,325	3,746	352	3,394
37	3,777	355	3,422	3,856	363	3,493
38	3,885	366	3,519	3,966	374	3,592
39	3,992	377	3,615	4,076	385	3,690
40	4,100	387	3,712	4,185	396	3,789
41	4,207	398	3,809	4,295	407	3,888
41+11 months & over ⁵	4,301	408	3,894	4,391	417	3,975

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between June 1, 2018, and May 31, 2021, 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 \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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

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

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

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

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

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

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

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$64,520			CC Grade 2 / High-3 Average ¹ : \$65,867		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,075	\$108	\$968	\$1,098	\$110	\$988
21	1,129	113	1,016	1,153	115	1,037
22	1,183	118	1,065	1,208	121	1,087
23	1,237	124	1,113	1,262	126	1,136
24	1,290	129	1,161	1,317	132	1,186
25	1,344	134	1,210	1,372	137	1,235
26	1,398	140	1,258	1,427	143	1,284
27	1,452	145	1,307	1,482	148	1,334
28	1,505	151	1,355	1,537	154	1,383
29	1,559	156	1,403	1,592	159	1,433
30	1,613	161	1,452	1,647	165	1,482
31	1,667	167	1,500	1,702	170	1,531
32	1,721	172	1,548	1,756	176	1,581
33	1,774	177	1,597	1,811	181	1,630
34	1,828	183	1,645	1,866	187	1,680
35	1,882	188	1,694	1,921	192	1,729
36	1,936	194	1,742	1,976	198	1,778
37	1,989	199	1,790	2,031	203	1,828
38	2,043	204	1,839	2,086	209	1,877
39	2,097	210	1,887	2,141	214	1,927
40	2,151	215	1,936	2,196	220	1,976
Each additional year ⁵	53.77	5.38	48.39	54.89	5.49	49.40

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between June 1, 2018, and May 31, 2021, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 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.



When an old injury reappears

At first blush, the average postal customer thinks letter carriers have a pretty good job, walking or driving through the neighborhood delivering letters and parcels to their doors. Few people actually know what a letter carrier's day is really like: a morning sorting mail, haggling with the boss over how big the workload is, the physical endurance of moving and loading all of the mail for the day's deliveries.

Ask any new employee—the physical nature of our work takes a while to get used to. Add to that an abundance of overtime, working six or seven days a week, and there's little wonder so many new employees don't last very long. It's a tough job.

Despite it all, letter carriers continue to rise to the challenge and have earned the respect of the American public. You should be proud of what you do.

Military veterans may decide to become letter carriers due to the physical nature of the work and the opportunity to work outdoors. Carrying mail can be fun, enjoyable work. However, for some, the physical nature of the job can aggravate or accelerate old injuries suffered prior to becoming a letter carrier. Often it doesn't take very long for those injuries to reappear and make the job, and life, harder.

Be it an injury related to your previous military service or an old sports injury, the Office of Workers' Compensation Programs (OWCP) will accept a claim when letter carrier work duties accelerate or aggravate pre-existing injuries. That's something most doctors don't understand.

Your work as a letter carrier does not need to be the primary cause of your injury. OWCP does not apportion causation, which means there need not be a certain percentage of your injury caused by work duties. If your work as a letter carrier aggravates or accelerates an old injury in any way, it can be

accepted as a workplace injury.

OWCP considers injuries caused by the aggravation or acceleration of underlying conditions as occupational disease claims.

Most doctors use the word "exacerbate" to describe when work duties cause an old injury to arise. OWCP adjudicates claims based on legal statutes, and words are important. OWCP does recognize "exacerbate," but will consider injuries "aggravated" or "accelerated" by work duties.

Letter carrier work duties often accelerate minor medical conditions, making them worse than they would have been absent letter carrier duties. When seeking treatment, injured workers should advise their doctor that OWCP treats acceleration just like direct causation.

A medical report diagnosing acceleration needs to explain how, absent your work duties, your diagnosed condition(s) would not have worsened. Military veterans are lucky that the Department of Veterans Affairs can provide them with a complete copy of their medical history related to their time in service.

With the history of an underlying condition, a doctor can document the acceleration of diagnosed conditions through historical medical reports and tests.

Successfully filing an occupational disease claim is a step-by-step process. You don't want to file form CA-2, Claim for an Occupational Disease or Illness, until you have a medical report where a doctor explains how your work duties affected your diagnosed injuries.

You need to give your doctor a work narrative explaining your day-to-day duties as a letter carrier. A good work narrative describes an average day on your route.

Mail volume and deliveries fluctuate every day, so avoid exact numbers.

Describe how long you sort and deliver mail. Estimate mail volumes, weights, distances and repetitions. Never exaggerate. Use action words that describe your work factors such as walking, carrying, reaching, pushing, pulling, etc. It is appropriate to reference any prior injuries you have suffered.

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

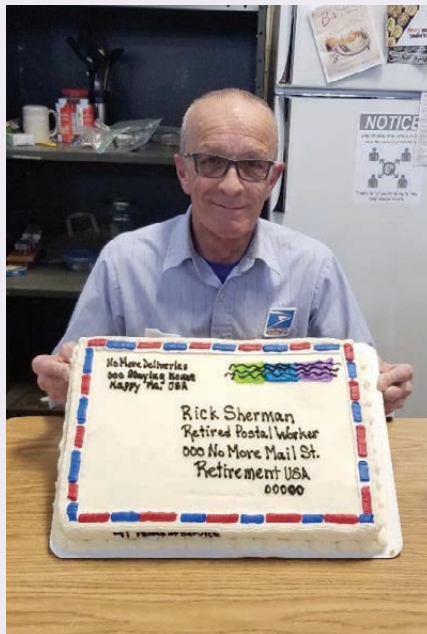
The medical report from your doctor needs to describe the causal relationship between specific work factors and the diagnosed injury. The report needs to be based on objective medical evidence, such as physical exams, tests, X-rays or MRIs. A good report describes the physiological mechanism by which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

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

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

Join the NALC Veterans Group

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



Former Iron Mountain, MI Branch 395 President Rich Sherman was recently celebrated with a cake at his post office for his retirement after 41 years of service.

Hartford, Connecticut

Open Season has ended. I hope our members picked our NALC Health Benefit Plan. It has great benefits and a good record of reimbursing the costs that you incur from pharmacy, physician and doctor bills.

Retirees, when they leave the Postal Service, should seriously consider purchasing separate dental and/or vision coverage health care plans. Obviously, while by law they are not offered by our union, they are a good idea for older active letter carriers and retirees. Expenses as you age can cost a lot of money for dental and/or vision eyeglass coverage. Adding these supplemental plans is a wise choice.

We received a one and three-tenths percent increase in our pension for letter carrier retirees. I hope we will have a new negotiated contract for the NALC soon.

As a retiree, I am receiving a lot of mailings from what claim to be a USPS rewards or gift site. They promise free gifts, but beware—they insist you pay a shipping fee. They then insist you pay this by credit card. Never give out this info unless you yourself initiated the transaction. Giving out your credit card info for a free gift is not free. They could use this info you gave away for nefarious scams and identity theft. Beware of these. They have nothing to do with the U.S. Postal Service.

Ed Mulrenan, Branch 86

Paterson, New Jersey

As time moves forward, it appears that President-elect Joe Biden will be our next president of the United States. President-elect Biden brings with him a tremendous amount of experience in dealing with Washington politics and probably is best suited to bring our nation together.

In addition, President-elect Biden has been a friend of letter carriers, and with the recent success of negotiating our National Agreement, the pressure will be less of working harder with little or no rewards.

Although our union is always hard at work at dealing with letter carrier issues, it is soothing to know that a friend of letter carriers will reside in the White House, hopefully to assist us in this manner. We look forward to developing and making stronger a middle class, which, when in force, benefits the country best.

Joseph Murone, Branch 120



For information on how to contribute to the Letter Carrier Political Fund,

go to:

nalc.org/pac

WHEN A RETIRED LETTER CARRIER DIES . . .

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

If the spouse of a retired letter carrier dies, call the NALC retirement office for instructions on how to restore annuity to full amount; switch health coverage from family to self (unless dependent children), and change beneficiaries.

State Summaries

California

Thanks to all those who participated in the special election for the two U.S. Senate seats in Georgia, whether it was by phone, text or postcard. You helped elect pro-letter carrier candidates Jon Ossoff and Raphael Warnock. Why is that important? Mitch McConnell, who is not your friend, no longer has full control over what reaches the Senate floor. If you wonder why that's important to you as a letter carrier, look no further than H.R. 2382, which would have eliminated the pre-funding requirement. It passed last year with a veto-proof majority. Heck, even my congressman, Devin Nunes, voted for it. So it became law, right? *Not!*

You see, Mitch never allowed a vote on it in the Senate, as was the case with hundreds of bipartisan bills that passed the House. Now, does control of the Senate mean we're going to get everything we want? Well, remember that for most items, it takes 60 votes to even get a floor vote, so we need Republican support. And we do have a solid track record of working with members from both sides of the aisle, so I'm hopeful.

And we need legislative action on our issues. Last year, we couldn't solely blame pre-funding for our financial losses. The coronavirus pandemic put many businesses out of commission, which helped tank first-class volume. And that volume isn't coming back, folks. So we need legislation to put us on a solid financial track, which includes money for infrastructure needs, like new vehicles.

As letter carriers, we need to continue to be involved in the legislative arena. Please read Article 43 of our contract. Every right we have as letter carriers can be done away with a stroke of a pen. Never forget that.

Eric Ellis

Colorado

The Colorado State Association of Letter Carriers held its state training the weekend of Jan. 28-30. We were required to have a limited number of attendees at the event in person, while others were able to be involved via Zoom video conferencing. The steward's college and state training was a huge success. We were able to have 45 attendees at the hotel while having an additional 35 to 38 attending virtually through Zoom daily. It was great to be together again educating future stewards.

We would like to thank NALC Region 4 NBA Dan Versluis, RAA John Robles and RGA Jeff Hartman for their assistance in teaching the steward's classes via Zoom and helping to prepare the materials for the training. COSALC also held a retirement seminar on Jan. 31 after the state training. It was well attended by many carriers who are preparing their road toward retirement. We couldn't have done this without the assistance of the hotel setting up the venue following CDC guidelines to keep all of the attendees safe during the weekend training. We would also like to thank NALC LPO John Beaumont for hosting a letter carrier congressional liaison session and getting everyone updated on the 117th Congress.

We are now looking forward to the 2021 Colorado state convention in April. Colorado was just moved into Level Yellow, which should al-

low us to all attend in person at the Pueblo Convention Center. The convention center is also in the process of getting a five-star certification, which will allow for up to 175 attendees.

We want to thank all of the letter carriers across Colorado for their dedication and hard work during the holiday peak season. We always come together to help each other out while showing professionalism and giving the best customer service. Keep it up!

Richard Byrne

Florida

Recently, the nation's attention has been focused on the runoff elections for the two Senate seats in Georgia. Two of our retirees, Shane Ulbin of Branch 1091 and Jerry Lonergan of Branch 2008, were part of the NALC release staff to assist the GSALC and the AFL-CIO in the campaign to elect the Democratic candidates. Many other FSALC members volunteered their time to make much-needed calls to Georgia voters, urging them to vote for Raphael Warnock and Jon Ossoff. Thanks to their dedication and efforts, as well as the same from many volunteers around the country, both Democrats won. These wins give President Biden and V.P. Harris the edge needed to move our country forward, to strengthen the Postal Service, and to protect and secure the liberty and equal rights for all citizens.

The last couple of days have left most Americans spellbound and horrified at the attacks on our democracy by the riotous mobs invading the Capitol, urged on by Trump himself, and by the seditious acts of many of our legislators in seeking to have the results of the presidential election invalidated. I am saddened, but not surprised, that 12 of Florida's Republican representatives and Sen. Scott joined these secessionists. Not one Democratic representative from Florida joined this attempt to subvert the will of the voters.

