

The Postal Record

Volume 138/Number 7

July 2025

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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STRONGER TOGETHER

National and branch totals

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NATIONAL ASSOCIATION
OF LETTER CARRIERS
**Stamp
Out
Hunger**
FOOD DRIVE



**FIGHT
LIKE HELL!**



Tell Congress to support our priority legislation

NALC's Legislative Action Center is where letter carriers can access the information and tools necessary to educate lawmakers on our issues and priority legislation. You can find out who your representative and senators are, what bills are most pressing, and useful background information.

- Join together with thousands of other letter carriers to take action on the issues that matter most to us
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Scan the QR code to go to the NALC
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Fighting for letter carriers' safety



**Brian L.
Renfro**

I am writing this article a few days after the first day of summer. Less than a week officially into the season, one thing is certain: It is hot. Extreme heat warnings stretching many days have been issued across the country, and there is no clear indication of extended relief in the weeks ahead.

I am heartbroken to share that on June 21, our brother, Jacob Taylor, a letter carrier from Lone Star Branch 132 in Dallas, TX, died on the job. While the circumstances of his death are still under review, it is a jarring reminder of the on-the-job hazards we face every

day. Extreme heat, crime and assaults, and outdated postal vehicles pose significant risks to us every day.

That's why we always fight for increased safety measures in every circumstance. For extreme heat, that means a national heat safety standard. NALC has led the effort in this fight for years, and last year, the Occupational Safety and Health Administration (OSHA) finally released a pending heat safety standard rule. We fully support the implementation of this rule. In June, I testified before OSHA at an informal rulemaking hearing in support of the rule (read more on page 4).

Over several weeks, OSHA received input from various labor unions, industry groups, and other stakeholders with different perspectives on the rule. While the rule's path forward is unclear and certainly faces hurdles, NALC will not stop fighting like hell for a heat safety standard to protect us.

A few days before I testified before OSHA, the Senate Homeland Security and Governmental Affairs Committee (HSGAC) released its first version of the committee's portion of the reconciliation package. The committee decided to go after something else that is vital to our safety on the job: new postal vehicles.

An initial Senate proposal by HSGAC Chairman Rand Paul (R-KY) sought to take back any unspent money designated for Postal Service electric vehicles and require the agency to sell its electric vehicles and associated in-

frastructure. NALC crushed this ridiculous idea, and with the help of some Senate Republican allies, the proposal was removed. However, it clarified the priorities of some lawmakers. Some will try to attack us from every angle. As we have been saying all year, our answer is simple: Hell no!

Any effort to slow down or stop the Postal Service's procurement of new delivery vehicles directly threatens our safety and the critical service we provide. All letter carriers are aware that new, modernized, air-conditioned vehicles are long overdue. This summer's already record-breaking high temperatures serve as a stark reminder of the risks of extreme heat. Whether gas or electric, our priority is that all letter carriers be in safer, air-conditioned vehicles as soon as possible. We have waited far too long, and we will not allow anything to slow down the process.

That was just one of our fights in the Senate. Next, Chairman Paul included a major pay cut for future letter carriers. Updated text proposed increasing the Federal Employees Retirement System contribution rate to 15.6 percent for all postal employees hired after Jan. 1, 2026. We were actively fighting this disgusting attack on public servants as this magazine went to print.

This is just the latest attack on our retirement security. The last few months have been marked by intense battles in both the House and the Senate to ensure that everything we have earned, paid for, and were promised when we started our jobs is not wrongfully taken away. While our members battle the day-to-day challenges of their jobs, rest assured that our union is constantly fighting to preserve our retirement benefits and keep letter carriers safer on their routes. You can read more about how we have engaged in these fights on page 4.

In the months ahead, I urge every letter carrier to stay vigilant. Know your contractual rights for comfort stops and take them as needed. If you hear differently from your supervisor, contact your shop steward immediately. Stay hydrated and familiarize yourself with the warning signs of heat exhaustion and heat stroke. Visit [osha.gov/heat/heat-app](https://www.osha.gov/heat/heat-app) to download OSHA's heat safety tool.

Stay safe, and please look out for yourself and one another.

