

Volume 135/Number 1 January 2022

The Postal Record



The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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A year of giving back

— PAGES 22-27



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As technology increases our ability to communicate, NALC must stay ahead of the curve. We've now taken the next step with the NALC Member App for iPhone and Android smartphones. The app was developed with the needs of letter carriers in mind.

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Facing the Amazon challenge



**Fredric V.
Rolando**

The Postal Service has long served as an incubator for American business by connecting every delivery point in the United States—some 160 million of them and counting—to every other delivery point in our country. We are, therefore, an essential part of the nation's economic infrastructure. There is no better example of this role than the development of the e-commerce giant Amazon. Its \$376 billion in sales revenue and 1.5 million employees made it the second-largest company in the United States (behind only Walmart) in 2020. Starting out as a modest online bookstore in 1994, it has grown into a mammoth technology company with dominant market positions in e-commerce, cloud computing, entertainment and

other sectors. The Postal Service made this explosive growth possible and turned Amazon founder and Executive Chairman Executive Jeff Bezos into one of the richest men in history. None of this would have happened without the universal delivery we provide.

Today, Amazon is by far the Postal Service's biggest individual customer. Letter carriers handle more than one billion packages a year for the company—accounting for more than one out of every eight parcels we deliver. Amazon accounts for one-third of all Parcel Select deliveries, the last-mile delivery service that generates \$9.2 billion of the Postal Service's \$32 billion in package revenues. That means that we rely on Amazon for about 10 percent of package delivery revenues and about 5 percent of our total revenues. By any measure, Amazon generates a lot of work for America's letter carriers and we are happy to provide this valuable service.

But Amazon's aggressive growth strategy, with its cutthroat approach to competitors, its conflicted relations with "partners" that sell on its platform and its hostility to the rights of its workers, is increasingly seen as a threat to the U.S. labor market and economy. This threatens the interests of letter carriers and other postal workers. In 2021, the House Judiciary Committee's Subcommittee on Antitrust and Commercial Law concluded a 16-month investigation of Amazon and other major tech companies. It found that Amazon and other companies use anti-competitive practices to advance their commercial interests. "What were once scrappy startups have become the kind of monopolies run by oil barons and railroad tycoons in the last century," the report's author concluded.

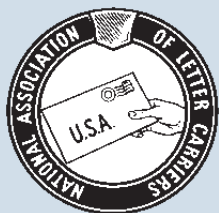
Amazon now controls a third of all the warehouse space in the United States. Even before the pandemic turbocharged e-commerce sales, Amazon was aggressively expanding its capacity to deliver its own goods and, increasingly, the goods of merchants

who use its website. Just a few years ago, USPS delivered a majority share of Amazon packages. Now Amazon delivers at least two-thirds of its own parcels and expects to become the largest private delivery company in the country in 2022—surpassing UPS and FedEx. It has built 454 delivery stations and has plans to add 275 more in the United States. This will eat into the Amazon volume delivered by USPS. Indeed, although we delivered about the same number of Amazon packages in 2021 as we did in 2020, Amazon's overall volume grew by 38 percent. This growth was achieved by creating hundreds of "delivery service providers," small companies that contract with Amazon, with the primary purpose of avoiding unionization.

Amazon's anti-union fanaticism was on display in the union organizing campaign at a fulfillment center in Bessemer, AL, last year. Its violations of labor law prompted the National Labor Relations Board to vacate the results of the April election, which the Retail, Wholesale and Department Store Union (RWDSU) lost, and to order a new election. Although we have been working on Amazon with the International Brotherhood of Teamsters and others for some time, the RWDSU campaign helped galvanize the entire labor movement, both domestically and internationally, to work together to answer the threat that the company poses to workers in many sectors of the U.S. economy.

As we enter into the new year, NALC is taking various actions to defend workers' rights and to combat Amazon's anti-competitive practices. First, we are contributing to an army of organizers to work with the RWDSU in Bessemer, reaching out to Amazon workers there to support unionization in the election rerun. Second, I've been meeting regularly at the AFL-CIO with other union presidents, including those not affiliated with the AFL-CIO, to fashion a long-term Amazon strategy. In addition to collaborating on organizing campaigns, we also will seek legislative (i.e., the PRO Act) and regulatory measures to counter Amazon's anti-labor and anti-competitive practices. Third, we have joined the international Amazon Alliance of our global federation, UNI Global Union, to work on global strategies. Among these is the "Make Amazon Pay" campaign that sparked thousands of protest actions around the world on Black Friday. And finally, we will search for ways to work with the Teamsters and other unions convened by the Strategic Organizing Center to cooperate on state, local and national initiatives to use government regulation to combat Amazon's monopolistic tactics and anti-labor agenda.

We will continue to provide excellent service to Amazon, using our 13,000 delivery units and our unparalleled last-mile delivery network. But that will not stop us from demanding fair wages for Amazon workers and fair competition in America's delivery sector. Meanwhile, we must insist that postal management focus on growing its own end-to-end delivery service, a key part of the agency's Delivering for America plan. Good union jobs and good service go hand in hand.



National Association of Letter Carriers, AFL-CIO

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

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One-two punch



Philip
Dine

NALC’s success in changing the national conversation on postal issues, which helps everything else our union seeks to do, is predicated on the interaction between external and internal communications—or, to complement what’s above with another sports metaphor, an inside-outside game.

Letter carriers, from rank-and-file members to local activists, branch officers to state leaders, national business agents to resident officers at Headquarters, have, for years, managed to effectively get our message out, locally and nationally, in print, on television or radio, and online. Your efforts have been consistent, they have been impressive—and they have informed the public, the politicians and the press about the real story regarding postal finances, the value of the postal network and the valor of letter carriers. You have focused like a laser on the facts, the context and the needed reforms.

That’s the outside game, the external component. The inside game, the internal aspect, involves the magazine you are holding, as well as other NALC vehicles for communicating with you. When the various departments here deliver to you up-to-date information on legislative or other matters, discuss the union’s goals and strategies, dissect postal finances or depict significant achievements by branches or individual letter carriers around the country, it facilitates your efforts to inform the public through the media.

Rarely has this symbiotic relationship been more evident than in recent months. First, the external side of things. The very day I’m writing this column, Dec. 12, Kevin Boyer, president of Columbia, MO Branch 763 and a former Missouri State Association president, is adding valuable perspective and a reassuring tone to a report by local NBC TV affiliate KOMU. He humanized the segment on mid-Missouri’s public-sector workplaces during the pandemic, offered a glimpse into letter carriers’ determination to get the mail out despite the challenges, and provided the “real-life perspective on my story” that the reporter sought. As is often the case, this reflected teamwork, with Region 5 NBA Michael Birkett suggesting Kevin for the role. (For the baseball fans out there; yes, Kevin is related to the outstanding trio of Major League brothers from the Show-Me state: Ken, Clete and Cloyd Boyer.)

Knowing when to comment, how to comment and, indeed, whether to comment requires some media savvy, and Baltimore Branch 176 President Mike Smith has displayed this recently more than once, to the benefit of our messaging ef-

forts. Mike is now busy helping mentor the trio of new branch leaders who will take the reins as he and his two fellow branch leaders retire; he will be departing after what he calls his “two careers,” 27 years delivering the mail and 26 years as a full-time branch officer (the last 16 as president). The hope here is that he will stay in touch, both with his successors and with this magazine, lending some of that savvy.

President Rolando has continued his persistent efforts to inform the public and policymakers about postal issues, whether by interpreting the quarterly or annual USPS financial reports for outlets such as *Federal Times*, *Government Executive* and Federal News Network or by discussing legislative matters with *The Hill* or *Politico*—all of which are thoroughly consumed on Capitol Hill—while also getting NALC’s voice out through national platforms such as the Associated Press and *Fortune*. He doesn’t just comment, he explains and analyzes, and over the past decade, no union leader in the country has matched the reach or substance of his media engagement.

Obviously, these are just a few examples of the external side of things, before we turn to the inside game.

One of our functions in the Communications and Media Relations Department is to help your efforts to get out the message, in part by informing you through this magazine. That lends meaning to what we do here, and it’s why we were gratified last month to see our efforts recognized by the International Labor Communications Association in the form of nine national awards presented to *The Postal Record*, as you’ll read in the story on page 19.

This reflects the dedication and talent of the communications staff members listed below, Mike, Rick, Jenessa and Clare, as well as the valuable contributions of our social media duo, Chet Robinson and Madeline Alvis. It also stems from the support and the editing of President Rolando and Executive Vice President Brian Renfroe, the input of staffers including Chief of Staff Jim Sauber and Director of Legislative and Political Affairs Kori Blalock Keller, as well as other national officers, staff members and letter carriers assigned to Headquarters or working elsewhere.

The two halves of the communications effort reinforce one another, and the results benefit us all.

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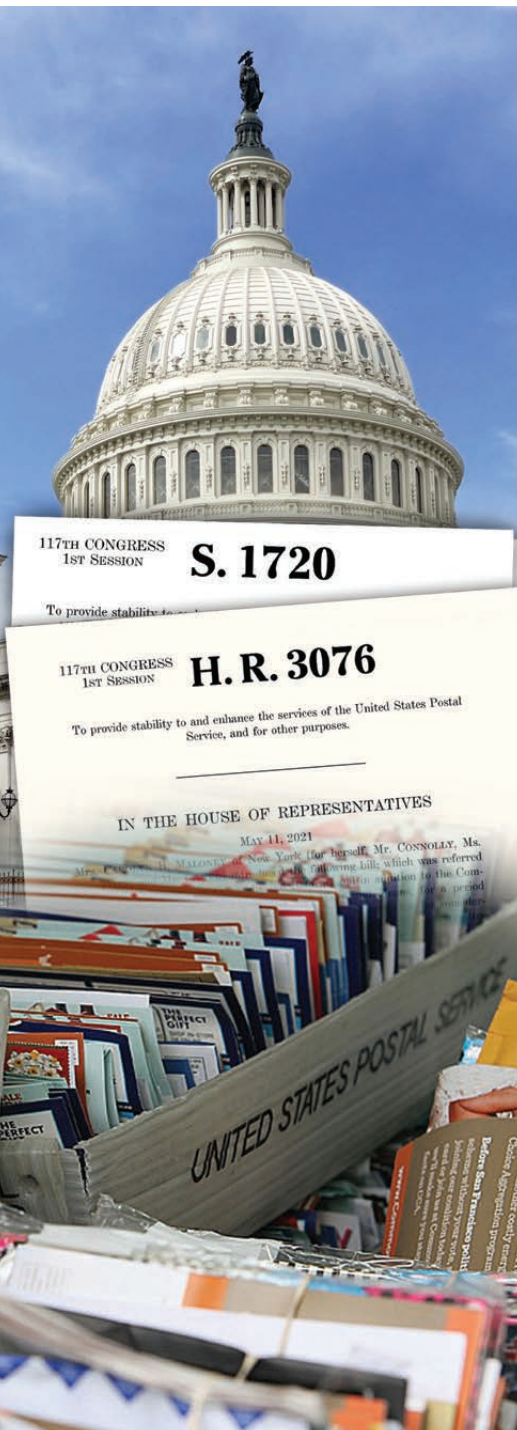
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News from Washington

Postal reform in the new year?



As the second session of the 117th Congress begins in what will likely be a competitive election year, NALC remains focused on the passage of the bipartisan Postal Service Reform Act (H.R. 3076/S. 1720), a bill that aims to provide financial and operational stability to the agency. Since the bill's introduction in the House of Representatives and the Senate last year, both measures have continued to gain bipartisan support. As this magazine goes to print, the Postal Service Reform Act has 100 cosponsors in the House and 27 cosponsors in the Senate. As support continues to grow, it appears that the new year may bring passage of this critical legislation in Congress.

In 2020, during the 116th Congress, NALC came close to seeing postal reform enacted. Letter carriers may recall that the Postal Service Fairness Act (H.R. 2382), which would have eliminated the mandate to pre-fund future retiree health benefits, passed out of the House in February of that year. Unfortunately, the pandemic derailed the opportunity to advance the measure in the Senate.

Fortunately, in the 117th Congress, Democratic and Republican leaders on the House Committee on Oversight and Reform and on the Senate Homeland Security and Governmental Affairs Committee recognized the fundamental importance of the Postal Service Fairness Act and made it the foundation of H.R. 3076/S.1720.

This bill, the first major postal reform legislation introduced in 15 years, advances key priorities for NALC. First, H.R. 3076/S.1720 embraces the Postal Service Fairness Act and would repeal the mandate that the Postal Service pre-fund decades' worth of

health benefits for its future retirees, which was enacted through the Postal Accountability and Enhancement Act of 2006. This mandate has cost the agency an average of \$5.2 billion annually since going into effect in 2007 and is responsible for 84 percent of USPS losses since then.

Secondly, this legislation would reform the Federal Employees Health Benefits (FEHB) Program to maximize participation in Medicare once most active postal employees (as of Jan. 1, 2024) retire and reach age 65. Annuitants as of Jan. 1, 2024, and active employees age 64 and older as of Jan. 1, 2024, would have the choice of whether or not to enroll in Medicare Parts A and B. Additionally, annuitants over the age of 65 who previously had decided not to enroll in Medicare Part B would be given a one-time opportunity to do so with no late-enrollment penalty.

Additionally, the bill includes language that would mandate six-day delivery. It would require the Postal Service to provide semi-annual reports to Congress on the implementation of its 10-year strategic plan, a public dashboard using nationwide delivery metrics to track performance and use the most efficient means to transport mail, likely moving from air to ground.

NALC members should continue educating their members of Congress on the significance of the bill. To find out if your members of Congress are cosponsors, visit NALC's Legislative Action Center on nalc.org.

Senate continues work on White House Build Back Better agenda

In November, the House passed the Build Back Better Act, the \$1.75 trillion spending and tax package that includes funding to support the nation's

education system, climate provisions, health care and tax reform. At press time, senators were still working to finalize the package, a major part of President Biden's Build Back Better agenda, and to hold a vote on it before the new year.

As the Senate reviewed the bill, certain aspects of it were changing. Notably, the Senate increased the funding in the bill for the Postal Service's vehicle fleet to \$6.9 billion. This was nearly \$1 billion more than the \$6 billion included in the House version.

Also of note to many letter carrier families is the status of the child-care tax payments. If senators failed to reach an agreement and pass the legislation before the new year, the child-care tax payments would stop this month. In 2021, this credit provided families with a combined family income of up to \$150,000 or a single income of up to \$112,500 with monthly payments of \$300 for each child under six and \$250 for each child between 6 and 17.

Negotiations and work to move this legislation through the Senate were ongoing. NALC will continue to monitor this legislation. For updates, check the "Government Affairs" section on nalc.org.

Kubayanda confirmed to Postal Regulatory Commission

On Dec. 7, the Senate unanimously confirmed Michael Kubayanda to serve as a commissioner of the Postal Regulatory Commission (PRC). Kubayanda, who has served as the chairman of the commission since January 2021, was renominated by President Biden. He has been a member of the PRC since 2019. His new term will expire on Nov. 26, 2026.



Michael Kubayanda

"I am humbled and honored to have the opportunity to continue to work alongside my fellow commissioners and the talented staff of the commission," Kubayanda said. "The commission's work is funda-

mental at a time of great challenge and opportunity for the nation's mail system."

Prior to his service on the PRC, Kubayanda served as a board member and privacy officer for a digital health startup. He also previously worked with the USPS Office of Inspector General and as counsel to the House Committee on Oversight and Reform.

The PRC is the independent body that exercises regulatory oversight over the Postal Service. Its responsibilities include preventing anticompetitive practices, promoting accountability, adjudicating complaints, setting postal rates and helping oversee delivery service standards. The PRC has five commissioners; they are nominated by the president for six-year terms and confirmed by the Senate.

"NALC congratulates Michael Kubayanda on this important confirmation," NALC President Fredric Rolando said. "We look forward to his continued leadership at the Postal Regulatory Commission."

Congress funds government through Feb. 18, avoiding shutdown

On Dec. 2, Congress passed a continuing resolution that will fund the government until Feb. 18. House members voted 221-212 and senators voted 69-28 for the resolution. President Biden signed the bill into law on Dec. 3, narrowly avoiding a government shutdown before the Dec. 3 midnight deadline.

This short-term fix includes funding to sustain federal agencies until the Feb. 18 deadline, \$7 billion to help resettle refu-

"As the second session of the 117th Congress begins in what will likely be a competitive election year, NALC remains focused on the passage of the bipartisan Postal Service Reform Act (H.R. 3076/S. 1720), a bill that aims to provide financial and operational stability to the agency. Since the bill's introduction in the House of Representatives and the Senate last year, both measures have continued to gain bipartisan support."

gees from Afghanistan and \$1.6 billion to assist immigrant children who arrive at the border without a parent.

The funding through Feb. 18 gives lawmakers time to focus on other priority legislation, including the Build Back Better agenda. **PR**

How to request overtime or auxiliary assistance and complete a PS Form 3996, Carrier-Auxiliary Control

The morning routine of estimating your workload for the day is often difficult to do, even for experienced letter carriers. Whether you are just starting your career or are a more seasoned carrier, the rules remain the same when you believe that the route you are assigned to carry has more work than you can complete within eight hours, or you believe that you cannot complete all the work assigned to you for the day within your scheduled time. Below are the steps to take to notify management if this happens.

1. Verbally inform your manager if you don't think you can complete your assignment in eight hours.

Sections 131.41 and 131.42 of *Handbook M-41, City Delivery Carriers Duties and Responsibilities*, the USPS handbook that outlines the duties of a city letter carrier, require you to tell the manager when you cannot carry all the mail distributed to your route in eight hours or within your normal schedule. Once you have verbally informed management, the manager is required to tell you what he or she wants you to do. Follow the manager's instructions. If you still believe that you will not be able to finish your route in eight hours, proceed to Step 2.

2. Request PS Form 3996

The next step is to request a PS Form 3996 from your manager. Article 41.3.G of the National Agreement and Section 122.33 of *Handbook M-39, Management of Delivery Services* require the manager to provide you with a PS Form 3996 when you request one. *Handbook M-39* is a guide for supervisors detailing their responsibilities when dealing with city letter carriers, but it often

provides explanations to help city letter carriers.

No matter what your manager says to you, say the words, "I am requesting a 3996" and explain the reason(s) for your request. If you are denied the form, immediately request to see your shop steward. If your request to see your shop steward is denied, make sure that another carrier hears you say the words. Don't scream the words at the top of your lungs—just make sure someone other than you and your manager hears you.

After you have verbally informed your manager that you don't believe you can finish your route in eight hours, have made them aware that their instruction has not changed your belief, and have requested and been provided a PS Form 3996, proceed to Step 3.

3. Fill out the form completely

It is important that you fill out the form completely. In the "Reason For Use of Auxiliary" box, you must write down why you believe that you cannot complete your assignment in eight hours. If your belief is related to your mail volume or type of mail you have, you should write comments that are specific and not general as to why you are requesting overtime. Your reason also could be related to your street duties. Some examples: known road construction, weather-related issues, excessive accountable mail, etc. Comments like "heavy volume" or "route overburdened" aren't sufficient for this section.

Often, there are other circumstances that might add to (or be) the reason why you will need overtime or auxiliary assistance on a given day. Always list the circumstances that will prevent

you from finishing your assignment in eight hours on PS Form 3996 as explained above. Statements by your supervisor such as, "This is your demonstrated performance," and, "You are not making standards," are not legitimate and do not change the situation. Never let these comments get under your skin and stop you from requesting the assistance you need. Remember, your job is to do the best you can.

Sometimes managers will tell you that you don't need the requested overtime or auxiliary assistance because of what DOIS projects for your route. The national parties have agreed that computer-generated time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional letter carrier.

4. Keep your cool

Don't lose your cool. While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell them you will do your best. Then politely ask what they want you to do if you are not able to deliver all the mail by the time they want you back. Often, their answer will be something like, "I just told you what I want you to do," or "Deliver all the mail and be back in eight hours." Your manager has just put the ball back in your court and placed you in a situation where you can't honor their instructions.

5. Don't argue

There is no reason to argue with your manager at this point. The only thing you will accomplish by arguing with your manager is to become frustrated and angry. The smartest

**A sample
PS Form 3996**

United States Postal Service
Carrier - Auxiliary Control

A. Delivery Unit: *Atlantic St... Station* B. Telephone: *268-3684* C. Date: *11/12/97*

D. Carrier's Name and Route No.: *J. Loma 0105* E. Lunch Place and Time:

F. Indicate entire or portion of the case shelves covering mail to be given as street auxiliary assistance

Consider the bottom shelf as number 1.						G. Keys Required? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
1	2	3	4	5	6	H. Carfare Required? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
				<i>R 112</i>	<input checked="" type="checkbox"/>	I. Accountable Mail? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

J. Reason For Use of Auxiliary
2 Sets of sequenced mail and day after holiday and Saturday business mail for closed business.

K. Estimated Work

Hours	Minutes	Auxiliary Assistance	Hours	Minutes	Overtime	Hours	Minutes
<i>1</i>	<i>30</i>	Approved <input checked="" type="checkbox"/> <i>7.9.</i>	<i>1</i>	<i>30</i>	Approved <input type="checkbox"/>		
		Disapproved <input type="checkbox"/>			Disapproved <input checked="" type="checkbox"/> <i>7.9.</i>		

L. Management Action. Check and initial all appropriate actions.

M. Transportation (If drive-out, show parking location(s) on reverse)

Transportation Mode to and from route: Postal owned: Drive-out: Contract: Public:

N. Starts Delivery at: *550 Grove St., apartment house* * Collect mail from all collection boxes on your part of the route, unless instructed otherwise.

Deliver	<i>562-551 Grove St.</i>	1	<i>550 Grove St.</i>
	<i>545-548 Grove St.</i>	2	<i>780 Bedford St.</i>
	<i>780-779 Bedford St.</i>	3	
	<i>781-783 Bedford St.</i>	4	
		5	
		6	

O. Find Relays At:

1	<i>Grove St. and Bedford St.</i>	4	
2	<i>780 Bedford St.</i>	5	
3		6	

P. Assistances Completed By (Carrier Name and regular route number if assigned):
L. Cantos 0122

Office Time		Street Time				Total Auxiliary Time <i>1:45</i>
Begin Time	Time Used	Begin Travel To	Begin Delivery	Begin Travel From	Travel To	
		<i>2:45</i>	<i>2:55</i>	<i>4:20</i>	Delivery <i>1:25</i>	
End Time		End Travel To	End Delivery	End Travel From	Travel From <i>:10</i>	
		<i>2:55</i>	<i>4:20</i>	<i>4:30</i>	Total Street <i>1:45</i>	

PS Form 3996, November 1997

thing you can do is to just say, “OK, I’ll do my best,” and ask for a copy of your PS Form 3996. Remember, Article 41.3.G of the National Agreement and Section 122.33 of *Handbook M-39* require managers to provide you with a copy if you request it.

Finish your office work and go to the street. Do the best you can. Take your breaks where you are supposed to. Take your lunch when and where you listed it on the PS Form 3996 you filled out.

6. Don't make decisions

Letter carriers get paid to deliver mail. Managers get paid to make decisions. If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager approved, you should do everything you can to put any further decisions in the manager’s hands.

The best way to handle this situation is to call your supervisor, per local instructions. If you have no local instructions, try calling about two hours before the time you are scheduled (the time approved on PS Form 3996) to be back. Let your supervisor know where you are and how long you think it will take you to finish. Ask whether they want you to bring the mail back at the previously approved time or finish the route. Follow whatever instructions your supervisor or manager gives you.

If the supervisor or manager refuses to tell you what to do with the rest of the mail, or if you can't finish your assigned duties in the amount of time initially specified by your supervisor, you should return to the office within the allotted time and ask for further instructions.

Note: Don't ever return mail to the office and leave it without getting

instructions on what to do with the mail from a manager. Make a note of what instructions you were given and what time it was.

You should also complete a PS Form 3996 to track the amount of time you spend assisting or working on another route. If you are instructed to provide auxiliary assistance to another route, whether on “projected undertime” or for overtime, management should provide you with a PS Form 3996 indicating this additional work. There are times where you may be provided more than one 3996 to assist multiple routes. Make sure that you fill out the bottom of each PS Form 3996 showing both your travel and delivery times for whatever assistance you are carrying. This assistance is called many different things around the country. Some common phrases are pivot, split, kickoff, relay, handoff, trip, push, boost or

bump. If you don't believe that you can complete the work in the amount of time authorized, you should notify your supervisor as soon as possible.

The 2019 *Letter Carrier Resource Guide* contains an example of a PS Form 3996 and complete instructions on how to properly fill it out. Section 28 of *Handbook M-41* also explains the proper procedures for filling out the PS Form 3996. You can access the *Letter Carrier Resource Guide* by visiting nalc.org/resourceguide.

These instructions and the above-listed advice will assist you anytime you need to fill out a PS Form 3996 and submit it to your supervisor. If you need more information regarding requesting overtime or auxiliary assistance, or with the completion of this form, please see a shop steward, NALC branch officer, on-the-job instructor (OJI) or mentor for further guidance. **PR**

Proud to Serve

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

Honoring heroic carriers

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

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

Carrier alerts customers to garage fire

"I was on my way to work" the morning of March 24, Peoria, IL Branch 31 member **Joana Cole** recalled, "and I saw a car stopped in the middle of the road." The six-year carrier looked ahead to see what the problem was, and she was horrified when she realized what had attracted the other driver's attention. One of the neighborhood houses had caught fire, and "smoke was billowing out of the garage," Cole said.

The carrier immediately leaped into action. After parking her vehicle, she got out and raced up to the front door of the residence. "I was pounding on the door," Cole said, trying desperately to get the attention of anyone inside the house. The other driver, meanwhile, had called 911.

Eventually, the homeowners, a husband and wife, realized what was going on. Neither had been aware that the garage was on fire, and they immediately grabbed their cat and evacuated.

Shortly after everyone was safe on the street, the fire department arrived and extinguished the blaze. "[They] were able to contain it to the garage because of the fast action" the other driver had taken to notify emergency services, Cole said. "The house and everything was salvageable."

Thanks to Cole's warning, everyone

inside the house escaped injury.

Sometime after the fire, the homeowners tracked Cole down through a mutual friend and gave her a card thanking her for her actions. Cole, however, was modest about her contribution. Of the experience, she said, "it was a very big adrenaline rush."

Looking out for unsupervised children

On Sept. 25, Arlington Heights, IL Branch 2810 member **Roland Decena**

was walking on his route when "I saw two kids wandering around" the neighborhood, he recalled. He "didn't pay much attention to the children" at first, the 20-year carrier said, as he assumed that a parent was watching them. However,

a few minutes later, he saw the young children playing in the middle of the street—and there was no adult in sight.

Decena, concerned, walked over to them. "I started questioning the older girl," he said, but the children just laughed at him—he was unsure whether they even spoke English.

Determined to find the children's parents, the carrier started knocking on doors, asking his customers if they recognized the kids. One of the neighbors was able to get the little girl to come to him, but the young boy, who was still in diapers, dodged between the adults. "[He] ran away so fast," Decena said, that the toddler was almost at the main road when a woman stopped her car and was able to grab him. She brought the child back while Decena continued to knock on neighborhood doors.

Eventually, they decided to call 911 and report the situation. Shortly



Roland Decena



Joana Cole

Eye on the elderly

In the beginning of March, Central Iowa Merged Branch 352 member **Sarah Stevens** became concerned about one of her elderly customers. “The gentleman was always very regular about picking up his mail daily,” the 15-year carrier explained. While she knew that he occasionally went out of town to visit his sister, he was never gone for more than a few days. As days passed without any sign of the customer, Stevens became increasingly nervous that something was wrong. “By the fourth day, I was extremely worried,” she said. On March 6, after five days had passed, she and a supervisor decided to contact police and request a wellness check. When officers entered the home, they found



Sarah Stevens

the man lying on the floor, unable to stand. As Stevens was later told, the man had gotten up in the middle of the night, become disoriented and fallen—and could not get back up. The man was hospitalized for a week, during which time he was treated for

dehydration and muscle loss. After some time in physical therapy, he was able to return to his home. His sisters wrote a note to the carrier, thanking her for her actions. “You absolutely saved his life,” they wrote. The paramedics who helped the man at the scene also told Stevens that if he had been found even one day later, “he wouldn’t have made it,” the carrier said. Stevens says she feels torn about the situation; while she wishes she had called sooner, she said, “I’m thankful I did call.” She added, “It feels pretty amazing that I was able to help him.”

Clinton, IA Branch 126 member **James LaShelle** exchanged waves every day with Bill Berner when the 15-year carrier saw his customer through the window of his residence. But one Thursday in October, LaShelle noticed that Berner was not seated by his window. The carrier was even more troubled when he realized that Berner had not collected his mail in a couple days. “He always picked up the mail,” LaShelle explained. Fortunately, the carrier had a connection who he thought could help him with checking up on the elderly man. “[My wife] is good friends with the woman who used to live upstairs,” above Berner’s apart-

ment, LaShelle said, and he knew that the woman, Angela Simmons, still had a key to Berner’s place. LaShelle’s wife contacted her friend and explained the situation. Simmons went over to check on Berner. When she entered the home, she told *The Clinton Herald*, she found Berner “on the floor in front of the refrigerator,” lethargic due to a bite from an infected dog suffered the week before. The wound had given him a high fever and rendered him delirious. Berner was immediately taken to the hospital and treated; he has since fully recovered. Berner described LaShelle as “an awesome human being.” For his part, LaShelle, who served in the Army for 24 years prior to joining the Postal Service, insists that helping members of the community is just part of his routine. “I’ve always checked on my customers,” he said. “It’s part of our job, I think, to keep an eye on people.”

On Nov. 15, 2021, Hudson Valley, NY Branch 137 member **Deborah Maher** noticed that one of her elderly customers, Paul Schuchman, had not collected his mail in several days. “He gets a lot of mail, and I always bundle it—and it’s usually gone by the next day,” the 19-year carrier said. While it wasn’t unusual



James LaShelle

for him to occasionally miss a day’s pick-up, Maher began to get worried after several days passed and the mail was still uncollected. She decided to ask a neighbor across the street if he had seen Schuchman recently, but he hadn’t. “He told me to bang on the windows” of Schuchman’s house to see if she could get a response, Maher recalled. The carrier did so, but couldn’t hear anyone inside the residence, and the blinds were closed. She decided to report the situation to her supervisor, who called police for a welfare check. When officers entered the house, they found the elderly man “lying literally right behind the door,” Maher said. Schuchman had been on the floor for several days, and he was immediately taken to the hospital. Sadly, he died a few days later. The story was reported on the local news site HudsonValley360, and the carrier was praised for her alertness.

Maher, who previously had helped a customer in a similar situation, said that she always keeps an eye on her customers. “For me, it’s just natural,” she said. “I think of myself as a neighbor.” Maher added that letter carriers have a unique opportunity to aid people. “You get to learn the pattern of people,” she said. **PR**

after officers arrived on the scene, the parents of the children came rushing out of what the carrier had thought was a vacant house—the family was so new to the neighborhood that they hadn’t begun receiving mail.

“The mother was saying, ‘Oh my god, oh my god,’” Decena remembered, and told officers that she and her husband

had been upstairs while the children played downstairs. Unbeknownst to their parents, the children had managed to open a door and get out of the house. The kids had been missing for half an hour before the parents realized they were gone. Thanks to Decena’s vigilance, no harm had come to the children, and they were safely returned home.

The carrier said that he didn’t think his actions merited any special praise; a similar situation involving a child in distress had happened to him a few years earlier, and at this point, he viewed it as part of the job. “[Letter carriers] are the ones who know who lives in the community,” he added. “I tell all my customers, ‘If you need anything, let me know.’” **PR**

Neighborhood watch

“I was pulling up to a park point when I saw a big, black pit bull” coming down the sidewalk, Central California Coast Branch 52 member **Jordan O’Byrne** recalled about a day on his route in October of 2020. “It got my attention, but I just thought, ‘Oh, a loose dog.’” The carrier, who was a city carrier assistant (CCA) at the time, looked around to see if he could spot the dog’s owner or a nearby yard that it might have escaped from. Just as he was about to move on, however, he noticed something that concerned him even more. “About 10 to 12 feet behind the dog, there was a little girl, still in diapers and holding a sippy cup,” he said. “And I didn’t see any adults around in the vicinity.” The carrier, now determined to find out where the dog and the toddler lived, secured the mail in his vehicle and went up to a neighboring house. He asked the customer who lived there if

she knew where either the pit bull or the child lived. The woman didn’t recognize the little girl, but she did know the dog—his owners lived down the street. While the neighbor went to knock on their door, “I corralled the pit bull and the baby,” O’Byrne said. “I gauged the dog’s temperament” before approaching, he added, but the dog “seemed pretty calm.” O’Byrne watched them until the customer returned with the dog’s owner, who was also the little girl’s mother. Both animal and child were safely returned home. The CCA said that while his attention had first been caught by the dog—“I’m a sucker for animals”—once he saw the toddler, he knew he couldn’t leave. “I had to make sure that someone was responsible [for her],” he said.