The pandemic has worsened, with more carriers and other postal employees testing positive and being required to quarantine. Recently, just in my own branch, we have had deaths of two retirees due to COVID-19. The workload on our carriers and other postal employees has greatly increased. Thankfully, postal employees have now been moved up in the categories to receive the vaccines.

Fortunately for the state of Florida, the weather is still rather mild when compared with the rest of the nation—48 degrees and *brrrrr!*

O.D. Elliott

Kentucky

Those of us in your Kentucky State Association, who mainly work in legislation and politics for the betterment of NALC and its members, are grateful to President Rolando and our national officers and staff. Every state and territory of the USA receives support from our Legislative Department, and so does every LCCL.

Due to the wonderful special election results on Jan. 5 for the two U.S. Senate seats in Georgia that gave the Democrats control, we can now concentrate on legislation set by Majority Leader Schumer. That includes S. 145, the USPS Fairness Act, that would repeal the pre-funding for future

retirees' health care in the 2006 law. Contact Minority Leader McConnell and Sen. Paul to support this in the U.S. Senate and co-sponsor. We need a strong U.S. Postal Service in the rural and urban areas of Kentucky. In the U.S. House, John Yarmuth (KY-3) has already co-sponsored H.R. 695, the companion bill to the Senate version. We need to lobby the other five representatives from Kentucky to co-sponsor and support this bill, especially since the election is over, and our citizens in Kentucky deserve first-class U.S. Mail service. We all faced delays of first-class mail, and parcels here are delivered seven days a week. However, the losses due to COVID-19 cannot be made up by parcel volume alone.

Our June 13-14 KYSALC state convention scheduled for Bowling Green may be held in person or virtually by computer and phone, if we can. The virus will determine what we can safely do, as Gov. Andy Beshear wisely reminds us. Your KYSALC officers will make a decision by mid-April about the convention.

Bob McNulty

Michigan

Greetings, Michiganders! As I write this, most of the state is digging out from our latest snowstorm and dealing with arctic temperatures.

As you read this, hopefully spring is in sight. Spring is supposed to be a time of new beginnings. A hopeful new beginning for postal workers everywhere is the introduction of H.R. 695, a bill which would repeal the pre-funding mandate that has put such a tremendous strain on the Postal Service. As of this writing, eight of Michigan's 14 congressional representatives have signed on. This is a hopeful sign.

It is a direct result of letter carriers across the state and country making their voices heard. We can't let up now; we must continue to contact our representatives on all issues that affect our employment. Be strong until next month.

In solidarity—

Tom Minshall

New Jersey

The applications for the 2021 Richard P. O'Connell Scholarship are now available at njslc.com. The deadline dates are crucial. All applications to receive a scholarship packet must be received by me, Scholarship Chair Christine A. Strasser, by April 2. I will send a scholarship packet to each applicant. Completed packets must be returned to the scholarship chair by May 3. The scholarship is open to high school seniors who are dependent children of members of the NALC in the state of New Jersey. The recipient of the award will be announced in the *Garden State Letter Carrier*.

As the number of positive cases of COVID-19 begin to decline, and the vaccines for COVID-19 become available, it is the hope of the NJ state executive board to be able to schedule events later in this year.

Unfortunately, the 2021 congressional conference in Washington, DC, has been canceled. The New Jersey state executive board is unsure if the event will be rescheduled due to the Jan. 6 attacks on the Capitol. The executive board will

begin to explore avenues to visit our congressional representatives in their home offices, in order to be able to continue our close relationships with them, which is crucial to our efforts to get legislative support for postal reform.

Finally, the New Jersey state convention has been scheduled at Caesars Atlantic City Hotel & Casino Sept. 26-28. As the event date nears, more information will be made available. It has been a tough year, and hopefully the worse of the pandemic is over. However, everyone must remain vigilant and practice social distancing, wear masks and be careful. We are not out of the woods yet. Stay safe and stay strong.

Christine Strasser

Tennessee

Each year, the Tennessee State Association of Letter Carriers awards two \$500 scholarships to the son/daughter of a retired, active or deceased letter carrier who was a member of the TSALC.

For more information, write to the Scholarship

Committee, c/o Ray Maki, 2405 Old Russellville Pike, Clarksville, TN 37040.

Laurie McLemore

Texas

The Texas State Association executive board unanimously decided to cancel the 2021 state convention, considering the COVID-19 pandemic. However, there will be an election of officers in the coming months. Some of the details need to be worked out, but there will be an election.

On that note, all branch delegate lists to the 2021 Texas state convention will be used for mailing nomination and election information. With that in mind, branches have until March 31 to submit your delegate list to TSALC Secretary Julian Alvarez, either by email at secretary.tsalc@gmail.com or mail to 181 W. 87th St., Odessa, TX 79764. Election information will be mailed to delegates' last known mailing addresses. Notify National if you must update your mailing address, because the mailing list comes

from Headquarters.

Switching gears, the 117th Congress has just started, and we are off. The Senate introduced S.145, repealing pre-funding, followed by the House, which introduced H.R. 695, repealing pre-funding with 223 original co-sponsors—well more than the majority of 218. Clearly this is a bipartisan bill and will gain much more support. Currently there are 11 Texas co-sponsors. There is room to add more; let's do it.

H. Res. 109, a resolution to maintain door delivery, was introduced, and we are working to gain as many supporters—if not more—as we had in the last Congress. By the time this goes to press, there may be other bills and resolutions we need to act on.

Get updates with the NALC mobile app for Apple and Android, read your *Postal Record*, and find us on Facebook. If you are on the go, listen to the "You Are the Current Resident" podcast. NALC has given us many ways to stay informed.

Again, thank you to Houston, Branch 283 members for hosting—maybe 2023.

Carlos Rodriguez

In Memoriam

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

John L. Mogren	Br. 704	Tucson, AZ
Douglas W. Mullen	Br. 1100	Garden Grove, CA
Bill D. Snyder	Br. 1100	Garden Grove, CA
Rosemary V. Villegas	Br. 1111	Greater E. Bay, CA
Gilbert R. Atencio	Br. 133	Sacramento, CA
Danzil E. Miller	Br. 133	Sacramento, CA
Daniel Grijalva	Br. 411	San Bernardino, CA
Jerry A. Tin	Br. 70	San Diego, CA
Bertha Haro	Br. 193	San Jose, CA
Floyd Stoner Jr.	Br. 193	San Jose, CA
Ronald G. Lee	Br. 737	Santa Ana, CA
Raymond M. Gardner	Br. 183	Santa Rosa, CA
Vincent L. Nepomuceno	Br. 2462	Van Nuys, CA
Melvin L. Haack	Br. 47	Denver, CO
Martin Perlman	Br. 47	Denver, CO
Philip B. Dodge Jr.	Br. 32	Bridgeport, CT
Joseph J. Frank	Br. 86	Hartford, CT
Daniel T. Patriss	Br. 86	Hartford, CT
Leo J. Tos	Br. 906	Southern Delaware
John G. Snyder II	Br. 191	Wilmington, DE
Robert J. Carlton	Br. 2550	Fort Lauderdale, FL
Antoine L. Clerdona	Br. 4716	Naples, FL
Demetrius D. Burney	Br. 73	Atlanta, GA
Mark Callaway	Br. 73	Atlanta, GA
Avis Griffin	Br. 73	Atlanta, GA
Lewis Jones	Br. 73	Atlanta, GA
Edwin Nelson	Br. 73	Atlanta, GA
Gerald Pittman	Br. 73	Atlanta, GA
Geraldine Ross	Br. 73	Atlanta, GA
Frederick Tull II	Br. 73	Atlanta, GA
Noble Walker Jr.	Br. 73	Atlanta, GA
Bertram S. Komenaka	Br. 860	Honolulu, HI
Darryl Mitchell	Br. 11	Chicago, IL
Edward R. Elliott	Br. 292	Rock Island, IL
Dan Jones	Br. 116	Fort Wayne, IN
Patrick T. Mcnutt	Br. 116	Fort Wayne, IN
Adam J. Pontani	Br. 2421	Greenwood, IN

Walter G. Bell	Br. 580	Hammond, IN
Donald F. Herald	Br. 39	Indianapolis, IN
Gerald A. Ransom	Br. 39	Indianapolis, IN
Charles E. Turner Jr.	Br. 39	Indianapolis, IN
Martin A. West	Br. 455	Michigan City, IN
Carl E. Sweeting	Br. 373	Cedar Rapids, IA
William E. Hampton Jr.	Br. 352	Central Iowa Mgd.
Dallas B. Tenbrook	Br. 201	Wichita, KS
Harold W. Coleman	Br. 136	Monroe, LA
Kenneth E. Sisk	Br. 443	Hagerstown, MD
Leo A. Bergeron	Br. 46	Western MA
Daniel Tokarsky	Br. 46	Western MA
William J. Dieter	Br. 187	Bay City, MI
Andrew D. Robertson	Br. 74	Saginaw, MI
Frank J. Di Piazza	Br. 4374	South Macomb, MI
George E. Anderson	Br. 114	Duluth, MN
William G. Beauchaine	Br. 9	Minneapolis, MN
Gordon V. Clemens	Br. 9	Minneapolis, MN
Gerald T. Mattox	Br. 9	Minneapolis, MN
Robert J. Ronningen	Br. 440	Rochester, MN
Brandon L. Minica	Br. 2202	Amory, MS
Shaniel F. Barnes	Br. 30	Kansas City, MO
Percy C. Quarles	Br. 30	Kansas City, MO
Daniel J. Bogdajewicz	Br. 343	St. Louis, MO
Pietro Orlando	Br. 343	St. Louis, MO
David E. Samuels	Br. 343	St. Louis, MO
John M. Salcido	Br. 621	Butte, MT
Lester G. Lane Jr.	Br. 42	Jersey City, NJ
Nelson Rovira	Br. 272	Morristown, NJ
Thomas F. Boswell	Br. 38	New Jersey Mgd.
William K. Nauertz	Br. 38	New Jersey Mgd.
Gerald P. Harney Jr.	Br. 2128	Toms River, NJ
John Couch	Br. 380	Trenton, NJ
Oscar B. Angel	Br. 2905	Las Cruces, NM
Lloyd W. Hartling	Br. 29	Albany, NY
Robert W. Meeson Jr.	Br. 29	Albany, NY
Bernard R. Korn	Br. 41	Brooklyn, NY
Anthony A. Fest	Br. 3	Buffalo-Western NY
Chester Gawel	Br. 3	Buffalo-Western NY
Dan W. Ostwald	Br. 3	Buffalo-Western NY
Alfred P. Arlotta	Br. 210	Rochester, NY
Bernard A. Gleason	Br. 210	Rochester, NY
Luther R. Mabe	Br. 461	Winston-Salem, NC

Oren B. Fawbush	Br. 1152	Minot, ND
Anthony F. Iammarino	Br. 40	Cleveland, OH
Robert W. Koutnik	Br. 40	Cleveland, OH
Samuel J. Passafiume	Br. 40	Cleveland, OH
Michael W. Tunstall	Br. 78	Columbus, OH
James D. Alcorn	Br. 182	Dayton, OH
Kenneth R. Fielders	Br. 182	Dayton, OH
Walter R. Leck Jr.	Br. 426	Hamilton, OH
Frank T. Fesz	Br. 385	Youngstown, OH
Cheryl L. Headrick	Br. 1725	Clinton, OK
Barry C. Alexander	Br. 458	Oklahoma City, OK
Jeff A. Jameson	Br. 458	Oklahoma City, OK
David P. Day	Br. 1358	Tulsa, OK
James E. Vincent	Br. 82	Portland, OR
Jerome A. Devlin	Br. 284	Erie, PA
John T. Schafer	Br. 274	Lehigh Valley, PA
Michael Hromchak	Br. 4973	Levittown, PA
Clem J. Ewasko	Br. 157	Philadelphia, PA
Billy J. Moore	Br. 203	Philadelphia, PA
Albert E. Orlick	Br. 157	Philadelphia, PA
Charles E. Hazlett	Br. 84	Pittsburgh, PA
Charles A. Krainak	Br. 84	Pittsburgh, PA
Edward W. Link	Br. 84	Pittsburgh, PA
Howard E. Neidig	Br. 84	Pittsburgh, PA
John Drackly	Br. 258	Reading, PA
Leonard A. Albanese	Br. 15	Providence, RI
Richard D. Schmidt	Br. 491	Sioux Falls, SD
Charles D. Balthrop	Br. 364	Clarksville, TN
Gerald T. Loschiavo	Br. 27	Memphis, TN
Russell H. Jinnette	Br. 4	Nashville, TN
Billy D. Roberts	Br. 1037	Amarillo, TX
Terry L. Westbrook	Br. 5695	College Station, TX
Manuel B. Martinez	Br. 226	Fort Worth, TX
Indi S. Amaranayaka	Br. 4784	Richardson, TX
Emil J. Jost	Br. 1203	San Angelo, TX
Brad J. Wilder	Br. 111	Salt Lake City, UT
Dieguito M. Pritchett	Br. 609	Newport News, VA
Richard A. Ness	Br. 3520	Northern Virginia
Claud W. Miller	Br. 247	Tidewater, VA
J. H. Shrader	Br. 4458	Bridgeport, WV
T. W. Wilks	Br. 359	Huntington, WV
Everett W. Gordee	Br. 2	Milwaukee, WI
Harold G. Kasulke	Br. 2	Milwaukee, WI

William Balzer was erroneously listed as deceased in a previous issue of *The Postal Record*. We regret the error and apologize for any problems it may have caused.