A handwritten signature in blue ink, appearing to read "Brian Renfro".



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

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Region 10: SHAWN BOYD
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2001 Lakeside Pkwy.
Flower Mound, TX 75028
281-540-5627

Region 11: MARK CAMILLI
(Upstate New York, Ohio)
2500 W. Erie Ave.
Lorain, OH 44053-1056
440-282-4340

Region 12: BRIAN THOMPSON
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215-824-4826

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617-363-9299

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

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Words and comedy



Philip Dine

I frequently write about the feats and accomplishments of letter carriers on or off the route, discuss NALC's communications efforts or address the self-inflicted woes of today's news media. Yet, to my surprise, the strongest reactions sometimes are prompted by what might appear to be an unexciting topic: words and grammar and language.

A recent postcard from Arizona got right into it: *Thx for the trip down memory lane. My mom often admonished, "the reason is never 'because,' the reason is THAT."*

After some more examples, the card ended: *The internet is hastening the morphing of our language, but I sure wish today's writers knew "between v. among" or "less v. fewer,"*

but I'm not holding my breath! Thx again!

The signature was from Rex Kennedy, reacting to May's column, "Crafting the message," which included this: *Be a stickler for correct grammar and word use, to retain your credibility. It's always wrong to say, "The reason the supervisor disciplined the worker is because..." Instead say, "The reason the supervisor disciplined the work is that..." A reason can't be "because"; it has to be the actual factor in play.*

Rex, I subsequently learned, carried mail for some 30 years in Springfield, MO, following five years as a postal clerk and a two-year Army stint, before retiring in 2018. He was highly active with Springfield Branch 203, including as a steward and—fittingly—as a branch scribe.

Thereby inspired (though, truth be told, it doesn't take much for me to get into this topic—ask anyone in the building), I'll cite some word misuses I've recently noticed. The reason, of course, is the importance of *how* we present our message to the public and the politicians about postal issues.

Case in point: Newspaper editors get far more op-ed submissions than they can possibly run, so the first task is to eliminate perhaps 90 percent. If the lead's wordy or confusing, they're quickly on to the next prospect—they have no time for heavy editing, plus they'll question your chops vis-à-vis the topic at hand.

The common theme here is eliminating unnecessary words—which waste valuable space/time, clutter things up, leave readers/listeners unsure what we're saying, and diminish our credibility. Easy fix—just avoid redundant words. As it happens, they're rarely nouns or verbs but rather modifiers—adjectives or adverbs.

There seems to be a surge in gratuitous use of "successfully," as in "The new rules successfully improved food safety"

or "Lobbyists successfully convinced the senator to reconsider his vote." As opposed to unsuccessfully? If you improved safety or persuaded the senator, success is implicit.

A few hours ago, I heard a political figure say on the radio, "I was a former DNI myself." You'd think a director of national intelligence, who analyzes words all day long, would have a better grasp of the language. He *is* a former DNI, or he was a DNI. Similarly, military veterans are sometimes referred to as "a former vet." The term "veteran" already places his service in the past; calling someone a former vet means they are no longer a veteran. Huh?

Don't say, "The legislation was first introduced in February." Lose the 'first.'

Once upon a time, the word "priority" stood proudly alone to signify something that took precedence over all else, as in, "The new CEO's priority is to increase sales." Unambiguous. Gradually, it was watered down to usages such as, "The candidate's top five priorities are..." Carefully read, that translates into listing the first five of a greater number. Now, one often hears of "a very high priority." Sheer gibberish; if you have to put so many qualifiers in front of it, it's merely a goal to be aspired to.

Sometimes, unneeded words result from a sentence's structure. Rather than writing "It is my aim to..." simply say "My aim is to..." Better yet, turn the noun into a verb, as in, "I aim to."

If you've waded through this, let's close with some comic relief.

Pittsburgh's ABC affiliate wanted an on-camera interview with a letter carrier in mid-June, and Branch 84 President Ted Lee agreed. For my part, I gave the reporter some written info to provide context for her interview.

Post-interview, Ted emailed me that it had gone well, while wryly adding that "she did label me Phil Dine under me while I spoke—so if I said anything wrong it's on you, lol."