Last spring, Rochester, NY Branch 210 member **Jeffrey Wilson** was delivering mail when something unusual caught his attention. “I happened to be walking between two houses,” he recalled, “and I could smell it, clear as day.” He thought that he recognized the odor—the rotten egg smell matched what he had been told about natural gas. A couple of days later, the eight-year carrier spotted the homeowner in her front yard and quickly went over to let her know about the smell. Concerned, the woman called her gas company. “[The company investigators] were out within



Jeffrey Wilson

minutes,” Wilson said. After finishing their investigation, the gas company told the customer some frightening news—she not only had one gas leak; she had two. “There were leaks out in the front yard and in the house,” the carrier said. The homeowner was extremely grateful to Wilson for his tip—in a happy coincidence, unbeknownst to Wilson, the customer turned out to be his aunt’s sister, who lived there with her daughter. “So, I saved a family member,” Wilson said. The carrier said that his timely intervention came about because he was “just being observant.” He added, “Not only are we the eyes and ears of the public, but now I can say we are the nose of the public!”

“I was walking on the street, delivering mail,” Buffalo-Western NY Branch 3 member **Mohammed Al Dawood** recalled about his route on Oct. 9, when he

saw an elderly man standing next to his car on the opposite side of the street. “He was calling someone to assist him,” the two-year carrier said, and the reason was clear. The carrier could see at a glance that the man’s car had a flat tire. “I crossed the street and asked him, ‘Do you need any help?’” Al Dawood said. The man said he did and showed the carrier his tire. He added that he had been waiting for half an hour for assistance. Using the spare tire from the man’s car, the carrier was able to replace the flat tire. The man was so grateful to Al Dawood for his timely assistance that “he offered me money,” the carrier said. “But I refused to take it.” The man then drove away, and Al Dawood returned to his route. However, that wasn’t the end of it—the man still wanted the carrier to be recognized for his actions and so he called the post office. He told Al Dawood’s supervisor about his kindness and passed along his thanks once again. Al Dawood reiterated that he didn’t think his actions deserved any special praise. “I always try to put myself in other people’s shoes,” he explained. “If I was in the same situation, and someone came along, I would want them to help me.” The carrier added, “Helping citizens is what USPS and the National Association of Letter Carriers are all about. We are always here for them—not just while delivering mail.” PR



Jordan O’Byrne

Letter carriers and the mail on social media

Various news stories and interesting anecdotes that celebrate letter carriers and the mail have been appearing on social media. The following are some that have come to the union's attention. If you come across a story you'd like us to consider featuring, send it to social@nalc.org.

New York carrier makes a special delivery to Sesame Street

Elmo, the inquisitive Muppet on the children's television show "Sesame Street," learned all about how mail is delivered with the help of New York Branch 36 member **Angela Hampton**.

In a Nov. 18 episode on HBO Max, Elmo sends a letter to his puppy, Tango. Hampton shows him what happens to it next, moving and sorting the mail through the system. Then she takes Elmo to deliver mail to other residents of Sesame Street, including Elmo's letter and a package of cookies for Cookie Monster—who, of course, immediately devours the entire package without even opening it.

The episode was one of Sesame Street's segments focusing on "everyday heroes," the show's executive producer Ben Lehmann told *The Washington Post*. The message to Elmo was not only about appreciating the letter carriers who deliver the mail, even during the pandemic, but also showing that mail brings joy. Children learned that "if you want to get a meaningful piece of mail, you have to also send mail to others," Lehmann said.

Hampton has worked at the Manhattanville, NY Post Office in Harlem for all of her 21 years with the Postal Service. She doesn't know why she was chosen for the role, but she guesses that "it's because I'm passionate about what I do," she told USPS Link. "I'm a

good carrier, and I treat people the way I want to be treated."

Working on the Sesame Street production as an actor was hard work. "It's grueling," she said, laughing. "Let's just say I have a new respect for the craft."

On the other hand, she was pampered a little. "They sent a car!" she told USPS Link. "I had my own trailer." Hampton recalled mentioning offhand that she could use a Red Bull and a staff member surprised her by bringing one. "I was treated like I was somebody special," she said.

One of the best perks, though, was when the Sesame Street Muppet Rosita made a video just for Hampton's daughter, who has cerebral palsy.

"That was the highlight of the whole thing," Hampton said.

The episode, "Elmo Mails a Letter," is the second of the 52nd season of "Sesame Street." It was also the first shot on location since the pandemic began.

"For children, the magic of how something goes from one place to another is a fascinating journey," USPS spokeswoman Sara Martin told the *Post*. "Seeing how letters travel through the processing equipment will amaze them, too."

Retiree shares his stories

Retired letter carrier **Bill Crabtree** is 93, so his stories take him back a long way.



Angela Hampton with the "Sesame Street" Muppets

The Columbia, MO Branch 763 member started carrying the mail in 1945 in Granite City, IL, as he told the *Fulton Sun*, a central Missouri newspaper, which did a feature story in November about his career. At the time, he was only 16, and quit school to help his father support him, his brother and two sisters. His mother had died 10 years earlier. He walked to the local post office to answer a job ad and was offered the job the next day in person because he had no phone. He rode a bus to the post office each day—the ride was free for mail carriers.

Crabtree worked long hours delivering two routes a day, usually clocking in at 4:45 a.m. and out at about 7 p.m. "There was only one truck," he told the *Sun*. "In the mornings, we would tie up our mail, magazines and letters in a sack, and then label them where they went and the truck would drop them off."

Someone on his route owned a horse, and Crabtree made friends with it. "I would always bring an apple, and that horse was waiting for me every day," he said. "I'd feed him that apple, and he'd run along with me. But I'd only feed him that one apple."



Bill Crabtree

Left:
Gerald
Woods
Right:
Roger
Mangio



Social media (continued)

Having a dentist on his route worked out well when he had tooth problems.

“One day I had a terrible toothache,” Crabtree said. “I was driving the truck, and I was double parked delivering packages downtown. I had a package for the dentist upstairs, so I got in there, and he didn’t have anybody. So I said, ‘Boy, I’ve had a toothache for two or three days. Can you pull my tooth?’ He said yeah, so I sat down, he pulled it out and gave me a round pot to spit in the rest of the day.”

Crabtree was able to save some money and he bought a small house for his family. The quarters were modest—no hot water, no inside toilet and no heat—but it was a step up for the family. Later, he started his own family with his wife, Helen. The couple have been together for 70 years and have two sons and two daughters.

Crabtree worked in Granite City for 21 years before transferring to Fulton, MO, where he worked 18 years before retiring with 39 total years of service. After spending some retirement years in Florida, the couple moved back to Missouri to be close to their family. He has been retired for 37 years—almost as long as he delivered the mail.

His son Billy followed in his footsteps. He started as a janitor at the Post Office, then moved to a clerk job and eventually became a postmaster.

‘We’re fans forever’ – Customers show love for retiring carrier

Dozens of signs, balloons and customers offering well wishes greeted Baton Rouge, LA Branch 129 member **Gerald Woods** as he carried his satchel for the last time after 29 years.

“We’ve always been a bit of a fan club of Gerald because he’s just so fantastic,” postal customer Thomas

Anderson told CBS affiliate TV station WAFB in Baton Rouge. Woods delivered on his last route for 13 years before retiring in November.

Dozens of neighbors gathered to congratulate Woods and take photos with him. “We Love You Mr. Gerald,” read a large sign. “Happy Retirement!” One neighbor held a “Gerald Fan Club” sign with a “Forever” stamp image on it—“we’re fans forever,” the man said. “Mr. Gerald, trustworthy friend; forever in our hearts,” read another sign.

“When you travel, we have his phone number even, so in case we had an emergency we could call him and say, ‘Oh we’re not getting back in time.’ He’s just amazing,” Anderson said.

The neighbors didn’t wait until his retirement to show Woods their appreciation. They took care of him every day he delivered.

“If I needed anything while I was on this route in this subdivision, I could go to anybody’s house and get it,” Woods told WAFB. “They’re like family. I appreciate them, every last person out here, I appreciate them.”

Retiree community welcomes carrier to retirement

As she walked the last day on her route last June after 36 years carrying the mail, New Jersey Merged Branch 38 member **Yvonne Vass** was greeted by a special surprise.

A group of neighbors in the Enclave at Shrewsbury, a community of people aged 55 and older, greeted Vass to wish her well in her retirement.

“They had a lawn sign made for me with cards, gifts, etc.,” Vass said. “I was so touched! It really made me feel special.” The large sign read “We will miss you, Yvonne.”

Vass delivered mail from the Red

Bank, NJ post office beginning in 1985, with the last 10 years on the route in Shrewsbury.

“During the pandemic of 2020, I often bought extra cans of Lysol and antibacterial products for these customers,” Vass said. “They certainly will be missed by me, always friendly and caring towards me and appreciated the dedication I had in my job.”

Retiring carrier ready to pass the torch to his son

Retiring this past October after 31 years as a carrier, **Roger Mangio**, a member of Chicago, IL Branch 11, felt appreciated by his customers.

“He was friendly and knew us by our first names, which was very unusual—it takes a matter of skill,” Francine O’Connor, who lived on Mangio’s route in Forest Glen, a Chicago suburb, told the online newspaper *Block Club Chicago*. “Respect was his middle name.” On his last day, O’Connor honored Mangio with a certificate from the Forest Glen Community Club.

Mangio said he was surprised by the certificate and by the farewells from neighbors who sent letters and photos and posted signs to thank him for his excellent service.

“I felt happy about that because [the neighbors] were all very nice to me and just like family,” Mangio said. “I have been there a long time. Every time I drove around, I waved at them.”

One of Mangio’s sons may take over soon. His youngest son has applied for a letter carrier job, and Mangio gave him his uniform and cart to use if he is hired.

The father of three came from the Philippines in 1982 and took his job with the Postal Service in 1990. Despite knee pain from an injury, Mangio said

Stephanie Maldonado acted in one of the USPS' holiday ads.



he loved his job. He was looking forward to retirement, but not to missing his customers.

"It's hard to leave the community because everyone is so nice," he said. "I [was] lucky to be their mailman."

O'Connor and several other neighbors decorated their windows with signs that read, "Forest Glen Loves Roger," and, "Roger, Farewell." Others affixed notes to their mailboxes.

"He was very kind, and you could tell he had a special inner warmth for other people," O'Connor said. "He would take a minute to say 'Hello' and have a little chat with you, even though he had a big route."

Steve McVeigh, a 40-year resident of Forest Glen, remembered the way Mangio wrapped his mail in a bundle with rubber bands so it would stay together. "It's the little thing, but those little things add up," said McVeigh, who called Mangio a good friend. "It keeps the community intact."

Mangio displayed enthusiasm for serving his customers, especially when faced with long hours and cold Chicago winters, McVeigh said. His window message to Mangio read, "Roger, enjoy your new route."

O'Connor promised to keep spreading the friendliness Mangio brought to her neighborhood.

"It doesn't take much in the world to say 'hello' to somebody," O'Connor said of Mangio. "He epitomizes all the wonderful qualities of a human being."

Behind the scenes with letter carriers in USPS holiday ad

Several letter carriers appeared in a Christmas season

TV ad the Postal Service aired in November and December.

If you've ever wondered what it's like to participate in a TV ad, you can see behind the scenes in a USPS video about making the commercials.

The ad, called "The Helpers," showed packages being sorted and then being delivered by letter carriers, including West Palm Beach Branch 1690 member **Stephanie Maldonado**. Making the commercial was a once-in-a-lifetime experience for Maldonado. "I'm going to hold onto this memory forever," she told USPS Link.

Carmel, IN Branch 888 member **Holli Wood** told USPS Link that she had responded to the Postal Service's casting call for the ad because she thought "it would be a real honor to represent the Post Office [and the]

job that I do, because I love my job so much."

James Keller of Pasadena, CA Branch 2200 appeared in the TV ad and some USPS print ads. He recalled shooting the ads. "I was told to stand very still and smile very big," he said. "I do think a lot of my customers will be very excited to see me on the screen."

See the video at link.usps.com/video/behind-the-scenes-2021-usps-holiday-ad.

White House Christmas decorations honor postal heroes

For the Christmas season, President Joe Biden and First Lady Jill Biden decorated nearly every room of the White House, each with a theme. In the State

Dining Room, they celebrated frontline workers, including postal employees, with a gingerbread replica of the White House accompanied by several other buildings, including a post office, representing those workers.

"This year's gingerbread display is inspired by our gratitude and admiration for our Nation's frontline workers who kept our country running through the global pandemic, often at great risk to themselves and their families," the White House website said.

The White House pastry team used 55 sheets of baked gingerbread, 120 pounds of pastillage icing, 35 pounds of chocolate and 25 pounds of decorative royal icing to create the display. **PR**



Let them eat cake



If it's your birthday, your letter carrier probably won't bake you a gourmet cake or play "Happy Birthday" on the violin—unless you are on **Steven Guzman's** route. Guzman specializes in delivering joy, not just mail.

A member of San Francisco Branch 214, Guzman has carried the mail in Redwood City, CA, since April 2020, shortly after being furloughed from his job as a pastry chef at a hotel, where he baked and decorated cakes

for catered events and for the hotel's restaurant. The COVID-19 pandemic forced his former employer, the Ritz-Carlton in Half Moon Bay, CA, to shut down its banquet operations and restaurant and lay off nearly half of its staff, including Guzman.

After a few months of searching for a new job in a different craft—restaurants everywhere were shuttered for the pandemic, so finding another position as a chef was out of the question—he found work at the Post Office.

Though he traded his chef's toque for a postal blue hat, Guzman brought his baking skills with him.

He got to know his customers quickly, and word got out that he was a chef. "Some people know that I can bake, and some asked me if I could make them a cake," he said. "It's usually people who have birthdays. I've become friends with some people on my route. I talk to the kids a lot, and the kids tell me it's their birthday coming up."

On his days off, he began bringing cakes to lucky customers. He doesn't charge for the birthday cakes or other treats he brings to friends he has made on his route; he just makes them to please himself and his customers. Guzman estimates that he has brought cakes, assorted pastries or candy to 18 customers to date.

They aren't the average cake—Guzman puts as much care into these cakes as he did as a full-time chef. "They really rave about my cakes, because the cakes I make them are the same cakes I made at the Ritz," he said. Part of the fun is surprising them with a fancy cake they never imagined a letter carrier could create. The recipients of his cakes "are really amazed by the different textures and flavors," Guzman said.

No wonder the cakes are so good—Guzman isn't just any baker. He studied pastry-making at the French Culinary Institute in New York City, earning a Grand Diplôme in pastry arts, and baked cakes professionally for eight years before losing his chef job. The last cake he made for a customer was composed of a blueberry financier and an almond sponge cake,

Steven Guzman plays music for some young patrons on his route while they enjoy one of his cakes.

Above: Another of Guzman's creations



and combined with mango jam, pistachio cremeux and passionfruit cream. “It took me three days to make,” he said. “It’s my wife’s favorite, and I make it for her every year.”

As word of Guzman’s pastry skills spread, customers even asked him for baking lessons. “There was this one lady on my route who found out I made pastry, so she asked me if I could come to her house, because she wanted to learn to make cream puffs,” he said. On a day off, he ended up teaching a kitchen full of kids how to make them—again, for no charge.

As if baking world-class pastries isn’t enough talent, Guzman also plays the violin and has brought his instrument along with his cakes to play for customers. He’s played since he was 10 years old and was orchestra concertmaster in high school. He has played with the Redwood Symphony and the Palo Alto Philharmonic, and still plays in a church orchestra on Sundays—easier now that he has every Sunday off as a letter carrier. At the Ritz-Carlton, he would sometimes play the violin for diners, so he continued that tradition, playing “Happy Birthday” for customers who receive cakes or when they invite him to weekend social gatherings.

Guzman’s unique sense of service has attracted local media attention. Customers credit him for bringing a sense of community to his route, not just with cakes and music, but with his friendly demeanor and excellent service. Despite the pandemic, said one customer, Guzman went “above and beyond what most people would do.” The customer, Katherine



A photo of Guzman in his previous uniform, from his time at the Ritz Carlton.

Machemer, said that she appreciated Guzman visiting her third-floor apartment to deliver packages during the shut-down period. “We really got to know him because of the pandemic,” Machemer told *Climate Magazine*. “We kept ordering more and more things, and he was the only person we would see.”

Guzman even surprised an 8-year-old girl with a Christmas gift—a Lego nutcracker like the one he enjoyed as a child—after the girl, unbeknownst to her mother, asked him to deliver her a present when he came to her door. “I had to explain to my daughter that he’s a mailman, not Santa Claus,” the mother, Adela Novotna, told *Climate*

Magazine. “He just brings so much joy. He’s unique.”

Even though restaurants and hotels are reopening, Guzman is sticking with the mail for now. He isn’t sure that going back to baking would work for him, especially since the food and hospitality business is still facing challenges and risks brought on by COVID-19.

“People ask me if I want to go back to pastry. If I do, I think I’ll have to wait a long time because the whole entire pandemic thing changed things around, especially in the food industry,” he said. “Right now, carrying the mail is fine for me. I’ve gotten to know a good majority of the people on my route. I like what I’m doing.” **PR**

Branch publication competition call for entries

Editors of branch and state association newsletters and websites are invited to enter NALC's biennial competition for outstanding periodical publications.

A panel of publications experts will determine award winners in the various categories, which are listed below. The decision of the judges is final. Winners will be announced at a workshop held during the national convention in Chicago, Aug. 8 to 12.

Because the 2020 national convention was canceled, the winners from the 2020 awards also will be presented at the 2022 convention. (For winners, see story, page 18.)

Entries must be received by **April 1**, at this address: Publications Competition, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

All entries must have been created by NALC members; been published in branch or state association newsletters, or been posted on a branch website or feed (for the Best Website award) between April 2020 and March 2022 (inclusive); and must be submitted by current branch officers or editors.

Please duplicate the labels on the following page and attach one to each copy of each entry. SUBMISSIONS THAT DO NOT COMPLY WITH THESE DIRECTIONS WILL BE DISQUALIFIED. Each entry must be clipped or photocopied from your publication and, if smaller than 8½ x 11 inches, taped onto a full-size sheet of paper. Entries will not be returned. Entries will be judged in the following categories:

Overall Excellence: This category recognizes publications that best serve the membership. Judges will consider content (appropriate and original articles, useful information, local angles),

style (clear writing, effective headlines, good story placement) and overall appearance (readability, attractiveness, use of photos and art).

Judging will be based on three publication issues you choose to submit; please note that you must send two copies of each issue. Each copy must have a completed "Overall Excellence" label attached.

Publications will compete in the subcategories of 1) large branches and state associations and 2) small branches. Large branches are defined as having 500 or more members, but the judges may alter that threshold to create a balanced number of entries in both categories.

Best Editorial or Column: This category is for opinion pieces such as editorials or columns by union officers or editors. The judges will consider such factors as the author's effectiveness in putting forth his or her point of view and insight into the topic. Each branch or state may submit up to three editorials or columns. Send two copies of each entry.

Best News or Feature Story: This category is for reports on topics important to letter carriers and for features on branch or member activities; do not submit columns or other opinion pieces here. Judges will weigh choice of topic, factual reporting and clear writing. Each branch or state association may submit up to three news or feature articles. Send two copies of each entry.

Best Cartoon or Photo: Each branch may submit any combination of up to three cartoons, photos or illustrations created by members of that branch. Cartoons will be judged on relevance, technique and how well they convey their point. Photos and illustrations will be judged on interest, impact and quality. Send two copies of each entry.

Promoting Unionism: The special award for the Promoting Unionism category includes, but is not limited to, articles or photo treatments that raise members' awareness of and activism in the labor movement. The judges will look for attention-grabbing entries that promote pride in labor and involve carriers more deeply in NALC. Each branch or state association may submit up to three entries. Send two copies of each entry.

Best Website: This category recognizes websites that best serve the membership. Judges will consider relevance of content, overall appearance and timeliness of information. Blogs, Facebook pages and Twitter or Instagram feeds may be submitted as well. Please print out the web address of the site onto two 8½ x 11-inch pieces of paper and attach the "Best Website" label to each. Send two copies of the entry. **PR**

**2022 NALC Publication Contest Entry
OVERALL EXCELLENCE**

Number of members in branch: _____
 Branch no. or state name: _____
 Located in city, state: _____

 Name, title and phone number of person submitting:

**2022 NALC Publication Contest Entry BEST
NEWS or FEATURE STORY**

Name of author: _____
 Name of publication: _____
 Month and year of issue: _____
 Branch no. or state name: _____
 Located in city, state: _____
 Name, title and phone number of person submitting:

**2022 NALC Publication Contest Entry
BEST EDITORIAL or COLUMN**

Name of author: _____
 Name of publication: _____
 Month and year of issue: _____
 Branch no. or state name: _____
 Located in city, state: _____
 Name, title and phone number of person submitting:

**2022 NALC Publication Contest Entry
BEST CARTOON or PHOTO**

Name of artist or photographer (must belong to your branch): _____
 Name of publication: _____
 Month and year of issue: _____
 Branch no. or state name: _____
 Located in city, state: _____
 Name, title and phone number of person submitting:

**2022 NALC Publication Contest Entry
PROMOTING UNIONISM**

Name of creator: _____
 Name of publication: _____
 Month and year of issue: _____
 Branch no. or state name: _____
 Located in city, state: _____
 Name, title and phone number of person submitting:

**2022 NALC Publication Contest Entry
BEST WEBSITE**

Number of members in branch: _____
 Branch no. or state name: _____
 Located in city, state: _____

 Name, title and phone number of person submitting:

Checklist for entries

✓ **Submit two copies of every entry in the print categories.** A copy may be clipped from the publication and taped to a sheet of 8½ x 11 inch paper, or it may be a page from the publication (or a photocopy of that page) with everything but the entry crossed out.

✓ **Attach a completed label to each of the two copies of every entry.** Please type or print clearly. For example: If a publication decides to enter one editorial and two columns in the "Best Editorial or Column" category, it must provide two copies of the editorial and two copies of each of the two columns, and it must affix a completed "Best Editorial or Column" label to each of these six items. Entries that don't comply with these rules will be disqualified.

✓ **Submissions must be received by APRIL 1 at the following address: Publications Competition, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.**

2020 NALC Publication Contest winners

Due to the cancelation of the 2020 National Convention because of the COVID-19 pandemic, the winners of the 2020 NALC Publication Contest will be awarded at the 2022 National Convention in Chicago. Below is the list of winners of the 2020 contest; the announcement for the 2022 contest is on page 16. The judges' comments about the 2020 entries are available at nalc.org/2020publicationcontest.

General excellence

Small Branch:

1st Place: *New Vision*, Branch 3126

2nd Place: *849 Express*, Branch 849

3rd Place: *Sun Coast Letter Carrier's Update*, Branch 2008

Honorable Mention: *The 44 Magnum*, Branch 44

Large Branch or State Association:

1st Place (tie): *The Union Carrier*, Branch 1100

1st Place (tie): *Mound City Carrier*, Branch 343

2nd Place: *NHSALC Convention Book*, New Hampshire State Association

3rd Place (tie): *The Carrier*, Branch 576

3rd Place (tie): *Mail Bag News*, Branch 2902

Honorable Mention: *Greater East Bay Branch 1111 News*

Honorable Mention: *South Florida Letter Carrier*, Branch 1071

Best News or Feature Story

1st Place (tie): *Greater East Bay Branch 1111 News*—"50 Years Ago and Not So Far Away..." by Julie McCormick

1st Place (tie): *New Vision*—"Dicktation: Hello everyone, are you excited to be here today?" by John T. Dick

2nd Place (tie): *The North Carolina Letter Carrier*—"Eight Days That For-

ever Changed America's Postal Service" by Richard Thayer

2nd Place (tie): *South Florida Letter Carrier*—"Breaking Ground" by Javier Rodriguez

3rd Place (tie): *The Beast of Burden*—"Remembering Cesar Chavez" by Neal Couey

3rd Place (tie): *Branch Nine News*—"That's Your Money" by JoAnn Gilbaugh

Honorable Mention: *New Vision*—"The View...From the Veep" by John T. Dick

Honorable Mention: *The 44 Magnum*—"Let's Help Out Lily Ortiz" by Pete Prunier

Promoting Unionism

1st Place (tie): *South Florida Letter Carrier*—"Inspired by wave of powerful strikes NALC adopts Branch 1071 resolution in support of our nation's teachers" by Bill Rayson

1st Place (tie): *Front Lines*—"H.R. 2382" by Beki Serwach

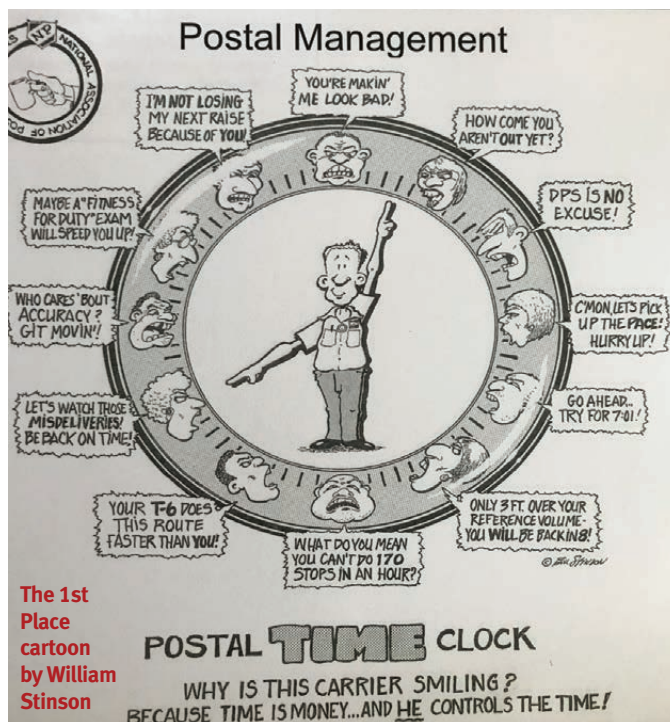
2nd Place (tie): *New Vision*—"Dicktation: I am appointing you an alternate steward in Royal Oak" by John T. Dick

2nd Place (tie): *The North Carolina Letter Carrier*—"Anatomy of a Non-Union Company" by Bill Heidt

3rd Place (tie): *Mound City Carrier*—"Unions thrive when membership participates" by Tom Schulte

3rd Place (tie): *Greater East Bay Branch 1111 News*—"Why Politics Matter" by Verle Craven

Honorable Mention: *The 44 Magnum*—"Please Do Not Forget!" by Les Lambert



Honorable Mention: *Suncoast Letter Carrier's Update*—"I Walk the Line" by Jerry Lonergan

Best Editorial or Column

1st Place (tie): *South Florida Letter Carrier*—"President's 'Fake News'" by Javier Rodriguez

1st Place (tie): *Mound City Carrier*—"High CCA Turnover" by John McLaughlin

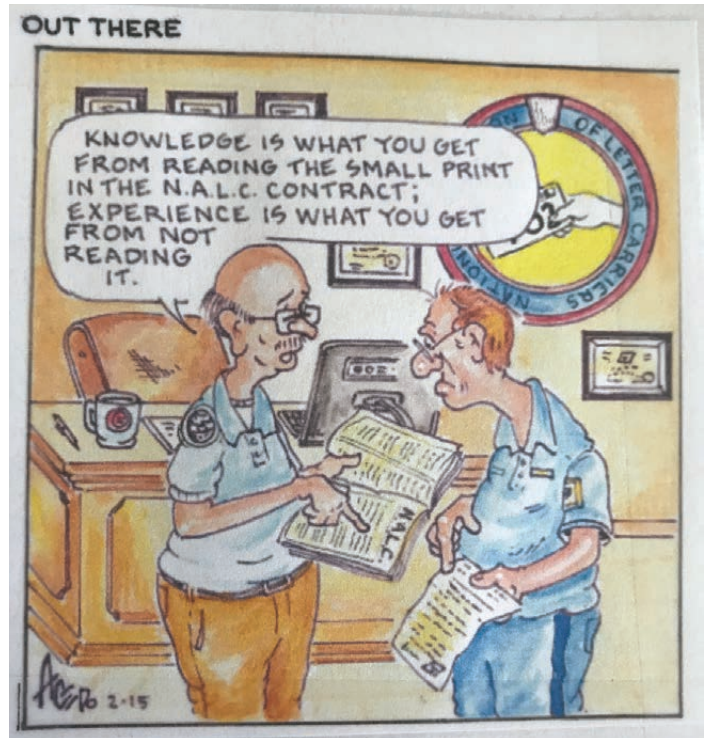
2nd Place (tie): *The Union Carrier*—"Managing Your Manager" by Darrell Jefferies

2nd Place (tie): *The Union Carrier*—"Meet and Greet" by Linda Kakalia

3rd Place (tie): *South Florida Letter Carrier*—"White House plot to privatize U.S. Postal Service in the works" by Javier Rodriguez

3rd Place (tie): *NHSALC Convention Book*—"A Little History and More" by Terry Gesel

The 2nd Place cartoon by Fred Acedo



Honorable Mention: *The Voice*—“Public perception of post office” by Ivars Lauersons

Honorable Mention: *NHSALC Convention Book*—“This Year’s Yearbook is Dedicated to Past State President Wayne Alterisio” by Lew Henry

Best Cartoon or Photo

1st Place: *New Vision*—Cartoon by William Stinson

2nd Place: *E.A. Baker Union Update*—Cartoon by Fred Acedo

3rd Place: *Wake Up*—Cartoon by Kenny Bonin

Honorable Mention: *The North Carolina Letter Carrier*—Cartoon by Fred Vance

Honorable Mention: *NALC Branch 17 Gazette*—Cartoon by Violetta Possanza

Best Website

1st Place: facebook.com/nalcbranch114 by Duluth, MN Branch 114

2nd Place: nalcbranch25.com

by Massachusetts Northeast Merged Branch 25

3rd Place: branch769.com by Cherry

Hill/Haddonfield Merged, NJ Branch 769
Honorable Mention: branch343.org by St. Louis, MO Branch 343 PR

The Postal Record wins nine ILCA awards

The monthly journal of the National Association of Letter Carriers, *The Postal Record*, collected nine awards in the annual Labor Media Awards Contest of the International Labor Communications Association (ILCA).

The awards were announced by ILCA on Nov. 22. Its contest recognizes excellence among member publications, websites, film, video and other media. It is the first and largest competition exclusively for labor journalists. The awards were presented on Dec. 9 at ILCA’s biennial convention, a virtual event that featured a pre-recorded keynote address by AFL-CIO President Liz Shuler.

“Through communications in all its modes and forms, the tried-and-true to the cutting-edge, you are educating, inspiring and connecting,” Shuler told convention attendees.

In announcing its winners, ILCA wrote, “The four overlapping crises of 2020—public health, racial justice, the economy and democracy—challenged humanity to its core and it was labor communicators who told the stories with life-or-death intensity.”



NALC’s top prize went to *The Postal Record’s* coverage of the 50th anniversary of the Great Postal Strike.

“*The Postal Record* is among the very best labor magazines in the country,” NALC President Fredric Rolando said, “and we’re proud that ILCA has recognized that again. Congratulations to the entire *Postal Record* team.”

As part of the convention business, an election was held for the ILCA Executive Council. NALC Director of Communications and Media Relations Philip Dine was elected to the council as a vice president.