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:

70-year pins

Robert D. Nowlin	Yakima, WA	Br. 852
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65-year pins

Regis F. Haug	Denver, CO	Br. 47
Frank A. D'Antone	Rockford, IL	Br. 245
Donald R. Craft	Central IA Mgd.	Br. 352
John D. Gallagher	St. Joseph, MO	Br. 195
Raymond Tomblin	Akron, OH	Br. 148
Delbert E. Butters	Salt Lake City, UT	Br. 111
Melvin B. Spilker	Salt Lake City, UT	Br. 111

60-year pins

Philip J. Carney	Denver, CO	Br. 47
Ted D. Carver	Denver, CO	Br. 47
John P. Gurnsey Jr.	Denver, CO	Br. 47
Edward C. Herling Jr.	Denver, CO	Br. 47
Jack L. Neff	Denver, CO	Br. 47
Marvin D. Peterson	Denver, CO	Br. 47
Alvin R. Scott	Denver, CO	Br. 47
Robert J. Daley	Rockford, IL	Br. 245
Glenn M. McCoskey Jr.	Terre Haute, IN	Br. 479
Bertis E. Long	Terre Haute, IN	Br. 479
Eugene C. Brown	Central IA Mgd.	Br. 352
Duane L. Jennings	Central IA Mgd.	Br. 352
George M. Bravante	Wanaque, NJ	Br. 4433
Bryant D. Anderson	Salt Lake City, UT	Br. 111
Eugene E. Bankhead	Salt Lake City, UT	Br. 111
David L. Cracroft	Salt Lake City, UT	Br. 111
Theron J. Larsen	Salt Lake City, UT	Br. 111
Byron W. Litster	Salt Lake City, UT	Br. 111
Marcel Saldivar	Salt Lake City, UT	Br. 111
Arthur A. Carmean	Yakima, WA	Br. 852
James R. Denman	Milwaukee, WI	Br. 2
Donald E. Droese	Milwaukee, WI	Br. 2
Rudolph L. Kaifesh	Milwaukee, WI	Br. 2
Leslie A. Koepsel	Milwaukee, WI	Br. 2
Jack D. Krystowiak	Milwaukee, WI	Br. 2

55-year pins

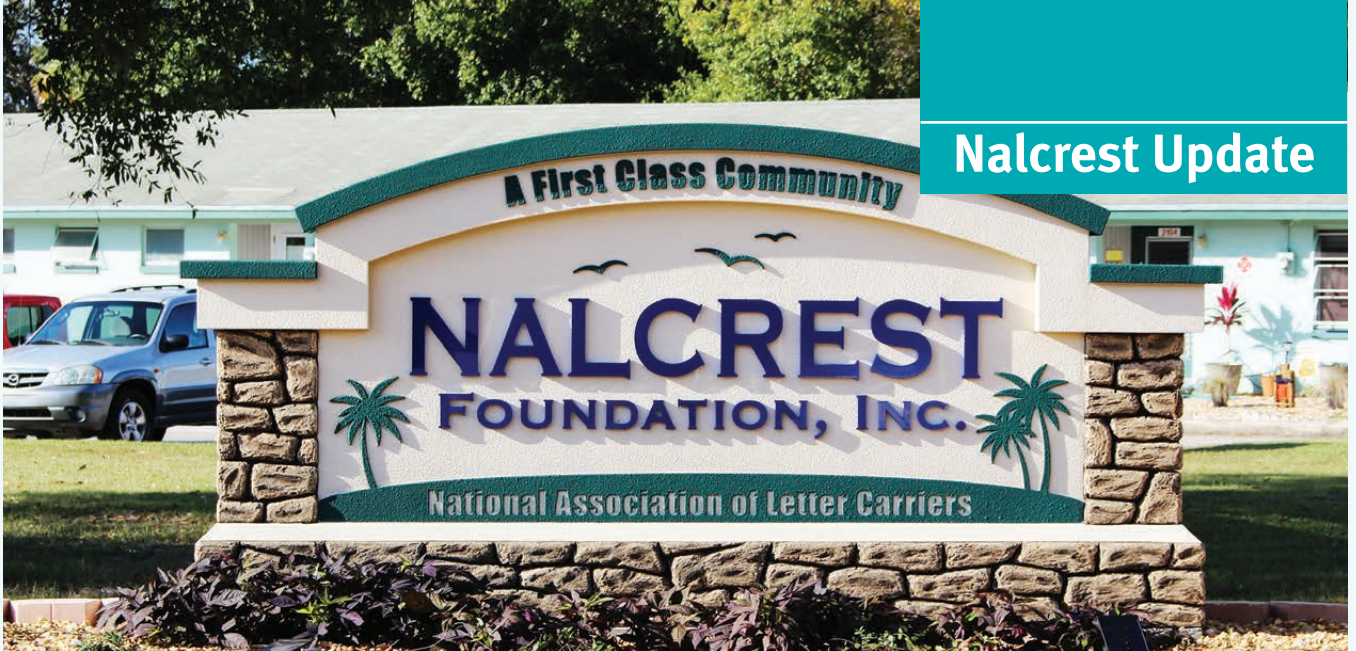
Benjamin D. Brewer	Denver, CO	Br. 47
John R. Cordova	Denver, CO	Br. 47
Eloy M. Fernandez	Denver, CO	Br. 47
Thomas R. Games	Denver, CO	Br. 47
Benito G. Hernandez	Denver, CO	Br. 47
Bernard J. Hiatt	Denver, CO	Br. 47
Tsutomu Kagiyama	Denver, CO	Br. 47
Eloy R. Martinez	Denver, CO	Br. 47
Charles E. McDaniels	Denver, CO	Br. 47
Vernon E. Moore	Denver, CO	Br. 47
William D. Morris	Denver, CO	Br. 47
Dale F. Sanderson	Denver, CO	Br. 47
Robert T. Urano	Denver, CO	Br. 47
John L. Widmar Jr.	Denver, CO	Br. 47
Robert Kingery	Rockford, IL	Br. 245
Larry L. Borchert	Central IA Mgd.	Br. 352
Everett L. McFarland	Central IA Mgd.	Br. 352
Marlyn R. Sachs	Central IA Mgd.	Br. 352
Joseph Tiano	Boston, MA	Br. 34

Edward R. Bay	Ballwin, MO	Br. 5050
Leo L. McEneny Jr.	Ballwin, MO	Br. 5050
Joseph C. Pelloquin	Ballwin, MO	Br. 5050
George M. Bravante	Wanaque, NJ	Br. 4433
Lionel A. Jean	Albany, NY	Br. 29
Paul J. Volsky	Albany, NY	Br. 29
Jacob A. Ritchie	Wooster, OH	Br. 480
George E. Bell	Erie, PA	Br. 284
Joseph R. Blaszczyk	Erie, PA	Br. 284
Odessa Conway	Erie, PA	Br. 284
Edward M. Dingfelder	Erie, PA	Br. 284
Lawrence G. Henderson	Erie, PA	Br. 284
James E. Reed	Salt Lake City, UT	Br. 111
Theodore J. Brown	Yakima, WA	Br. 852
Richard D. Grable	Yakima, WA	Br. 852
Terry A. Reinmuth	Yakima, WA	Br. 852
Brent E. Tamblyn	Yakima, WA	Br. 852
Robert F. Hardrath	Milwaukee, WI	Br. 2
Robert C. Lausmann	Milwaukee, WI	Br. 2
Steven M. Simonson	Milwaukee, WI	Br. 2

50-year pins and gold cards

Dave E. Perkins	Anchorage, AK	Br. 4319
Terry P. Boylan	Phoenix, AZ	Br. 576
Michael C. Burger	Phoenix, AZ	Br. 576
Wayne A. Pfeiffer	Torrance, CA	Br. 2207
John B. Sporko	Bridgeport, CT	Br. 32
Edsel E. Bolden	Denver, CO	Br. 47
Albert B. Cisneros	Denver, CO	Br. 47
Raymond E. Cox	Denver, CO	Br. 47
Ronald K. Drews	Denver, CO	Br. 47
Wayne L. Dykstra	Denver, CO	Br. 47
James J. Garcia Jr.	Denver, CO	Br. 47
Celso L. Maestas	Denver, CO	Br. 47
Kenneth A. Maestas	Denver, CO	Br. 47
Melvin J. Mollendor	Denver, CO	Br. 47
Daniel L. Morrosis	Denver, CO	Br. 47
George A. Ortiz	Denver, CO	Br. 47
Gerald W. Phillips	Denver, CO	Br. 47
Howard I. Tuck	Denver, CO	Br. 47
Michael J. Zibits	Denver, CO	Br. 47
Angelo V. Castro	Centennial, CO	Br. 5996
Roger H. Kirschenpfad	South Florida	Br. 1071
Peter Avena	Spacecoast FL	Br. 2689
Richard K. Davies	Spacecoast FL	Br. 2689
Robert J. Feiss	Spacecoast FL	Br. 2689
Donald E. Calame	Alton, IL	Br. 309
Joseph J. Certa	Alton, IL	Br. 309
Joe H. Emery	Alton, IL	Br. 309
Donald W. Garrison	Alton, IL	Br. 309
Donald W. Gillis	Alton, IL	Br. 309
Earl H. Hayes	Alton, IL	Br. 309
Charles F. Schoonover	Rockford, IL	Br. 245
Salvador J. Varisco	Rockford, IL	Br. 245
Ronald W. Schrader	Terre Haute, IN	Br. 479
Martin Shepard	Terre Haute, IN	Br. 479
Douglas A. Yaw	Terre Haute, IN	Br. 479
Dwight E. Ellis	Central IA Mgd.	Br. 352
Jimmie Jansen	Webster City, IA	Br. 655
Glen M. Bazil	Emporia, KS	Br. 185
James A. Gray	Emporia, KS	Br. 185
Donald C. Wamser	Emporia, KS	Br. 185