Unsurprisingly, Ted, who's been to the rodeo before and who brings the discipline of someone who wore the uniforms of both the Air Force and the Army National Guard, said everything right. Thank you, Ted!

EDITORIAL STAFF:
Director of Communications and Media Relations Philip Dine
Managing Editor Mike Shea
Writer/Editor Rick Hodges
Writer/Editor Jenessa Wagner
Editorial Assistant Sarah Eccleston

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News from Washington

Letter carriers take action as reconciliation fight advances in Senate

As this magazine was going to print, the House was considering the Senate-passed reconciliation measure, the One Big Beautiful Bill Act (H.R. 1). Next month's edition of *The Postal Record* will detail the final legislation.

At various points in the budget reconciliation process, letter carriers answered the call to fight off significant cuts to retirement benefits, organizing rights and attempts to eliminate electric postal vehicles.

"As new attacks have surfaced, letter carriers have consistently answered the calls to action," NALC President Brian L. Renfroe said. "While the process continues, NALC will keep fighting like hell to guarantee our retirement benefits stay off the table and that the new postal vehicles we desperately need are protected."

Budget reconciliation allows Republicans to bypass Democratic opposition and advance President Trump's comprehensive tax, immigration, energy, and health care agenda.

Check the "Government Affairs" section of nalc.org and the next issue of *The Postal Record* for updates.

House Oversight Committee holds hearing on future of Postal Service; President Renfroe testifies

On June 24, the House Subcommittee on Government Operations held a hearing titled "The Route Forward for the U.S. Postal Service: A View from Stakeholders."

President Renfroe was called to testify to provide the critical perspective of the 200,000 active city letter carriers who carry out the Postal Service's universal service obligation every day.

NALC President Brian L. Renfroe testifies at the House Subcommittee on Government Operations' hearing, "The Route Forward for the U.S. Postal Service: A View from Stakeholders."



Other witnesses included Jim Cochrane, CEO of the Package Shippers Association; Elena Spatoulas Patel, assistant professor at the University of Utah's Marriner S. Eccles Institute for Economics and Quantitative Analysis; Mike Plunkett, CEO and president of the Association for Postal Commerce; Thomas Schatz, president of Citizens Against Government Waste; and Paul Steidler, senior fellow at the Lexington Institute.

President Renfroe began his opening remarks on a solemn note, honoring **Jacob Taylor**, a letter carrier from Dallas, TX Branch 132, who died on the job in June.

Renfroe's testimony emphasized the numerous job hazards letter carriers face, including the dangers of extreme heat and rising criminal assaults and the need to protect letter carriers in all circumstances. The necessary protection also extends beyond those areas, Renfroe noted.

"If Congress wants to help the Postal Service, I urge you to do everything possible to protect letter carriers and all postal employees, implement necessary financial changes, and guarantee the Postal Service remains an independent, non-taxpayer-funded public service it has been for the last 55 years," Renfroe said. "If the American people's mail and packages are to be protected, the people who deliver them must first be better protected," he added.

With the hearing focused on the Postal Service's future, Renfroe emphasized the critical need for Congress and the administration to address the Postal Service's finances, specifically calling for a proper calculation of the Postal Service's pension liabilities and allowing USPS to invest its retiree health benefit funds more responsibly.

Regarding the Delivering for America plan, Renfroe said that "modernization is long overdue. One of the primary challenges of such a transformation is



President Renfroe testifies with the other witnesses: Jim Cochrane, CEO of the Package Shippers Association; Elena Spatoulas Patel, assistant professor at the University of Utah's Marriner S. Eccles Institute for Economics and Quantitative Analysis; Mike Plunkett, CEO and president of the Association for Postal Commerce; Thomas Schatz, president of Citizens Against Government Waste; and Paul Steidler, senior fellow at the Lexington Institute.

maintaining and improving service as a massive network is modified.”

The other stakeholders who testified align more with private shippers, ultimately motivated by profit.

“When Congress seeks to make changes or understand the operations of the Postal Service, I urge you to come to us—the people who work within the system every day and are invested in the service we provide to the American people,” Renfroe said.