NALC’s top honor was first place in the “Best Labor History Story” category. The article, which ran in the March 2020 magazine, was titled “The Great Postal Strike: Celebrating the 50th anniversary,” and detailed the events that led up to the wildcat strike and how it spread around the country. The article, written by Designer/Web Editor Mike Shea, drew on new details reported by historian and former letter carrier Philip Rubio in his book, *Undelivered: From the Great Postal Strike of 1970 to the Manufactured Crisis of the U.S. Postal Service*.

The Postal Record took second place in that category as well, with the article, “Essential service: In times of adversity, the country recognizes the importance of its mail and letter carriers.” The August 2020 story, also written by Shea, looked at several points in U.S. history,

ILCA awards (continued)

including the Post Office's inception, the 1918 flu pandemic and World War II, to remember why mail and the workers who deliver it continue to be deemed essential to the nation.

A profile of retired letter carrier Tom Riley earned second place in the Best Profile category. The April 2020 article, "A life of letters," was written by Dine. Riley, a member of Hudson Valley, NY Merged Branch 137, has written more than a dozen books, including *We Deliver: A Chronicle of the Deeds Performed by the Men and Women of the U.S. Postal Service*. He taught about stamps to 35,000 kids in New York City public libraries, and teaches college courses on postal issues, history and writing/photography, including "The history of postal services from 6,000 years ago to the present," which explains how the invention of the adhesive postal stamp "changed the world."

In the Best Series category, *The Postal Record* scored second and third place awards for coverage of the 2020 NALC Hero of the Year Awards and a package of community service stories, respectively. The Heroes series, published in the December 2020 magazine and written by Writer/Editor Jenessa Wagner, Writer/Editor Rick Hodges and Editorial Assistant Clare Foley, detailed each recipient's heroic story and why the judges awarded them a Hero Award.

The community service series appeared in the January 2020 issue under the title, "Beyond the call of duty: Letter carriers deliver community service year-round." The articles also were written by Wagner, Hodges and Foley, who reported on stories such as a letter carrier who helped a young woman with Down Syndrome realize her dream of delivering mail for a day. Other stories from the series included an Idaho carrier who shovels out snowy driveways for his patrons, a Kansas carrier who helped a patron get a custom-built ramp to help him in and out of his house, and a retired Florida carrier who delivers turkeys to non-profit groups for Thanksgiving.

NALC's magazine received second and third place awards in the Best Feature Story category. The November 2020 article, "How an assassin's bullet helped create the postal exam," written by Shea, explained how the successful attempt on President James Garfield's life by a job seeker led to the end of the "spoils system" and to the institution of the first postal exam for civil servant federal employees.

The September 2020 article, "Postal pioneers," written by Shea, examined the careers of several legendary postal figures from U.S. history, including a former slave who fought in the Civil War before helping to establish the

NALC in his city. Others featured were "Stagecoach" Mary Fields, a post office star route carrier, who used her rifle to thwart bandits; and John "Snowshoe" Johnson, who delivered mail across the Sierra Nevada mountains on skis.

In addition to the seven writing awards, *The Postal Record* received two honorable mentions in the visual awards. The first was for the hand-drawn art used on the cover of the January 2020 issue by freelance artist Jasmin Garcia-Verdin. Her artwork beautifully illustrated the story of the letter carrier who helped a young woman with Down Syndrome deliver mail for a day. The other was for a photo submitted by **Edgar Candelaria** of Garden Grove, CA Branch 1100, which appeared on the cover of the July 2020 issue. The selfie photo showed Candelaria with a thank you card from a patron who wrote, "Thank you for bringing my mail! I can count on you even when the world goes crazy!"

The winners represent the best work in labor communications and promote the highest standards of labor journalism, ILCA says of the awards. Dozens of international unions and individual locals enter the ILCA contest annually, including some of the nation's largest unions. This year's results for *The Postal Record* were more than those awarded to NALC in 2019 and 2020 combined. **PR**

Please note: There will be no Branch Items, State Summaries or Retiree Reports in the February 2022 edition of *The Postal Record*. That edition will be the special annual tribute issue honoring contributors to LCPF during 2021.

Last call to sign up for CFC

It's not too late to sign up to support the charity of your choice through the Combined Federal Campaign (CFC) in 2022, but time is running out—the campaign season goes through Jan. 15.

As federal employees, letter carriers can support charities of their choice by donating through the CFC, the world's largest annual workplace giving program. CFC participants make charitable donations via deductions from their paychecks. Active employees can use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also may make a one-time donation using any of these methods (except payroll deduction). Employees also can volunteer for the charity and count the value of the hours.

“This year, communities are struggling to recover from the economic crisis and a stubborn COVID-19 virus,” NALC President Fredric Rolando wrote in a letter to members. “The pandemic and the economic difficulties it caused strained the resources of many charitable groups, making your support so much more important. I am asking for your help in ensuring that this year's campaign is successful, and I invite you to join me in supporting the Combined Federal Campaign by making a pledge or donation to the charities of your choice.”

NALC is directly involved in three charities eligible for support through the CFC:

- **The Muscular Dystrophy Association (MDA)** is NALC's only official charity. In addition to supporting MDA through branch fundraising events, letter carriers may support the organization directly through the CFC. MDA is the world's leading non-profit health organization sponsoring research into the causes

of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to mdausa.org.

- **The Postal Employees' Relief Fund (PERF)** provides financial support to active and retired postal employees whose primary residence has been destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at postalrelief.com.
- **United Way Worldwide** is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life. For more information, go to unitedway.org.

All active letter carriers can participate in the CFC through payroll deduction. The easiest way to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play. Retired letter carriers may make a one-time or recurring e-check or credit card contribution to the CFC. These one-time and recurring gifts also can be made through the CFC Donor Pledging System. **PR**



A year of giving back

The end of an old year and the beginning of a new one offers a time for reflection. For letter carriers, it's a time to look back at the way they've given of themselves. In 2021, letter carriers fed the homeless, assisted those in poverty or in grief, and brought holiday goodies to their canine friends. Letter carriers don't simply deliver to their communities, they make those communities stronger by the act of caring. That's something we can all carry forward as we move into a brand new year full of possibility.



Veteran shares the bounty of food with homeless people

Devin Coy used to eat his way through Veterans Day. The Louisville, KY Branch 14 member and Army veteran who served in the Iraq war took advantage of a free meal program in downtown Louisville, where he delivers the mail. Several Louisville restaurants give out free meals to vets every Nov. 11. All Coy had to do was show his VA card to get free food.

“I would go out on Veterans Day and basically hit every restaurant in my area,” Coy said. “It was extreme gluttony,” he said.

But all that eating prompted Coy to notice all the hungry homeless people in the streets of Louisville. On Veterans Day in 2018, Coy did something about it. Instead of eating the free meals, he brought them to homeless people. “There were so many people who needed food,” he said. “I just wanted to pay it forward.” The restaurants took care of veterans like him, Coy reasoned, so he could continue his service by bringing the bounty of food to others.

Though he had already done a good deed, it wasn’t enough for Coy. Feeding a few hungry people made him realize how many more still needed help.

“It was overwhelming, because I couldn’t feed everybody,” he said.

Coy realized that he could get more food to the needy by asking restaurants to support his efforts, and he went to numerous restaurants in the area, not just those that participated in the free meals for veterans program.

“And I just tell them the truth,” he said. “I’m not keeping any of this. I’ve got a good job. My fridge is full of food. All of this is going to the homeless downtown.” The restaurants trusted him and supported his efforts. With the help of a friend, also a veteran, he distributed more meals the next year.

Now, every Veterans Day, instead of taking his day off, Coy makes more deliveries—he brings meals to the homeless in Louisville. This past year, he distributed upwards of 60 meals. “I had a couple of restaurants that really stepped up and gave me 10 meals” apiece to give out, he said, allowing him to get that many meals to hungry people in a single day.

In November, on Veterans Day, local TV news outlet Spectrum News 1 followed him around as he handed out meals, and then ran a story about his work. The resulting publicity gave Coy an opportunity to grow his enterprise even more, with one restaurant manager suggesting that he bring a copy of the Spectrum News website’s article about him to more restaurants in 2022 ahead of Veterans Day. After seeing the article, the manager said, other restaurant managers might agree to schedule food donations in advance, helping Coy to get even more meals out.

“If I have a dozen people who want to help me [in 2022], and I have a dozen restaurants that say, ‘Yeah, you know what, we’ll give you 20 meals or we’ll give you 30 meals, we’ll schedule an appointment,’” Coy said. “I can hit 200—maybe 500. That would be awesome.”

His continuing success led Coy to dream of expanding his efforts even



more. In September, he founded a non-profit group called Free Brown Bag to assemble and distribute food bought from bulk food vendors using cash donations.

“I’d like to get a food truck to do this, and set it up downtown,” he said. The truck would be a hub both for giving out food to the needy and for attracting donors to sustain the effort. He also hopes his work will inspire other veterans to help.

“It just feels really good to help people out.”

The experience of personally handing food to hungry people has changed Coy’s outlook on life.

“It was so powerful, man. It’s so moving to do this,” he said, recalling one of his first requests for a meal to hand out. “I didn’t realize how good it makes you feel to help other people. I was in tears basically trying to tell the [restaurant] manager what I was doing.” **PR**



Santa Paws is coming to town

“I’m very fond of dogs—period,” Northern VA Branch 3520 member **Scott Arnold** said. That’s the best explanation he can provide for why he started delivering customized stockings, complete with a Christmas newsletter, to every dog on his route.

This annual delivery of the stocking with canine goodies, which has been running for more than 25 years, has changed form a few times over the years, but has never lost the holiday spirit at the heart of it.

“All the hustle and bustle of Christmas, and the dog—except for when it’s time to eat—gets left out,” Arnold said. So, he created a Christmas custom, “Santa Paws,” which gives the dogs their special holiday gift.

“I thought it would be a neat idea to give them something,” the carrier, who will mark 40 years with the Postal Service in May, added. “I had no idea it would explode into what it’s become.”

The first year that Arnold delivered the stockings, he estimates that he had about 40 dogs on his route. “I did over 300 this year,” he said, an increase that reflects both the growing number of dogs as well as his ability to include ones he initially didn’t know of.

Arnold says that he orders the stockings wholesale after the holiday season ends, and that he’s always “looking for something different.” The stockings are unique each year, which means that several of his customers have kept collections of the brightly patterned socks.

Each stocking is personalized with the dog’s name and includes a newsletter from the carrier. Originally, “before [the amount of work] got too heavy, I would take the dog’s picture” and include that as well, Arnold said, but given the

increasing scale, he’s had to adjust the tradition.

“Then, I was doing them while I was watching a football game or something,” he explained. Now, “because of the amount, I do them in my garage, and I have a great big workbench out there.”

The carrier keeps all the dogs listed in a database on his computer. “When new [dogs] come, I would add them, and I just kept going,” Arnold said. “It got to the point where if [the customers] got a new dog, they would let me know.”

Arnold’s list is now about six pages long; writing all the names on the stockings has been by itself labor-intensive. “Yeah, it’s a lot of work!” he said.

Once the stockings are done, Arnold delivers them to the door on a Sunday morning in December. In some years, he’s even donned a Santa suit while making the deliveries. He’s often been



joined by co-worker and fellow Branch 2520 member **Rob Receveur**.

“He’s been doing that with me for many, many years,” Arnold said. “I really appreciate his help.”

In addition to his co-worker, Arnold’s own dogs also have joined in the tradition. “I would always put them in some sort of garb” like a Santa outfit or hat, “and in-

clude their photo with the newsletter,” the carrier said with a laugh. “When I had grandkids, I started including them with the dogs—it’s just been a progression like that,” he added.

Despite the work, Arnold says, the holiday custom has been a way to connect with the people and animals on his route, which he’s been delivering for 30 years.

“The customers have really, really looked forward to it,” Arnold said. “It’s become a tradition.” **PR**

Above: Scott Arnold shows off an NHL championship ring from the Washington Capitals’ 2018 Stanley Cup victory.

Below: Some of the many stockings he makes for the dogs on his route.





Providing cheer where it's needed

For many letter carriers and branches, the time for giving back comes at the end of the year, as the holidays remind people 'tis better to give than to receive. Branches and members have a variety of ways to give back, from raising money to give to the Salvation Army or other charitable organization to having carriers nominate families in need on their routes and branch members then buying the gifts for them. No matter how the branch chooses to get involved, the act of giving brings everyone some much-needed holiday cheer.

Delivering for kids on the route

For **Lamont Scott** of Staten Island, NY Branch 99, delivering gifts to kids was the best part of being a letter carrier. Though he retired this past year and moved away from Staten Island, he's still proud of the gift giving and left it for others in the branch to carry on.

At the New Dorp station where Scott worked, there was a program where children could write a letter to Santa about what they wanted for Christmas, with carriers pulling some of the letters out and fulfilling the wishes. But the program was stopped more than 10 years ago. Another carrier soon asked Scott, "Why don't we start it back up?" Scott decided to do so with a twist, though—rather than answer letters youngsters sent in the mail, he would select families on his route that he knew needed the help.

"I picked the families that I saw on my route that met our criteria: Kids who were 11 or younger, were needy and they believed in Santa Claus," he explained.

He'd approach the parents and have the kids write a letter to Santa, which

the parents gave to Scott. He started with two families. To pay for the gifts, "I hit up everybody at the station for \$20," he said. "The clerks, the bosses and everybody."

Over the years, Scott also accepted unwrapped presents, sometimes receiving them from other municipal gift programs that had more gifts than children to distribute them to.

"Before you know it, every year, it just got a little bit bigger and bigger and bigger," Branch 99 President **Richie Ray** said.

Scott would tell people about what he was doing, and "guys picked up on it," Ray said. "He needed help wrapping. He needed help getting the gifts out there. And he also needed help to find out: 'Do you know any families that are struggling during Christmas? Is there anybody on your route that could use assistance?'"

About two years ago, Scott approached Branch 99 and the branch voted to donate \$500, allowing Scott and the other carriers to get gifts for more families. The branch donation plus contributions from other people allowed Scott to deliver gifts for seven families a year before he retired.

He and **Konstantin Litvak**, another Branch 99 member, would get the gifts, and then, alongside other volunteers, they giftwrapped them and delivered them on Christmas Eve. "We would tell the kids, 'Listen, Santa Claus came by. He asked us if we could give him a hand. He's going to come later on tonight, but he just dropped this stuff off early,'" Scott said.

He remembers one special delivery a couple of years ago. It was for a single mom with four kids who lived in a one-bedroom apartment. Scott and some other carrier volunteers went to deliver



Above: Lamont Scott and Richie Ray deliver gifts to two young boys.

Below: Konstantin Litvak brings some holiday cheer to a young girl.



on Christmas Eve, but the mother wasn't at home. Scott and a few other letter carriers arrived at the apartment on Christmas morning and, with the



Providing cheer (continued)

mother's help, put out the gifts before she woke the kids up. As the kids excitedly opened the gifts, one little boy pointed to Scott and told his siblings, "I told you guys he knew Santa Claus."

"It's one of the highlights of my life," Scott said.

While other municipal workers do gift donations, the Branch 99 program is different in that it identifies families on the letter carriers' routes. Also, it finds families that might not ask for help from others, whether because of shame or a sense that they would be rejected, Scott said.

Letter carriers who pay attention to the communities where they deliver can tell who needs the help, Scott said. "If you're delivering your mail and you're there every day for the past four years, you should know the kids," he said. "You should be aware of it."

In retirement, Scott lives in Pennsylvania. The branch is struggling to find someone to replace him and take over the program. As for Scott, he's still keeping his eyes open to see whom he might be able to help in his new community. "I'm starting small," he said.

'We can do it'

Over the years, Canton, OH Branch 238 would help the community through various methods, but giving back has been more complicated the past two holiday seasons.

"In years past, we've done food drives," Branch 238 President **Josh Roe** said. "I know some stations have adopted a family. But [with] everybody being affected by COVID these past two years, unfortunately, that's kind of not been going on as much."

One of the branch's main programs was the "We can do it" food drive. "That was just the little title we gave it,"



The Canton, OH branch teams up with the Ex-Newsboys to help those in need in the community.

retired Branch President **Gloria Miller** said. They also made it a "Gimme 5" drive, asking carriers to bring in five canned items, naming it after the NALC political action committee (PAC) campaign from the early 2000s. Stations would adopt a family and donate money or items for the family. At other times, the carriers, along with clerks and other postal co-workers, would find elderly people to assist; Miller said it was easy to forget that there are older folks who need help because everyone thinks of the kids during the holidays. "We collected money and went out and purchased stuff that [the seniors] were wanting," she said.

Despite the difficulties of the pandemic and of letter carriers being overworked with all of the deliveries, they are finding ways to continue giving back. "Carriers are such a vital part of the community," Roe said. "We go to every house every single day, so we

do get to know the people in our community. So being one of those trusted people that the public looks to, I think it's good that we participate in our community."

Because many of the branch's retirees were former paperboys, the branch has partnered with the Canton Ex-Newsboys for holiday season donations and will continue to do so this season. The Ex-Newsboys was founded in 1960 to provide clothes and shoes to children in Stark County.

"This year we're taking up a collection around each one of the different stations and see what we can come up with to donate to them," Roe said.

"We're just doing what we can with what we have," Miller said. "It just feels good to help."

Carriers helping carriers

Garden Grove, CA Branch 1100 is the largest branch in the country, with more than 6,500 members. And sometimes it is letter carriers who need some good cheer around the holidays.

Trustee **Sharon Peralta** and Board Member-at-Large **Gigi Estrada** just finished their second year running a program to provide just that, though others in the branch ran it before them. They start by reaching out to the branch's stewards, asking them to put forward names of letter carriers in their offices who are in need.

"These are all letter carrier families," Peralta said. "One is a carrier with terminal cancer who has young children and another one just lost their spouse to COVID. A few weeks ago, another one lost their twelve-year-old child to cancer. And they're all going through really difficult times doing things like planning funerals during the month of December, rather than Christmas parties."



Once the branch picks five families, the stewards go to find out what the families need or what is on the children's wish lists.

"We're trying to help out the children who need a little extra cheer," Peralta said. "Most cases, their families are struggling because of the loss."

"The children want certain specific toys or clothing," Estrada said, "and typically for teenagers, we don't buy the clothing because they have different tastes than we do. So, we provide gift cards for them."

"The families, especially the parents, are so overjoyed with it," Estrada said of the reaction when they deliver the gifts and gift cards.

"They're just overjoyed and very thankful," Peralta agreed.

It's mostly letter carriers who contribute to this program, including some retirees and others who don't participate in other branch activities and fundraisers. Carriers contribute with monetary donations or by buying items from the wish lists.

"This can be a very stressful time of year, and we kind of get overwhelmed," Peralta said. "It brings back some of the joy to it when you're able to help others. It's not just about the stress and all the different things you have to get done this time of year. But we found the people who contribute are really grateful to be a part of this, where they can see they made a difference for someone else who's struggling."

"This time of year, it might be another letter carrier who is struggling," she added.

Start small

The carriers who run the branch holiday giving programs encourage

other branches and carriers to get involved and give back. And they offered some advice on how to do it.

"Start small," Branch 238 President Roe said. "You don't want to try to swing for the fences if you're just getting started. Start something that your members feel passionately about or something in the community where you see that there is an area of need."

For helping out other letter carriers, Branch 1100's Estrada and Peralta suggested reaching out to the stewards.

"Stewards are the ones who know what's going on in their specific office," Estrada said.

"It's always hard for people to ask for help, but when you realize maybe a co-worker is struggling with a unique situation, people will contribute ideas," Peralta said.

And Branch 99's Scott boiled it down to very simple advice: "Pay attention," he said. If you do that, he added, you'll know who needs help the most. **PR**

Branch 1100's Sharon Peralta sorts some toys to be given away.



MAIL TO THE CHIEF

U.S. presidents and the mail

Theodore
Roosevelt



For as long as there has been a United States of America, and in fact a year longer, the Post Office has been a vital federal agency, starting with the naming by Congress of Benjamin Franklin as the first postmaster general in 1775 and being inscribed in the Constitution in 1787.

In 1792, President George Washington signed into law an act that reinforced the power of Congress to establish

official mail routes. It specified that newspapers should be included in mail deliveries and made it illegal for postal officials to open mail.

Since that action by our first president, many presidents have had interesting relationships with the mail.

Abraham Lincoln, postmaster and letter carrier (sort of)

In 1833, 24-year-old Abraham Lincoln was appointed the postmaster of New Salem, IL. As a perk of the position, he got to mail his letters for free and received one newspaper for free.

Because free city delivery didn't yet exist in the United States, residents in New Salem had to come into the Post Office to collect their mail. Mail arrived once a week, delivered on a route running from Springfield to Millers Ferry. If residents didn't collect their mail, Lincoln was known to deliver it personally, often carrying the mail in his hat.

The New Salem Post Office was closed in 1835, and the Post Office didn't send anyone to collect the roughly \$18 in office cash for several months. Meanwhile, Lincoln became a surveyor before deciding to become a lawyer and leaving New Salem for Springfield.

Months later, a Post Office agent trying to collect the missing office money located Lincoln. A friend of Lincoln's, Dr. A. G. Henry, was present when the agent arrived and, aware that Lincoln had recently gone through financially

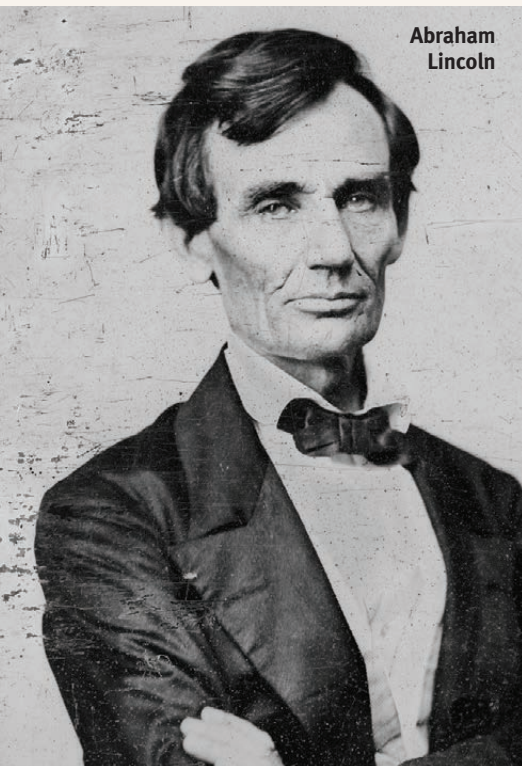
difficult times, Henry was about to offer him a loan. But before Henry could do so, Lincoln "asked the agent to be seated a moment, while he went over to his trunk at his boarding house, and returned with an old blue sock," Henry later recounted. "Untying the sock, he poured the contents on the table and proceeded to count the coin.... On counting it up there was found the exact amount, to a cent, of the draft, and in the identical coin which had been received."

Keeping every cent of the Post Office's money secure until it could be collected became another part of Lincoln's "Honest Abe" legend.

After becoming a lawyer and serving in both the Illinois and U.S. House of Representatives, Lincoln launched a bid for the U.S. Senate and engaged in the famed Lincoln-Douglas debates of 1858. Those debates made him a national figure, and even though he lost his Senate race, two years later he was the Republican Party's 1860 presidential nominee and won the election—making him the first Republican president.

In 1863, President Lincoln signed into law a bill establishing free city delivery, starting on July 1 of that year, at certain post offices where it was financially prudent. (See the January 2021 *Postal Record* for more on the establishment of free city delivery.)

Lincoln wasn't the only postmaster to become president. Harry Truman, of



Abraham
Lincoln

neighboring Missouri, was appointed postmaster of Grandview in 1914 after taking the civil service examination, but he never actually performed the job of postmaster.

“I let a widow woman who was helping to raise and educate her younger sisters and brothers run the office as assistant postmaster and take the pay which amounted to about 50 dollars a month—a lot of money in those days. It would have paid two farmhands,” Truman wrote in his autobiography.

In 1949, a Washington, DC, newspaper dug up the story and reported that Truman “signed official papers, when necessary; the ‘substitute’ collected, and everybody was satisfied.”

Zachary Taylor, unaware presidential nominee

Zachary Taylor became nationally famous during the Mexican-American War. In 1846, he commanded American forces at the Battle of Palo Alto and the Battle of Resaca de la Palma, both in Texas. Though greatly outnumbered, he defeated the Mexican army and forced the troops back across the Rio Grande into Mexico. Winning praise for his humane treatment of the wounded Mexican soldiers and for performing the last rites for American and Mexican soldiers killed during the battle, he became a popular war hero.

Taylor was promoted to the rank of brigadier general, and the national press compared him to George Washington and Andrew Jackson—two generals who went on to become president—though Taylor denied any interest in running for office. “Such an idea never entered my head,” he remarked in a letter, “nor is it likely to enter the head of any sane person.”

In the run-up to the 1848 presidential election, he was courted by both major political parties, the Democrats and the Whigs. Taylor had never publicly expressed any political beliefs and, in fact, had never even voted. Eventually, he voiced his support for the views of some Whig leaders, and that was good enough for the party.

The Whigs were in rough shape. The party had won only one presidential election before, in 1840 with famed General William Henry Harrison, who subsequently served as president for just 30 days before dying of pneumonia. Hoping to repeat their victory, several Whig leaders aimed to put Taylor forward as their presidential candidate at the party convention in Philadelphia.

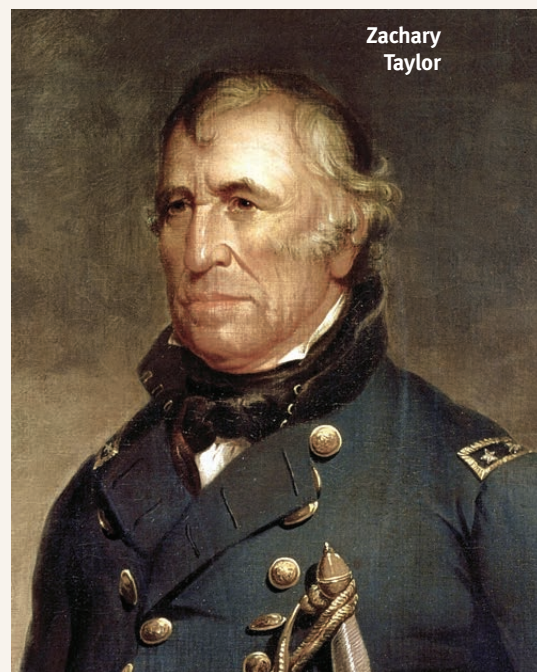
At the time, candidates traditionally didn’t attend the conventions, so Taylor was at his residence in Baton Rouge, LA. Unbeknownst to Taylor, he was nominated, and Whig Party Chairman John Moorehead sent Taylor a letter notifying him.

One week passed, and there was no response from Taylor. Two weeks passed and still no word. When the third week passed without a reply from Taylor, Moorehead began to worry.

The problem was that Taylor never received the letter.

At the time, letters were often sent with minimum postage and the recipient was expected to pay any remaining amount. Taylor, as a popular war hero, was receiving a large amount of mail from his admirers and, wanting to economize, had instructed the postmaster of Baton Rouge not to deliver any mail to him that had postage due. When Moorehead’s letter arrived, it went into the dead-letter file.

Moorehead’s letter spent weeks in the Baton Rouge mailroom until an



Zachary Taylor

embarrassed Taylor was informed what had happened and retrieved the correspondence, paying \$7.50 (roughly \$130 today) for postage due on a large amount of mail. He then accepted the nomination and went on to win the election of 1848.

William McKinley unofficially created the White House Office of Correspondence

Presidents have always received a lot of mail, and eventually they would need help going through it. Thomas Jefferson, elected in 1800, reportedly received 137 pieces of mail a month, on average. By the 1850s, Millard Fillmore said that he received 100 letters a day.

When William McKinley assumed the presidency in 1897, he appointed one of his 12 clerks, Ira R.T. Smith, to deal with his mail. Smith would go on to spend more than 50 years handling presiden-

For more than 50 years, Ira R.T. Smith was in charge of the presidents' mail and created the White House Office of Correspondence, which continues to this day.



tial mail, transforming the way successive White Houses dealt with it.

McKinley was president until 1901, when he was assassinated. He was succeeded by Vice President Theodore Roosevelt. When Roosevelt, a popular hero of the Spanish-American War, became president, the volume of mail grew “like an avalanche,” Smith wrote in his book, *Dear Mr. President: The Story of Fifty Years in the White House Mail Room*.

“Everything was turned upside down,” Smith wrote. “The mail poured in. We began taking on clerks. Before long we had fifty people handling mail. After the first week we were 450,000 letters behind—

almost half a million letters that hadn't been touched. We had mail up and down the corridors and even over in the State Department. It took us six months to catch up.”

Ultimately, a special department was created at the central Washington, DC Post Office to handle Roosevelt's mail. But the volume continued to grow after Roosevelt, with President Herbert Hoover receiving 800 letters a day and Franklin Delano Roosevelt receiving 10 times that many—8,000 pieces per day.

The staff expanded to meet the increased need and Smith was named the first “chief of mails,” which is now called the director of correspondence.

One of Smith's duties was to make sure that there were no threats in the mail to the president or his family. Security is different today, in part because of the work of postal inspectors and the Secret Service, than it was in Smith's day. “I listened for ticking, opening packages at the end of a pole and dunked others in oil,” he wrote. “Did it for years and never lost a president!”

During Smith's tenure, he received a coyote sent to President Roosevelt that “terrorized the White House staff when it escaped;” two Nubian lions from Ethiopia; a large Alaskan eagle; numerous horned toads; a Puerto

Rican cow and calf for the “White House dairy;” and a grain of rice with selections from the Koran written on it, which was lost when the package was opened and was never recovered.

Smith ran the office until his retirement in 1948.

Each president has had his own approach to the mail. President Barack Obama requested that the office give him 10 letters from the public every day. Reportedly, the letters helped inform Obama's perceptions of how his policies affected ordinary people.

President Donald Trump's office focused on military veterans and their families, Gold Star families, law enforcement and first responders. In a letter, 11-year-old Frank Giaccio offered to mow the White House lawn free of charge and was invited to mow the Rose Garden lawn alongside President Trump.

The office has expanded since Smith's days as chief of mails to include phone, email and, most recently, Twitter communications.

Mail is the only universal network for the country, connecting every citizen. As such, it will always be an important avenue for people to communicate with their elected officials, all the way up to the president of the United States. **PR**



William McKinley



From l: Sandy Laemmel, David Mudd and David Teegarden

Three appointed to Executive Council

President Fredric Rolando announced the appointment of three new members for the NALC Executive Council.

Detroit Branch 1 President **Sandy Laemmel** was named a trustee to fill the vacancy created when Trustee Mike Gill retired. She will be one of three members of the Board of Trustees, which oversees the financial affairs of the union, audits its books, reports on the audits and on other financial information, and manages its property.

Laemmel started as a letter carrier in 1976 and began her first term as president of her branch in 1997. Before her election as president, she served as a steward and then was elected branch assistant secretary in 1986, branch secretary in 1988, and branch vice president in 1992. Laemmel also served as a local business agent and arbitration advocate. Her activism with the Metropolitan Detroit AFL-CIO includes membership on its executive board.

Laemmel has served NALC in several other roles, including as a member of the national elections committee, a congressional district liaison, Scholarship Committee chairman, lead co-chairman of the Committee of Presidents, national convention chairman and an NALC Disaster Relief Foundation board member.

Laemmel and her husband, John, have two children—John Jr. and Julie—and three grandchildren.

“As a letter carrier, I knew it was an honor to serve as Branch 1 president,” Laemmel said. “Serving my peers brought an inner sense of fulfillment in my day’s work. I know that serving the membership of this great union as a trustee will once again provide an

opportunity to work for the members of this union and provide the good leadership skills that I have learned along the way.”

Rolando appointed Louisville, KY Branch 14 member **David Mudd** as national business agent (NBA) for Region 6 (Kentucky, Indiana, Michigan). He was appointed after NBA Troy Clark retired.

Following 12 years in the Army and three as a postal clerk, Mudd began carrying the mail in 2003. He has served as a compensation officer, route adjustment district lead, arbitration advocate and dispute resolution team member. He was named steward of the year for Region 6 in 2008 and he graduated from NALC Leadership Academy in 2010.

Mudd was elected as Branch 14’s vice president in 2010. He served as the branch’s executive vice president from 2013 to 2015, when Rolando appointed him as a regional administrative assistant (RAA) for Region 6.