Daniel C. Blubaugh	Hays, KS	Br. 2161
James H. Miller	Hays, KS	Br. 2161
Omar G. Staab	Hays, KS	Br. 2161
David L. Ward	Hagerstown, MD	Br. 443
John J. Betz	Ballwin, MO	Br. 5050
Herbert B. Boyster	Ballwin, MO	Br. 5050
Michael S. Burd	Ballwin, MO	Br. 5050
William E. Casey	Ballwin, MO	Br. 5050
Vere E. Church	Ballwin, MO	Br. 5050
Jerrell K. Dotson	Ballwin, MO	Br. 5050
Alice A. Hillis	Ballwin, MO	Br. 5050
Lucale King	Ballwin, MO	Br. 5050
Lorretta E. Longton	Ballwin, MO	Br. 5050
Dennis R. Morgan	Ballwin, MO	Br. 5050
Joseph F. Sapienza Jr.	Ballwin, MO	Br. 5050
Dorothy A. Seville	Ballwin, MO	Br. 5050
Robert F. Vandeven	Ballwin, MO	Br. 5050
Arnold G. Fankhouser	Chadron, NE	Br. 2209
John A. Brown	Sparks, NV	Br. 2778
John M. Cumbow	Sparks, NV	Br. 2778
Leon M. Grizzle	Sparks, NV	Br. 2778
Robert L. Lefler	Sparks, NV	Br. 2778
Rae M. Leniz	Sparks, NV	Br. 2778
Ronald G. Martin	Sparks, NV	Br. 2778
Gerald L. Rowland	Sparks, NV	Br. 2778
John G. Simon	Sparks, NV	Br. 2778
Bert E. Thomas	Sparks, NV	Br. 2778
Richard R. Wildes	Sparks, NV	Br. 2778
Joe A. Zabala	Sparks, NV	Br. 2778
R.C. Lavacca	Flushing, NY	Br. 294
Richard R. Burton	N. Tonawanda, NY	Br. 661
Joseph J. Langensfeld	N. Tonawanda, NY	Br. 661
James A. Matkins	Burlington, NC	Br. 2262
Gregory A. Murray	Burlington, NC	Br. 2262
Terry K. Eagle	Akron, OH	Br. 148
Keith T. Metz	Wooster, OH	Br. 480
John F. Yakoweloff	Erie, PA	Br. 284
William Balzer	Pittsburgh, PA	Br. 84
Felix J. Bejger	Pittsburgh, PA	Br. 84
C. A. Churley	Pittsburgh, PA	Br. 84
Dominick Costanza	Pittsburgh, PA	Br. 84
Thomas H. Evans	Pittsburgh, PA	Br. 84
D. L. Foehringer	Pittsburgh, PA	Br. 84
Charles E. Harvey	Pittsburgh, PA	Br. 84
Douglas D. Henderson	Pittsburgh, PA	Br. 84
Thomas E. Icardi	Pittsburgh, PA	Br. 84
William Karako	Pittsburgh, PA	Br. 84
E. F. Linza	Pittsburgh, PA	Br. 84
Richard D. Murray	Pittsburgh, PA	Br. 84
John E. Obusek	Pittsburgh, PA	Br. 84
Edward A. O'Hara Jr.	Pittsburgh, PA	Br. 84
James Ottavian Jr.	Pittsburgh, PA	Br. 84
Ken F. Popowitz	Pittsburgh, PA	Br. 84
William A. Reed	Pittsburgh, PA	Br. 84
John J. Removcic	Pittsburgh, PA	Br. 84
Robert Shea	Pittsburgh, PA	Br. 84
F. K. Thomas	Pittsburgh, PA	Br. 84
Robert P. Wallo	Pittsburgh, PA	Br. 84
Kip E. Behrendt	Milwaukee, WI	Br. 2
Leo F. Copus Jr.	Milwaukee, WI	Br. 2
Daniel E. Locke	Milwaukee, WI	Br. 2
Thomas J. Potochick	Milwaukee, WI	Br. 2



From the Trustees

Almost every state in the nation is represented by retired members living at Nalcrest. It is truly an eclectic community with one main theme: being a letter carrier or related in some way to the NALC.

Many residents were active in their respective NALC branches and continue to communicate with their union members in different ways. One such resident is from Bakersfield, CA Branch 782, who moved to Nalcrest with his wife in September 2020. Brother Dennis Crenshaw wrote a wonderful article for Branch 782's December 2020 newsletter characterizing his move to Nalcrest and how he and his wife fit in.

The trustees and staff are grateful for the residents who call Nalcrest home. During the past year, Nalcrest had to operate far differently than any other year in Nalcrest's history. Hopefully the nation and Nalcrest will come out of their COVID-19 cocoon and celebrate a new awakening.

Residents are encouraged to tell their home branches how it is to live at Nalcrest. Nalcrest's Facebook page (Nalcrest Foundation Inc.) has hundreds of followers and is updated almost

daily. This year our annual Valentine's party was postponed, but wishes to all are on display.

Matty Rose

Apply to live at Nalcrest

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

Nalcrest Trustees

- NALC President Fredric Rolando
- NALC Secretary-Treasurer Nicole Rhine
- NALC Director of Retired Members Dan Toth
- NALC Trustee Mike Gill
- Nalcrest Trustees President Matty Rose
- Nalcrest Trustees Vice President Tom Young
- Nalcrest Trustees Vice President Don Southern



Nalcrest decorated for Valentine's Day.

Scholarships available for Florida colleges

The Costas G. Lemonopoulos Scholarship Trust, established by the late West Coast Florida Branch 1477 member Costas G. Lemonopoulos, will award scholarships to children of NALC members attending public, four-year colleges or universities supported by the state of Florida, including St. Petersburg College (no private colleges, universities, or junior colleges).

For an explanation of the rules governing the awards and instructions on how your son or daughter can compete, fill out and send the form at right by **June 1** to the Costas G. Lemonopoulos Scholarship Trust, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____ Check if renewal

Please send details on how I can compete for a scholarship award.

I am the _____ of _____
 son retired
 daughter deceased

I am the _____ of active letter carrier _____
 (Name)

of Branch No. _____ City _____ State _____

My name is _____

My home address is _____
 City _____ State _____ Zip _____

Signature of NALC parent member _____
 (or spouse if deceased)

Signature of branch officer _____

NALC parent's Social Security No. _____ Title _____ Date _____

Branch Items

Albany, New York

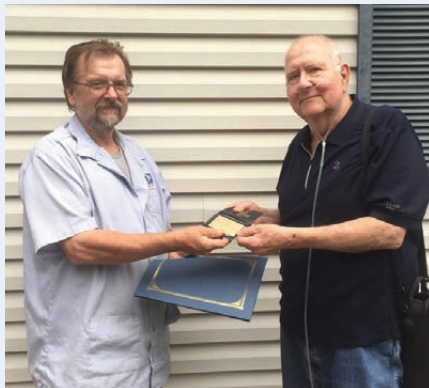
Congratulations to the following branch letter carriers who have hung up their satchels for the last time. Dave Hart, Dawn Cobb, Bob Renslow, Patti Tyler, Rick Reichel and Rick White have all recently retired from the Postal Service. We wish you all a long and healthy retirement!

The branch sends our condolences to the families of our departed brothers, William Berry and Bob Meeson. Rest in peace, brothers.

Jay Jackson, Branch 29



Above: Akron, OH Br. 148 honored George Jackson with a 75-year membership plaque. Below: Jerry Pringle recieved a 50-year gold card from son-in-law and fellow Br. 148 member John Cuffe.



Alliance, Ohio

This is to serve as notice to all members of Branch 297's election results. For the office of president, Joshua Lilly; vice president, Joseph Haas; secretary, Beverly Geiselman; treasurer, Leann Mann; and health benefits coordinator, Stephanie McElfresh. These positions are for the 2021-2022 term.

Notice: Due to the ongoing COVID-19 crisis, branch meetings will be held virtually until further notice. All meetings will be held on Zoom. The meetings will be every month on the first Tuesday of the month at 6 p.m. ET, on the following dates: March 2, April 6, May 4, June 1, July 6, Aug. 3, Sept. 7, Oct. 5, Nov. 2 and Dec. 7.

Joshua Lilly, Branch 297

Anchorage, Alaska

I'm sure many of you have been working long hours during the peak season. I had reports that carriers were worked more than 17 hours in a day and for weeks on end. I received a call from the past commissioner of labor for the state of Alaska, who had heard that carriers were working these hours. I confirmed to her that it was true. "How can this be?" she asked, adding "Someone is going to get killed."

I told her that the Alaska district manager did not care and has no regard for the health and safety of his workers. How can you come to any other conclusion when carriers are being told to report to work at 4:45 a.m. and then are worked until 9 or 10 p.m. at night? These work hours are reported daily to him. And at any time, did he come out and instruct his managers to comply with the contract and only work employees within their work hours? Not once. He doesn't care for the safety of his workers. If he did, he wouldn't have allowed his managers to work employees the unsafe hours they were being forced to work.

And that's just a sad statement to the competence of the management team in the Postal Service, that they don't care about the health and well-being of their employees. Add in the COVID-19 pandemic, and that really shows you the concerns management has for employees.

The next time you hear the Alaska district manager preach safety, remind him that he allowed employees to work hours in excess of what is safe and harmful to their family, and that he should apologize for allowing this to happen. The grievance machine is pumping out thousands of grievances. Stay tuned and be safe.

Jim Raymond, Branch 4319

Boston, Massachusetts

As of Jan. 4, the Boston District has had 586 positive cases of COVID-19. Management zeroed out the COVID-19 case numbers on Oct. 1, 2020, when they had 256 positive cases on the union report of Oct. 2. In total, the Boston District has had in excess of 840 cases since the pandemic began. The deep cleaning of these offices has improved from where we were a few months ago, but still more is needed. Contact tracing is so far behind that individuals who test positive are not being contacted to see who they have been near for days after testing—and by then, the damage has been done. One isolated case per office, as it was in the spring, has now become double-digit cases this winter season. The Postal Service needs to apply more resources into contact tracing. The branch has canceled all upcoming events and meetings, with nothing on our schedule until May.

I would like to congratulate and welcome the 32 CCAs who have been converted to regular in January in the greater Boston area. Additional congratulations go out to our recent retirees: Mary Chaves, Virginia Dalton, Gail Harkins, Hank Locke, Danny McGuiggan, Kevin Mulligan, Lorraine Smith, Marty Trayers and Bob Tremarcho. Enjoy your well-deserved retirements! Our sincere condolences to the families of active carrier Michael Reardon (Braintree), Howard Bean (re-

tired), Weymouth Landing and Carmine Ciamps (retired), IMC. Rest in peace, my brothers.

Jerry McCartney, Branch 34

Brick Town, New Jersey

Congratulations to two of our recently retired members: Dom Piscope, of our Point Pleasant Beach station, and Arlene Dilley, who served the same route in Mantoloking for more than 25 years. Branch 5420 wishes both of you lengthy, healthy and happy retirements.



Dom Piscope

All of you reading this are obviously dues-paying members of the NALC. First of all, I'd like to say thank you for joining and being a union member. Without the incredibly high level of voluntary participation that the NALC has, this union would cease to function effectively as an organization. Current dues are set by the *NALC Constitution* at \$26.81 per pay period. A third of that goes to NALC Headquarters and another 1.5 percent goes to our state association, the NJSALC. That leaves approximately \$17.47 per pay period, or \$454.22 annually, of your pay that you choose to give your local NALC branch.

That \$454.22 is a lot of your money. Let this Branch Item serve as notice to all members of Branch 5420 that their elected officers intend to propose amending the bylaws of our branch at our April general membership meeting, if there is a quorum present, or at the next general membership meeting where a quorum is present.

We are going to propose changing how and when we are able to spend your hard-earned money, among a few other things. Every single member should attend and vote, one way or another, to approve or deny the amendments proposed. This is your money, you work hard for it, and you should be aware of where and to whom it's going.

Anthony Baszkowski, Branch 5420

Camden, New Jersey Merged

Things are crazy all over. Yes, every office is different. Some offices are getting slammed by COVID-related absences, and others are not. Many of us are working too many hours, non-ODL carriers are being forced to work overtime on a daily basis and even senior carriers are being forced to work on Sunday. Yet in other offices, non-ODL carriers are only working eight hours a day, and ODL carriers may not be needed to work on their non-scheduled day. We are filing the appropriate grievances, but this doesn't automatically mean management is going to cease and desist.

It's easy to get caught up in all the craziness surrounding us. With all of the added pressures brought on by these circumstances, it's understandable to have the desire to take little shortcuts to make life easier. This, however, makes it easy to fall into bad habits. I'm talking about protecting our office and street times. Mail volumes may be low and local management may



Buffalo-Western New York Br. 3 member Gerald R. Bielak received a 35-year pin.

be looking the other way, but we still need to perform our jobs safely and professionally. We still need to follow all of the rules outlined in the *M-41* and other handbooks and manuals. We need to make proper moves on the clock and capture the time our routes deserve. We need to perform all of the tasks in the office, or else we could lose that time during the next route evaluations. Many of our members have never been through a route inspection or any of the RAP processes. Sooner or later, this bill is going to be coming due. Remember, deliver your route every day like you're being inspected...because you are.

Our branch gives its heartfelt condolences to former branch president, Russell J. Olive, on the passing of his eldest son, Russell J. Olive III.

Chuck Goushian, Branch 540

Carmel, Indiana

Carmel has now entered the "I guarantee your supervisor knows more than mine" contest with the arrival of our fresh-out-of-her-CCA-days city supervisor. This is going to be the future of the Postal Service management team, as the experienced supervisors either move on to higher level jobs or retire. I have no issues with young people with little or no experience actually delivering mail wanting to move up into management, but the lack of experience and lack of contractual knowledge creates record numbers of grievances when they have to deal with stewards who are known to file grievances when contract violations occur. This is somewhat surprising to our new supervisor. It is quite simple—follow the contract or be prepared for a grievance.

I firmly believe someone needs to actually be a city carrier for five years or more and have some contract background before they should be allowed to be a 204-b supervisor, and lord have mercy, definitely before they get promoted to a full-time supervisor position. I knew we were in trouble when I read a fellow carrier's driving observation form where our new inexperienced supervisor wrote that the carrier was exhibiting time-wasting practices because she didn't have the mail ready in between boxes.

This could have maybe been a valid observation, except this city carrier has a mounted curline route.

We have filed more grievances in her five months than we do in some years in the Carmel installation. It is time for management to issue letters of demand for each grievance where they have to pay money for a contract violation to the member of management who made the decision to violate the contract in the first place. They will stop violating it when the money comes out of their own pockets.

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

We here at Branch 545 would like to remind all of our members that this new year brings optimism for a new contract. We hope that all of our members will take the time to read and educate yourselves on the new contract and to vote to ratify if you approve. Also, we would like to highlight a wonderful honor bestowed upon our very own president, Slyvin Stevens. Mr. Stevens has been selected as a representative for Region 9 for the NALC Ballot Committee, which will oversee the dispatch and tabulation of the ballots for the ratification of our proposed contract.

The branch would like to recognize and honor our fellow members who have recently retired: James Arnold, Barry Knight, Jonathan Hendricks and Lorna Wooding. We thank you so much for your support of this union, and we wish you all the best in the next phase of your lives.

The union leadership would also like to let everyone know that we are continuing to work within the parameters established by our local government leaders in regards to COVID-19. We are hopeful that we can resume in-person union meetings as soon as possible in accordance with established guidelines.

Justin Fraley, Branch 545

Cleveland, Ohio

The branch scribe, Bob Murphy, is not authoring this article; but don't fret, he is fine and doing well. This month's Branch Item comes from all the branch members.

For the past 41 years, Bob has been writing an article monthly for Branch 40, often heaping praise on many of our officers and members—so Robert, this one is for you!

It would take all of the space allotted to recount all of Bob's contributions to Branch 40, so here are some of them. In addition to being the branch scribe, he has been our health benefits representative since 1979, and was a long-tenured steward, member of the bylaws committee, a delegate at national and state conventions for decades, and so much more.

Bob was one of the first regional facilitators for the Employee Involvement Program, a worthwhile process, for the employees, abandoned by the Postal Service decades ago. It was being closely involved with that process that helped hone Bob's organizational skills, and made him a real pro at mediating difficult situations. Often Bob was the only voice of reason, in a room full

of confusion, but he was so widely respected, his ideas usually carried the day.

Bob loved being a letter carrier, and he so loves this union. The only thing Bob loves more is Audrey, his wife of more than 60 years, and his children, Patricia, Roberta and Michael. There is no one we know who has anything but the utmost respect and admiration for him. Bob would always make himself available to anyone who would ask for his counsel. When the branch needed someone to help with any project, you could always count on Bob to be the first in line to volunteer.

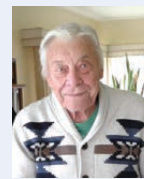
You just don't find a lot of Bob Murphys anymore, and Branch 40 was blessed to have the original!

Thank you from your many friends at Branch 40.

William Barnes, Branch 40

Duluth, Minnesota

Branch 114 is sad to announce the passing of our brother, George Anderson, a branch member for more than 80 years, who passed away on Christmas day.



George Anderson

George was one of the many members who stood up for this union and went out on strike back in 1970. He also stood up for the country back in World War II, when he served in the Army. He served as a supply sergeant for the 531st Amphibious Engineer's Unit and fought in multiple major amphibious

landings in the European theater, including Operation Torch, the invasion of Sicily and landings in Italy and Normandy (where he fought at Utah Beach). Serving as a combat engineer, his regiment often was the first to land and ensured the demolition of enemy fortifications, along with building supply roads.

George served as a letter carrier for more than 30 years and often reminisced about adventures he had while delivering mail. His most exciting story was the rescue of two children from a burning home in the Lakeside neighborhood of Duluth. Last year, George was given a plaque by the National Association of Letter Carriers for having been a member for 80 years.

Dave Mayou, Branch 114

East Lansing, Michigan

I guess some things are inevitable. There's a whole lot of unseemly scrambling going on to see who gets to the head of the line for COVID-19 vaccinations. Suddenly, everyone considers themselves to be an "essential worker." Wouldn't matter nearly as much if Trump had managed to keep his promise of 20 million people vaccinated by the end of December, but he delivered barely 2.7 million vaccinations. And with 2,000 to 4,000 people dying each day...well, you can do the math.

Amazing how many of those elbowing and shoving lesser folk aside are Republicans who just yesterday were saying how COVID-19 was, first, a hoax, and now still "overblown." Now de-

Branch Items

manding their privilege as members of the upper caste—too good to wear a mask or socially distance, but who of course bear no responsibility for the consequences of their actions. Yet they are crafty enough to know that to get vaccinated, first they must denigrate those others, the real essential workers in harm's way, like grocery clerks and postal workers. Whose main fault in their eyes is that we're *union* workers, with good wages and good benefits and thus somehow not deserving of survival?

One such bloviating host of a talk radio show was especially dismissive of postal workers. He said we don't need vaccination as much as others because we're young (ha) and have great *government*-paid health care, work outside in the fresh air (sorry, clerks) and aren't necessarily in direct contact with customers. This nonsense came from a famous person who's never faced any real obstacles in his privileged life and cries like a baby at the least COVID-19 restrictions anyone tries to impose.

There are two ways to accomplish herd immunity: one way risks pain, death or disability for you, loved ones or others. The other is vaccination.

Choose wisely.

Mark Woodbury, Branch 2555

Evansville, Indiana

Our last article chronicled one of our lady letter carriers here in Evansville. We have many such professional lady letter carriers. Of the 198 city carriers currently on the rolls, some 30 percent of them are women. I am told the very first lady letter carrier was Carolyn Wolfe, who hired on in September of 1966, and delivered mail for some 34 years before retiring in December of 2000.

It is difficult to ascertain exactly what percentage of our city letter carriers are women, because 30-35 or so of our carriers are CCAs. I can't keep up with which CCAs are still employed at the Evansville Post Office, as each week it seems like one or more of them quit, or are fired, because of the abysmal working conditions they are subject to. I would suggest that the term "abysmal" is an understatement. "Absolutely sucks" would perhaps be more accurate.

Perhaps this 24-month path to career status recently negotiated may help to keep these employees' hopes up, to hang in there, to not give up—things will get better, management's philosophy notwithstanding.

And what does this philosophy seem to be to work them to death, seven days a week, every Sunday—so what if they quit or burn out? There's plenty more where they came from. Some of these folks came from a steady job, in the hopes of a lifelong career with the Postal Service.

A quick shout-out to one of our veterans, Chris Kay, who noticed the mail backing up in a mailbox. He called 911 and asked for a welfare check. Police found that the customer had been lying on the floor for several days, and the customer received appropriate medical care. All part of the job.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

Looking back at this past holiday season, I continue to be puzzled with management's decision to hire and train new CCAs in December. In previous years, CCAs were hired and trained a month or more before the holiday season, and no one usually started in December. This past year, management not only hired, but wanted them trained all the way into Christmas week. Learning to do this job and do it efficiently can be difficult at any time of the year, but during our busiest and shortest days of the year, it is especially tough. If you are one of our newest CCAs, be assured that things will get better soon. Please ask your fellow carriers if you have any questions.

Last month, we received a message from local management not to enter a parcel barcode manually using the manual option on our scanners with something referencing scanning integrity. I almost dropped my scanner thinking management finally decided to take the integrity of scanning seriously. This is something I have written about in the past. Less than two days later, toward the end of the day, management found a couple dozen undelivered SPRs for a route and tossed them into the misthrow bin. Many carriers were still in the office, had not punched out yet, and all had two hours left before maxing out. Scanning integrity went out the window because "penalty OT" is so taboo. Apparently, scanning integrity is not always important. Those SPRs that did not go out got the scan management needed, but there was no integrity in the scanning. They could have been delivered that day.

Without a holiday party, the branch decided to make a monetary donation to our local food banks to help during these tough times.

Congratulations to Alex Marinucci on converting to regular.

Brian Prisinzano, Branch 205

Fresno, California

The survival of our Postal Service and our country have brighter hopes in 2021. There are still issues that must be addressed. Serious issues. Voting out a division-driven, union-busting, anti-Postal Service, traitorous president was a must. However, we still have his handpicked lapdog as our postmaster general. A Democratic-controlled House, Senate and White House will help repair some of the damage done in the last four years. Some say the attacks are now over. But, are they over too late?

I look forward to the next NALC lobby trip this year. Just like our National Agreement, our Postal Service is always being attacked. Always from the right. More than 400 meaningful bills have died on the desk of Sen. Mitch McConnell because he flat-out refused to even bring them up for discussion. Now we have a Democratic senator who will decide. We must make good use of having control of Congress for the next four years. Lots of damage has been inflicted. Even an attempt to overthrow our government. Some people lost their lives.

The attempted division of our country and goal of ending our Postal Service were right out in the open. There was no secret about it. Divi-

sion was considered a victory for those on the right. It is our chance to unite stronger to preserve our Postal Service and country. We must continue to provide great mail service. That is why the public supported us. Support that we needed, as they needed us. That has not changed.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

Wednesday, Jan. 6, the U.S. Congress gathered at the Capitol building to jointly approve the state-by-state Electoral College vote. It culminated in Joseph Biden and Kamala Harris being formally elected as the next U.S. president and vice president, respectively. Their terms of office began with their inauguration on Jan. 20.

However, the largely formal process was disrupted for seven hours by a right-wing white supremacist assault on the Capitol itself, forcing the entire Congress to go into hiding and lockdown. This was the first time since 1814, more than 200 years ago, that the Capitol building had been breached. And the leader of the insurrection was none other than the sitting U.S. president, Donald Trump!

A few thoughts for NALC members to ponder:

The police/military response to the mob assault on the Capitol was so gentle that, rather than a concerted battle against, there was apparently some coordination with the mob.

The right-wing MAGA movement, Fox News, etc. have tried to lie their way out of responsibility by blaming the "left," Antifa, etc., just as Trump, in direct contradiction to his own intelligence reports, tried to blame such "left" forces for the right-wing white supremacist violence committed by the Proud Boys, Boogaloo and other MAGA groups over the past year in disrupting Black Lives Matter protests.

Undeniably, had it been a Black Lives Matter protest (or an organized labor or anti-U.S. war protest) and an illegal mass break-in at the "People's House" occurred, there would have been violent repression of those demonstrators. Remember last summer's DC police/military unprovoked crackdown on peaceful BLM protesters at Lafayette Park, clearing the way for Trump's church photo op? Doubly impeached President Trump now faces a Senate trial.