Mudd’s wife, Anna, is also a letter carrier and works for NALC as a legislative and political organizer (LPO). They have three children—Taylor, Dalton and Taryn.

“While it has been my privilege to work for the members of K-I-M Region 6 as their RAA, I always knew I wanted to expand that representation as their NBA,” Mudd said. “It is a great honor to be selected as the NBA for the K-I-M region and I look forward to helping and leading the members of this great region to the best of my ability.”

President Rolando also appointed **David Teegarden** of Kansas City, MO Branch 30 as NBA for Region 5 (Missouri, Iowa, Nebraska and Kansas). Teegarden filled the vacancy

created when Region 5 NBA Michael J. Birkett retired.

Teegarden began his postal career in 1989 as a PTF. He was elected branch treasurer in 1994, branch vice president in 2004, and branch president in 2008. He served as branch president until 2015, when President Rolando appointed him as a regional workers’ compensation assistant (RWCA) to assist carriers in Region 5. In 2018, Rolando named Teegarden as an RAA for the region.

Teegarden also served his branch as a steward, route adjustment co-leader and arbitration advocate. He graduated from Leadership Academy in 2011.

Having grown up in a union family—his father was a Teamster—Teegarden’s union activism began before he joined NALC. He worked for several unions, including the International Brotherhood of Teamsters, the Service Employees International Union, and the United Food and Commercial Workers Union before becoming a letter carrier.

Teegarden’s wife, Kelly, also is a letter carrier. They have two adult children, Tiffany and Andrew.

“I believe that it takes all of us, working together, to make a positive change whether on the workroom floor, at the bargaining table or enforcing the contract,” Teegarden said. “I look forward to working with letter carriers across Region 5 to train and develop branch and state activists to make those positive changes now and in the future.”

“These three appointees have big shoes to fill,” Rolando said. “We owe our thanks to Mike, Troy and Michael for their dedicated service, and we extend our best wishes in their retirement. I look forward to working with these new leaders.” **PR**

New year, same problems, more opportunities?



**Brian
Renfro**

Happy New Year! I want to express my appreciation to all letter carriers for your hard work during a challenging peak season—and a challenging 2021. Our world changed drastically in 2020 due to the COVID-19 pandemic. To a large degree, those changes carried over to 2021, and some problems were exacerbated.

The pandemic brought sudden and significant increases in parcel volume in 2020. To the surprise of some, that parcel volume has continued. The peak seasons of late November and December were particularly heavy and tested the Postal Service's capacity.

While some progress was made in the 2021 peak season with capacity, there are still challenges ahead. This parcel volume is going to continue to grow. We all know that letter carriers adapt, as we have for over a hundred years. Let's hope that our employer can continue to adapt operationally and keep up with this growing volume and changing business. We will continue to do our part at Headquarters, through our joint work with USPS representatives, to develop and implement solutions so that we can achieve what we all want to do—deliver for our customers.

“There is one asset of the Postal Service that is crucial to our success above all others: the people who deliver the mail. NALC members are the foundation of everything required for USPS to deliver.”

There is one asset of the Postal Service that is crucial to our success above all others—the people who deliver the mail. NALC members are the foundation of everything required for USPS to deliver.

For our entire 132-year existence, NALC has unapologetically stood for and demanded certain things for our members. One of those that affects working conditions, contractual compliance and even the safety and health of our members is that there must be enough letter carriers to deliver the mail and comply with our collective-bargaining

agreement. Staffing issues have been present to some degree in some locations for as long as there has been a Post Office. These issues have been addressed in different ways over the years. Depending on the circumstances causing the issue, the solutions can differ.

First, I want to recognize that the COVID-19 pandemic has had an effect on staffing in many locations at various times. Daily, NALC tracks the number and the locations of letter carriers quarantined or off work for COVID-related reasons. As anyone would expect, we still have carriers who miss time at work due to COVID-19. Thankfully, that number is down significantly from what it was at the heights of the pandemic.

Another major issue has been retention of newly hired letter carriers. Over the last few years, significant steps and actions have been taken through collective bargaining to improve retention, including wage and benefit improvements and a defined path and maximum timeline to reach career status. Training for new letter carriers has been expanded to include more hands-on practice and teaching, as well as a longer training period. Recently, we have conducted pilot tests to improve the experience of newly hired letter carriers. While these pilots appear promising, the lasting impact is unknown. One thing is clear—the effects of these changes have not been enough to improve retention to a point where positive staffing improvements are made.

A growing problem is the Postal Service's inability to hire letter carriers in some geographic areas. Rising wages and a changing job market have created significant competition that isn't unique to USPS. There are proven solutions to this problem that we have negotiated in some areas. The areas experiencing these hiring issues are not going to get better after peak season. They are going to get worse as letter carriers attrite for retirement and other reasons, and as the Postal Service is unable to hire new letter carriers to replace them.

We have had ongoing discussions with USPS representatives for months about these staffing issues. We have collected and exchanged a ton of data. I appreciate the branches for providing details that are very important.

These staffing-related issues will almost certainly be some of the central issues in our next round of collective bargaining, scheduled to begin in the spring of 2023. In the interim, we have had some successes in jointly addressing staffing improvements with USPS in some locations. Despite months of work and discussion, there has not been an agreement as of press time for this *Postal Record* to address the locations where we simply can't hire.

In these locations, letter carriers need relief and postal customers need service—and they both need it right now. As we have for 132 years, we unapologetically demand both right now.

Arbitration report



**Lew
Drass**

We currently have six cases pending at the national level. They are:

- **6X-034-22013489-N:** NALC brought this case to the national level. This case concerns whether the Postal Service may issue discipline to a NALC representative for alleged failure to comply with the provisions of Article 15 while acting as a NALC representative in the dispute-resolution process.

- **Q11N-4Q-J-16655901:** USPS brought this case to the national level. This case arose when collection boxes were converted from city delivery to rural delivery. The Postal Service framed the interpretive issue as whether a jurisdictional dispute initiated by NALC that concerns work assigned or being

assigned to rural letter carriers may be appealed to arbitration pursuant to Article 15.4 of the USPS/NALC collective-bargaining agreement.

- **Q06N-4Q-C-12180373:** NALC brought this case to the national level. This interpretive dispute arose from a disagreement over when the Oct. 22, 2008, MOU Re: Assignment of City Delivery expired. The Postal Service took the position that this MOU expired at midnight on Nov. 20, 2011. NALC believes that the Assignment of City Delivery MOU did not expire until the Das Award was issued on Jan. 10, 2013.
- **Q06N-4Q-C-09038600:** NALC brought this case to the national level. This interpretive dispute arose from issues related to implementation of, and compliance with, the Memorandum of Understanding (MOU) Re: Article 32 Committee and the MOU Re: Subcontracting. These MOUs were implemented on Sept. 11, 2007, and placed additional prohibitions on contracting out our work.
- **Q06N-4Q-C-11377406:** NALC brought this case to the national level. This case was a product of a test conducted by USPS, referred to as the caser-streeter program. The test involved restructured city letter carrier assignments—separating a delivery unit’s office casing and associated duties from street duties for a six-month period in about 60 sites around the country. The interpretive issue concerning the program is whether the Postal Service may suspend compliance with the National Agreement under the guise of conducting a test. This test was similar, but not identical, to the recent consolidated casing test.
- **Q16N-4Q-C-18169375:** NALC brought this case to the national level. The interpretive issue in this case concerns whether or not the unilaterally created Safety Ambassador Program in its current form creates changes in wages, hours or working conditions that are not fair, reasonable or equitable, and are inconsistent and in conflict with Article 14 of the National Agree-

ment. The Safety Ambassador Program was advertised by the Postal Service as being based on the locally developed Safety Captain Program, which had been in place for many years in offices all over the country. The Safety Captain Program took a peer-on-peer approach to safety awareness. This joint program was built on two principles:

1. NALC chose the safety captains, and
2. No observations made and/or recorded by safety captains could be used for disciplinary purposes.

Unfortunately, the Postal Service failed to adhere to these principles when it created its Safety Ambassador Program, resulting in this case.

This is the fewest number of interpretive disputes we have had pending at the national level during my career.

NALC and USPS have jointly selected National Level Arbitrator Dennis Nolan to hear our national level disputes for the term of our 2019-2023 National Agreement. We have also agreed to accept three dates that Arbitrator Nolan offered for the first half of this year for potential national arbitration dates. We have not agreed on which cases will be scheduled as of the writing of this column.

Regional-level arbitration

When it comes to regional arbitration, the goal of the parties is to have all disputes scheduled for hearing within 120 days of appeal to arbitration. We currently have 3,753 cases pending regional arbitration. Of the pending cases, 2,836 of them are not scheduled for a hearing, with 1,453 of those being older than 120 days from the date of appeal to arbitration.

The lion’s share (two-thirds of the pending cases and three-quarters of the current backlog) come from the new West-Pac Area of the Postal Service. Despite the pandemic, much of the rest of the country is meeting the goal of scheduling grievances for hearing within 120 days of appeal to arbitration. It is to be hoped that the parties will be able to use the provisions of the Memorandum of Agreement Re: Arbitration Scheduling Procedure (M-01939) to make some real progress this year toward addressing the current arbitration backlogs that exist around the country.

LMOU impasse arbitration

We are almost at the end of the 2019-2023 local negotiations process. As previously reported, both parties combined appealed 201 LMOU items from 62 cities around the country to impasse arbitration on Aug. 30, 2021. We currently have 78 items in 25 cities that have not been resolved. All of the remaining unresolved LMOU items have either already been heard and are awaiting a decision, or are scheduled for a hearing before the end of March.

I want to take this opportunity to thank all the national business agents, regional administrative assistants, regional grievance assistants and arbitration advocates for your efforts to represent letter carriers in arbitration. Finally, I want to wish all of you and your families a happy new year!

Reporting to the DOL: Electronic filing required for Forms LM-2, LM-3 and LM-4



Nicole Rhine

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 unions to file the report within 90 days after the branch's (or state association's) fiscal year. Most branches' fiscal years end Dec. 31, so most should be filing by March 30 each year. Branch presidents and treasurers are responsible for ensuring that the required reports are filed timely and accurately. The LMRDA does not provide

for or permit an extension of time for filing for any reason. The filing requirements are:

- **Form LM-2**—Lengthy report filed electronically by branches with \$250,000 or more in annual receipts.
- **Form LM-3**—Four-page report filed electronically by branches with total annual receipts of at least \$10,000 but less than \$250,000. The U.S. Department of Labor (DOL) instituted the Electronic Forms System (EFS), which replaced the Adobe Acrobat and digital signature system. With a web-enabled computer, the treasurer may complete, sign (along with the president) and electronically file the LM-3 without purchasing a digital signature or downloading special software. In addition, EFS performs all calculations for the LM report and completes a form error check prior to submission to the DOL.
- **Form LM-4**—Two-page report filed electronically by branches with annual financial receipts of less than \$10,000.

The officers who are required to file annual financial reports are responsible for maintaining records that will provide, in sufficient detail, the information and data necessary to verify the accuracy and completeness of the report. The records must be kept for at least five years after the date the report is filed. Any record necessary to verify, explain or clarify the report must be retained, including (but not limited to) vouchers, worksheets, receipts and applicable resolutions.

Willfully failing to file a report or to keep required records can lead to criminal penalties—specifically, a fine of not more than \$100,000, imprisonment for not more than

one year, or both. Knowingly making a false statement or representation of a material fact; or knowingly failing to disclose a material fact in a report or other required document; and/or willfully making a false entry in, or withholding, concealing or destroying documents required to be kept may result in the same penalties listed above.

As a reminder, since 2005, the OLMS has required labor organizations to submit Form LM-2 electronically. OLMS also permitted, but did not require, those who file Form LM-3 and Form LM-4 to file electronic reports. Under a new rule, OLMS requires all filers to file electronically. This new rule was applicable to fiscal years beginning on or after Jan. 1, 2017.

Additionally, more information is available on the DOL website concerning electronic filing, as well as information on registering with EFS. Anyone who needs to prepare or sign an LM form in EFS will need a specific PIN for his or her union. The DOL advises that each union (i.e., each branch or state association) should select one representative to register with EFS online and obtain a PIN for that union (branch or state association).

More information on filing the appropriate LM form for your branch or state association can be found at dol.gov/olms.

In addition to information on filing the LM report, the same link can be used to search for other important information, including:

- **Conducting audits in small unions**—A guide for trustees with a limited, focused review of financial records that was developed for use by trustees from small unions. The guide can be found at the dol.gov/olms webpage by clicking on “Union Resources” under “Compliance Assistance Resources” and then clicking “Publications” under “Union Financial Integrity.” The link to a PDF of the guide is under “Financial Safeguards.”
- **Bonding requirements under the LMRDA**—All branches and state associations that have liquid assets and annual receipts of \$5,000 or more in value must be bonded.
- **Bonding computation worksheet**—Many NALC branches and some state associations either do not have a bond and should have one, or are underbonded. This worksheet will assist the branch treasurer in assuring that any branch officer who handles funds or who has access to funds is bonded for at least the minimum amount required by the Department of Labor. (Both the bonding requirements and the computation worksheet can be found by following the same links listed above for the guide for conducting audits.)

COVID-19: Branch and state association administration



**Paul
Barner**

Since the onset of the COVID-19 pandemic, branches and state associations have faced unique challenges in how business is transacted, from convening meetings to conducting elections. NALC President Fredric V. Rolando, on behalf of the NALC Executive Council, offered a series of measures to state associations and branches in response to the coronavirus outbreak during the 2020 calendar year. These letters from President Rolando addressed several scenarios pertaining to overall administration. This series of letters were followed by a letter dated Dec. 10, 2020, addressing challenges for 2021. At the time these letters were being draft-

ed, the continuation of the presence of the coronavirus was unknown, and who would have thought we would still be dealing with the pandemic into calendar year 2022?

Since the onset of the pandemic, many NALC branches and state associations have adapted by using alternative methods for conducting meetings and carrying out normal business. Branches have proven that, with a little ingenuity, business can be conducted in a manner reflective of the will of the membership and the *NALC Constitution*.

Realizing the effects of the pandemic will continue into calendar 2022, President Rolando, on behalf of the NALC Executive Council, has offered a series of measures to state associations and branches in response to the coronavirus outbreak going forward for calendar year 2022.

In a letter dated Dec. 6, 2021 – Re: Extension of dispensation for branch and state meetings and elections due to coronavirus, President Rolando provided the following regarding branch meetings for calendar year 2022:

Although there has been some improvement in the overall situation, the pandemic continues to pose significant risks to safety and health. Accordingly, in order to adhere to the requirement to hold monthly meetings, this letter extends the previous dispensation for all branches to utilize alternative electronic meeting methods through calendar year 2022. Branches may also consider other options, which would be consistent with this dispensation. For example, Branches can conduct in-person meetings for those who show proof of vaccination, while allowing all other mem-

bers to participate by video conference. Alternatively, the Branch may conduct an in-person meeting for everyone, while enforcing COVID protocols such as distancing and masks and may also allow exemptions from masking requirements for members who provide proof of vaccination.

As stated in my previous letter, alternative electronic meeting methods may be used for approval of branch expenditures, deciding appeals, addressing merger proposals, amending By-laws, and conducting other routine branch business that doesn't require secret voting. Alternative electronic meeting methods should include call in features to ensure all members are able to participate. In all instances, appropriate notification should be provided to the members.

The letter goes on to address nominations and elections:

Branches and state associations that have postponed nominations and elections that normally are conducted at in-person meetings should implement alternative procedures for conducting nominations and elections expeditiously. This letter extends my previous grant of dispensation to all branches and state associations to conduct nominations and balloting by mail. Branches must send appropriate and timely notice of the procedures to be followed in nominating and electing officers and delegates by mail to all active and retired members. Branches and state associations may request dispensation from me to implement different procedures. Assistant Secretary-Treasurer Paul Barner may be contacted for advice on using alternative methods of conducting nominations and elections.

The letter concludes by advising of the continued monitoring of the overall situation that may result in modification to this letter.

The NALC Regulations Governing Branch Election Procedures guide provides a compliance roadmap to conducting elections. Branches should become familiar with election regulations well in advance of the election date. Members appointed to serve on election committees should review the procedures manual to ensure that they are properly fulfilling their role. Proper advance preparation and thorough review of the *NALC Regulations Governing Branch Election Procedures* will help ensure compliance with our democratic process.

The guide can be downloaded from the NALC website at nalc.org. Go to "Union Administration," click on the secretary-treasurer's page and select "Election Information."

City delivery updates



**Christopher
Jackson**

First, let me start by wishing all letter carriers a belated merry Christmas and happy New Year. As always, city carriers have exceeded expectations by delivering outstanding customer service and holiday cheer during peak season 2021. With the arrival of 2022, now is a good time to update the membership on some things that occurred in city delivery during the peak season.

MDD Software Version 7.45

In November, the Postal Service notified me of the release of a software update to the Mobile Delivery Device (MDD-TR). Software Version 7.45 includes several enhancements to the device designed to improve function-

ality. I want to discuss the addition of the “What’s New” notification banner, Service Performance Measurement (SPM) sampling alert and the “How Am I Doing?” application.

The “What’s New” notification advises the user to review the menu of new features. The notification appears as a green banner at the top of the MDD screen, which alerts the user that new features have been installed since they last logged into the device. The user can tap the green banner or use option ‘F’ on the main menu to open the “What’s New” menu and explore the latest improvements.

Also included in Version 7.45 is an enhancement related to SPM workorders. Typically, carriers receive an alert message on the MDD when approaching an address with a scheduled SPM sampling request. Sometimes this alert message does not trigger or will trigger in the wrong location. With Version 7.45, USPS has launched an enhancement that it hopes will improve the accuracy of the alert to notify the carrier several stops prior to the address of the workorder.



The USPS “How Am I Doing?” application

Another feature of particular interest to city carriers is the new “How Am I Doing?” application. The app provides information related to safety and performance. Some of the information available for review involves statistics for parcel delivery, SPM workorders and carrier pickup. Also, the app will tell the user how much of the route has been completed (traversed) at the time the carrier opens the application. This may be helpful to carriers who are working on an unfamiliar route. Additionally, carriers can review information the MDD collects associated with their

driving habits. Safety metrics, such as the number of U-turns, hard-braking events, long reverses and instances of fast acceleration, are displayed within the app. USPS states that the app is for informational purposes and hopes that it will help carriers understand and be aware of their performance in several areas. Carriers with questions or concerns about the app should ask their shop steward or branch officer.

Small Delivery Unit Sorter (SDUS)

In November, USPS notified me of its intent to resume deployment of Small Delivery Unit Sorters (SDUS), which had previously been put on hold. The SDUS is capable of sorting 2,250 packages an hour to carrier routes and/or segments within a carrier route. USPS provided me with a list of locations and a tentative schedule for deployment of 21 SDUS machines between Jan. 8 and March 12.

USPS also advised me that it intends to deploy an additional 100 SDUS machines between April and November of this year. USPS has not yet finalized the locations and schedule for deployment of the additional parcel sortation machines. Once USPS has finalized the list for the remaining SDUS machines, the locations and timeline for deployment will be communicated to the NALC regional offices and branch presidents. For more information on the SDUS, read my article in the April 2021 edition of *The Postal Record*.

eBike testing

In my September article, I described a new USPS project involving the testing of electric bicycles (eBikes) on existing city bicycle routes. USPS began testing two different models of eBikes in August in two locations in Florida. Recently, during our discussions of the test process, USPS informed NALC that the testing, originally anticipated to last for six months, would be ending. Testing of three eBikes in St. Petersburg, FL, ended on Nov. 13, and the eBikes have been placed in storage until USPS decides whether to resume testing.

USPS continued testing one remaining eBike in Miami Beach; however, it anticipated that the testing would most likely conclude in December. As of the writing of this article, I am unsure whether testing in Miami Beach is still ongoing. USPS is currently reviewing all the information related to the test process to determine whether eBikes are a viable option to replace traditional bicycles for city delivery.

With the massive volume of peak season parcels, city carriers worked long hours serving the public. Thank you for your dedication. In 2022, I am hopeful that the challenges facing letter carriers from the COVID-19 pandemic will subside, offering me more opportunities for in-person interaction with the membership. I always look forward to hearing feedback from carriers on all of the new USPS test processes and city delivery initiatives.

Emergency action plans



Manuel L. Peralta Jr.

Chapter 850 of the *Employee and Labor Relations Manual (ELM)* directs installation heads with the responsibility of implementing emergency action plans and a fire safety program, as required by Occupational Safety and Health Administration (OSHA) regulations at 29 CFR 1910 Subpart E (Exit Routes and Emergency Planning) and Subpart L (Fire Protection).

Section 851.1 of the *ELM* requires the following, as relating to:

- a. Training,
- b. Education,
- c. Inspection,
- d. Enforcement,
- e. Drills,
- f. Emergency evacuation teams,
- g. Written emergency action plans,
- h. Written standard operating procedures for hazardous materials releases, and
- i. Fire prevention plans as required in this subchapter.

Have you been fully trained on the above?

Have you been provided with a copy of the emergency action plans? If not, have you been provided the time to review the plans to understand what steps were mapped out by management?

If you have not been trained and/or have not been able to review the plan, approach your supervisor and ask for an opportunity to review it. If your supervisor does not provide you with access, see your shop steward or branch officers.

Once you have reviewed the emergency action plans, are you satisfied that they cover all of your concerns? Do you have any suggestions to improve the plan? If you have concerns or ideas to make the plan better, approach your union representatives on the installation safety committee; otherwise, speak with your shop steward or, if necessary, with your union officers.

If you are the NALC's designee on the installation's safety committee, we would recommend that you review the emergency action plan and address any concerns during an upcoming safety committee meeting.

The following sections of 29 CFR 1910 should be evaluated when assessing the validity of the emergency action plan:

1910.36(b)(1)

Two exit routes. At least two exit routes must be available in a workplace to permit prompt evacuation of employees and other building occupants during an emergency, except as allowed in paragraph (b)(3) of this section. The exit routes must be located as far away as practical from each other so that if one exit route is blocked by fire or smoke, employees can evacuate using the second exit route.

Interpretation by OSHA:

...The Occupational Safety and Health Administration's general industry safety and health standards in 29 CFR [1910.36(g)(2)] requires that the minimum width of any way of exit access shall in no case be less than 28 inches... (Nov. 27, 1978)

1910.37(a)(1)

Exit routes must be kept free of explosive or highly flammable furnishings or other decorations.

1910.37(a)(2)

Exit routes must be arranged so that employees will not have to travel toward a high hazard area, unless the path of travel is effectively shielded from the high hazard area by suitable partitions or other physical barriers.

1910.37(a)(3)

Exit routes must be free and unobstructed. **No materials or equipment may be placed, either permanently or temporarily, within the exit route.** The exit access must not go through a room that can be locked, such as a bathroom, to reach an exit or exit discharge, nor may it lead into a dead end corridor. Stairs or a ramp must be provided where the exit route is not substantially level. (Emphasis added)

1910.37(e)

An employee alarm system must be operable. Employers must install and maintain an operable employee alarm system that has a distinctive signal to warn employees of fire or other emergencies, unless employees can promptly see or smell a fire or other hazard in time to provide adequate warning to them. The employee alarm system must comply with § 1910.165.

Sometimes the rule is clear and sometimes the rule needs to be clarified.

OSHA's 1978 interpretation letter, as quoted above, requires a clear and unobstructed path of at least 28 inches. The regulation (29 CFR 1910.37(a)(3)) requires that there be no material or equipment placed in that path, on a permanent or temporary basis.

In the event of an emergency: Is your exit path a clearly marked safe exit, unimpeded by any obstruction, or is it an obstacle course that clearly violates the above?

Get involved and help make your workplace safer.

Frequently asked questions



Dan
Toth

The NALC Retirement Department has dedicated phone lines for members to call with questions or concerns about planning or applying for retirement. We receive a variety of questions from across the country. This article will cover some of the frequently asked question we receive.

Does my annuity estimate include Emergency Federal Employee Leave (EFEL)?

I previously wrote about my inquiry with the Postal Service and its obligation, under the law that created EFEL, when providing retirement estimates to ensure that the Emergency Paid Leave hours are subtracted from total service before computing

the estimated annuity. At this time, I still have not received an explanation from the Postal Service that it has effectively implemented this process into its estimates. While this issue gets resolved, I recommend that all employees keep a record of any EFEL used and understand its impact on your annuity computation.

Can I get retirement counseling?

The Postal Service is obligated to provide individual retirement counseling when requested. Typically, counseling sessions will have multiple participants; it may be a benefit to hear other's questions, but if one needs or wants a one-on-one session, they should be sure to specify that. The counseling sessions are on the clock if the retirement specialist is available to provide the session during the same tour as the employee. After you've requested and received your retirement application, you should call HRSSC and schedule your counseling. Shop stewards should review M-01708 in NALC's Materials Reference System if counseling issues arise.

What happens to my annual leave in excess of 440 hours?

Generally, separating employees receive a lump sum terminal payment for a balance of annual leave up to 440 hours. Leave in excess of 440 hours would typically be forfeited. However, MOU Re: Annual Leave Carryover for Leave Year 2022 (M-01940) provides that for leave year 2022, regular work force career employees may carry over 520 hours of accumulated annual leave from Leave Year 2021 to Leave Year 2022. Because this memorandum temporarily expands the carryover limit, the maximum terminal leave in accordance with the *Employee and Labor Relations Manual, Section 512.732*, is also increased to 520 hours during

the life of the memorandum, which is set to expire Dec. 31, 2022, at which time the carryover maximum would return to 440 hours.

How far in advance should I apply for retirement?

The Office of Personnel Management (OPM) recommends submitting your application to the Postal Service at least 60 days prior to your separation. After you have separated from the Postal Service, it will forward the completed application to OPM for processing.

How long will it take for OPM to process my retirement?

The time it takes OPM to finalize a retirement application varies. The average processing time has recently shot up to 95 days, well beyond the typical average of 60 to 70 days. Those with divorce decrees can expect to be on the long side of the average. With divorce decrees, OPM must use an attorney to review and process the decree, which normally adds processing time. Although the time to finalize an application may be multiple months, OPM will usually be able to start interim payments within 30 days.

How can I check the status of my retirement?

After OPM receives a retirement package from the Postal Service, it will notify the retiree and assign a claim number. After receiving this notification and claim number, a retiree can contact OPM to request an update on the status. The status of interim payments also can be reviewed online at OPM's Retirement Services Online web portal (see my November 2021 column).

How will my loved ones report my death?

We receive many calls from loved ones trying to figure out how to report a death to OPM and what, if any, benefits they might be entitled to. I strongly encourage retirees to ensure that their spouses or other beneficiaries are aware of any benefits, such as a survivor benefit, Federal Employees Group Life Insurance, or any NALC Mutual Benefit Association policies, as well as how to make a claim for each. Verification of life insurance and survivor benefits can be obtained from OPM if one loses track of his or her elections. These verifications can be obtained at OPM's Retirement Services Online, as well as by emailing or calling OPM to make a request.

If you have unanswered questions, be sure to head to the NALC website to access the *FERS* or *CSRS Questions & Answers* booklet or reach out to your branch to see if they have any hard copies available. Members are always welcome to call the NALC Retirement Department at 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to noon or 2 p.m. to 4 p.m. (Eastern Time), or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

Whole life insurance without paying for your entire life



**James W.
“Jim” Yates**

There are many benefits to a whole life insurance policy; coverage lasts the lifetime of the insured individual, the premiums never increase and the policy builds a cash value that the policy owner may borrow against in times of financial need.

With a traditional whole life insurance policy, the premiums are paid for the entire life of the insured individual. The Mutual Benefit Association (MBA) does offer a traditional whole life product.

Many people do not like the idea of paying premiums on a life insurance policy for their entire lifetime. The MBA offers two whole life policies that are designed to solve this

problem. They are the “Paid Up in 20 Years MBA Whole Life Insurance” and the “Paid Up at Age 65 MBA Whole Life Insurance.”

MBA whole life policies are available to NALC members and their spouses, children, stepchildren, grandchildren, step-grandchildren, great-grandchildren and step-great-grandchildren, as well as members’ parents. MBA will insure any one life up to the maximum coverage amount of \$100,000. The difference between these two plans is the age at which the policies may be issued. For a “Paid Up in 20 Years” policy, it is age 0-80; for “Paid Up at Age 65,” age 0 to 55.

The best part about these plans is that the premiums remain the same for the entire premium payment period. At the plans’ designated time, the policy is paid in full. The “Paid Up in 20 Year” policy is fully paid off 20 years after the issue date of the policy; the “Paid Up at Age 65” policy is fully paid off on the policy anniversary date after the insured individual turns age 65. At those times, no further premiums are ever due on either of these policies and the coverage remains in force for the insured’s entire lifetime. The premium is determined by the insured’s age at the time the policy is purchased and the amount of life insurance requested, making these policies an excellent choice to purchase for your young children or grandchildren.

Premiums on either plan may be paid to the MBA through biweekly payroll deduction, through electronic funds transfer or directly to the MBA office on an annual or monthly basis.

All of our whole life policies are participating plans of insurance. This means that the policy owner will share in any divisible surplus of the MBA. The divisible surplus is

called a dividend on the policy and is credited to the policy on each anniversary date. Policy owners have options on how they may receive the dividends: cash dividends (receiving a check each year on the policy anniversary date); dividends on deposit (dividends remain with the MBA and earn interest); and “Life Paid-Up” additions (dividends are used to purchase additional life insurance for the insured). Each year, policy owners who opt for the latter two options are provided with a statement indicating the dividends on deposit or the “Paid-Up Additional Life Insurance” amount.

Our whole life plans provide policy owners with benefits that may not be available with other life insurance products. For example, if a policy owner is unable to continue to pay the required premiums prior to the policy becoming fully paid, options are available to avoid losing coverage, including automatic premium loans or the non-forfeiture options of extended term insurance or reduced paid-up insurance.

“Many people do not like the idea of paying premiums on a life insurance policy for their entire lifetime. The MBA offers two whole life policies that are designed to solve this problem.”

For additional information about our “Traditional Whole Life,” the “Paid Up in 20 Years” or the “Paid Up at Age 65” policies, as well as any other MBA policy offerings, visit the website at nalc.org/mba. Once on the site, scroll down to “MBA Brochures, Applications and Forms,” which will allow you to see all the plans offered by the MBA. Click on the individual plan of your choice for information about the plan. Click on the image of the brochure to view rates and more information about the plan.

After reviewing all the benefits, you may wish to apply for a whole life insurance policy. To do so, from the “MBA Brochures, Applications and Forms” page, scroll down to “Applications for U.S. Letter Carriers Mutual Benefit Association Policies” and then click either on the specific state in which you reside or on the “All Other States” tab. From there, click on “Life Insurance” to pull up the specific application. Complete and sign the application and send it, along with the one-time premium payment, to the MBA office.

You also can call the MBA office Monday to Friday at 202-638-4318 from 8 a.m. to 3:30 p.m. Eastern Time and Tuesday and Thursday at 800-424-5184 at those same times.

Meeting your goals for the new year



**Stephanie
Stewart**

Once again, we are entering another new year and positive opportunities are within reach. Whether you want to kick a habit, lose weight, save money, organize your life or simply start fresh, now is the time. Although many goals could have been accomplished or started throughout the year, it seems we all feel the excitement of the calendar changing and see an opportunity for a fresh start.

In an article published by the *New York Post* in 2020, a poll of 2,000 Americans conducted by OnePoll in conjunction with Crispy Green found that it takes just 32 days for the average person to

break his or her resolutions—and 68 percent report giving up even sooner than that.

So, how do we beat those odds and where do you start?

- Don't overreach when setting a plan. Be realistic and start with what you can handle.
- Patience is the key. New habits are not formed overnight, and change takes time.
- If you fail, pick yourself up and start fresh the next day.
- Embrace a positive attitude and don't get sidelined by what went wrong in terms of achieving your goal.
- Revisit why you are making the change. Is it for your family, your health or your future?
- Track your accomplishments
- Lastly, let the Health Benefit Plan support you with programs we offer.

Maybe you are a new member to our plan, or perhaps you have been with us for a while but are not aware of the extra programs available. Let's start with Healthy Rewards®.

Couldn't we all use a little help finding ways to make staying healthy more affordable? That's the idea behind the Healthy Rewards® Member Savings Program. You can save up to 40 percent on products and services to encourage and promote healthy behaviors and lifestyles, including:

- Vision and hearing care discounts such as laser vision correction procedures and discounts on eyeglasses, prescription sunglasses and vision exams
- Low-cost fitness center memberships at more than 10,000 locations around the country
- Yoga accessories and fitness gear through online discounts

There are no claim forms or referrals, so the program is easy for members to use. You have access to a nationwide* network of more than 48,000 providers and over 10,000 fitness clubs. High Option members can access the Healthy Rewards® Program by calling 800-870-3470 or by visiting the Plan's website at nalchbp.org. CDHP and Value Option members can access the Healthy Rewards® Program by calling 855-511-1893 or visit mycigna.com.

If you need a little extra help losing those holiday pounds, we also have a program to help, no matter which plan you are enrolled in. For High Option members, the Real Appeal® Program through Optum® is an online weight-loss program that offers group and one-on-one personalized coaching through an online and mobile platform. The program focuses on weight loss through proper nutrition, exercise, sleep and stress management. Members will have access to a transformation coach and a suite of online tools to help track food and activity. Members also will receive a Success Kit to support their weight loss journey including a food and weight scale, resistance band, workout DVDs and more! Real Appeal® encourages members to make small changes toward larger long-term health results with sustained support throughout the duration of the program. Members can enroll in the Real Appeal® Program online at nalchbp.org.

For CDHP and Value Option members, our free weight loss program helps you meet your weight goals by providing a structured weight loss plan and motivational support. You can choose a telephone or online program—whichever works best for you. The program is a non-diet approach to weight loss with an emphasis on changing habits. The program is tailored to each individual's learning style and level of readiness to make a change in behavior. To enroll, call 855-511-1893 or go online to mycigna.com.

Although I can highlight only two programs in this article, our health plan offers so much more. From mental and emotional well-being resources, smoking cessation programs, preventive benefits, disease management assistance and a health assessment to start you on the right path, we've got you covered.

Remember, set reasonable goals, be patient and kind to yourself, keep going, and let the Plan support you during this new year and help you accomplish your goals. For more information regarding all of the plan's additional programs, please see Section 5(h), Wellness and Other Special Features in the official brochure.

"What you think, you become. What you feel, you attract. What you imagine, you create."—Buddha

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

Revocation of driving privileges

The provisions of Article 29 of the National Agreement were negotiated to protect letter carriers when the Postal Service considers suspending or revoking a carrier's driving privileges.

There are two situations in which management may suspend or revoke a carrier's driving privileges. One situation is when a letter carrier has his or her state-issued driver's license suspended or revoked outside the workplace. When this occurs, the letter carrier's driving privileges at work are suspended or revoked. Management may also suspend or revoke the employee's driving privileges due to misconduct, traffic law violations and/or motor vehicle accidents.

While management may revoke or suspend a carrier's driving privileges, Article 29 provides strong protection for letter carriers who have lost their on-duty driving privileges. Article 29 provides in part:

Every reasonable effort will be made to reassign such employee to non-driving duties in the employee's craft or in other crafts.

This means that even if a revocation or suspension of a letter carrier's driving privileges is proper, it is management's responsibility to find work for a carrier even when it has taken action to deny them driving privileges. This requirement is not contingent upon a letter carrier making a request for nondriving duties. Rather, it is management's responsibility to seek to find suitable work.

In addition to the strong provisions found in Article 29, carriers have arbitral precedent to uphold their rights. In national-level award I94N-4I-D 96027608, April 8, 1998 (C-18159), Arbitrator Carlton Snow stated the following, with emphasis added in bold:

Article 29 of the agreement with the National Association of Letter Carriers **requires the Employer to make temporary cross-craft assignments to provide work for carriers whose occupational driver's license has been suspended or revoked.** The Employer is required to do so in a manner consistent with the APWU collective bargaining agreement. In instances where it is impracticable to fulfill its contractual obligation under both agreements, **the Employer is without contractual authority to remove such employee. Such individuals shall be placed on leave with pay and reinstated to working status as soon as work is available** by placing the employee in a position which will not violate the collective bargaining agreement of either party.

In accordance with Arbitrator Snow's award, when city letter carriers temporarily lose driving privileges, management should first attempt to provide non-driving city letter carrier craft duties within the in-

stallation on the carrier's regularly scheduled days and hours of work. If sufficient carrier craft work is unavailable on those days and hours, an attempt should be made to place the employee in carrier craft duties on other hours and days, anywhere within the installation. If sufficient work is still unavailable, a further attempt should be made to identify work assignments in other crafts, as long as placement of carriers in that work would not be to the detriment of employees of that other craft. If there is such available work in another craft, but the carrier may not perform that work in light of Arbitrator Snow's award, the carrier must be placed on leave with pay.

“While management may revoke or suspend a carrier's driving privileges, Article 29 provides strong protection for letter carriers who have lost their on-duty driving privileges.”

When a letter carrier's state-issued driver's license is suspended or revoked outside the workplace, it can affect their driving privileges at work. Article 29 is clear that:

An employee's driving privileges will be automatically revoked or suspended concurrently with any revocation or suspension of state driver's license and restored upon reinstatement.

While a carrier's driving privileges are immediately affected by a state's determination to suspend or revoke their driver's license, this effect should be equally applied to the reinstatement of a carrier's state driver's license. A carrier's driving privileges should be restored upon reinstatement of the state driver's license once the carrier has provided documentation to management detailing the change.

When letter carriers' driving privileges are suspended or revoked by the state, they should inform their immediate supervisor. An employee who fails to notify management of the suspension of their state-issued driver's license runs the risk of receiving corrective action up to and including discipline. Because of the strong protections in Article 29, letter carriers should not hesitate to notify management if they have lost their off-duty driving privileges.

(continued on next page)

Driving privileges (continued)

There is an exception to the automatic revocation of a letter carrier's on-duty driving privileges when their state-issued license is suspended. This exception is found in Section 421.22 of *Handbook EL-804, Safe Driver Program*, which states:

c. If the suspension or revocation states that the employee may operate a vehicle for employment purposes, then Postal Service driving privileges must not be suspended or revoked automatically.

This provides an opportunity for letter carriers to retain driving privileges on-duty if the action of the state allows them the privilege to do so. However, when management is considering the suspension, revocation or reissuance of an employee's driving privileges based on the on-duty driving record, conditional suspension or revocation of a state driver's license may be considered in making the final determination.

“...There are no provisions for the automatic suspension of an employee's driving privileges based solely on the fact that the employee was involved in a motor vehicle accident.”

In a case where an employee is involved in a motor vehicle accident, there are no provisions for the automatic suspension of an employee's driving privileges based solely on the fact that the employee was involved in a motor vehicle accident. This protection is found in the Memorandum of Understanding (MOU) Re: Reinstatement of Driving Privileges, found on pages 218 and 219 of the 2019-2023 National Agreement. This MOU states in part:

2. The mere fact that an employee was involved in a vehicle accident is not sufficient to warrant automatic suspension or revocation of driving privileges or the automatic application of discipline.

Management must assess the circumstances surrounding each individual accident to determine whether a denial of driving privileges should be an option. The supervisor may temporarily suspend the employee's driving privileges pending completion of an inves-

tigation; however, page 29-4 of the 2014 *Joint Contract Administration Manual (JCAM)* explains:

Driving privileges may be withheld pending investigation for no more than 14 calendar days.

After the 14-day time, the carrier's driving privileges must either be reinstated, suspended up to 60 days, or revoked.

Once the investigation is completed, the supervisor can make the decision to suspend, revoke, or reinstate driving privileges, but if the employee's driving privileges are suspended or revoked, the supervisor must explain to the employee, in writing, the reasons for the decision.

As indicated on page 29-4 of the JCAM, management's decision to suspend or revoke the driving privileges of an employee shall be made according to the criteria specified in Section 42 of *Handbook EL-804*.

A carrier can request that revoked or suspended driving privileges be reinstated. Management should review the request and make a decision as soon as possible, but no later than 45 days from the date of the employee's request. If the decision is to deny the request, management must provide the employee with a written decision stating the reasons for the denial. Items that must be considered in management's written decision can be found in the MOU Re: Reinstatement of Driving Privileges.

The application and enforcement of the provisions listed in Article 29 of the National Agreement can be a difficult task. Shop stewards should consider citing Arbitrator Snow's award (C-18159) in any discipline case related to the loss of driving privileges. Arbitrator Snow made it very clear that management lacks the contractual authority to remove a letter carrier from the Postal Service because he or she loses occupational driving privileges.

A full explanation of Article 29 can be found on pages 29-1 through 29-5 of the *JCAM*, which is available on the NALC website at nalc.org/workplace-issues/resources. Letter carriers with questions related to the denial of driving privileges should contact their local union representative or national business agent (NBA). Contact information for the NBA who covers your region can be found at nalc.org/union-administration/nalc-regions.



The Tough Mudder



Christina Vela Davidson



I can't say this enough: Thank you! Thank you, brothers and sisters, for all your hard work! 2021 is over and 2022 is here. Happy New Year!

On Oct. 17, 2021, Team NALC ran/walked the DC Tough Mudder 5K in Mechanicsville, MD. Team NALC raised \$19,261 this year and \$3,982 in 2020 before the event was canceled, raising a total of \$23,243 for the Muscular Dystrophy Association.

The Tough Mudder competition is a place for you to push your physical and mental limits without the pressure of actual competition. A community built on teamwork and overcoming obstacles, where stepping outside your comfort zone is the reward.

Tough Mudder races are just that—challenging and muddy, but fun. While the obstacle course requires endurance and muscle strength, our team proved that you can raise money, work as a team, have fun and get muddy. Oh yeah, we also are challenging ourselves. During the Tough Mudder, competitors of all shapes and sizes took to the motocross hills to participate in the DC Metro Area Tough Mudder. Many people participated this year who were not able to do so last year due to the COVID-19 pandemic.

During the Tough Mudder 5K, the team of 13 helped each other complete an obstacle course race that covers 5 kilometers. This course allowed us to challenge ourselves without the pressure of timings and competition. Thirteen teamwork-focused obstacles stood between us and the finish line.

We began the Mudder running up and down several steep mounds, running and sliding down muddy hills butt-first, and getting extra dirty but staying together as a team. The first obstacle was the Kiss of Mud, which required Army-crawling through the mud under a net of barbed wire. Then as the day went on, we slogged through a series of flooded trenches where we had to work together as a team to get each other across. Assistant to the President for Administrative Affairs Chris Henwood stated, "I had a blast running the Tough Mudder and working as a team to get through the course and to help raise funds for MDA."

Climbing walls, hay bales were only a few of the things we had to do. One of the walls we climbed was called the Mudderhorn. This was the tallest obstacle on the course. The Mudderhorn stood almost three stories high; if you have a fear of heights, get over it. Not really—if you feel like you can't do it, you can walk around, and the team is here to support you. All we had to do was stay calm and climb up and down like we were on a giant ladder.

One of the other signature obstacles is Everest. The only way to get up and over the top is to run up the wall, grab the hand of another Mudder and have them pull you up and over

the summit. Hats off to MBA Supervisor Giana Sauter. She is the only one who conquered Everest.

Many of the teammates stated that they did not think they would ever have participated in a Tough Mudder, but they were excited about their accomplishments after completing the course. J. Anthony Mitchell of Kansas City, MO Branch 30, stated, "Starting from the first hill, I knew I would be pushing myself. With our team, we were able to push each other and help each other conquer the obstacles throughout the course. Like belonging to a union, everyone on the Tough Mudder team helped and encouraged each other throughout the day. Without the team, I don't know if I would have finished, but I did."

The ending was electrifying—or terrifying to some. As we approached the end of the Mudder, we came to a field of wires dangling from a rectangular frame, clicking as 10,000 volts crackled through them, just waiting for you to run right into it. It's called Electroshock Therapy, and we race arm-in-arm through 10,000 volts of electricity. A zap here and a zap there—some of us went down to our knees, but we didn't quit. We got back up and ran to the finish line.

After the race, we stuck around the Tough Mudder village and enjoyed the beer, the food, and the atmosphere. Mitchell stated, "I had a great time and will do it again. If you ever get to participate in a Tough Mudder, take advantage of it. If I can do it, you can too."

Thanks to all who donated and participated. The 2022 DC Tough Mudder is scheduled for Oct. 8; you can find the registration form, donation form and sponsor form on the website. The new link will be provided on the website and social media at the beginning of this year.

Again, we have been successful in raising money for MDA in past years because of branch leadership and coordinators. I can tell you that MDA sings your praises at every opportunity. They are grateful for you, my sisters and brothers. Again, I want to thank all those who have worked so hard to raise money for MDA. Let me end with this: Remember, you never know when it might be you or someone you love who may need help. So, give to those in need, even if it's just a little bit.



Left: The NALC DC Tough Mudder team crosses a muddy obstacle. Right: The team goes over the Everest obstacle. Top: The team celebrates post-Mudder.

Hawaii World War II memorial rededication ceremony



Assistant to the President for Community Services
Christina Vela Davidson

On Nov. 12, 2021, the Hawaii Department of Defense, along with the Hawaii Office of Veterans' Services, held a rededication ceremony at the World War II Memorial Plaque in Honolulu. The original memorial was dedicated in 1944 to commemorate the service of the Hawaiians who died during World War II.

The memorial is decorated on four sides with an American eagle, the olive branch of peace, the shield of the United States, and the Hawaiian coat of arms. 880 names are carved into the sides of the monument. It is prominently located on King Street and Punchbowl Street, near the statue of King Kamehameha and across the street from Iolani Palace.

After a visit to Hawaii, many phone calls and several emails with the Director of the State Office of Veterans' Services, Col. Ronald Han, the vision of this memorial came to life. I was heartbroken that I was not able to be there for the dedication due to surgery; however, having Air Force veteran Howard Komine, president of Honolulu, HI Branch 860, standing in my place was reassuring and amazing. I would not have wanted anyone else—thank you.

Col. Han opened the ceremony with a welcoming message, which was followed by a prayer led by American Legion Chaplain Michele Hauser. The three keynote speakers were Major General Kenneth S. Hara, Chief Master Sgt. Bridget Komine and her husband, NALC's own Howard Komine.

"It's been 80 years since the bombing of Pearl Harbor on Dec. 7," Howard Komine said. "To have the World War II memorial laid out and fixed up—it's beautiful."

The renovation of the memorial plaque would not have been possible without the contribution of NALC members, a fact that was recognized at the ceremony. All three keynote speakers mentioned the benevolence of the NALC by name.

"On behalf of our State Office of Veterans Services, thank you so very much for making this special ceremony happen," Han stated. "We cannot sing enough praises on you and the NALC."

In his speech, Komine recognized the absence of what would have been a large group of attendees at the rededication, had the ceremony taken place as planned during the 2020 NALC convention.

"But for the COVID-19 pandemic," he said, "there would have been hundreds of veteran letter carriers here today to honor all Americans of Hawaii who paid the ultimate sacrifice to preserve our freedom."

Some other notable highlights of the day included the presence of a family member of a deceased Hawaiian who was present on Dec. 7, 1944, for the original dedication of the WWII Memorial, as well as three WWII veterans who are recipients of the Congressional Gold Medal. The veterans were accompanied by their family members and helped represent all WWII veterans.

During the program, Howard Komine was given the Governor's Commendation Certificate as a mark of the gratitude of the Hawaiian government for the generosity of the NALC.

"I was just so proud that the NALC supported [the rededication]," Komine said. "I took it as an honor to represent the NALC."



At left, the unveiling of the memorial plaque; above, Honolulu Branch 860 President Howard Komine and his wife, Chief Master Sgt. Bridget Komine.

Meeting OWCP's burden of proof



Assistant to the President
for Workers' Compensation
Kevin Card

Throughout the 100-plus years of the Federal Employees' Compensation Act (FECA), there has been one constant principle in play—the injured worker bears the burden of proving his or her case. Claims examiners working for the Office of Workers' Compensation Programs (OWCP) adjudicate claims under FECA and look for five key elements to fulfill the burden of proof.

The first element is that the claim must be timely. The claim must be filed within three years after the date of the injury. However, if the claim is

not filed within three years, the claim can be accepted if written notice of injury was given within 30 days and the employees' immediate superior had actual knowledge (including verbal notification) of the injury within 30 days after occurrence. It is always important to inform your immediate superior of an injury in writing, regardless of the severity.

The second element is whether the injured worker had status as a postal employee at the time of the injury. OWCP considers the supervisor's completion of a claim form as *prima facie* proof of the worker's status as an employee.

The third element is the fact of injury, which has two components: factual and medical. The factual component is satisfied by the employees' statement explaining how the injury occurred, including the date, time and location. The medical component requires a medical diagnosis from a doctor. Statements by nurse practitioners (NPs) and physician's assistants (PAs) will be accepted if co-signed by a doctor.

The fourth element is performance of duty. The performance of duty question normally is satisfied if there is no conflict in the evidence and if the facts establish that the employee was in a duty status, performing work as a letter carrier. OWCP recognizes that letter carriers are on postal property for only part of each working day and that many injuries occur away from the office. Accidents arising from travel to and from the route on the designated route of travel are considered as being in performance of duty.

The fifth and perhaps most important element to be satisfied is an explanation of the causal relationship between the employee's work factors and the diagnosed condition(s). OWCP finds that an injury or disease may be related to employment factors in any of four ways:

1. **Direct causation:** This type of relationship is demonstrated when the injury or factors of employment, through a natural and unbroken sequence, result in the condition claimed. A fractured arm sustained in a fall would be considered a direct result of the

fall. In occupational disease claims, the medical evidence needed to support direct causation requires more comprehensive medical documentation than in traumatic injury claims.

2. **Aggravation:** This causal relationship occurs if a pre-existing condition is worsened, either temporarily or permanently, by an injury arising in the course of employment. For example, a pre-existing shoulder condition may be aggravated by a letter carrier's reaching, lifting, pushing and pulling while sorting and carrying mail.

OWCP will decide, based on the medical evidence, whether aggravation is temporary or permanent. Temporary aggravation involves a limited period of medical treatment and/or disability, after which the employee returns to his or her previous baseline physical status. In other words, if your injury completely recovers after a period of rest and/or treatment, OWCP will find the aggravation temporary.

Permanent aggravation occurs when a condition will persist indefinitely because of the work-related injury or when a condition is materially worsened such that it will not revert to its previous level of severity.

3. **Acceleration:** A work-related injury or condition may speed the development of an underlying condition, and acceleration is said to occur when the ordinary course of the disease does not account for the speed with which a condition develops. For example, a claimant's knee arthritis may have been accelerated by activities such as continuous walking, stooping and squatting in his or her job. Acceleration of a condition carries the same force as an acceptance for direct causation.
4. **Precipitation:** This is an underlying condition that would not have become manifest but for exposure to work factors, and is said to have been precipitated by the work factors. For instance, a claimant may have latent asthma which was then manifested due to exposure to COVID-19 in the workplace. The claim would be accepted for precipitation, but the acceptance would be limited to the period of work-related asthma, and compensation for the condition would cease once the worker recovered.

While the burden of proof falls on the injured worker, lack of medical evidence on the causal relationship between a work injury and work factors sinks most claims. An injured worker needs to work closely with his or her doctor so that causal relationship is determined early in the claim.

Monthly CSRS annuity payments for letter carriers who retire on April 1, 2022

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 April 1, 2022. 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 : \$66,687			CC Grade 2 / High-3 Average ¹ : \$68,087		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,015	\$179	\$1,836	\$2,057	\$183	\$1,874
21	2,126	190	1,936	2,170	195	1,976
22	2,237	201	2,036	2,284	206	2,078
23	2,348	212	2,136	2,397	217	2,180
24	2,459	223	2,236	2,511	229	2,282
25	2,570	235	2,336	2,624	240	2,384
26	2,681	246	2,436	2,738	251	2,486
27	2,793	257	2,536	2,851	263	2,589
28	2,904	268	2,636	2,965	274	2,691
29	3,015	279	2,736	3,078	285	2,793
30	3,126	290	2,836	3,192	297	2,895
31	3,237	301	2,936	3,305	308	2,997
32	3,348	312	3,036	3,419	319	3,099
33	3,459	323	3,136	3,532	331	3,201
34	3,571	335	3,236	3,646	342	3,303
35	3,682	346	3,336	3,759	353	3,406
36	3,793	357	3,436	3,872	365	3,508
37	3,904	368	3,536	3,986	376	3,610
38	4,015	379	3,636	4,099	387	3,712
39	4,126	390	3,736	4,213	399	3,814
40	4,237	401	3,836	4,326	410	3,916
41	4,349	412	3,936	4,440	421	4,018
41+11 months & over ⁵	4,446	422	4,024	4,539	431	4,108

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between April 1, 2019, and March 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 CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-three average on the basis of unused sick leave accumulated under CSRS.

Monthly FERS annuity payments for letter carriers who retire on April 1, 2022

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 April 1, 2022. 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 : \$66,687			CC Grade 2 / High-3 Average ¹ : \$68,087		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,111	\$111	\$1,000	\$1,135	\$113	\$1,021
21	1,167	117	1,050	1,192	119	1,072
22	1,223	122	1,100	1,248	125	1,123
23	1,278	128	1,150	1,305	131	1,175
24	1,334	133	1,200	1,362	136	1,226
25	1,389	139	1,250	1,418	142	1,277
26	1,445	144	1,300	1,475	148	1,328
27	1,500	150	1,350	1,532	153	1,379
28	1,556	156	1,400	1,589	159	1,430
29	1,612	161	1,450	1,645	165	1,481
30	1,667	167	1,500	1,702	170	1,532
31	1,723	172	1,550	1,759	176	1,583
32	1,778	178	1,600	1,816	182	1,634
33	1,834	183	1,651	1,872	187	1,685
34	1,889	189	1,701	1,929	193	1,736
35	1,945	195	1,751	1,986	199	1,787
36	2,001	200	1,801	2,043	204	1,838
37	2,056	206	1,851	2,099	210	1,889
38	2,112	211	1,901	2,156	216	1,940
39	2,167	217	1,951	2,213	221	1,992
40	2,223	222	2,001	2,270	227	2,043
Each additional year ⁵	55.57	5.56	50.02	56.74	5.67	51.07

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between April 1, 2019, and March 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.

Veterans Group

For more information, go to nalc.org/veterans



Join the NALC Veterans Group today

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have more than 17,800 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation.

The creation of the NALC Veterans Group is intended to be something tangible and useful.

The NALC Veterans Group is designed to provide NALC members who are military veterans with access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It also is intended to give veterans a sense of family and more brotherhood/sisterhood. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

NALC has made it easier for all veterans to sign up for the group. You can fill out the form on the website and mail it in, or you can fill out the form shown below and mail it in.

And you also can go to nalc.org/join-veterans, which will generate an email. You then will need to enter the information requested—name, address, branch number, military branch and any affiliated veterans groups. Once the fields are completed, press “send” and the email will be sent to me. I will then enter you in our NALC Veterans Group and send you an NALC Veteran pin.

Don't forget about the Veterans Group memorabilia that is available to purchase if you are a member of the Veterans Group. These items would make a great gift from a branch to its veterans; call the Supply Department at 202-662-2873 to order. All proceeds go toward future Veterans Group projects.

Always remember, brothers and sisters: Serving you is my job, and



Joining the Veterans Group online is easy. Simply go to nalc.org/join-veterans, click the link to generate an email and send your information to NALC Headquarters.

...serving our communities is all of our jobs. As I always say, “Help those in need, because you never know when it might be you in need.”

This month's column was written by Assistant to the President for Community Services Christina Vela Davidson.

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

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 or write to: MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 or write to MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

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

Bergen Co. Mgd., New Jersey

Did you hear the one about the supervisor who treated the carriers with dignity and respect, who let them know that they were doing a good job every day; the one who asked how everyone and their families were doing? Of course you didn't, because that would never happen. What you do get is: your walking is too slow; you need to get your numbers up; you're pivoting today; stop talking while you're casing mail, it slows you down (I could never understand how); or you have to work two hours overtime today—we don't care that you have to pick your child up from school or you have a doctor's appointment (change it). It is a fact that the meaner they are, they have a better chance of moving up—maybe even becoming a postmaster. I would never be one to slow down anyone's career moves, but you were not doing it by walking all over me.

I am not just venting because I am retired; I felt this way while I was still working. Stay safe.

Dennis Spoto, Branch 425

Hartford, Connecticut

Your letter carrier is very busy this holiday season as always. The deliberate slowdown in

mail delivery standards by management has made for undue delays in the mail arriving to your home or business. Please send out your thank you, holiday cards and business mail earlier. No snow so far on the Eastern Seaboard, but other parts of the nation are not so lucky. Please winterize your vehicle and keep a full tank of gasoline in your postal and personnel vehicle—most notably if it will be left outside in the cold wintry weather.

Friends of mine have retired to Florida. The summers there are hot and humid, but as you get older, the largely snowless winters there are good. A best holiday wishes to family and postal retirees who have moved to the Dunedin, St. Petersburg, Clearwater and East Coast-Hollywood-Delray Beach, FL areas.

I hope postal reform will pass Congress. We need a steady stream of dependable income. Plus we need relief from our postal prefunding burden of \$5 billion every year. A nonpartisan board of postal governors would be helpful. Ending the windfall tax and penalties on Social Security would help us postal retirees living on a fixed income. It is good that we can take our medical insurance with us into retirement. Many other government and private-sector workers are not so lucky. Have a great new year. Sincerely,

Ed Mulrenan, Branch 86

Paterson, New Jersey

One of the benefits of belonging to this great union is the friendship one makes with our brothers and sisters who belong to our union. Attending rallies, union meetings, retiree gatherings, state conventions, national conventions, etc., sometimes turns into long-lasting friendships for life.

On Oct. 11, 2021, our veteran of the Great Strike of the 1970s, former Branch 120 President Murray Ross, had a birthday well into his 90s. In speaking to Murray, who resides in California, on his birthday, we had a conversation regarding unions, their power and strength, how the workforce has changed, and the Postal Service, past, present and future. President Ross continues to enlighten Branch 120 with his experience, knowledge and expertise, and it is said that he is as sharp as a tack.

We are so fortunate to have someone who, in great detail, can explain the many sacrifices that were made in order to achieve what we have now. Branch 120 surely does appreciate you, and we look forward to speaking with you on a regular and routine basis. Happy birthday, Murray!

Joseph Murone, Branch 120

State Summaries

California

Why to stick with the Postal Service:

1. A defined pension.
2. A 401-K in which the USPS matches you dollar for dollar for the first five percent you put in.
3. Union representation, from the national level to your local shop steward.
4. Life insurance.
5. Health insurance. When you become a career employee, the USPS pays roughly three-quarters of your premium and you have a choice of quality plans, including the one run by your union, the National Association of Letter Carriers, which I belong to. You can also sign up for dental and vision insurance.
6. Yearly raises—and they are automatic with each contract.
7. Cost of living adjustments (COLAs). COLAs serve as inflation insurance. In August 2021, we received a COLA of almost \$2000.
8. No layoff protection after six years as a career employee. USPS has never laid off a career employee.
9. A yearly uniform allowance of nearly \$500 a year, so you don't have to wear out your own clothes.
10. No work stoppages, or a steady paycheck. When the government shuts down, we do not, because the USPS is off-budget.
11. Overtime after eight hours and penalty overtime after 10 work hours.
12. Annual and sick leave.
13. Eleven paid holidays as a regular (including Juneteenth).
14. Last but not least, a top-notch legislative program. For every congressman, our union assigns a letter carrier to educate him or her on our issues. And we have friends on both sides of the aisle, Democrats and Republicans alike.

For those of you who are new city carrier assistants, please stick it out for the reasons listed above. In two years or less, you'll enjoy the aforementioned benefits. Thirty years ago, I was a non-career employee and I stuck it out. I hope you will, too.

Eric Ellis

Kentucky

As another calendar year has turned in the Bluegrass State and beyond, we continue to support the NALC agenda for legislation/politics. Thanks to all six LCLCs across the Commonwealth who work so hard for all letter carriers. We will discuss many pertinent issues at our replacement Kentucky state convention on Feb. 26-27. We will be at the Holiday Inn at the Cincinnati Airport in Northern KY. We can safely meet as we follow Centers for Disease Control and Prevention and KY state health requirements. Masking and social distancing will be strictly enforced, with no exceptions. Everyone should be vaccinated and boosted well before this gathering. It will include our KIM NBA's office and Anna Mudd, our assistant to the president for legislative and political organizing. We should also have a national officer either virtually or in person. Until then, stay safe. For more information, contact KY State Secretary Steve Terry at 502-681-4512 or Mike Smith from Branch 374 at 859-816-3436.

Bob McNulty

Michigan

Madisyn Baldwin, 17; Tate Myre, 16; Hana St. Juliana, 14; Justin Shilling, 17.

On Nov. 30, 2021, these young people tragically lost their lives in another school shooting at Oxford High School, MI. Young people who had their whole future ahead of them, only to be senselessly cut short. Losing loved ones is always hard. Losing a loved one close to the holidays is even harder. But I can't imagine how horrific it would be to lose a child. You may wonder why I bring this up. It's heartbreaking to report that Madisyn Baldwin was the daughter of North Oakland County Branch 320 member Robert Baldwin. This type of violence seems to have become almost common place these days. My heart breaks for Brother Baldwin and the rest of his family at this time of mourning. On behalf of State President Blessingame, the entire executive board of the state association and the brothers and sisters of the NALC, we send our condolences to Brother Baldwin and the families of the other young people who lost their lives. I ask that we all keep his

family in our thoughts and prayers.
In solidarity,

Tom Minshall

Texas

Another Christmas season is behind us. Thank you for helping bring smiles to happy children across this great state even though we continue to combat the COVID-19 virus and its many variants. Let us be vigilant and continue to deliver for the American people.

Happy New Year, goodbye to 2021 and the virus that is devastating us. Hello to opportunity! Now is the time to call your representatives on H.R. 3076, the Postal Service Reform Act of 2021. As of this writing there are 98 co-sponsors (56 Democrat, 42 Republicans), demonstrating that this bill is truly bipartisan. Remember, 218 is the magic number we need to reach in the House. If your representative is not listed as a co-sponsor, but they have notified Representative Maloney's office, don't worry—there is a wait list.

Texas has five co-sponsors on this important bill: Michael Burgess (R-TX-26), Michael McCaul (R-TX-10), Kay Granger (R-TX-12), Pete Sessions (R-TX-17), and Tony Gonzales (R-TX-23).

The bylaws of Texas State Association of Letter Carriers in Article 1, Section 3 require each district to hold a meeting each year. The district meeting can be held in conjunction with a regional training session. However, at no time shall any district meet while the regional training is in session. Therefore, the district meeting will include all six districts. It will be held on Sunday, Feb. 20, following the conclusion of training. Details to follow in the Texas Letter Carrier, the TSALC newsletter, year-end edition.

Region 10 will be conducting training on a variety of subjects on President's Day weekend, Feb. 20-21. Early registration is on Feb. 19. Book your rooms early. You can make reservations by calling 800-245-7299 and mentioning the group code: NALC. It is located at the Hilton Houston Post Oak by the Galleria, 2001 Post Oak Blvd., Houston.

See y'all in February.

Carlos Rodriguez Jr.