So my previous conclusion stands: "Our role as defenders of the people's vote is still needed."

Richard A. Koritz, Branch 630

Hartford, Connecticut

After a 40-plus year career, Naugatuck's Frank Kish has retired.

In the mid-'80s, with almost every Branch 746 officer resigning, Frank agreed to take on the V.P. position and assist his fellow carriers as best he could. Frank also took on the treasurer position. With very little experience, Frank and his fellow officers learned on the job and spent much of their own time getting up to speed.

Branch 746 had a very good reputation for representing its members and not backing away from a good fight. Much of this had to do with Frank and with the direction he provided.

Branch 746's officers never shied away from putting in the time, or reaching out for assistance if it helped their members. In Frank's own words of the union's role on the workroom floor, he said, "It makes *our* jobs less stressful, and our jobs more tolerant. It is also much more rewarding than just doing your route in eight hours every day."

Branches 746 and 86 merged in 2012, and Frank stayed on as steward. As the president of a merged branch, with 40 to 42 work locations, Frank made my job just a little easier never having to worry about Naugatuck. Frank always had his hand on the pulse of his members. Frank has earned the respect of his peers, and we wish him a very happy and healthy retirement!

The press has noted the recent passing of George Schultz, a prominent Republican who held many varied cabinet positions for several presidents. NALC would do well to remember that Schultz was the secretary of labor during *our* strike action in 1970, and his actions did nothing to move the NALC's agenda. Thankfully, we didn't need it, and the fruits of that are evident in every facet of our job!

Michael L. Willadsen, Branch 86



Frank Kish

Hopkins, Minnesota

In the interest of attempting to put the ongoing back-and-forth between myself and Anchorage Branch 4319 President Raymond to rest, I pose this question:

What is the purpose of the Branch Items section of *The Postal Record*?

Certainly, it is not intended as a place for branch presidents or scribes to make personal comments regarding other dues-paying members of the NALC. Yet, this is exactly what Mr. Raymond has done for more than five years. Most branch presidents (me included) have received Step B decisions they do not agree with. However, NALC has a process in place to challenge such decisions. *The Postal Record* was never intended to be a place for casting aspersions and making personal attacks on those members who have agreed to serve as NALC Step B team members.

The job of being a NALC Step B team member requires a high level of contract knowledge, interpersonal skill, writing ability, organizational and research skills, as well as the courage to sign a decision you know will upset someone (either union or management) nearly every time. In all of my nearly 12 years on the Step B team, I never shied away from a difficult conversation. I felt it was my duty to respond to branch presidents' concerns over decisions I had signed. Mr. Raymond was never denied the opportunity to bring any issues directly to attention of a Northland NALC Step B team member. In fact, the two of us had many candid conversations preceding the Step B decision I referenced in my last Branch Item.

So, back to my original question, Mr. Raymond: what is the purpose of the Branch Items section of *The Postal Record*?

It can't be this.

Warren Wehmas, Branch 2942

Indianapolis, Indiana

I hope all of my NALC brothers and sisters and families had safe and joyful Christmas and New Year's celebrations. 2020 was an insane year, and it's good to have it behind us. I am looking forward to the world getting back to normal in 2021.

One good thing that happened in 2020 was a negotiated National Agreement. I want to thank our national officers, who continued to work for this agreement even while the arbitration proceedings and a global pandemic were occurring. By the time you are reading this, you should have received your ballot to ratify the agreement. I hope the active members of NALC exercise their right to vote on the agreement and vote "yes" to ratification. One major accomplishment of the agreement is converting CCAs to career PTFs after 24 months of service. While this is short of a 100 percent career workforce, it's a huge step forward for the CCAs who are in small offices and could have spent their entire career in a non-career status. No more waiting for a sporadic agreement to convert with 30 months, as we have seen in the past; now they will all know when they will become career, if not sooner.

Other notable wins are the pay raises (also retroactive), new top step, eliminating street MSP scans, crediting annual leave vs. holiday pay, maintaining COLAs and the no-layoff clause, etc.

Don't forget to prepare for the LMOU negotiation period of April 29 through May 28.

Vote "yes" for ratification!

Steve Amrhein, Branch 39

Knoxville, Tennessee

Hello, letter carriers of information!

Thank you. Once again, thank you for voting in the November election. Regardless of who you voted for, that is the beauty of how our country is set up. It is our right to vote and determine who will lead us for the next four years. Hopefully, we can all work together to ensure the continued success of the Post Office. And speaking of one of the best assets of the USPS, there are employees who believe that anyone who disagrees with them is un-American, and there are other employees who think those who disagree with them might still be good people who have America's best interests at heart and that what is truly un-American is stifling dissent. The bottom line is that we all have opinions; let us respect each other as workers, friends and as individuals.

On a work floor issue, there has been an issue concerning carriers and scheduling medical appointments. You should know that there is *no* requirement to schedule medical appointments outside of working hours. Medical documentation only needs to explain that the employee was incapacitated to perform his or her duties on such-and-such date. There is *no* requirement to explain to your supervisor any specifics of the medical condition that led to your absence.

We deliver!

Tony Rodriguez, Branch 419

Minneapolis, Minnesota

March 22 brings the anniversary of the day the Leonard Larson Branch 9 building burned to the ground. It was an early Sunday evening when I received the call; the restaurant next door was on fire and it had jumped to our building. They had evacuated our upstairs apartments and the fire department had broken down the back door to enter our office space.

When I arrived, the firefighters were on the roof, but the fire appeared to be under control. I wondered how much water damage our offices had sustained and how we could secure the back door overnight.

Then, suddenly, everything changed. The firefighters inside our building came out and others rushed to evacuate the building next door. The fire had just gone to two alarms. They were no longer fighting to save our building; they were fighting to keep it from spreading to the next.

When our front windows burst outward and a fireball rolled out of the roof, it began to sink in that we would lose everything—130 years of work and history, gone in a matter of a few hours. Before it was over, the fire would grow to four alarms, completely destroying two buildings and heavily damaging two others.

The next several days were surreal. As the shock and reality of the situation set in, we literally worked out of our cars to keep the business of the branch moving forward. At the time, I remember writing that Branch 9 is more than a building; it is our members. This remains as true today as it was then.

We've been through a lot in Minneapolis over the last 12 months, but we've gone through it together. We are Branch 9 strong. We survive and thrive, because in solidarity there is strength.

JoAnn Gilbaugh, Branch 9

Monterey, California

Coronavirus continues to rage and the country is still divided. As I sat and watched on Jan. 6 as the Electoral College votes were attempting to be counted, a mob stormed the Capitol. I immediately called my friend Jimmy Kelly to tell him to turn on the television. The last time I made the same call was on Sept. 11, 2001, when the Twin Towers and Pentagon had planes purposely flown into them. The brave passengers from United Flight 473 saved a fourth plane from hitting its intended target. I remember how everyone came together after that horrific day and were flying American flags; in fact, it was difficult to find an American flag anywhere. We were all Americans united in support of our country.

I'm saddened by the division in our country and often wonder how we got here. How can a country once so united, now become so divided. When thinking this through for me, I think about writing a grievance argument. It would be great if one could just write arguments, present them and have everyone agree you are right. It just doesn't work like that—Audreybrthe truth must be sought out and documentation must

Branch Items

be provided. The situation we face today is no different. The truth must be sought out.

I guess it's easy to get caught up in stuff. Someone much wiser than I once said that if you tell people lies over and over, they will come to believe them. Is this true now, I'm not sure, but the evidence I see leans that way.

I encourage everyone to check your sources and search for the truth. It might not be what you'd like to believe, but it keeps everyone honest.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

Ladies and gents of the satchel, since we last conversed, the state of Georgia turned blue. The state elected its first African American to the U.S. Senate, the Rev. Raphael Warnock! Congrats to Sen. Jon Ossoff. That's saying a lot for democracy! On the other hand, there were those who would not abide by the voters' choice. They would try to silence the vote or disenfranchise the voters by suppressing either by force or intimidation. Case in point, storming the U.S. Capitol! Nothing more than insurrectionists, traitors, secessionists, criminals! We have a Democratic Senate as well as House of Representatives. Let us get on with the people's bidding unitedly going forward. We shall see if the best is yet to come. We can only hope. Maybe, just maybe, the Postal Service can get some much-needed relief.

We have vaccines to combat COVID-19. There are many, many challenges that must be addressed. It imperative that we give attention to systemic racism, global warming and economic inefficiency for the masses! Glad to see this current administration go off into the sunset (didn't accomplish anything but confusion and mayhem).

Be strong, be confident that better days are coming. 2021 has to be more promising and encouraging than 2020. Mr. Biden's cabinet picks look encouraging. Merrick Garland didn't have a chance to be nominated before the Senate for Supreme Court justice, but now he could be confirmed for attorney general. A whole new administration elected by the people, for the people in order to form a more perfect Union. Let the people say hooray! Let us continue to give to LCPF. Continue to make meetings. Stick close to your union.

As always, yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Wow, is this crazy or what? You get off the list for OT and end up getting the same amount! We are working like crazy at our office so bad that the 204-b's and a supervisor we have are carrying mail some days. I'm glad I took days off of vacation every month just to see my wife and get some rest! We've gotten a lot of snow here, and it's very tricky and dangerous in the dark. With upper management so on top of safety, they said no one can start early, and double-casiers need to start earlier so they can have it ready for the street carriers to take to

the street. Also, anyone who is in the trenches and has common sense would say, "Start the carriers earlier so they have more sunlight to see hazardous conditions." If we are delivering yesterday's mail tomorrow, we should have it at our cases to be cased (maybe have the supervisors help spread the mail and parcels, too) and do the parcels the right way, and not from pallet box to hamper to hamper to cart to tub to case. Just do the best you can to be safe!



South Bend, IN Br. 330 member Bill Cooper received a 50-year gold card and pin.

Our office is seeing a lot of retirements of carriers. I'd like to congratulate Matt Young and Dominick Gallardo on their retirement. We will miss your singing, Dom (in Spanish and English), and Matt, we will miss your stories of "back in the day." With this pandemic still going on, it is hard to have gatherings, but with the new administration in the White House, they have a strategy to beat this and hopefully by summer most Americans will have gotten immunized and we can put this in the rear-view mirror! Wear a mask; wash your hands; stay 6 feet away!

Joel Stimmler, Branch 542

Oklahoma City, Oklahoma

Insurrection—something we never expected to see in this nation. As a veteran, I took an oath to protect and defend my country. I spent four years doing that, along with a large number of other veterans. Many letter carriers are veterans. Letter carriers and postal employees have been on the front lines of this pandemic, and they do their duty every day of the week. The ugliness that took place on Jan. 6 in our nation's capital, remarkably close to our own national headquarters, has no place in our society.

Make no mistake: Those who stormed the Capitol were bent on murder and mayhem, and it was their intent to overturn a safe, secure and fair election, and stop the peaceful transfer of power, which would have been a coup. They were not patriots; they were a thuggish mob.

Fortunately, they failed in their mission. Letter carriers and postal clerks helped ensure that the election was safe, secure and fair. The Post Office picked up, processed and delivered millions of mail-in ballots, ensuring that millions of our fellow citizens were able to cast their votes on time and safely.

The man who orchestrated the attempted coup has been intent on destroying the nation's Postal Service, and had his failed coup attempt succeeded, he likely would have done just that. Letter carriers and postal employees can be proud of their actions, because staying on the job processing and delivering the mail made this year's election the most secure ever. They went above and beyond the call of duty, and because they did, democracy worked. It may be slightly bent, but it is still there. We are still on track toward a more perfect Union, thanks to our own union and the thousands of postal employees.

Bob Bearden, Branch 458

Portland, Oregon

As I write this in early February, my office has just had an actual light day. Many of us finished in eight. Incredible! I like to think that we did this on our own and not because management has been busy giving us the severe clipboard treatment. We are told daily that we're using too much overtime, but the volume has still required it. It makes for unpleasant mornings in the office.