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

Michael E. Blanton	Br. 576	Phoenix, AZ	Joseph H. Gaunt Jr	Br. 46	Western MA	Richard V. Hussar	Br. 210	Rochester, NY
Christina M. James	Br. 576	Phoenix, AZ	Timothy J. Kennedy	Br. 46	Western MA	George A. Leach Jr.	Br. 210	Rochester, NY
Utpal H. Thaker	Br. 576	Phoenix, AZ	John Nascimento	Br. 46	Western MA	Martin Levitt	Br. 210	Rochester, NY
Joshua D. Essary	Br. 3671	Springdale, AR	Cherie L. Williams Brown	Br. 46	Western MA	Firpo M. Montagliano	Br. 210	Rochester, NY
Tonya M. Courson	Br. 782	Bakersfield, CA	Patrick J. Dudley	Br. 1	Detroit, MI	Richard J. Nardone	Br. 210	Rochester, NY
Andrea N. Hockett	Br. 231	Central California	Veronica M. McDuffie	Br. 1	Detroit, MI	Walter W. Kalynycz	Br. 375	Utica, NY
Gilbert E. Baca	Br. 1100	Garden Grove, CA	Robert J. Paris	Br. 249	Menominee, MI	John T. Cothren	Br. 693	Westchester Mgd., NY
Mary T. Laudel	Br. 1111	Greater E. Bay, CA	Joseph E. Cole	Br. 256	Mid-Michigan	William G. Brown	Br. 248	Asheville, NC
David Diaz	Br. 133	Sacramento, CA	Edward H. Langley	Br. 256	Mid-Michigan	Reece H. Morgan Jr.	Br. 545	Charlotte, NC
Edmond B. Serchia	Br. 214	San Francisco, CA	Charles D. Storeng	Br. 3126	Royal Oak, MI	Jamie M. Smith	Br. 1512	Gastonia, NC
Brett Hobson	Br. 866	Visalia, CA	Robert I. Gossler	Br. 9	Minneapolis, MN	William C. Capel Jr.	Br. 636	High Point, NC
Clayton S. Loss	Br. 857	Watsonville, CA	Harry R. Anderson	Br. 28	St. Paul, MN	Earl A. Hill Jr	Br. 1321	Rocky Mount, NC
Frank Cacciatore	Br. 5996	Aurora, CO	Billy M. Hughes	Br. 217	Jackson, MS	Joseph W. Graff Jr.	Br. 40	Cleveland, OH
Donald A. Snyder	Br. 47	Denver, CO	Floyd L. Jurden	Br. 217	Jackson, MS	Richard E. Maudsley	Br. 40	Cleveland, OH
Ralph E. Blood	Br. 229	Pueblo, CO	John W. Gaines Jr.	Br. 30	Kansas City, MO	Jamie L. Marple	Br. 78	Columbus, OH
Carl B. Weinheimer	Br. 229	Pueblo, CO	Jason P. Wingate	Br. 30	Kansas City, MO	Clark C. Lease	Br. 182	Dayton, OH
John P. Cammarano	Br. 32	Bridgport, CT	Ronald W. Elder	Br. 343	St. Louis, MO	James W. Riddle	Br. 182	Dayton, OH
David F. Bishop	Br. 109	Derby, CT	Jabari J. Perkins	Br. 343	St. Louis, MO	Fredrick Wilcher	Br. 182	Dayton, OH
Norman H. Smith	Br. 109	Derby, CT	Kiara R. Powell-Sims	Br. 343	St. Louis, MO	Donald A. Jones	Br. 385	Youngstown, OH
William C. Edelin	Br. 191	Wilmington, DE	Charles W. Gooden	Br. 139	Sedalia, MO	Jimmy L. Banther	Br. 458	Oklahoma City, OK
James A. Blue	Br. 142	Washington, DC	Thomas Kuhs	Br. 903	Cape Atlantic, NJ	Roland J. Clarke	Br. 1518	Roseburg, OR
Joda J. Brun	Br. 2072	Fort Myers, FL	Angela M. Jarkowski	Br. 380	Trenton, NJ	Maurilio Rodriguez	Br. 347	Salem, OR
Romone A. Rudolph Sr.	Br. 53	Northeast Florida	Ben G. Carrillo	Br. 504	Albuquerque, NM	Richard C. Clark	Br. 500	Harrisburg, PA
Lee N. Mattern	Br. 3367	Panama City, FL	Teofilo Chavez	Br. 504	Albuquerque, NM	Patrick A. Guerriero	Br. 84	Pittsburgh, PA
Issau M. Pierson	Br. 3367	Panama City, FL	Joseph J. Gutierrez	Br. 504	Albuquerque, NM	A. H. Keebler	Br. 84	Pittsburgh, PA
John W. Williams	Br. 1071	South Florida	Bartolo S. Stancampiano	Br. 3	Buffalo-Western NY	Louis G. Zell	Br. 84	Pittsburgh, PA
George S. Chivily	Br. 5480	Venice, FL	Joseph J. Tuccio	Br. 3	Buffalo-Western NY	Thaddeus A. Malecki Jr.	Br. 258	Reading, PA
William F. Moran	Br. 1477	W. Coast Florida	Theodore M. Podgorny	Br. 21	Elmira, NY	Carlos E. Rivera	Br. 869	San Juan, PR
Eddie L. Battle	Br. 2225	Decatur, GA	Thomas P. Loftus	Br. 294	Flushing, NY	James R. Goode	Br. 1110	Johnson City, TN
Arlene K. Manners	Br. 860	Honolulu, HI	Eugene M. Motyka	Br. 137	Hudson Valley Mgd., NY	Hal E. Sherrod	Br. 419	Knoxville, TN
David B. Metzger	Br. 1409	Nampa, ID	William C. Wesley	Br. 6000	Long Island Mgd., NY	Demetria Dortch	Br. 27	Memphis, TN
Carl L. Robinson	Br. 11	Chicago, IL	Gasper C. Diperi	Br. 36	New York, NY	Donald A. Ford	Br. 4	Nashville, TN
Theodore J. Tyma	Br. 11	Chicago, IL	Matthew R. Dunner	Br. 36	New York, NY	David H. Dominguez	Br. 505	El Paso, TX
William M. Pigatti	Br. 245	Rockford, IL	Alexander L. Jones	Br. 36	New York, NY	Victor Garza	Br. 1259	Padre Island, TX
William E. Acobert	Br. 377	Evansville, IN	Anthony Laurretta	Br. 36	New York, NY	Fred J. Coopwood Jr.	Br. 421	San Antonio, TX
James A. Spelbrink	Br. 39	Indianapolis, IN	Yajaira Torres	Br. 36	New York, NY	Timothy L. Moreno Jr.	Br. 421	San Antonio, TX
William S. Slane	Br. 1055	Chanute, KS	Edwin R. Swiersz	Br. 661	N. Tonawanda, NY	Armando J. Trevino	Br. 421	San Antonio, TX
Tasha K. Conway	Br. 10	Topeka, KS	Robert D. Winter	Br. 661	N. Tonawanda, NY	Richard L. Zick	Br. 421	San Antonio, TX
Aemil J. Ast	Br. 201	Wichita, KS	John C. Aulenbacher	Br. 210	Rochester, NY	Harold G. Pirelo	Br. 404	Waco, TX
Merle L. Curtis	Br. 201	Wichita, KS	John W. Bayley	Br. 210	Rochester, NY	Randy L. Levison	Br. 351	Olympia, WA
Raymond A. Holmes	Br. 201	Wichita, KS	Joseph Bianchi	Br. 210	Rochester, NY	David Yi	Br. 79	Seattle, WA
Robert N. Elam	Br. 361	Central KY	Vincent W. Ejchorst	Br. 210	Rochester, NY	Roland J. Strasser	Br. 173	Oshkosh, WI
John J. Killoran	Br. 34	Boston, MA	Donald W. Fingar	Br. 210	Rochester, NY			
Leonard M. Fontaine	Br. 46	Western MA	Joseph Grizzanti	Br. 210	Rochester, NY			

Please note: There will be no Branch Items, State Summaries or Retiree Reports in the February 2022 edition of *The Postal Record*. That edition will be the special annual tribute issue honoring contributors to LCPF during 2021.

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:

80-year pins

Raymond H. Trautman Cincinnati, OH Br. 43

75-year pins

Howard A. Pierce Lansing, MI Br. 122
 Donald N. Elliott Saginaw, MI Br. 74
 Clifford P. Brown Cincinnati, OH Br. 43
 Raymond H. Trautman Cincinnati, OH Br. 43

70-year pins

William G. Habich Louisville, KY Br. 14
 Clyde W. Miller Jr. Shreveport, LA Br. 197
 Richard A. Vantiem Shreveport, LA Br. 197
 Douglas F. Stephens Lansing, MI Br. 122
 Francis E. Walker Lansing, MI Br. 122
 Ralph J. Richey Mount Clemens, MI Br. 654
 William P. Sullivan Royal Oak, MI Br. 3126
 James J. Culshaw Hopkins, MN Br. 2942
 Clifford P. Brown Cincinnati, OH Br. 43
 Harry R. Crofton II Cincinnati, OH Br. 43

65-year pins

Herman L. Johnson IV Greater E. Bay, CA Br. 1111
 John W. Smerdon Greater E. Bay, CA Br. 1111
 Ernest Charlifue Pueblo, CO Br. 229
 John L. Heil Cedar Rapids, IA Br. 373
 Leroy E. Mason Indianapolis, IN Br. 39
 Carl E. Griffith Ashland, KY Br. 745
 Louie M. Greene Shreveport, LA Br. 197
 Fletcher L. Montgomery Shreveport, LA Br. 197
 Joseph C. Iwanik Lansing, MI Br. 122
 Noel L. Miller Lansing, MI Br. 122
 Douglas F. Stephens Lansing, MI Br. 122
 Francis E. Walker Lansing, MI Br. 122
 Carl L. Weck Lansing, MI Br. 122
 Lynn D. Weismiller Lansing, MI Br. 122
 John Angelosanto N. Oakland Co., MI Br. 320
 Tony Martinez N. Oakland Co., MI Br. 320
 Charles R. Flexon CheryH/Haddonfield, NJ Br. 769
 Paul L. Roberts CheryH/Haddonfield, NJ Br. 769
 Ed S. Banick Syracuse, NY Br. 134
 Henry L. Goldacker Syracuse, NY Br. 134
 William T. Lee Jr. Norfolk, VA Br. 456

60-year pins

Raymond G. Herrera Arizona Mgd. Br. 1902
 Dan D. Dorman Greater E. Bay, CA Br. 1111
 Peter E. Dulisse Modesto, CA Br. 1291
 Joseph D. Miller Pueblo, CO Br. 229
 William T. Wells Fairfield, CT Br. 2313

Clifford L. Pickett Lakeland, FL Br. 1779
 R. F. Shiver Lakeland, FL Br. 1779
 David Tucker Rock Island, IL Br. 292
 Robert A. Anderson Cedar Rapids, IA Br. 373
 Paul A. Ealy Cedar Rapids, IA Br. 373
 Wayne E. Edgington Cedar Rapids, IA Br. 373
 William E. Lane Cedar Rapids, IA Br. 373
 Earnest H. Topness Cedar Rapids, IA Br. 373
 Donald L. Engle Central Iowa Mgd. Br. 352
 Lester Burton Franklin, IN Br. 918
 William M. Sagraves Ashland, KY Br. 745
 John D. Schroeder Louisville, KY Br. 14
 Henry M. Hagedorn Shreveport, LA Br. 197
 Jack D. Chase Bay City, MI Br. 187
 Richard L. Lyons Lansing, MI Br. 122
 Douglas F. Stephens Lansing, MI Br. 122
 Francis E. Walker Lansing, MI Br. 122
 Paul F. Weishar Jr. Lansing, MI Br. 122
 Lynn D. Weismiller Lansing, MI Br. 122
 Jack W. Wilcox Sr. Lansing, MI Br. 122
 Warren R. Brey Minot, ND Br. 1152
 Leonard L. Bechtel Fremont, NE Br. 89
 Robert H. Jarosz Trenton, NJ Br. 380
 Charles A. Matthey Trenton, NJ Br. 380
 Elijah Moses Jr. Trenton, NJ Br. 380
 Jerry E. Segovis Syracuse, NY Br. 134
 Howard P. Tarolli Syracuse, NY Br. 134
 Michael A. Addabbo Syracuse, NY Br. 134
 Clifford P. Brown Cincinnati, OH Br. 43
 Andrew J. Camele Cincinnati, OH Br. 43
 Harry R. Crofton II Cincinnati, OH Br. 43
 Ronald D. Nicholas Cincinnati, OH Br. 43
 Anthony J. Sciamanna Cincinnati, OH Br. 43
 Chester D. Eklund Austin, TX Br. 181
 Jesse L. Broadnax Norfolk, VA Br. 456
 Nathaniel Brooks Norfolk, VA Br. 456
 Cornelius V. Eason Jr. Norfolk, VA Br. 456
 Clifton W. Johnson Jr. Norfolk, VA Br. 456
 William T. Lee Jr. Norfolk, VA Br. 456
 James W. Caudill Roanoke, VA Br. 524
 Pete E. Truitt Jr. Roanoke, VA Br. 524
 Calvin A. Swanson Vancouver, WA Br. 1104
 Ronald R. Stetz Brookfield, WI Br. 4811

55-year pins

Ora J. Hassett Arizona Mgd. Br. 1902
 Roger W. Marshall Arizona Mgd. Br. 1902
 David D. Miller Greater E. Bay, CA Br. 1111
 Alan J. Surges Greater E. Bay, CA Br. 1111
 Ping O. Wong Greater E. Bay, CA Br. 1111
 Rollan G. Brakebill Bloomington, IL Br. 522
 John A. Stasiak Oak Brook, IL Br. 825

Donald F. Kiesig Ottawa, IL Br. 316
 Francis J. Loebach Jr. Rockford, IL Br. 245
 Carl J. Manalli Rockford, IL Br. 245
 Dwight Wagner Rock Island, IL Br. 292
 Lester Burton Franklin, IN Br. 918
 William J. Lochmondy South Bend, IN Br. 330
 Jack M. Piechowicz South Bend, IN Br. 330
 Ernest Wawrzyniak South Bend, IN Br. 330
 Wayne E. Edgington Cedar Rapids, IA Br. 373
 Richard J. Kula Cedar Rapids, IA Br. 373
 Joseph P. Miller Cedar Rapids, IA Br. 373
 Donald R. Sawyer Shreveport, LA Br. 197
 Ruth A. Nevins Lansing, MI Br. 122
 Douglas F. Stephens Lansing, MI Br. 122
 Francis E. Walker Lansing, MI Br. 122
 Lynn D. Weismiller Lansing, MI Br. 122
 Thomas G. Kirkconnell Saginaw, MI Br. 74
 Lucile A. Ruonavaara Saginaw, MI Br. 74
 Gary A. Andersen Hopkins, MN Br. 2942
 Willmer C. Younker Springfield, MO Br. 203
 Dominick A. Dimartino Trenton, NJ Br. 380
 Leroy J. Dolce Trenton, NJ Br. 380
 Michael A. Ostrowski Trenton, NJ Br. 380
 Louis P. Raymond Trenton, NJ Br. 380
 Daniel J. Brillbeck Syracuse, NY Br. 134
 Louis Petrilli Syracuse, NY Br. 134
 Kerry K. Rose Syracuse, NY Br. 134
 Ottavio P. Nami Syracuse, NY Br. 134
 Richard J. Vallier Syracuse, NY Br. 134
 Val G. Banks Asheville, NC Br. 248
 John D. Holland Gastonia, NC Br. 1512
 Clyde H. Houge Minot, ND Br. 1152
 I. Nazario Jr. Lancaster, PA Br. 273
 Robert J. McCallion Southeast PA Mgd. Br. 725
 Charles W. Smith Southeast PA Mgd. Br. 725
 James S. Akin Jr. Austin, TX Br. 181
 George H. Jeffries Norfolk, VA Br. 456
 Clifton W. Johnson Jr. Norfolk, VA Br. 456
 Roland E. Ridley Sr. Norfolk, VA Br. 456
 Ronald T. Wooldridge Norfolk, VA Br. 456

50-year pins and gold cards

Alvin H. Holston Jr. Birmingham, AL Br. 530
 Frank E. Bumpers Mobile, AL Br. 469
 Don T. Breckenridge N. Little Rock, AR Br. 3745
 Marion M. Chudy N. Little Rock, AR Br. 3745
 Alvin G. Corder N. Little Rock, AR Br. 3745
 William P. Dombroski Jr. N. Little Rock, AR Br. 3745
 Jerry L. Elliott N. Little Rock, AR Br. 3745
 Jerry L. Frazier N. Little Rock, AR Br. 3745
 William M. Gonzalez N. Little Rock, AR Br. 3745
 Danny L. Goodwin N. Little Rock, AR Br. 3745

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

David M. Henry	N. Little Rock, AR	Br. 3745	Charles E. Williams	Adel, GA	Br. 3580	Christine C. Houle	Bay City, MI	Br. 187
Eugene H. Kordsmeier	N. Little Rock, AR	Br. 3745	W. M. Allen	Idaho Falls, ID	Br. 1364	Robert J. Korkus	Bay City, MI	Br. 187
Henry R. Simpson	N. Little Rock, AR	Br. 3745	Garvie L. Bracknell	Idaho Falls, ID	Br. 1364	Richard F. Welchner	Bay City, MI	Br. 187
Bouldn E. Sullivan	N. Little Rock, AR	Br. 3745	William H. Craig	Idaho Falls, ID	Br. 1364	James J. Wiechec	Bay City, MI	Br. 187
Freddy H. Thomas	N. Little Rock, AR	Br. 3745	R. T. Denning	Idaho Falls, ID	Br. 1364	Nancy L. Witbrodt	Bay City, MI	Br. 187
Jimmy E. Tolliver	N. Little Rock, AR	Br. 3745	Lucille J. Harmor	Idaho Falls, ID	Br. 1364	Robert G. Wojciechowski	Bay City, MI	Br. 187
Larry D. Breese	Springdale, AR	Br. 3671	Dennis G. Jorgensen	Idaho Falls, ID	Br. 1364	Carole G. Brooks	Lansing, MI	Br. 122
Pearl L. Call	Springdale, AR	Br. 3671	Charles C. Marty	Idaho Falls, ID	Br. 1364	Terri L. Grossman	Lansing, MI	Br. 122
William B. Eaton	Springdale, AR	Br. 3671	Stephen R. Plock	Idaho Falls, ID	Br. 1364	Kevin D. Kelley	Lansing, MI	Br. 122
Otto H. Frahm	Springdale, AR	Br. 3671	Dean B. Ward	Idaho Falls, ID	Br. 1364	George W. Londrigan	Lansing, MI	Br. 122
Robert L. Graves	Springdale, AR	Br. 3671	Roger L. Whitmill	Idaho Falls, ID	Br. 1364	Colleen S. Martin	Lansing, MI	Br. 122
Richard C. Tompkins	Springdale, AR	Br. 3671	Gary Shelton	Galesburg, IL	Br. 88	James H. Pocan	Lansing, MI	Br. 122
Thomas E. Trailer	Springdale, AR	Br. 3671	Ronald J. Caron	Southern IL Mgd.	Br. 1197	Carl A. Randall	Lansing, MI	Br. 122
Vincent S. Giaconia	Arizona Mgd.	Br. 1902	Samuel R. Dillard	Southern IL Mgd.	Br. 1197	Dennis L. Spencer	Lansing, MI	Br. 122
William E. Hill Jr.	Arizona Mgd.	Br. 1902	George S. Farris	Southern IL Mgd.	Br. 1197	LaRoy J. Starks	Lansing, MI	Br. 122
Billy R. Hudson	Arizona Mgd.	Br. 1902	Lawrence G. Wargel	Southern IL Mgd.	Br. 1197	Philip L. Thurston	Lansing, MI	Br. 122
Jon G. Jacoby	Arizona Mgd.	Br. 1902	Leland G. Watson	Southern IL Mgd.	Br. 1197	Gary L. Tompkins	Lansing, MI	Br. 122
Carlos R. Labastida	Arizona Mgd.	Br. 1902	Arthur F. Briggs	Franklin, IN	Br. 918	Jose A. Torres	Lansing, MI	Br. 122
George F. Lyon	Arizona Mgd.	Br. 1902	Lester Burton	Franklin, IN	Br. 918	Darrell L. Uhl	Lansing, MI	Br. 122
Gerald J. McGonigle	Arizona Mgd.	Br. 1902	David S. Cade III	Franklin, IN	Br. 918	Scott R. Wolfe	Lansing, MI	Br. 122
Donald Munoz	Arizona Mgd.	Br. 1902	Richard E. Henderson	Franklin, IN	Br. 918	Craig W. Zerkle	Lansing, MI	Br. 122
David M. Rowan	Arizona Mgd.	Br. 1902	Timothy B. Stakelbeck	Franklin, IN	Br. 918	Paul R. Zielinski	Lansing, MI	Br. 122
Stephen B. Watkins	Arizona Mgd.	Br. 1902	Raymond M. Hayes	South Bend, IN	Br. 330	Michael R. Bennett	Royal Oak, MI	Br. 3126
Vincent D. Christianson	Greater E. Bay, CA	Br. 1111	Dennis K. Bowers	Cedar Rapids, IA	Br. 373	R.C. Anderson	Jackson, MS	Br. 217
William R. Curry Jr.	Greater E. Bay, CA	Br. 1111	Kenneth W. Brayton	Cedar Rapids, IA	Br. 373	Sam M. Baker	Jackson, MS	Br. 217
P. J. Del Chiaro	Greater E. Bay, CA	Br. 1111	Kenneth L. Cariens	Cedar Rapids, IA	Br. 373	Roger A. Beard	Jackson, MS	Br. 217
Dan D. Dorman	Greater E. Bay, CA	Br. 1111	Kenneth L. Deerberg	Cedar Rapids, IA	Br. 373	Sylvia V. Bennett	Jackson, MS	Br. 217
Mamoru Hanamoto	Greater E. Bay, CA	Br. 1111	Larry G. DeGroot	Cedar Rapids, IA	Br. 373	Horace G. Blackwell	Jackson, MS	Br. 217
Edward L. Harrison	Greater E. Bay, CA	Br. 1111	Richard C. Dobson	Cedar Rapids, IA	Br. 373	Cornelius Brown	Jackson, MS	Br. 217
John E. Johnson	Greater E. Bay, CA	Br. 1111	Robert F. Ebeling	Cedar Rapids, IA	Br. 373	Eddie C. Dawson	Jackson, MS	Br. 217
David R. Kidd	Greater E. Bay, CA	Br. 1111	Beryl E. Eller	Cedar Rapids, IA	Br. 373	Archie F. Evans	Jackson, MS	Br. 217
Marie E. Ofom	Greater E. Bay, CA	Br. 1111	Earl L. Ernst	Cedar Rapids, IA	Br. 373	Robert H. Gray	Jackson, MS	Br. 217
Francis I. O'Leary	Greater E. Bay, CA	Br. 1111	James E. Hanson	Cedar Rapids, IA	Br. 373	Tommy L. Hairston	Jackson, MS	Br. 217
Lynnea J. Quinlin	Greater E. Bay, CA	Br. 1111	Roger L. Hindman	Cedar Rapids, IA	Br. 373	Billy M. Hughes	Jackson, MS	Br. 217
Donna J. Scott	Greater E. Bay, CA	Br. 1111	Robert E. Horne	Cedar Rapids, IA	Br. 373	Davis R. Johns	Jackson, MS	Br. 217
Daniel V. Hawkins	Modesto, CA	Br. 1291	Gary L. Kaplan	Cedar Rapids, IA	Br. 373	Charles R. Johnson	Jackson, MS	Br. 217
Ronald D. Wilcox	Rio Vista, CA	Br. 5502	Gene D. Knight	Cedar Rapids, IA	Br. 373	Mary S. Jones	Jackson, MS	Br. 217
David C. Bass	Lakeland, FL	Br. 1779	Francis G. Labarge	Cedar Rapids, IA	Br. 373	Floyd L. Jurden	Jackson, MS	Br. 217
Donald V. Cartwright	Lakeland, FL	Br. 1779	Richard L. Morgan	Cedar Rapids, IA	Br. 373	Harold L. Keys	Jackson, MS	Br. 217
Stephen R. Clarry Jr.	Lakeland, FL	Br. 1779	Richard L. Pike	Cedar Rapids, IA	Br. 373	L. D. Lee	Jackson, MS	Br. 217
Edward D. Cody	Lakeland, FL	Br. 1779	John C. Rhatigan	Cedar Rapids, IA	Br. 373	William O. Mayes	Jackson, MS	Br. 217
Chester P. Eason	Lakeland, FL	Br. 1779	John R. Shelman	Cedar Rapids, IA	Br. 373	E. J. Mazur	Jackson, MS	Br. 217
Larry G. Frerichs	Lakeland, FL	Br. 1779	Donald L. Simmons	Cedar Rapids, IA	Br. 373	James B. McManus Jr.	Jackson, MS	Br. 217
Robert E. Futch	Lakeland, FL	Br. 1779	James V. Smith	Cedar Rapids, IA	Br. 373	Rex Minter	Jackson, MS	Br. 217
Paul D. Geohagan	Lakeland, FL	Br. 1779	George R. Sondag	Cedar Rapids, IA	Br. 373	Billy J. Moak	Jackson, MS	Br. 217
Henry L. Hill	Lakeland, FL	Br. 1779	Gene Vineyard	Cedar Rapids, IA	Br. 373	Burlon W. Morooov	Jackson, MS	Br. 217
Clyde D. Isom	Lakeland, FL	Br. 1779	William J. Vrba	Cedar Rapids, IA	Br. 373	Paul J. Mullins	Jackson, MS	Br. 217
Henry V. Kirkland	Lakeland, FL	Br. 1779	Kenneth E. Warren	Cedar Rapids, IA	Br. 373	Charles W. Nicks	Jackson, MS	Br. 217
Ernest G. Kuhn Jr.	Lakeland, FL	Br. 1779	Daniel W. Weaver	Cedar Rapids, IA	Br. 373	James P. Smith	Jackson, MS	Br. 217
Otis H. Larisyc	Lakeland, FL	Br. 1779	William S. Kilian	Central KS Mgd.	Br. 1122	Charles R. Statham	Jackson, MS	Br. 217
Thomas S. Lucas	Lakeland, FL	Br. 1779	Michael H. Mosiman	Central KS Mgd.	Br. 1122	John W. Tanner	Jackson, MS	Br. 217
James T. Marshall	Lakeland, FL	Br. 1779	John C. Steiner	Central KS Mgd.	Br. 1122	Willie L. Tate Jr.	Jackson, MS	Br. 217
John W. McAfee	Lakeland, FL	Br. 1779	Roy B. Stricker	Central KS Mgd.	Br. 1122	T. M. Taylor	Jackson, MS	Br. 217
Eusebio Monell Jr.	Lakeland, FL	Br. 1779	James A. Archey	Ashland, KY	Br. 745	Lee L. Turner	Jackson, MS	Br. 217
John S. O'Connell	Lakeland, FL	Br. 1779	Malcolm A. Davis	Ashland, KY	Br. 745	Charles R. Waggoner	Jackson, MS	Br. 217
Fisher D. Purvis	Lakeland, FL	Br. 1779	J. C. Broome Jr.	Shreveport, LA	Br. 197	Harry W. Walker	Jackson, MS	Br. 217
Richard M. Randall	Lakeland, FL	Br. 1779	George L. Gardner	Shreveport, LA	Br. 197	Cordell H. Williams	Jackson, MS	Br. 217
Clayton G. Robson	Lakeland, FL	Br. 1779	H. E. Hammett	Shreveport, LA	Br. 197	James E. Williams	Jackson, MS	Br. 217
William A. Stephens	Lakeland, FL	Br. 1779	John P. Meehan	Shreveport, LA	Br. 197	Edgar G. Willis	Jackson, MS	Br. 217
Charles W. Sumner	Lakeland, FL	Br. 1779	C. W. Jones	Winnfield, LA	Br. 3713	Charles J. Barnhart	Springfield, MO	Br. 203
Raymond J. Tremblay	Lakeland, FL	Br. 1779	J. M. Bates	Lanham, MD	Br. 4819	Scott F. Berman	Springfield, MO	Br. 203
Paul A. Turner	Lakeland, FL	Br. 1779	John H. Breslin	Lanham, MD	Br. 4819	James D. Bledsoe	Springfield, MO	Br. 203
Marcie D. Vinzant	Lakeland, FL	Br. 1779	Alexander G. Schneider	Lanham, MD	Br. 4819	Donnie C. Campbell	Springfield, MO	Br. 203
Harold R. Walker	Lakeland, FL	Br. 1779	Brenda J. Huff	Bay City, MI	Br. 187	Dana A. Criswell	Springfield, MO	Br. 203
David M. Watford	Lakeland, FL	Br. 1779	William Blunt	Bay City, MI	Br. 187	Frankie L. Danderson	Springfield, MO	Br. 203
William G. Witter	Lakeland, FL	Br. 1779	Christine A. Burger	Bay City, MI	Br. 187	Robert L. Davis	Springfield, MO	Br. 203
John K. Sheffield	Monticello, FL	Br. 3641	Harold J. Couture	Bay City, MI	Br. 187	Ralph E. Fronabarger	Springfield, MO	Br. 203
Vance J. Klein	South Florida	Br. 1071	Janet M. Holka	Bay City, MI	Br. 187	John H. Fuge	Springfield, MO	Br. 203