I was "reminded" that I have one of the "shortest routes" because it was adjusted to the former carrier's knees. Well, it's handy to ask the former carrier yourself. Marty replied that his knees were never a medical issue, nor was his route ever adjusted for any medical reason that he could think of. Also, the route isn't called "The Widow Maker" for nothing! Thanks for the reminder, Marty.

Portland carrier Terri Palmer made the news for rescuing one of her elderly customers who had fallen in her home. The mail hadn't been taken in, and Terri took the time to notice it and knock. She probably saved her customer's life. Thank you, Terri, for being a dedicated carrier and community member.

I would like to recognize Basil Zuniga of Branch 782. He has stepped down after serving as "editor guy" since 1983! I think it takes a ton of work to study newsletters from all over the country and choose pieces to benefit your membership. I felt honored to have one of my articles included and proud that others from my branch did as well. Basil, I'm so grateful for our correspondence. I wish you the best in newsletter retirement, and I truly hope we can meet in person someday. Cheers to you and Fred Acedo, the intrepid and talented cartoonist. Thank you both for your decades of service.

Suzanne Miller, Branch 82

Providence, Rhode Island

It's been a wild start to the new year after many of us were hoping things would improve with the turn of the calendar. Carriers continued to be scheduled to come in early for parcel runs

for the first few weeks of January, due to there being a delay due to a coronavirus outbreak in the hub in early December. The weather also has intensified, with colder temperatures and snow falling more frequently. We had two carriers in my station alone who slipped on ice—one broke their wrist and the other broke his finger! We wish them both a full and speedy recovery.

I want to remind and encourage everyone to continue to take the proper precautions and actions in regard to the coronavirus. We are headed in the right direction to getting control over the virus, but in the meantime, continue to physically distance, wear a mask when around other people, and keep up with proper hygiene to help slow the spread.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Warning: This article may cause drowsiness, fatigue, lethargy, eye-rolling, increased heart rate, eye twitching, muttering or irritability. It may cause a rash, tingling or numbing sensation. It may cause one to feel lectured, jaded, irked or vexatious. Bouts of uncontrolled drooling with unchecked and undisciplined utterances of “seriously?” have been reported. One may even blather and babble incoherently.

Of course, I’m parodying daytime drug commercials that list a hundred reasons why you shouldn’t take a drug but only one reason to take it. This is the written version of a caricature. Why the spoof? This could be the very definition of your (our) workroom floor. Used to be that time efficiency, accuracy and consistency meant something. Always grateful and lucky that I work with some of the best co-workers and friends who keep me grounded, sane and fastened tightly to a tether. In spite of all the workroom floor drama, with all the hurdles and obstacles placed intentionally or unintentionally before us, the job gets done. Despite what we may say or feel, carriers cannot *not* do their job without giving 100 percent. Our DNA won’t allow for anything less. A quirky character flaw. A retirement used to be an event. The workroom floor would grind to a halt, the postmaster would say a few words, hand out an award and make the retirement the big deal it rightfully deserves. Somewhat disheartening our PM couldn’t Mapquest the 4-Mile Station, stopping by to acknowledge our recent Last Punch Bunch retirees. Carriers are appreciative that floor supervisors acknowledge these milestones.

Our branch would like to acknowledge a life-changing milestone in congratulating Dan Mott on his retirement. Always a true professional, respected, a role model for other carriers and a class act. Congratulations, Dan!

Chris Paige, Branch 436

Rockville, Maryland

I recently read in the South Bend, IN Branch 330 newsletter that Tony Flora passed away. I was stunned and dismayed. Tony always took good care of himself. Tony was one of the most intelligent people I have ever met, and I started in the Post Office in 1978. We spent a lot of time together at the national conventions

and other NALC gatherings. We strategized on resolutions and wrote resolutions together. Tony was a relentless fighter for the poor and working class, always working for *justice!* Tony was the president of Branch 330 for many years. He also served as the president of the Indiana State Association of Letter Carriers and was very active in the Indiana AFL-CIO and the Indiana Labor Federation. It was an honor and a privilege to have worked with Tony Flora over the years. Tony was a special trade unionist and a remarkable human being. He was loved and appreciated by so many. Rest in peace, Tony.

I want to talk about the proposed National Agreement and thank Fred Rolando and his entire negotiating team. In addition to some great contractual language, there will be a transfer of billions and billions from the coffers of the USPS to city letter carriers. Fred, you and your team hit a grand slam with this contract!

On a side note, I saw a new MAGA hat: “Many Are Getting Arrested!”

Please visit our website set up by union brother Chuck Clark at nalc3825.com. We now have more than 313,200 hits! We have important information concerning COVID-19 and lots of information on CCA rights and benefits. We have many escalating remedy settlements at all steps of the grievance/arbitration procedure. We have added important Step B decisions, as well as arbitration decisions on numerous issues.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

I recently read, with a slight bit of optimism, a bipartisan effort to finally address the onerous financial burden placed on the U.S. Postal Service by the infamous 2006 Postal Accountability and Enhancement Act. That piece of legislation required the Postal Service to pre-fund future retiree health benefits 50 years into the future. No other federal agency or private-sector company has ever had to do this.

Rep. Bill Pascrell (D-NJ) voted for the Postal Accountability and Enhancement Act in 2006

under the guise that it was crucial to the survivability of the Postal Service. He now says that the law was “one of the worst pieces of legislation Congress has passed in a generation. That the USPS is forced to prefund its employee pensions 50 years into the future is an insanity that is the No. 1 cause of the Post Office’s financial problems.”

The Postal Service’s liabilities have dramatically increased because of the mandate, showing that USPS’s debt has grown to more than 200 percent of its revenue since the passage of the 2006 law.

The “USPS Fairness Act,” introduced by Democrats and Republicans in both chambers, would do away with this financial requirement and comes as some lawmakers are calling for President Biden to quickly install new leadership in the Postal Service by firing the Postal Service’s Board of Governors and the replacement of Postmaster General DeJoy.

The Fairness Act was passed overwhelming by Congress last year by a vote of 309 to 106 and sent on to the Senate five days later, but was never moved forward and died in chamber.

With a new Democratic majority in the Senate and bipartisan support from Sens. Daines (R-MT) and Schatz (D-HI), the bill was reintroduced in the Senate in hopes of quick passage.

Tom Schulte, Branch 343

Seattle, Washington

Time-projection tools such as DOIS, COR and PET—these USPS algorithms are everywhere. So what? What’s wrong with algorithms?

Well, firstly, you can run an algorithm all day and it won’t yank a hammy or pop a quad. It can’t get carpal tunnel or slide down a flight of stairs, and it’ll never stub a toe and/or spill a load of mail. It’s in constant linear motion. It’s the shortest distance between two points. There are no curves for an algorithm. No bumps. This is the road less traveled. For the worker, there are nothing but bumps, snags and distractions, snarled traffic and weather patterns, which are just a few of the delays along the day. Again, an algorithm can’t sprain an ankle, but it sure can spit out numbers. It can spew out any amount

COLA: Cost-of-living adjustment

- ▶ Following the release of the July 2019 Consumer Price Index (CPI), the cost-of-living adjustment (COLA) under the 2016-2019 National Agreement is **\$624 annually**. This COLA is based on the change in the CPI from the base index month to July 2019, with the previous six COLAs subtracted.
- ▶ The 2022 COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), which are based on the CPI’s increase between the third quarter of 2020 and third quarter of 2021, is

projected to be **0.7 percent** and will be finalized with the publication of the September 2021 CPI in October 2021.

- ▶ The 2022 COLA under the Federal Employees’ Compensation Act (FECA) is projected to be **0.5 percent** following the release of the January 2021 CPI. This COLA is based on the change in the CPI between December 2020 and December 2021 and will be finalized with the release of the December 2021 CPI in January 2022.

Visit nalc.org for the latest updates.

Branch Items

of speculative numerical truths, but these truths are not grounded in reality. They're like Santa Claus or the Tooth Fairy—their facts are fictional, not factual. An algorithm is a construct of data derived for algebraic programs, but they don't do vehicle checks, don't need to hydrate, don't have to sort through vacation holds, and they don't have deal with accountable mail—no Registered, Certified, COD, Customs, nothing. Where a single Express delivery can put a severe wrinkle in the linear time event of a letter carrier's day, it won't affect an algorithm at all.

Secondly, they are a font of mathematical formulas? But what's in the formula? What happens if an algorithm goes bad? It probably stinks, but nobody gives a whiff. Does it pass a sniff test when the data gets skewed?

Thirdly, algorithms have a hidden agenda, as they turn a blind eye to the realities letter carriers deal with on a daily basis. And that's some of what's wrong with algorithms.

Don Nokes, Branch 79

Silver Spring, Maryland

As a union activist, I strive to make people aware of their rights. However, I notice how often basic rights are abdicated by individuals who simply don't want to bother researching or critically thinking. It seems much easier to let someone else, like an authority figure, make important decisions and then blame them if there is a negative result. It is often assumed that others have your best interests at heart and, if you question or object to anything, you must be trying to cause unnecessary trouble.

It is a basic aspect of human nature to believe that your supervisor would certainly want the best for you as an employee and be the most qualified to help you succeed. Trying to convince a carrier differently reminds me of the Mark Twain quote: "It's easier to fool people than to convince them that they have been fooled." Hence, by the time most union officials are made aware of management mishandling an on-the-job injury, for instance, catastrophic

damage has often occurred, resulting in financial hardship and jeopardy to the claim. Yet the whole process is detailed on the NALC website. Where a carrier has access to the same information as a steward (plus a carrier actually has access to a union steward or specialist at NALC Headquarters).

On a bigger scale, I urge everyone to stop and think about the current rush to roll out our experimental vaccines. Apply your right to make health decisions and do not abandon this principle out of fear. It is my opinion that there are more than enough red flags to trigger a critical thinker's B.S. meter. There is a huge amount of wealth in play, corporate pharma and the fact that they've been dishonest before, for starters. Do government agencies like the FDA and CDC remind you of your supervisor? Research and decide.

Lee Taylor, Branch 2611

South Jersey, New Jersey

Bill Revak has passed away. It is with a heavy heart I must report that the founding father of Branch 908 has left us to reunite with his wife Marie, who passed last April. I can't give the "Prez" his rightful contributions to this branch, and this union, in 300 words, but I will reflect on how he affected me.

I remember when I started in 1980, I knew nothing about the union, but I did know everyone would always mention that Bill Revak is the man to call if you needed something taken care of. After seeing how the local managers feared dealing with him, I decided to start attending meetings to see what this man was all about. I saw a man who knew what he was doing and had total control of the problems at hand. His commitment and passion for the members made me decide to start my union activism and become a steward.

After moving up the ranks in our local, to now president, I found my drive and quest for knowledge traced its way right back to Bill. After watching him represent carriers in arbitration

hearings, I wanted to do that as well, and with his mentoring and constant support, I became an advocate, and learned how to represent the members as he had shown me. Anyone who ever had Bill represent them in a hearing knew they were getting the best this union could supply. I admired him for the passion and dedication he showed to the members. He always told me to take care of the members first, and not worry about what other union officials had to say about how you run the branch. He said as long as the membership supports you, you will be good.

Thanks for everything, "Prez."

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

New year; new district manager; same old bull! I have come to the realization that postal management will never appreciate its workforce. But thank God for NALC!

Hopefully when you read this article the membership will have ratified another hard-fought-for contract. These contracts only come about through a lot of hard work and preparation. What we must all remember is that gains through negotiations take generations. In the last contract, a workroom floor task force was established. Now watch as NALC builds on this. While it takes two sides to "tango," a mechanism must be in place for our workroom floor issues to be addressed contractually. NALC has provided us with language and binding agreements at every turn (COVID-19). But without our stewards, without our experienced carriers, without all of you, this can be minimized.

We need the next generation of leaders to step up before things become critical. When someone complains to me about their office, after trying to help, I always ask, "Why don't you become shop steward? We will train you." Unfortunately, they act as if it is *our* job. But it is *everyone's* job! We are only as good as our collective efforts. The current stewards are doing their best. And some offices do not have

How to submit items

Branches may submit items for publication in *The Postal Record* by standard mail or by e-mail. But please note the important information below. Due to production requirements, items that do not comply with the styles specified cannot be published. Call *The Postal Record* office at 202-662-2851 if you have questions.

Who can submit: Branch presidents must send *The Postal Record* a letter designating authorized scribes, especially if the branch scribe has changed. If items will be submitted by e-mail, the president also must list the e-mail address(es) that will be used.

Deadline: The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the April issue, the deadline is Wednesday, March

10. Items received after the deadline will be held for the next issue.

Word limit: The *NALC Constitution* (Article 9, Section 1.b) limits items to **300 words**. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

To submit items by mail: Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11" paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); where it comes from; the person sending it; and how to contact the sender.

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city

and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at 202-662-2851.

Photos: Branches may submit in-focus, professionally processed photos or e-mail digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC's social media accounts.

stewards. One the best characteristics of leadership is preparing the next leaders. President Les Dillman speaks on this daily. So, when the weather gets a little better, and management drives around trying to catch you doing something wrong, remember a few things. Their lazy asses are only there when it is convenient for them. Remember us, the people risking our lives diligently and literally daily? Remember the insane hours we were forced to work? Thank you, letter carriers!

#PleaseLookAfterOneAnother
#AttendantsAreTheHotIssue
#LetterCarriersAreEssential

Eric Jackson, Branch 725

Springfield, Ohio

Usually my articles vent my frustrations with the antics of mismanagement. But for a change of pace, let me give you a self-graded test.

Do you show up for work every day?
Do you try to deliver every piece of mail every day?

Do you knock on the door and attempt every accountable item?

Do you deliver your ADVOs to each house?
Do you call in sick when you are not sick?
Do you skip houses that have too many steps or have one piece of bulk mail?

Do you bring back your accountables to be delivered the next day, when you're off?

Do you skip houses that are only receiving an ADVO?

If you answered "yes" to the first four questions, you are a professional letter carrier and I am honored to work with you. When I think about professional letter carriers, words like hardworking, virtuous and honorable come to mind. Proud words. Words to live and work by.

If you answered "yes" to the last four questions, you are unprofessional and don't deserve to be called a letter carrier. Words that come to mind when I think about you are shirker, despicable and P.O.S. Shameful words. Lowly words for lowly actions.

I am tired of these malingerers (can't call them letter carriers) not working because the weather is bad, or we have ADVOs that day, or it's the weekend, or whatever other B.S. excuse they use to justify heaping extra work on the professional letter carrier.

It's time for you people to grow up and show up, or give up and quit.

Which words describe you?

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15 p.m. Meeting at 6:30 p.m. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

Toledo, Ohio

I have heard from friends, relatives, neighbors and even strangers examples of the deplorable service coming from USPS. One person ordered family picture Christmas cards before Thanksgiving. They tracked the order from the supplier to the processing plant in Michigan, where it sat for three and a half weeks with

no movement. Sadly, the cards arrived at their house on Christmas Eve.

Several others relayed instances where their Christmas cards never arrived at their relatives' homes. Others are still waiting for gifts they or



Tri-Valley, CA Br. 2902's election committee processed mail ballots for 1,708 branch members. Pictured (l to r) are committee members Dan Gorman, Beverly Sucich, Susan Degenhardt, Jeff Ross, Angel Hale and Paulette Dyer.

dered that never arrived. Everyone in our area is well aware of the incapability of the processing plant in Michigan to move the mail. They in no way blame the letter carriers.

I have seen documentation of more than 50 semi-trailers backed up at the processing plants. There is evidence of post containers stacked three high filling a warehouse space.

Much of the delays can be traced to the DeJoy decision to eliminate processing equipment across the country, as well as the closing of numerous processing plants.

It should be a top priority of the NALC and APWU to correct the problem. The Postal Service should stop airing those "Priority: You" commercials, since "you" are not a priority. The Board of Governors should be forced to stop running the company into the ground. Poor performance drives customers elsewhere.

If something isn't done to turn things around, we're going to wake up one day and find that the Postal Service is no more!

Ray Bricker, Branch 100

Tri-Valley, California

Branch 2902, the Reseda Post Office and the entire NALC family have been tragically affected by the passing of active carrier Edwin Ventura, who died on Jan. 26 due to complications related to COVID-19.

Edwin was an alternate steward for our branch for 17 months and he was only 30 years old when he died. Earlier on in the day that I learned of Edwin's passing, I received two phone calls informing me that some carriers in two different offices habitually refuse to wear a mask while walking around the workroom floor.

Hearing about Edwin's death was comparable to getting smashed in the face with a sledgehammer, and I reacted with anger when I

thought about the few habitual non-mask wearers. For these few carriers who still feel COVID-19 is a hoax and that masks are optional, they are not; masks are required to be worn in all post offices. If a young man like Edwin can die from

COVID-19, we are all vulnerable. Please, show some respect for your co-workers and wear a mask at work. I offer my sincere condolences to Edwin's family and his fellow Reseda carriers. Edwin was a good man who has left us way too soon. Rest in peace, Edwin Ventura; you will be missed.

In closing, a hearty thank-you to our recording secretary, Laura Rowe, for her work on our branch election. I would also like to thank our volunteer branch election committee for their outstanding

work processing the election material that was mailed to our members. Preparing an election mailing for 1,708 members is an extremely tedious task that took the committee two full days to accomplish. A million thanks to Dan Gorman, Beverly Sucich, Susan Degenhardt, Jeff Ross, Angel Hale and Paulette Dyer; you are much appreciated!

Ray Hill, Branch 2902

Westchester Merged, New York

I am anticipating the ratification of our new working agreement. Well then, the real problem becomes retaining and professionally training our new CCA employees. The new contract does not amply provide a starting salary that a family can live on in the Northeast. I recently witnessed food-processing employees demonstrating outside the Bronx terminal market, asking for an hourly wage increase from \$19 to \$20. They were successful and, of course, they were entitled and needed this wage increase to survive. The starting salary for a CCA, when the contract is ratified starting June 21, will be \$17.79 an hour.

I can only speak of the Westchester District when I say that this entry-level rate is totally unacceptable. Our retention rate now is, at best, 50 percent. The CCA workforce is being used and abused, being sent all over the country to work routes instead of auxiliary assistance. The training is useless, and no one is listening to local union input. The two-year conversions to carrier were a big improvement, but we must improve training and expose and remove those supervisors who are continually harassing and intimidating our brothers and sisters daily.

Let us stay strong and beat this virus. God bless you and your families.

Richard Montesarchio, Branch 692

NEW Insignia Products



NALC Insignia Collection

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



Completely fill out shipping instructions below. Please print or type

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

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

You can order NALC products at nalc.org/store

Auxiliary Update



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

From the Auxiliary Board

Greetings, union brothers and sisters. Letters were sent out to each state president and to each auxiliary secretary about joining the Auxiliary. If you have not received an invitation to join, contact Secretary Crystal Bragg.

Right now, the Auxiliary seems to be hopeful. We are hopeful that we will get family and friends to join us in keeping the Auxiliary working for the good of all letter carriers and their families.

The Auxiliary has been around for 116 years, and the National Auxiliary will be honoring our longtime members.

Send your information to Crystal if you are a member of 50 or more years, if you are member of 25 or more years, or if you have been a member for 10 or more years. Give your name, number of years and your auxiliary number. This information needs to be in to Crystal by April 1.

Let 2021 be the year that we all work together to keep this union and this Auxiliary working for the good of all!

If you have any questions or concerns, do not hesitate to contact us.

The NALCA Board

NALCA Fourth Quarter Financial Report

The following report shows financial transactions from Oct. 1 through Dec. 31, 2020.

Balance 10/1/20	\$2,557.56
Deposits	1,300.00
Total	\$3,857.56
Expenditures	
Tax - 941	454.16
Total disbursements	\$454.16
Balance 12/31/20	\$3,403.40

Submitted by Pamela Fore, Treasurer

AUXILIARY OFFICERS

Cythensis Lang
President

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

Cynthia Martinez
Vice President

3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-843-8676
camlm@yahoo.com

Crystal Bragg
Secretary

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

Linda Davis
Assistant Secretary

620 S. 70th Ave.
Yakima, WA 98908
509-969-1334
lindayakima@gmail.com

Pam Fore
Treasurer

3618 Hileman Drive S.
Lakeland, FL 33810
863-853-2113
sdpfore@aol.com

NALC Member App

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



Include me in the fight for letter carrier rights

Sign me up as an Auxiliary member!

Branch No. _____ Branch City _____ Auxiliary No. _____
 Name _____ Phone No. (____) _____
 Address _____
 City _____ State _____ ZIP _____
 I am a family member of NALC member _____ of Branch _____

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

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

Mutual Exchanges

CA: Cypress (11/94) to Yorba Linda, Anaheim Hills, CA; would also consider any inland Empire City. Trying to get closer to home. Regular carriers only, please. Randy, 657-266-7747.

CA: Vallejo (1/15) to Las Vegas, Henderson, NV. Regular carriers only, please. Lots of overtime. 45 minutes from Sacramento, Oakland and San Francisco. Lamont, 707-297-1916 (text or call) or lamontgeddins@yahoo.com.

FL: Boynton Beach (9/18) to Stone

Mountain, GA or surrounding areas. Large office with lots of overtime if wanted. Three bidding stations with lots of sunshine. Need to move closer to family due to medical issues. D'angelo, 561-541-4096 or paramoredangelo@yahoo.com.

FL: Fort Lauderdale (6/93) to Lynchburg, VA; Michigan City, IN or surrounding areas. Large office with OT. John, 561-329-0944 or jetorres01@yahoo.com.

FL: Mount Dora (1/21) to Asheville, NC or surrounding areas. This is a really great office with good teamwork between union/management. OT if desired; nice routes in a great little town on Lake Dora. Moving to be closer to family. Ernie, 321-316-7656 or ernest.thayer@yahoo.com.

FL: Seminole (10/14) to Sebring/Avon Park, FL area. 15 minutes from beaches, awesome office, awesome people. Friendly. Lots to love out here.

Lots of OT. Judy, 863-273-4087 or gidget6868@yahoo.com.

NV: Las Vegas (5/18) to Raleigh, NC or surrounding areas. Regular carriers only. No state tax. Large bidding area. For family reasons. John, 970-405-9193 or jdp91665@skybeam.com.

NJ: Trenton (9/94) to Nashville, TN area. Don, 609-712-3802 (text or call) or daalm@comcast.net.

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., March's deadline is for the April 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 l 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: 1411161

Ian Flores



Missing Since: Jan 16, 2021
Missing From: Sweetwater, TX
DOB: Jul 4, 2004
Age Now: 16
Sex: Male
Race: Hispanic
Hair Color: Black
Eye Color: Brown
Height: 5'2"
Weight: 130 lbs

Ian was last seen on January 16, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Sweetwater Police Department (Texas) 1-325-236-6687



MISSING

HELP BRING ME HOME

NCMEC: 1411060

Shannun Franks



Missing Since: Jan 14, 2021
Missing From: Conyers, GA
DOB: Jun 27, 2005
Age Now: 15
Sex: Female
Race: White
Hair Color: Lt. Brown
Eye Color: Green
Height: 5'7"
Weight: 177 lbs



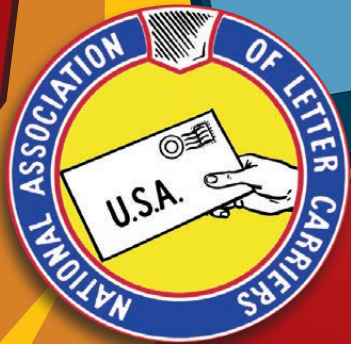
Both photos shown are of Shannun. She was last seen on January 14, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Rockdale County Sheriff's Office (Georgia) 1-770-278-8000



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)

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**