Honor Roll

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

Loyal A. Goodman	Springfield, MO	Br. 203	Troy D. Brock	Cincinnati, OH	Br. 43	Thomas H. Hartman	Lancaster, PA	Br. 273
Lawrence E. Gripka	Springfield, MO	Br. 203	Edward T. Brown	Cincinnati, OH	Br. 43	Fred J. Harvey	Lancaster, PA	Br. 273
Eddie J. Lawrence	Springfield, MO	Br. 203	Charles E. Bryant Jr.	Cincinnati, OH	Br. 43	Dale R. Kauffman	Lancaster, PA	Br. 273
Virgil M. Long	Springfield, MO	Br. 203	William E. Butler Jr.	Cincinnati, OH	Br. 43	R. C. Kauffman	Lancaster, PA	Br. 273
John W. Morton	Springfield, MO	Br. 203	Emerson E. Cahall	Cincinnati, OH	Br. 43	Nelson A. Lawrence	Lancaster, PA	Br. 273
Leonard M. Nixon	Springfield, MO	Br. 203	Melvin F. Cain	Cincinnati, OH	Br. 43	J. M. Linard	Lancaster, PA	Br. 273
Donald G. Noe	Springfield, MO	Br. 203	Andrew J. Camele	Cincinnati, OH	Br. 43	Robert W. McLaughlin	Lancaster, PA	Br. 273
Lynn G. Pemberton	Springfield, MO	Br. 203	John L. Conway	Cincinnati, OH	Br. 43	R. L. Michael	Lancaster, PA	Br. 273
Dena R. Porter	Springfield, MO	Br. 203	Robert D. Copenhaver	Cincinnati, OH	Br. 43	J. E. Miller	Lancaster, PA	Br. 273
Thomas E. Smith	Springfield, MO	Br. 203	Robert L. Curtis	Cincinnati, OH	Br. 43	B. L. Muth	Lancaster, PA	Br. 273
Billy G. Swearingin	Springfield, MO	Br. 203	Donald R. Eaton	Cincinnati, OH	Br. 43	W. C. Paulsen III	Lancaster, PA	Br. 273
Charles F. Thomas	Springfield, MO	Br. 203	Robert J. Egbers	Cincinnati, OH	Br. 43	Woodrow H. Ranck Jr.	Lancaster, PA	Br. 273
Norman E. Willis	Springfield, MO	Br. 203	John W. Eveland Jr.	Cincinnati, OH	Br. 43	Michael W. Ribner	Lancaster, PA	Br. 273
Gary J. Warner	Missoula, MT	Br. 701	John M. Ficke	Cincinnati, OH	Br. 43	Lawrence C. Rongione	Lancaster, PA	Br. 273
Donald S. Papiernik	Ord, NE	Br. 3141	Dennis W. Halcomb	Cincinnati, OH	Br. 43	Herbert L. Roth Jr.	Lancaster, PA	Br. 273
Richard C. Baker	CherryH./Haddonfield,NJ	Br. 769	Michael G. Holzinger	Cincinnati, OH	Br. 43	Robert J. Rutt Jr.	Lancaster, PA	Br. 273
John L. Garrison	CherryH./Haddonfield,NJ	Br. 769	Dennis R. Hudson	Cincinnati, OH	Br. 43	Robert C. Schober	Lancaster, PA	Br. 273
Arthur J. Leon	CherryH./Haddonfield,NJ	Br. 769	David J. Hutchison	Cincinnati, OH	Br. 43	Robert S. Shaw	Lancaster, PA	Br. 273
Robert A. Sassinsky	CherryH./Haddonfield,NJ	Br. 769	Robert E. Krabbe	Cincinnati, OH	Br. 43	Fred W. Sigman Jr.	Lancaster, PA	Br. 273
Vincent Greco Jr.	New Jersey Mgd.	Br. 38	Paul Leslie	Cincinnati, OH	Br. 43	Jay E. Stigelman	Lancaster, PA	Br. 273
Michael R. Dipaolo	Plainfield, NJ	Br. 396	Tony L. Livengood	Cincinnati, OH	Br. 43	Carl A. Storz	Lancaster, PA	Br. 273
Paul F. Mack Jr.	Westfield, NJ	Br. 1492	Thomas J. Marckesano	Cincinnati, OH	Br. 43	Michael F. Sullivan	Lancaster, PA	Br. 273
Joseph A. Schepisi	Albany, NY	Br. 29	Kelly S. Marshall	Cincinnati, OH	Br. 43	Robert D. Weitzel	Lancaster, PA	Br. 273
Joseph F. Simonik	Albany, NY	Br. 29	James H. Miller Jr.	Cincinnati, OH	Br. 43	R. W. Zimmerman	Lancaster, PA	Br. 273
Robert P. Testo	Albany, NY	Br. 29	Kelse Murphy	Cincinnati, OH	Br. 43	James W. McCullough	Southeast PA Mgd.	Br. 725
James P. Bennett	Corning, NY	Br. 300	Roger L. Paulinelli	Cincinnati, OH	Br. 43	Russell T. Quann	Southeast PA Mgd.	Br. 725
Robert J. Box	Corning, NY	Br. 300	Stephen W. Peelman	Cincinnati, OH	Br. 43	Peter J. Tallarico	Southeast PA Mgd.	Br. 725
William J. Crane	Corning, NY	Br. 300	Leroy Roberts Jr.	Cincinnati, OH	Br. 43	Edwin H. Majeske	Webster, SD	Br. 4488
Richard M. Demyan	Corning, NY	Br. 300	John L. Ryan	Cincinnati, OH	Br. 43	Ralph E. Oakland	Webster, SD	Br. 4488
Herbert G. Draper Jr.	Corning, NY	Br. 300	Paul T. Schotte	Cincinnati, OH	Br. 43	Charlie W. Boswell	Lake Jackson, TX	Br. 4723
Gary G. Hoagland	Corning, NY	Br. 300	John W. Schwallie Jr.	Cincinnati, OH	Br. 43	Ella M. Cothron	Lake Jackson, TX	Br. 4723
J. F. O'Grady	Honeoye Falls, NY	Br. 4747	James L. Shibley	Cincinnati, OH	Br. 43	Alvin L. Linder	Lake Jackson, TX	Br. 4723
Steven R. Shraeder	Honeoye Falls, NY	Br. 4747	William A. Steward	Cincinnati, OH	Br. 43	Frederick D. Mathis	Lake Jackson, TX	Br. 4723
Phillips T. Alexander	Syracuse, NY	Br. 134	Donald J. Strohofer	Cincinnati, OH	Br. 43	Dee E. Mitchell	Lake Jackson, TX	Br. 4723
Charles J. Tilbe	Syracuse, NY	Br. 134	Mark A. Stulz	Cincinnati, OH	Br. 43	Jimmy A. Risner	Lake Jackson, TX	Br. 4723
Charles E. Tipton, Jr.	Syracuse, NY	Br. 134	Robert P. Tierney	Cincinnati, OH	Br. 43	Richard S. Thompson	Lake Jackson, TX	Br. 4723
Byron M. Warren	Syracuse, NY	Br. 134	Darel L. Titus	Cincinnati, OH	Br. 43	Billy R. Underwood	Lake Jackson, TX	Br. 4723
Charles R. Wilcox	Syracuse, NY	Br. 134	Wilson D. Turner Jr.	Cincinnati, OH	Br. 43	Elmer R. Davis	Lubbock, TX	Br. 2589
C. L. Davis	Gastonia, NC	Br. 1512	Daniel J. Walsh	Cincinnati, OH	Br. 43	Jimmy L. Carter	Nephi, UT	Br. 3252
Larry W. Devenny	Gastonia, NC	Br. 1512	Daniel R. Warnock	Cincinnati, OH	Br. 43	Jerry C. Dudley	Danville, VA	Br. 595
James R. Harvey	Gastonia, NC	Br. 1512	William L. Wheatley	Cincinnati, OH	Br. 43	Paul W. Morris	Danville, VA	Br. 595
Joseph S. Messer	Gastonia, NC	Br. 1512	Charles E. Wilder Jr.	Cincinnati, OH	Br. 43	Roland S. Beasley	Norfolk, VA	Br. 456
Frank B. Montenegro	Gastonia, NC	Br. 1512	Willard W. Woodall	Cincinnati, OH	Br. 43	Claude W. Carter	Norfolk, VA	Br. 456
William A. Moss	Gastonia, NC	Br. 1512	John H. Francis	Central Oregon	Br. 1937	Eunice G. Daniels	Norfolk, VA	Br. 456
R. V. Hagaman	Lenoir, NC	Br. 1852	Gould C. Jones	Central Oregon	Br. 1937	Haywod E. Harris	Norfolk, VA	Br. 456
Arthur R. Edwards	Rocky Mount, NC	Br. 1321	Robert D. Larson	Central Oregon	Br. 1937	Willard M. Jones Jr.	Norfolk, VA	Br. 456
Earl A. Hill Jr.	Rocky Mount, NC	Br. 1321	David L. Griffith	Eugene, OR	Br. 916	Harry A. Krause	Norfolk, VA	Br. 456
Robert E. Horne	Rocky Mount, NC	Br. 1321	Michael Bensorosky	Salem, OR	Br. 347	Lawrence R. Nightingale	Norfolk, VA	Br. 456
Pender R. Lilley	Rocky Mount, NC	Br. 1321	Charles E. Peterson	Salem, OR	Br. 347	William E. Smith Jr.	Norfolk, VA	Br. 456
William C. McCutcheon	Rocky Mount, NC	Br. 1321	Dean C. Zeller	Salem, OR	Br. 347	James E. Stillman Jr.	Norfolk, VA	Br. 456
Moody T. McKinney Jr.	Rocky Mount, NC	Br. 1321	Bernard S. Ohawk	Allentown, PA	Br. 274	Joseph L. Summerville Jr.	Norfolk, VA	Br. 456
J. T. Sharpe	Rocky Mount, NC	Br. 1321	Richard B. Ackerman	Lancaster, PA	Br. 273	Kenneth L. Kerns	Berkeley Springs, WV	Br. 4303
Walter E. Tharrington	Rocky Mount, NC	Br. 1321	Robert H. Adams	Lancaster, PA	Br. 273	James M. Earle Jr.	Waukesha, WI	Br. 397
Donald E. Tyler	Rocky Mount, NC	Br. 1321	M. R. Bennett	Lancaster, PA	Br. 273	Inez R. Llanas	Waukesha, WI	Br. 397
Elmer L. Vann	Rocky Mount, NC	Br. 1321	Dennis R. Bentzel	Lancaster, PA	Br. 273	Kevin F. Mahoney	Waukesha, WI	Br. 397
Wayland S. Woolard	Rocky Mount, NC	Br. 1321	J. R. Brandt	Lancaster, PA	Br. 273	Richard A. Nowakowski	Waukesha, WI	Br. 397
Thomas A. Davis	Statesville, NC	Br. 935	Robert F. Brown	Lancaster, PA	Br. 273	Robert J. Olson	Waukesha, WI	Br. 397
Jack E. Ervin	Statesville, NC	Br. 935	Theodore W. Campbell	Lancaster, PA	Br. 273	Jerome J. Oswald	Waukesha, WI	Br. 397
Henry C. Rumble	Statesville, NC	Br. 935	Kenneth E. Cohenour	Lancaster, PA	Br. 273	Charles A. Popp	Waukesha, WI	Br. 397
Ivan W. Woodle	Statesville, NC	Br. 935	John M. DeAngelis	Lancaster, PA	Br. 273	Paul A. Staples	Waukesha, WI	Br. 397
Allan R. Skavlem	Grand Forks, ND	Br. 517	Larry J. Deckert	Lancaster, PA	Br. 273	Lee L. Stoddard	Waukesha, WI	Br. 397
Loraine A. Bresett	Cincinnati, OH	Br. 43	Donald V. Egle	Lancaster, PA	Br. 273			



Cythensis Lang
President

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Pam Fore
Treasurer



Linda Davis
Asst. Secretary

From the President

Happy New Year! Welcome to 2022. The NALCA board hopes that everyone had great holidays and that all of our members and their families are well.

A new year means a new start. You should be

getting your notice to join the Auxiliary. If you have not gotten your notice by the end of the month, contact Crystal Bragg. Hopefully we will have a national convention this year. This year we hope to determine the fate of the National Auxiliary and also elect new officers. There will be vacancies on the board and you must be a

member in good standing to vote and to run for an office.

The NALC needs our continued help and the Auxiliary needs YOU to be ready, willing and able to continue this fight for the future of the United States Postal Service. Join the Auxiliary!

C. Lang

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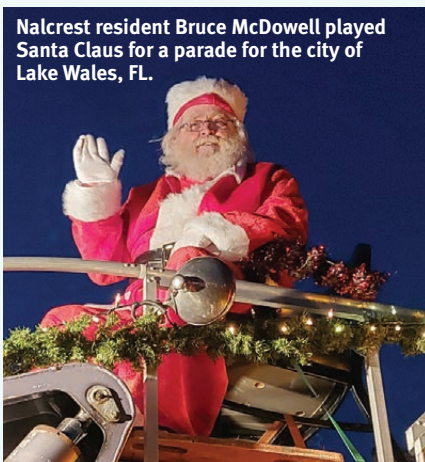
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sdpfore@aol.com



Lisa Senecal (c), Amber Walker and Debra Sadler



Nalcrest resident Bruce McDowell played Santa Claus for a parade for the city of Lake Wales, FL.

From the Trustees

Happy New Year 2022! Another difficult year has passed, and hopefully 2022 will bring the world back to a safer and more enjoyable place. At Nalcrest, we have been moving in the proper direction by slowly reopening our venues, using CDC protocols and common sense safety controls.

An example is the Nalcrest world-famous holiday parade, lighting ceremony, and fun/food event that happened on Dec. 3. We were able to do the event with the coordination of Nalcrest's Property Manager Lisa Senecal and her many elves who made it a success. Decorated bicycles, golf cart vehicles and motorcycles, led by the Nalcrest Express, circled the property for all to revel. This was the sixth annual event (missing 2021) and we are looking forward to a bigger and better one in 2022.

If you become stressed out, have high anxiety, and need to relax, resident Mindy McBeth is the person to see. Her massage studio is located in Nalcrest's Town Center and offers massages and meditation to help ease the apprehension of daily life.

Nalcrest has banned smoking in Town Center and all non-residential buildings, other than in designated locations, for many years. As Nalcrest moves to a more healthy environment, effective Feb. 1, 2022, there will be no smoking in residential apartments for all applicants moving to Nalcrest after Jan. 31, 2022.

Nalcrest Update

The Nalcrest Community Center is being renovated and, when completed, will be able to house small gatherings for residents in a safe manner. Remember to follow us on Facebook and check with the office staff Monday-Friday at 9 a.m.-4 p.m. for questions or inquiries. More than 200 members are waiting to live at Nalcrest; don't miss out on the opportunity.

Matty Rose



A pair of Nalcrest residents on a golf cart in the holiday parade

Branch Items

Albany, New York

It's the beginning of a new era here in Albany. For the past two decades, our branch was led by one of the most honest, hardworking and selfless men, a true union advocate in every sense of the word, President Jay Jackson. I would like to thank President Jackson for not only the quantity of years he put in, but also the quality of the work he did during those years to build our branch into something we can all be proud of.

President Jackson has decided he would like to finally enjoy some of his well-deserved retirement. Most letter carriers have no idea just how much time, effort, and work it is to lead a successful branch, and President Jackson made it truly look easy. Perhaps most important to his legacy is that he recruited and mentored staunch union advocates to fill leadership positions within the branch.

So now that he moves into a less time-consuming role, the important work that he started will continue. Executive Vice President Tony Naclerio has answered the call and moved into the presidency and is very capable of filling those giant shoes left behind. It will certainly be a transition period as people take on new roles and responsibilities, but one that I feel will go smoothly. From everyone here at Branch 29, we thank you, Jay, for your leadership and service to our members and we wish you a long, happy, healthy retirement with time to follow dreams long set aside.

Norris Beswick, Branch 29

Anchorage, Alaska

I'm excited to announce the newly elected executive board for Branch 4319: president, Tommy Devros; vice president, Jospier Villegas; treasurer, Chris Crutchfield; recording secretary, Andrew Grant; sergeant-at-arms, Alison Harpe; health benefits representative, Lyal Hanson; and trustees Jennifer Atwood, Cindy Hall and Chris Bertels. The new board will be sworn in at our retiree banquet this coming February.

A very important name is missing above and I would be remiss if I didn't mention him here. By the time you're reading this, Jim Raymond will be officially retired from our branch after 38 years of union activism.

During his time with NALC, Jim wore many hats. He was a steward, he taught at the Carrier Academy, was a driving instructor, a branch trustee, vice president for more than 20 years, an arbitration advocate, retirement guru, and for the last 12 years, our president. Jim's tech-savviness led to our massive grievance database that will continue to assist our stewards as they fight for our members. One of Jim's biggest accomplishments was securing our branch its very own building.

For all of this, we are forever grateful for your hard work and dedication, Jim. Thank you so much for all that you've done.

Tommy Devros, Branch 4319

Appleton, Wisconsin

Another Christmas season in the books. Happy New Year and here's to hoping for a



Austin, TX Br. 181 honored several long-time members with gold cards, pins or plaques. Pictured (front, l to r) are D. Bryant (60 years), R. Mota (50), C. Ekland (60), Bennie Lloyd (60) H. Godfrey (70); (back, l to r) NALC Legislative and Political Organizer Brent Fjerestad, Branch President William Moody, Branch Director of Retirees Les Doss and Texas State Association board member S. Clower.

brighter 2022! I am sure we all carefully considered our options for health benefits into this year. If you haven't been doing this yearly, I highly encourage the benefit and cost comparison each open season.

Branch 822 installs its newly elected leadership team on Jan. 12; if you aren't able to make the in-person meeting, Zoom is still an option for all active and retired members of the branch. I have been very surprised to see the number of retired members in attendance, almost outnumbering the active members. So here is a challenge to you hardworking branch members: Come to a meeting, don't let us veteran carriers take up all the seats at the meeting!

Re-elected President Jeff Leeman leads us for another term. Please show him and all the officers that you have their backs by attending meetings, volunteering to help with branch functions and verbalizing your opinions and concerns. Most importantly, when Jeff or another steward or branch leader helps you out, no matter how small, say "thank you." Let's start the new year with a more generous heart.

Kay Hanke, Branch 822

Atlanta, Georgia

The Atlanta Letter Carriers, Inc. of Branch 73 will hold its annual meeting on Thursday, Jan. 13, at Branch 73's union hall, located at 1842 Candler Road, Decatur, near the intersection of Glenwood Road. The meeting will begin at 5:30 p.m. Any member in good standing is welcome to attend. Social distancing will be enforced and masks must be worn. Vaccination cards will be checked and temperatures will be taken.

Denise Reed, Branch 73

Boston, Massachusetts

As of Dec. 8, the Boston District has had more than 2,200 positive COVID-19 cases since the first case in March 2020. There have been multiple cases in the same offices in the same

week. Now, with the new Omicron variant making an appearance in Massachusetts, these cases will only increase.

Staffing is a major issue in Boston and the revolving door of hiring of CCAs in Boston is simply not working. Management needs to realize that, for a few dollars more per hour, hiring career employees is the only way to go for retention purposes. Management needs to go back to hiring PTFs and they need to do it now before our customers go elsewhere.

Congratulations to the nine CCA conversions in the last month now becoming career employees. Additional congratulations to our six recent retirees: Mike Ash of Medford, Ming Chin of Fort Point, Jonathan Edge of Roxbury, Rosemary Hanrahan of Kenmore-Pru, Joseph "Joe" McLaughlin of Brookline and Robert "Bobby" Quinter of Braintree. Enjoy your well-deserved retirement.

Condolences go out to the families and friends of retired members Joseph "Joe" Galluzzo of Arlington, Dick Feraco and William "Bill" Lamson, both from Medford and Shirley Husak and John Killoran, both from Needham. Rest in peace, our brothers and sister.

Jerry McCarthy, Branch 34

Camden, New Jersey Merged

I'm looking forward to 2022. More and more people are getting vaccinated and we, as a society, seem to be learning how to live with this virus. This latest omicron variant, while fast moving, may cause less severe cases of COVID-19, according to early reports. I'm hopeful 2022 brings with it a sense of normalcy. Our branch has been meeting in person, and we will once again be attending our various rap sessions, training seminars and conventions. That's what I call getting back to normal.

We are putting together the final details for our retiree brunch in April, (we needed to book the room for an extra hour since we will be honoring three years' worth of retirements). As is normal, our branch will be holding our annual MDA bowlathon (we're still all keeping our fingers crossed for that second Saturday in May). We will also be starting back up our CCA nights and other normal events.

I'm also hopeful for this new year. Now that our branch has been meeting in person, I'm seeing more of our newest members coming out to the meetings. One of our newest converted career carriers has signed on to be an alternate steward. We have several younger members that have stepped up to get active in the branch. This gives me much hope for our branch in 2022 and beyond.

I hope for all of us a safe and prosperous new year. I am hopeful, nationally, we can maintain the progress we've made and get a meaningful postal reform bill passed into law. I am looking forward to seeing many of my friends at the 72nd biennial national convention in Chicago. Yes, I am looking forward to, and hopeful for, 2022.

Chuck Goushian, Branch 540

Charlotte, North Carolina

The members of Branch 545 would like to wish everyone a happy New Year. With the start of the new year, we have renewed optimism about the coming year. As our country has gone through two years' worth of dark days, we are starting to hopefully get back to a sense of normalcy. Through it all, thank you carriers for your integrity and work ethic by showing up every day and continuing to deliver. Without everyone doing what we do best, this pandemic could have been a lot worse for our country. Thank you again for all that you did last year, and let's make 2022 even better.

The branch would also like to recognize and congratulate our fellow member Larry Peterson on his recent retirement. Larry served in our military and was a carrier at our Idlewild office with 24 years of service with the Postal Service as well as many years as the union steward at that station. We all wish you the best in the next chapter of your life and we thank you again for your service and dedication to our branch as well as country.

The union leadership would like to let all our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending and we are continuing to work within the parameters established by our local government leaders in regards to COVID-19. We look forward to seeing all of our members who are able to make it out and or able to log on to participate. If you are interested in participating in the virtual meetings, please see your local shop steward for the information you will need to log on or contact the local branch office.

Justin Fraley, Branch 545

Cleveland, Ohio

Once again! The holiday "peak season" continues—under-staffed, long hours and to many bosses. I heard once (or perhaps dreamed) that there would be a pilot program that made a T7 carrier position. This T7 carrier would spend four hours a day doing the schedule, checking clock-rings, breaking up routes as needed, and then deliver a four-hour route. A carrier managing carriers—what a great idea!

This actually happened twice in my station when the supervisor never showed up for work. What a great day was had by all. No bickering, no complaining. And all the work was completed in under the expected times. The supervisor actually received a "good job" report the next day for "making the numbers."

But I digress. The majority of our associate offices are staffed for the season. Unfortunately, the city offices cannot say the same.

We continue to hire—but retention is terrible. Junior regulars have left the Service for other jobs that pay more and work less. We try to stress the "big picture" or 15-year-out plan. Senior carrier wages, vacation and sick time, retirement pension, TSP. All things the union has fought hard to increase and maintain.

Fifteen years may seem like a long time, but as I enter my 26th year, I wonder when the time passed. We need to encourage your brothers

and sisters. We need to mentor the new city carrier assistants. And above all enjoy our time as a city letter carriers.

Despite the challenges, delivering mail is still one of the most rewarding jobs I know. Remember this each time you deliver you deliver a Christmas package or Christmas card and see that smile on your customer's face!

Happy holidays to all! Branch 40 continues to be yours in solidarity—

Erick Poston, Branch 40

Emerald Coast, Florida

When the contract was negotiated between USPS and NALC, it was a contract that was supposed to be honored by both parties. When I read the contract or the *JCAM*, it is clear the intention was not to leave room for interpretation, and I tip my hat to them for their work. I just wish that they had passed this work of the contract on to local management. Many times, we as representatives of the union have attempted to explain the contract and avoid senseless grievances, only to be told "That's not how I read it," or "I'm not doing it that way."

Please note:
There will be no Branch Items, State Summaries or Retiree Reports in the February 2022 *Postal Record*. That edition will be the special annual tribute issue honoring contributors to LCPF during 2021.

Staffing within the crafts has been a problem for a while, but it appears that it has worsened in recent years. My branch is constantly questioning management on the hiring of help, only to be told that they are trying to get a handle on it, but that does not mean to make the CCAs we already have been forced to go to another office and work in a different craft because they are short. Well, hell, what use is to fill our compliment if you are going to loan them to another craft? This only discourages the newly hired CCAs and makes want to quit after working 13-14 hours in another craft. We are filing for cross-crafting and 12/60 hours rules. It doesn't make sense—we filed, but management gets what it wants, and to get the job done. They should be held accountable for the repeated violations. I am constantly being questioned by the members of this branch, because while they are

mandating CCAs to go to another office, the non-OTDLs are being mandated work to backfill the CCAs. Does it make sense?

Percy Smith, Jr., Branch 4559

Evansville, Indiana

We here at Branch 377 were shocked and saddened by the recent abrupt retirement of K-I-M Region 6 National Business Agent Troy Clark, as announced on Troy's Webex program of Nov. 18.

K-I-M Region 6 has been very fortunate to have had the many hardworking, knowledgeable, dedicated letter carriers who have served as our national business agent or as regional administrative assistants. I can recall Jack Sebolt as the first NBA that this branch president had dealings with, followed by Ron Brown (the godfather of Region 6 NBAs), Jimmy K (alias James Korolowicz), Pat Carroll and Troy Clark.

Several of our Region 6 people have gone on to serve us at the national Headquarters—Ron Brown as vice president and director of retirees and Ernie Kirkland as director of retirees. Names like Jeff Fultz, Ernie Haynes, Kyle Inosensio, Dave Mudd, and Fred Herman come to mind as others who have stepped up to represent the membership at this higher level in the national business agent's office.

There is not a doubt in my mind that Region 6 will not miss a beat going forward and that other hardworking, knowledgeable, dedicated letter carriers will step forward to fill the void left by Troy.

Branch 377 wishes Troy the very best in his retirement back to his home state of Kentucky. Goodness knows that he has more than earned a respite from the rigors of the national business agent's office.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

We are currently, as of this writing, in the middle of the holiday rush. We have very few CCAs and have had no recent hires until this past week when they decided to train a few. Doing this during the holiday season puts a further crunch on carriers as we lose a couple more carriers to training duties. I have mentioned it before: December should be off limits to hiring and training new carriers. It just makes good business sense to have your employees, current and new, ready and comfortable in their roles by the start of this month.

We have concluded our route inspections at Prairiewood, and rumors are flying on what the outcome will be. We'll ultimately have to wait and see what changes occur, but one thing is certain—carrier input is not being considered. Management has a certain percent of routes it wants to cut, and it is going to make their numbers fit that plan. When the final adjustments are made, I'm confident routes will look considerably different, not the "minor changes to get us to an eight-hour day" that the inspection lead team mentioned in their meeting.

Congratulations to Andrew Cherne on recently getting converted to regular.

Branch Items

Congratulations to Prairiewood carrier Jim Hogness and Trollwood carrier Cassandra Matejcek on their recent retirements. Thank you, Cassandra, for your time serving the branch as a steward. Jimmy, you no longer have an excuse not to make the trip down to Frisco when the Bison play there again. We wish you both all the best in your retirements.

Brian Prisinzano, Branch 205

Fresno, California

Letter carriers start with the Postal Service as non-career employees. The Postal Service employs about 644,000 employees. UPS and Fed EX each employs about 400,000. Non-career employees made up 36-43 percent from 2016 to 2021. Surveys reveal non-career employees are unhappy at a higher rate than career employees. The satisfaction has declined. Reasons given are physical demands, dislike of the supervisors and work hours. The pay and benefits are rated much higher.

Job satisfaction in FedEx and UPS has also declined. But, not as much as the Postal Service.

With the holiday season here, long work hours will continue. CCAs quitting at a high turnover rate does not help in the understaffing. The Postal Service claims to be working on employee dissatisfaction on the job. You can be the judge of that in your stations. I think being united in standing up for your rights will lead to improved working conditions for everybody. The figures I mention are in a October 2021 report from the Postal Service inspector general.

CCAs leaving the Postal Service are emailed a job satisfaction survey. You can imagine the results. Management disputes the negative survey results. If that were the case, fewer CCAs would leave their jobs. Why would management have to work on improving the survey results? We should encourage and support non-career employees when they need it. It can't hurt our understaffing.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

Nov. 14, 1991 was one of the saddest days in NALC history. Now, at its 30th anniversary, it's important that today's active members learn about that historical moment.

On that day discharged Royal Oak, MI, carrier Tom McIlvaine learned his arbitration hearing had been lost; his removal from the job was now final. He came into the post office and killed four postal managers and wounded six other employees before taking his own life.

Courageous NALC steward Charlie Withers pointed to Royal Oak Postmaster Daniel Presilla as the root of the problem. A recent Detroit Free Press (Nov. 12, 2021) article observed: the event "prompted a congressional investigation, which partly blamed abusive managers and petty discipline for the tragedy." Under strong public pressure, postal management screened Royal Oak management and Presilla and others were removed. And the following February a "Joint Statement on Violence and Behavior in the Workplace" was signed by most postal man-



Above: Baltimore, MD Br. 176 President Mike Smith (l) and Region 13 NBA Vada Preston (r) presented a 75-year plaque to Paul Trzeciak with his family. Below: Br. 176 honored several other long-time members—Melvin Marshalek (70 years), Frederick Schell (60), Frank Kohl (55), Frank Nachodsky (55), Jessie Boyd (50), Elton Howell (50), James Vain (50), Gary Berman (50) and Oswald Kinat (50).



agement and labor groups, with the important exception of the APWU. (APWU was not alone in its feeling that too much cooperation with Royal Oak management had contributed to the problem.) The Joint Statement became part of our contract and became one tool for dealing with rogue managers.

In our recent branch election, there was membership reluctance to accept nomination for top positions. While the COVID-19 pandemic created obstacles for NALC activists to gather and draw strength from each other, I noted insufficient attention was paid at virtual branch meetings to grievance victories reported by Branch President Debbie Matyga and the impact of these victories in defending the rights of all branch members. We need to cherish such leaders.

The 30th anniversary of the Royal Oak tragedy reminds us that at the heart of our union, we need fighters for justice willing to take on postal management.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

Happy New Year!

As we enter the new year, I hope that everybody had a fantastic holiday season and were able to spend time with their loved ones. Now that peak season is finally over, we can begin to get back to normal volume levels and begin our countdown to the next Christmas. Though, as a new year's resolution, it is my hope that we will all be able to get together as a union more often in 2022. If anybody has any

suggestions to help foster more active union involvement, don't hesitate to suggest any ideas.

In other news, I would like to formally congratulate Travis Sappington on making regular. It was a hard road, but you finally made it! I hope you enjoy your new assignment and if you ever have any questions, feel free to ask.

On a closing note, as we move into the new year, I am hopeful that we will begin to see movement on the Postal Service reform bill. This bill is vitally important to our collective future. One way anybody reading this can support the bill is to donate to the Letter Carrier Political Fund. This PAC is vital to our long-term future. No union dues can be donated to this PAC, so all of the money in the PAC comes from us. The money is also not used in a partisan matter, but rather used to support politicians that support the Postal Service's long-term viability. It is our voice to all the policymakers on Capitol Hill. If you are interested in donating, it is possible to set up a direct deduction and if every active carrier in Hagerstown donated just \$5, our office alone would donate over \$300 per pay period.

In solidarity—

Jeremy Kessel, Branch 443

Hartford, Connecticut

On Nov. 23, New Haven Branch 19 hosted a steward training prepared and presented by our business agent's office. We sent 25 of our alternate stewards and newly elected or appointed stewards. I have to say that this was one of the best training sessions I have attended in more than 35 years of union advocacy! Presented by RAA Kenneth Janulewicz and RGA Kevin Flaherty, the material presented was concise and interesting, and interactive exercises kept the day flowing smoothly. NALC Northeast Area Legislative and Political Organizer Mark Ashmon was present to discuss pending important legislation and the importance of leaders leading by example. I am proud to say that of the 25 attendees from Branch 86, 13 contributed to LCPF before the training, and all belonged by day's end. Several current contributors increased their contributions! Congratulations to Branch 19 President Angelo Catone for initiating this endeavor.

Ben Reed was a member of Branch 9 for several years until 2018. He then resigned and moved to the Hartford area, eventually being rehired here as a CCA in May-2018. He became a career carrier in June 2020. When Ben began as a CCA, he jumped in with both feet as an alternate steward for a brief period of time before becoming our steward in East Hartford. He found his niche in OWCP representation, having attended training presented by the Department of Labor, the NALC regional OWCP assistant and the NBA's office. Ben has just transferred back to Branch 9, and Branch 86 has lost a trusted and valued member. Just as important, he made many friends here who miss him—this writer included. I hope the leadership of Branch 9 will recognize Ben's skillset as a union representative.

Branch 86 members wish all NALC members a happy, healthy, and productive 2022!

Michael L. Willadsen, Branch 86

Jackson, Michigan

As we know, getting to know your client is a key to any good business. How do we do this? Well, first, deliver the mail to the best of your ability.

Secondly, be the first to say hi and make contact with your clients. Send a note or knock on the door to introduce yourself. Third, find the answers to any questions in a timely manner. Clients want answers and it's good business to give them.

The last thing, and in my opinion the most important, is basically what today's topic is all about—the Magic Mailman Gift Giveaway. Yes, being a teacher, I know how students and adults love gifts. It can be a simple one or a well-thought-out one. What I do is get to know my customers (clients) and I find out their profession, hobbies or things they have in their yard. It also can be as simple as a small amount in a gift card. Anything that kind of relates to them.

So I usually pick one swing and then I do a random pick of an address. I go out and buy a gift. I write a note: "Congratulations, you have won the Magic Mailman Gift Giveaway." Some ideas I have done are a mailbox, a basketball, a fishing pole, cooking items and gift cards. I do this every few weeks and the response I receive from my clients are amazing.

The best thing is I am in one of the worse neighborhoods and the Magic Mailman Gift Giveaway program has spread like wild fire and there are many clients that are waiting their turn to receive theirs.

It has built a relationship between business and client and hopefully will create a positive outcome.

Mark Raczkowski, Branch 232

Kansas City, Missouri

While somewhat "not as bad as last year," 2021 had its share of challenges. Certainly, among them was how COVID-19 morphed twice and NALC/the nation kept it moving forward. In-person along teleconference branch meetings became the norm. According to soon-to-be retired Region 5 NBA Mike Birkett, who appeared via Zoom, there were 72 COVID-19 cases throughout Region 5 last month. NALC carriers are encouraged to continue to use personal protective measures to prevent the spread of this scourge.

The chronic case of absenteeism was resolved at Main Office, Sugar Creek, Englewood Station (MOSUGARWOOD) just in time for Our Season. The influx of CCAs surely helped as postal management also instituted an "early bird" strategy of conducting parcel runs starting at BT for around two hours; as an attempt to reduce the "gloom of night" excuse for parcel non-delivery. The outlook for success can be graded on a scale, since our former customers assumed more responsibility for their product. If there were ever a time to "get it right," it is now. Mike Birkett's presentation, complete with sun-bathed palm trees, brings to mind a concern, Rumor Control (RUMCON) has not confirmed the fact that other national and local leaders may also be considering hanging up the gavel—er, satchel. When you consider the problems we

have experienced last year with offices having no in-station representation, how will NALC respond to a hierarchy that has repeatedly proven its willingness to violate the contract no matter what? Quite possibly by "just helping out," attending a branch/steward training meeting, taking 15 minutes to contact your congressional representative and ask for their support on H.R. 3076, as well as donating to the political action committee.

The MDA bowlathon was unanimously recommended by the Edward J. Gorman MDA Bowlathon. Happy New Year.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers.

Branch 419 had its nominations of officers and delegates to lead the branch into the next two years. We had steward elections at a few stations and an election for president. All will take their positions on the second Tuesday of this month to begin their terms. Congratulations to the following carriers for stepping up: President Matt Haggard, Vice President Reba Campbell, Recording Secretary and Scribe Tony Rodriguez, Treasurer Monica Davis, Financial Secretary Carlos Jimenez, HBP/MBA/Director of Retirees Jody Cardwell, Sergeant-at-Arms Scott Liedel and trustees Steve Guffey, Chad Harding and Jordan Kegley. Shop stewards are Burlington Post Office (PO), Tom Howel; Cedar Bluff, James Collins II; Concord, Jordan Kegley; Downtown PO and Lonsdale, Mark Love; Fountain City, Matt Haggard; North PO, Jordan Roberts; Norwood and West Hills, Bobby Walker; South Station, Travis Burns; West Station, Linus Goodman; Maryville, Tony Allen; Oak Ridge, Paul Martin; Lenoir City, Scott McCarty; Jefferson City, Kevin Brooks. Branch safety officer is Travis Burns and commissioner of elections is Cynthia Andruzzi.

It makes no difference if the officers or stewards are in their first or 30th year. They have the task to protect the interests of the collective bargaining agreement, the *Joint Contract Administration Manual (JCAM), M-41 Handbook, M-39 Handbook*, and your union letter carrier rights. Remember, you are not alone. Do not become blind to contract violations. If you have a question or issue, do not be afraid to talk with your president or vice president. Make yourself know to the rest of your brothers and sisters, particularly newly assigned city carrier assistants (CCAs). Help them out through those first 90 days. You are not expected to know all the answers, but you must be the kind of person who enjoys finding them.

Tony Rodriguez, Branch 419

Long Island Merged, New York

The challenge of his life. This is the way fellow letter carrier Eric Peluso describes his request for assistance because he is in need of a kidney transplant.

Brother Peluso is a member of Branch 6000. He is reaching out to the branch and the national union and his fellow letter carriers for

help because he is faced with a life-threatening illness.

He has a genetic illness (Alports Syndrome) that will eventually lead to his kidney failure. Both his mother, who sadly passed away 13 years ago at the age of 57, and his brother also have had kidney issues.

Eric is currently on a waiting list in the hopes that someone will be a match for him to receive a kidney transplant that will save his life! Placement of a person's name on a waiting list means that you might get a response in several months, or it might be five years. The average wait time, however, is two years.

Eric is asking for assistance in the hopes that there may be a fellow letter carrier who would like to help him.

Eric describes his mother as a "hero" because she never quit taking care of him and his brother. She always had a smile, even in "bad" times.

Eric is asking if a fellow letter carrier could be a hero and help save his life by becoming a living donor. If you or someone you know wants to help, you can reach Eric at TRSdesign57@yahoo.com or the Living Donor Office at 212-263-8134.

Walter Barton, Branch 6000

Las Vegas, Nevada

The reporter asked the perky USPS spokesperson about our readiness for the Christmas rush. "Oh, we're ready!" she chirped. It's not certain if she actually understood what being "ready for Christmas" really meant. As has been the case every year, Las Vegas got caught in a maelstrom. Remember the Borg episodes in "Star Trek, the Next Generation"? Remember when the Starship Enterprise was speeding to help the other ships who were engaging with the Borg? When they came out of warp, it was mass chaos and disorder with ships going down in flames.

That's Las Vegas at Christmas.

Local management hired mass quantities of CCAs. However, they didn't train most of them to carry mail. Then they took some of these poor probationary people and "volunteered" them out of the city to Northern Nevada, Utah, and California. From the stories we've heard, the chaos was not limited to Las Vegas.

We didn't have enough vehicles to deliver. We didn't have any new equipment to transport the mail from the clerks to what vehicles we did have. So all production stopped while the carriers tried to clear the floor for parcel runs.

Start times kept changing since, without the necessary equipment, carriers were waiting on the clerks to finish wave after wave of parcels from trucks at the docks.

So why didn't we use CCAs for the UPS method of a driver and deliverer for the parcels? Because the pandemic is still raging through our stations and we couldn't force employees to be in close proximity with each other all day. We have a mask mandate, but it goes unenforced in a lot of our stations.

It's become a common joke. Christmas is a surprise to management every year. Letter carriers get it done. God bless us, every one.

Leslie Hammett, Branch 2502

Branch Items

Minneapolis, Minnesota

A friend and I were talking about how many times we have reached for the phone to call our mothers, even though they are no longer with us. We miss their advice and wisdom.

My parents were very young at the beginning of the Great Depression. As a result, we had many family possessions that may have been discarded had the circumstances been different. There was always a story attached to each of those items in our home as I grew up.

Perhaps that is why I was one of many who held a special affinity for the treasures contained in our Branch 9 office at 2408 Central. From the display of our charter from 1890, to the story boards that lined the halls, our building was a virtual museum of the evolution of the letter carrier craft in Minneapolis. It was heart-breaking when it was all lost in the fire.

We are just a few months away from moving into our new building in St. Louis Park. One of the things I am most looking forward to is the return of a display of Branch 9 history. We have designated a room in which we will present the story of our branch to memorialize the work, struggles and victories of those who came before us.

Of course, we can't do this without your help, so in May, once we have moved in, we will ask for any treasures that you may be willing to part with. The best part, to me, will be the story that belongs to each piece of our displayed history. Many of those who blazed a trail before us are no longer with us, but their legacy lives on, and their stories will be told.

JoAnn Gilbaugh, Branch 9

Monterey, California

The happiest of New Years to all of you. It's been an interesting 2021, but we made it through; unfortunately, some of our loved ones did not. Stay safe, wear your mask and think about a vaccination.

Well, we sit and wait while our non-compliance grievance works its way through the system. The monies due sure would have been nice for the holidays. (Estimated at be more than \$12,000 and counting.) To all of the hardworking carriers who have been forced to work overtime on their routes, off their routes, over 60 and 11 1/2 and 12 a day and on their day off, I'm so sorry. It didn't have to be this way, but it is.

Did you know that USPS is in the Constitution? Article 1, Section 8 states, "The Congress shall have the power to establish Post Office and Post Roads." That's why it's important to stay involved, contact your representatives when asked and watch out for your brothers and sisters.

Supporting each other has always been a strength in Monterey. We always knew each other had our backs. When asked to write a statement against a co-worker, we declined. More important is the fact that the union always had your back. There is nothing in the contract stating you have to write a statement against another carrier. You should always talk to your union steward if asked to do so.

We are wishing our buddy Robert Flores a healing journey. What you've been through has

been a real challenge. We all love you and know how difficult this is. You are a fighter, here's to a successful journey!

We honor Dr. King and his work for civil rights. He had a dream, someday a reality?

United we bargain; divided we beg!

Patty Cramer, Branch 1310



Arkansas State Association President Barry Bode presented a 55-year pin to Springdale, AR Branch 3671 member David Massie.

New Orleans, Louisiana

Happy holidays!

We wish all of you a very merry Christmas and a happy New Year! Though things may or may not have gone the way you had hoped, do not lose your joy. Many people have lost a lot during the turbulent weather that has been going on recently. Tornadoes spawned across six states, leaving death and destruction in their paths. An Amazon plant was leveled in Kansas. There will be many weather patterns that must be endured. Let us remember those that have lost a lot. We can donate funds and clothing.

With the new year, many have made resolutions that may or may not be carried out. Words without actions are futile. Let's reduce our waists and increase our wallets and live life to the full! Let's be safe, vigilant and cautious out there as we go about our work. Safety in the workplace first. As we spend time with family and friends, let's keep in mind of the Omicron and Delta variants of COVID-19. Mask up, vaccinate, wash your hands and maintain social distance to fight off COVID-19. Let us do our part to eradicate this horrible disease. Come on, America, sleeves up! You can do it!

In this festive time of season, as we deck the halls with holly, enjoy! May all your Christmases be white and all your days be bright. I wish you well; may you have joy, comfort and peace. May you continue to attend meetings and grow in knowledge.

Merry Christmas and a very happy New Year! Continue to give to LCPF.

Yours in solidarity—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Hope everybody's holiday season was an enjoyable time. I know in our office we've been working very long days because of package volume and being short staffed.

I want to give the editors of this fine magazine a shout-out on the fine job they do. Around 225,000 readers enjoy it every month and look forward to reading it. Thank you, but they do their job too good sometimes. Let me explain. A couple of years ago, I sent in a scribe about the stupidvisor we had at the time and some of the things she would say, like when it's hot outside, she would say "Make sure you stay dehydrated," (don't fix that) or when you need help on the street she'd say "We will send out the Calgary"(don't fix that either) or "the mail is migrating"(or this one), "take all the mail in the phone boot," "Cadillac convertor" and many more and our fantastic editors would think, "That don't make no cent, let's fix it," and they would. Which I guess is understandable, 'cause who talks like that?

Recently, I did a rhyming scribe that mentioned Elias and they thought I meant alas and they changed it, or when I said about safety teams in the dark, that they aren't there 'cause it's unsafe, they changed it to that they are there (for the record, they aren't there, 'cause they can't see us). Every office has its story, and sometimes ya think "that can't be true." Well, ya shouldn't be surprised.

I want to thank all of the staff at *The Postal Record* for the fine job they do! And to our national officers and all the business agents and everyone else who do a fantastic job. Hopefully, 2022 is a better year

Stay safe and vaccinate.

Joel Stimmler, Branch 542

Northeast Florida

Branch 53 held its nominations for officers at the November meeting. All those nominated were elected by acclamation as follows: president, Jim Thigpen; executive vice president, Bob Broecker; vice president, Steve Parris; recording secretary, Elaine Pfeifer; financial secretary, Mike Cooney; treasurer, Tim Muse; director of communications, MaShon Cooney; sergeant-at-arms, Mike Boyle; director of health benefits, Frank Marinacci; director of MBA, Dennis Bonilla; director of retirees, Burnell Jean; director of OWCP, Roshonda Hilson; director of EEO, Terry "Doc" Handy and trustees, James Ashley, Gene Dahl, Robin Hood, Russ Mann and Richard Brown. The terms of office are three years. Congratulations to everyone and thanks to those who served for the last three years.

2022 will be a challenging year and one that will require our members to not only become aware of legislation and political campaigns but to take an active role. This year's elections will be a preview of the 2024 presidential race. Last year we have seen politicians make changes to election laws that adversely affect voters, such as changes to early voting and, in some states, changing vote-by-mail rules. Here in Florida the legislature is in the process of realigning districts, and unfortunately it is being done to give favor to one party over another.

It is imperative that you become politically involved and encourage family and friends to participate. Last year in Duval County, we were able to keep the county in the blue. One of the reasons was the efforts of the North Florida Central Labor Council and the team of union mem-

bers tasked with phone banking, texting, door knocking and banner waving. This applies to all elections, from local to national. Please think about it.

Bob Henning, Branch 53

Pittsburgh, Pennsylvania

USPS was pretty much the laughing stock of the home delivery segment in 2020. So, how does management over-correct? With a mandate from on high that 15 percent of the parcel volume be delivered pre-tour for upper level offices. In theory, this sounds benign, but just like the whole Staples debacle, implementation always gets bungled. I mean, give them a break—we've only been doing this a few hundred years now. 733 is for parcel post, and many of these offices do not have PP routes. Parcels should be delivered on 721 as they would on a normal day. So, if we're not bothered by it because times "don't count" in December, shouldn't we have some MOU stating that 2-3 weeks of November 2021 shouldn't count toward inspection either because of this very practice?

The year is at its end and still inaction haunts postal reform. But, there are still reasons for optimism this holiday—Ron Bloom and John Barger have been ousted from the Postal Board of Governors and they were two of the biggest supporters of Dick DeStroy. Hopefully, the writing is on the wall and it's only a matter of time before things get better with mail returning to the skies instead of the ground. But who knows—maybe DeStroy is willing to try new things like...trying new things.

Here's to hoping that all of you have a safe, lucrative penalty exemption season of mail delivery—one that includes *not* delivering five issues of *People Magazine* to customers at once in early January.

Thomas Conger II, Branch 84

Portland, Oregon

If you're reading this, you survived another pandemic peak season. Congratulations! Here's hoping that the new year brings better staffing and an end to COVID-19. We can hope, right?

I am very sorry to report that Branch 82 carriers have suffered more than our fair share of crime in the past few months. We've had vehicle break-ins with mail and personal belongings stolen. We've had strangers walk right into offices posing as postal employees and walk out with mail and parcels. Horribly, we've had carriers threatened and made to give up their keys and mail. We are reminding all carriers to always lock their vehicles, always use the security door, always check for badges with strangers, and don't be a hero. If someone points a gun at you, give them the mail. As Billy the safety captain in my office says, you are worth more than the paper and cardboard.

It's a shame that we have begun to see management discipline the carrier for the crime inflicted upon them. As letter carriers, we all care about the sanctity of the mail. It's not our fault that desperate people are trying to take advantage of the service we provide. Nobody wants to

see this happen to ourselves, our co-workers, or our customers.

Regardless, it's a new year, and we are allowed to have high hopes for 2022. Portland has been hiring like crazy, I'll give 'em that. Hopefully, the newbies will learn to be good carriers and stick around.

Cheers to all the active carriers who made it through another rough December, thanks to all the retirees who paved the way, and here's to the new ones who are beginning their journey. Happy New Year!

Suzanne Miller, Branch 82

Providence, Rhode Island

Greetings postal family, I'm going to keep this one brief. At the time I am writing, this it is just the beginning of the Christmas season and I am already exhausted. Hopefully, everyone managed to stay safe and simultaneously got to enjoy the holiday season.

Management's flavor of the month has been making sure we're scanning parcels at their delivery points. Though some of us question the technology of the scanners when we're standing at the delivery point and the scanner tries to tell us that we're not.

Unfortunately, the ongoing coronavirus pandemic has not subsided; if anything, it has gotten worse. We're back to wearing masks or face coverings in our office while not at our cases, and encouraged to try and physical distance when possible and also continuing to wash our hands frequently.

I'm looking forward to the period of respite post the holiday season and getting back into the normal routine. Until next time, be well.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Welcome to 2022! Is this your year? Are you ready to do a "thing?" The struggles continue, right-sizing and flipping over backwards DPS. Speculating someone, somewhere has but one job to do. Have you noticed nobody

wants to follow a mail truck, yet looks for one every day? November's issue of the PR spells out informative, detailed and forth coming need to know information regarding MDD/MDD-TR (Mobile Delivery Device) and a test involving the loading of Sunday Amazon parcels. It was on point and enlightening. Took me a couple reads to digest the labyrinth of details. When did such basic, daily standard job functions become this involved? Scanners are packed full of useful data. I'm sure there must be a whole team deciphering this information. Include a step count function. Thinking it would be interesting to know how many daily steps we actually take.

My take on the article was that we had all better get on board and embrace new and ever evolving technology and move with the times or we sure enough going to be left behind. I still can't figure out how to text from the scanner. Closest I come to fixing technology is calling my wife over, pointing to the problem and it gets fixed. I sat in on a Zoom meeting a while back; our station manager put me in charge of the Zoom controls. Say whaaaaaaat? That would have gone badly, probably given everyone a virus. I lose you, you all stay lost.

I watch in awe as younger carriers two-thumb-ing it signing up for health insurance on their phones during our 10-minute morning break.

One way for the USPS to stem the retention blood bath would be to make all new carriers PTFs and scrap the CCA program.

Chris Paige, Branch 436

Carmel, Indiana

A local steward is one of the most important positions in a local union and, unfortunately, Branch 888 is in severe need for people to become stewards. I believe the local steward is the most important position in the branch! The backbone of NALC are local stewards in the trenches on the workroom floor acting as contract enforcement officers. The wheels of justice continue to pay dividends in Branch 888, but we need more people in each office to step up and learn how to enforce our contractual provi-

COLA: Cost-of-living adjustment

- ▶ Following the release of the November consumer price index (CPI), the fifth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$811 annually**. This COLA is based on the change in the CPI from the base index month to January 2022, with the previous four COLAs subtracted. All three COLAs will be paid retroactively to their contractual effective dates.
- ▶ The 2023 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement

System (FERS), which are based on the CPI's increase between the third quarter of 2020 and third quarter of 2021, is **1.7 percent** and will be finalized with the publication of the September 2022 CPI in October 2022.

- ▶ The 2022 projected COLA under the Federal Employees' Compensation Act (FECA) is **7.5 percent** following the release of the November CPI. This COLA is based on the change in the CPI between December 2020 and December 2021.

Visit nalc.org for the latest updates.

Branch Items

sions. It takes several people to run a branch of our size and the opportunity to get involved is up to you. All you have to do is be willing to step up and try and make a difference.

It is really simple what we need to become a stronger local union. We need people to step up and become stewards in our offices. I need a few people that will help me enforce our contract and learn to file grievances. The answer can't always be "call Ronnie." The Postal Service gets off easy when a branch doesn't have a steward in an installation because that means they don't have to provide paid steward time to investigate and file grievances.

Who is going to step up in Carmel, Fishers, Fortville, Lebanon, Sheridan, Thorntown and Zionsville? Things will never be great unless we have stewards in every office! There is an excellent training opportunity called School of Stewards that will be conducted sometime in 2022. This is an excellent opportunity to learn from some of the very best in Region 6. There is no time like the present to step up and make a difference for your brothers and sisters. It is incredibly rewarding to hold management accountable as a steward.

Knowledge is power!

Ronnie Roush, Branch 888

Rockville, Maryland

The amazing Charles Clark just won another \$40,000 for our members in 20 pre-arbs signed yesterday. Ten more have been verbally agreed to and will be signed later today.

We won \$12,000 for the carriers with bid assignments at the Pike Annex due to management violating the spirit and intent of M-01915. Management refused to socially distance the carriers there. So much for "safety first!" We won \$6,000 payable to our branch due to management violating the Rockville union time and information policies. We now have more than 1,000 settlements on these issues with payments in excess of \$500,000! We were able to keep our negotiated settlements concerning untimely pay adjustments. Every carrier who won a grievance settlement and was not paid within 28 calendar days received an additional lump sum of \$150. There was a large number of carriers who received these awards. We won an additional 250 percent for the non-ODLs for Article 8, Section 5G violations on top of the penalty pay that was already paid to the ODLs. This means we won an additional 450 percent on top of the 150 percent that was originally paid to have the mail carried by the non-ODLs. This means that management paid \$180 per hour to work the non-ODLs overtime in violation of our contract. This should give management an incentive to comply with the overtime rules in our contract. *If not, we know what to do.*

A CCA out of Gaithersburg was forced to work 16.03 hours in one day in Baltimore. Management changed this carrier's clock rings and tried to steal 60 units of penalty pay. Stewards Steve Klein and Chuck Clark caught this and won the penalty pay and an additional eight hours of overtime for this CCA union member due to management's attempt at thievery!

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

As this new year begins, we should take a pause to appreciate the many blessings our great union has secured for us through our new collective-bargaining agreement. Higher pay, job security, health benefits and the continuation of COLAs, but to name a few. We should appreciate the fact that we are all members of a powerful union that has our back.

Perhaps we are witnessing a resurgence in the importance of belonging to a union. Starbucks, in New York, has taken the vote to unionize, and the courts have ruled that Amazon interfered in their own company's vote to unionize and they must hold another election. The teachers' unions are finding their collective voice and digging in their heels to secure better pay and working conditions, and the AFL-CIO announced that they are going to attempt to organize the tech industry.

For the first time in four years the U.S. economy is humming along. The unemployment rate is the lowest it's been since the 1960s. The stock market is at an all-time high and President Biden's \$1.2 trillion Infrastructure Investment and Jobs Act, which recently passed with bipartisan support, will create new jobs, rebuild our cities, and improve the quality of life for all Americans.

Approval of the legislation will create legions of jobs and improve broadband, water supplies and public works projects, including highway and bridge repairs and replacements. We are finally seeing our tax dollars directed at improving the lives of working-class Americans and not just tax breaks and hand-outs to the super rich.

More and more Americans are coming to grips with the fact that the only way to beat the COVID-19 pandemic is by taking the job. And if we can arrest the pandemic, the sky's the limit for the economy.

Tom Schulte, Branch 343

Seattle, Washington

If there's a tongue-lasher roaming the workroom floor doling out insults, don't let it just wash over you. No one needs to be bathed in abuse. It's not as if it's part of our job description: "As a letter carrier, you can expect to be cursed at and subjected to a constant barrage of degrading and abusive comments. Welcome to the USPS." No! Who'd sign up for that?

The supposition for our new hires must be that this abusive chatter, this demeaning claptrap, must be the way things operate at the Postal Service. And if they did think that they'd be right. But it's wrong. Mutual respect should be a common occurrence, not a shocking surprise. When the supervisory overseers fly of the handle, write it all down, every abusive tidbit.

Granted, all you'll learn is these managerial types really don't have much to say that bears repeating. It appears the only thing they're adept at are insults. But their job, their position, their area of expertise is supposedly managing the mail. They should be working out the logistics of getting the mail out the door, safely, and into the customer's boxes, but it's not. It's not what they do. If a carrier gives a reason for needing assistance and provides a PS Form

3996, what they receive in return is a mini job performance review, a complete dressing down in the middle of the workroom floor. It's like performance art, where the supervisor flails away like a mime in search of the right word to describe how inept this worker is. They're playing to the crowd around, trying to get them to buy into what they're selling, and unfortunately some snatch it up like tweens vying for front row tickets to a Taylor Swift concert. Don't go there.

Don Nokes, Branch 79

Silver Spring, Maryland

"It is dangerous to be right in matters on which the established authorities are wrong." This famous Voltaire quote is particularly apropos these days. In the course of enforcing worker's rights, we are constantly challenging the "established authorities," who are often wrong. Defending against authority can result in harm, like misuse of the emergency suspension procedure. There is a level of risk entailed.

The carriers who were part of the 1970 postal strike were right, but not the established authorities. They challenged the post office, the federal government, the POTUS and even the NALC hierarchy who ordered them back to work. They risked their very livelihood and prevailed so that we reaped the benefits of victory. They are heroes now, but I'll bet it was scary at the time.

When it comes to present-day vaccine mandating, the "established authorities" are demonstrably wrong but it is a dangerous thing to point out. Some mandate critics have been socially ostracized, media deplatformed, and lost their job, degree, family and friends. The narrative is controlled by money to the extent that the actual definitions of "vaccine" and "gain of function research" were recently changed to allow for what is occurring.

Meanwhile, the current coronavirus is just doing what it always does, mutate into sometimes more contagious but less severe variants toward an endemic result that exposes everyone to it. Maybe there should be more priority shown toward healthy lifestyle and universal healthcare for all than forcing an untested, limited-effect treatment that carries risk. Why is there so much effort to force this particular treatment on everyone without regard to bodily autonomy when it does not stop the transmissibility? What makes the "established authori-

Notice

Article 9, Section 1(b) of the NALC Constitution provides that: "All articles submitted by authorized scribes pertaining to Branch, District, State Association, or Retiree items of interest will be published as written, unless such article is defamatory or unlawful." The statements and opinions contained in any branch, state association or retiree item do not necessarily reflect the views of NALC or NALC policy.

ties” at CDC, NIH, OSHA and other government agencies any more credible than those we constantly have to correct at USPS?

Lee Taylor, Branch 2611

Southeast Pennsylvania Merged

Happy New Year! Usually, this time exemplifies a fresh start. But in the PO, it means business as usual. So, we must create our own realities. The world doesn't stop because of a pandemic for us. In fact, postal management has moved on from safety and other agreements in the name of “that is just what they do.”

We still had all the COVID-19-related MOUs in effect until the end of December, but they had largely been ignored. Most offices walked around with no mask or respect for COVID-19. Yet many offices had reported new cases. One office reported 12 cases in one day. And although many carriers were vaccinated, others were not. But management must enforce policy.

An example of the attitude that “new management” has is this quote, said to a shop steward; “The attendance at our office is bad because you don't have the guts to tell carriers to show up for work.” According to him, if he would just not grieve these disciplines, the attendance would improve.

Imagine that! Now they want us to do their job and not fight their mistakes. So, you see, the job we do is endless and essential. Thanks to all the shop stewards.

Many of the senior carriers are looking forward to retirement. We will miss you. But while you are still here, please take time to pass down some of that knowledge and experience to the CCAs. Even if they don't want to hear it, they need to hear it. As carriers we must hold onto our traditions and culture of excellence.

It's our company. We can't let management or new employees ruin what we have built. If your little brother or sister was walking away from school instead of to school, what would you do?

Eric Jackson, Branch 725

Springfield, Ohio

The notice on the work assignment board says it all: “Every carrier is ordered in on every day off.” However, there may be a glimmer of hope in our future. Our NBA, Mark Camilli, after talking with President DeWell, contacted the Cincinnati District Manager, who ordered the climate survey we filled out last week. Thank you, Mark.

Hopefully, the district manager will act on the climate survey and remove the postmaster and attendance control officer. Anything less will be a disservice to the Springfield letter carriers.

The district manager gets paid for making sure the right things get done, sometimes by having to make hard decisions. A previous district manager sent us the postmaster, so this district manager should be able to send the postmaster somewhere else. Hell, send him back to Pennsylvania.



Delaware, OH Br. 78 members and their families participated in a Christmas parade to collect letters to Santa Claus. The carriers, along with residents of a local assisted living home, responded to the letters.

We need leadership and we need it now. Someone with the knowledge and skillset to run a post office this size. Someone who is ready for a challenge. Someone fair in their treatment of letter carriers.

While waiting for someone to appear remember that full-time regular carriers do not have to work more than 12 hours in a day or 60 hours in a week. The work week runs Saturday through Friday. If you reach 60 hours at 10 a.m. on Friday, you can go home and still get paid for the rest of the day.

CCAs aren't quite as lucky. They must work up to 12 hours a day (11-and-a-half work plus a 30-minute lunch) up to seven days a week.

See President DeWell or Steward Rob Green with any questions.

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

Brian Gourilis, Branch 45

Toledo, Ohio

As we close out 2021, another year with COVID, we hope for a better 2022. We were receiving notification of new cases, but the numbers have either dropped dramatically or aren't being reported as they had been in the past. We are hopeful that things are getting better.

By the end of the year, we will probably have nearly 2,300 grievances filed. Add to that the cases backlogged and we're looking at almost

1,000 cases in the system. And the hits just keep on coming!

The Toledo Post Office is concentrating on one station at a time with respect to new hire placement. Toledo Main and South Toledo recently added several CCAs. Our branch is down 50 members since the beginning of 2021.

One of the bright spots in the past year was our paying off the mortgage for our hall. In doing so, we reduced our member dues by \$1. With the contract raises and cost of living increase, that benefit will appear to be gone. Those contract raises and COLAs have most letter carriers making more than \$30 an hour.

One-sixth of that hour is all that is asked of you as a contribution to the Letter Carrier Political Fund. With all that is going on in Washington, we need to be able to encourage our members of Congress to focus their attention on postal issues. Though we are a “quasi-independent” entity, Congress still controls many aspects of postal operations.

So please consider parting with one-sixth of one hour's pay per pay period to the Letter Carrier Political Fund. We need to get Congress' attention!

Ray Bricker, Branch 100

Tri-Valley, California

In our November Branch Item, I griped about USPS loaning carriers from our understaffed offices to work in other offices, many miles away.

On Nov. 1 NALC Executive Vice President Brian Renfro signed a Memorandum of Understanding (MOU) with USPS re: Temporary Details to Other Installations – City Letter Carrier Craft. The MOU (M-01968) can be read at nalc.org and contains the following language: “...The Postal Service will determine the number of carriers, location and duration of detail needed. The Postal Service will solicit volunteers for a defined period. The parties at the Headquarters level will review those that volunteer for a detail and jointly select city letter carriers to be detailed. Full time, part-time flexible and city carrier assistant city letter carriers are eligible to volunteer. Consideration will be given to the potential impact on staffing in the losing installations...” (Emphasis added.)

In Region 1, the presidents were upset when we read the MOU, for many reasons.

In response to the negative Region 1 reaction, EVP Renfro held a web meeting with the presidents on Nov. 9 to explain why the MOU was signed and why it was good for the membership. NALC National would now have a say in the details and local branches would also have a say in the matter; if a local said no to a potential detail, that would be the end of it. As of Dec. 9, NALC Headquarters had not agreed to any details; however, at least three of our carriers have been detailed without NALC approval. The ink was not yet dry on the MOU before USPS began violating its terms. What about consideration being given to potential impact on staffing in the losing installations? Other than our local grievances, what will be NALC's response?

Ray Hill, Branch 2902

Mutual Exchanges

FL: Miami (3/96) to Orlando or surrounding areas. Amira, 786-556-1067 (text only) or amy8express@hotmail.com.

FL: Naples (3/21) to Keatland, IN or surrounding areas. Great weather and close to many beaches. Regular carriers only. Windy, 419-270-0342 or windmills2@netzero.net.

FL: St. Petersburg (2/05) to Chataanooga, TN; Dalton, GA; or surrounding areas. Regular carriers only. Close to beaches, downtown and plenty of amenities. Area includes 10 bidding offices. OT available. Andre, 727-543-1848 or acmc918@yahoo.com.

IL: Chicago (9/94) to Nolensville, Columbia, Brentwood, TN area. City carrier. 90/10 percent single-family house deliveries. Nineteen-route station. Strong local union; laid-back, friendly

atmosphere. Anthony, 312-316-7846 or anthonyquinn53@yahoo.com.

IL: Chicago (9/93) to Las Vegas, NV or surrounding areas, or any of the following states: TX, FL, GA. Regular carriers only. Large office with lots of overtime, if wanted. North Side of Chicago. 15 minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or reena2@hotmail.com.

MA: Greenfield (9/20) to Portland, ME or surrounding area. Regular carriers only. Smallish office. 15 city routes. OT available. Transferring for family reasons. Eric, 413-676-9123 (text only) or eric.mearns@gmail.com.

MT: Great Falls (3/13) to Vernon, CT or surrounding area. North central Montana. Three hours to Glacier, five hours to Yellowstone National Park. No state sales tax. Low cost of living. Lots

of outdoor recreational opportunities. Marcus, 406-531-6483.

NY: Syracuse (9/15) to Brandon or surrounding areas near Riverview, FL. Bought a house in Riverview last year not realizing it would take two years to transfer to Florida. I'm interested in doing a mutual swap. Wendy, 315-491-5842.

TX: Austin (10/21) to New Braunfels. Great work environment, with good station manager/supervisors. In the heart of central Austin and only 20 minutes south of Round Rock. Andrew, 737-990-7332 or aghayden08@gmail.com.

WA: Auburn/Federal Way (5/90) to Gilbert, AZ or surrounding areas. Seeking mutual swap with city letter carrier. Brian, 253-951-7716 or bwick66@gmail.com.

Election Notices

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for delegates to the spring seminar in Wilmington, March 24-26, will be held at the regular stated monthly branch meeting on Feb. 15, and the election of delegates will be held at the regular stated monthly branch meeting on March 15, if needed. The election will be by secret ballot.

Mark Bare, Pres., Br. 2262

*The Constitution for Government of Federal and Subordinate Branches requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., January's deadline is for the February publication.*

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., December's deadline is for the January publication. Mail ad with check (payable to NALC): Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

MISSING

HELP BRING ME HOME

NCMEC: 1428945

Legend Perez



Missing Since: Aug 14, 2021
Missing From: Philadelphia, PA
DOB: Dec 3, 2019
Age Now: 2
Sex: Male
Race: Black
Hair Color: Brown
Eye Color: Brown
Height: 25"
Weight: 21 lbs

Legend was last seen on August 14, 2021. He may be in the company of his mother. Although Legend is missing from Philadelphia, the New York City Police Department is interested in his whereabouts.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)

MISSING

HELP BRING ME HOME

NCMEC: 1430213

Alexia Davidson



Missing Since: Sep 3, 2021
Missing From: Salisbury, NC
DOB: Aug 28, 2005
Age Now: 16
Sex: Female
Race: Biracial
Hair Color: Brown
Eye Color: Brown
Height: 5'3"
Weight: 200 lbs

Extra Photo



Both photos shown are of Alexia. She is Biracial. Alexia is Black and White.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)

Salisbury Police Department (North Carolina) 1-704-638-5333



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**