The hearing was particularly relevant as the incoming postmaster general, David Steiner, is set to lead the agency this month. His leadership comes with many uncertainties.

“While NALC has reservations about the USPS Board of Governors’ selection for postmaster general, guaranteeing that the Postal Service remains an independent, non-taxpayer-funded, non-partisan agency is key. We fulfill a universal service obligation that no other private shipper does, could, or would fulfill.”

Overall, questions focused on the Delivering for America plan, potential impacts of privatization, cost savings, the upholding of the universal service obligation, and the structure of the Postal Service’s leadership.

Del. Eleanor Holmes Norton (D-DC) asked Renfroe why a stable Postal Service workforce is important. He emphasized that the “stability of the workforce has gone a long way to building the trust that Americans have in letter carriers and the Postal Service.”

Rep. Maxwell Frost (D-FL) began his questioning by thanking Branch 1091 letter carriers in his Central Florida district. He then pointed out the difference between private businesses and public services and asked Renfroe how postal privatization could affect customers. Renfroe explained that any effort to privatize would “erode the universal service obligation” that Americans depend on.

In his closing remarks, Chairman Pete Sessions (R-TX) thanked postal workers for their contributions and acknowledged the thousands of postal workers working in extreme temperatures as a heat wave swept large parts of the country.

President Renfroe’s full testimony is available on nalc.org.

OSHA holds informal public hearings on proposed heat safety rule

Last month, the Occupational Safety and Health Administration (OSHA)

held informal virtual public hearings on the agency’s *Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings* proposed rule.

President Renfroe testified on June 18 in strong support of the rule.

“USPS records show that letter carriers report hundreds of heat injuries annually,” Renfroe said. “However, the actual number is undoubtedly greater, as the Postal Service’s productivity-focused culture discourages letter carriers from reporting symptoms, as evidenced, in some cases, with letter carriers being disciplined because of a heat-related injury.

“Heat illness does not just sicken my members. On occasion, it kills them,” he continued. “At least seven letter carriers have died as a result of exposure to heat since 2012. Tragically, these injuries and deaths are preventable.

“A nationwide heat standard that sets clear requirements for USPS and other employers is the only way to truly mitigate the dangers that heat poses.”

From June 16 to July 2, OSHA heard testimony from labor representatives, industry leaders, and other stakeholders over several weeks.

“NALC appreciated the opportunity to bring the voice of our 200,000 active

News from Washington (continued)

members to today's hearing," Renfroe said. "NALC has been a leader in fighting for a national heat safety standard for years, and we support full implementation of this rule. Our union stands ready to work with OSHA, the Department of Labor, and all necessary stakeholders to keep this critical proposal moving through the rulemaking process."

President Renfroe's full testimony is available on nalc.org.

House committee advances bill to expand letter carrier access to workers' compensation providers

On June 25, the House Committee on Education and the Workforce unanimously voted (34-0) to advance the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 3170).

Currently, the Federal Employees' Compensation Act (FECA) limits treatment for injured federal workers, including letter carriers, to physicians only. However, a growing shortage of physicians willing to accept FECA cases has created "provider deserts" in many parts of the country, making it difficult for injured letter carriers to access timely care.

H.R. 3170 addresses this gap by amending FECA to authorize nurse practitioners and physician assistants to treat these cases.

The legislation received strong bipartisan support during the markup. This bill was reported out of committee in both the 117th and 118th Congresses—the prior two congressional sessions. In the 117th Congress, it passed the House with broad bipartisan support.



Anthony Lomangino



John LaValle

"NALC appreciates the committee's unanimous support to advance this bill," President Renfroe said. "When a letter carrier, or any federal employee, is injured on the job, finding quality, convenient, and timely care is essential. NALC urges Congress to pass this critical legislation."

The next step is for the bill to be considered on the House floor, where time is limited and securing a vote can be challenging.

Check the "Government Affairs" section of nalc.org for future updates.

President Trump sends two USPS BOG nominees to Senate

In June, President Trump nominated Anthony Lomangino and John LaValle, two Republican nominees, to serve on the U.S. Postal Service Board of Governors (BOG).

Currently, the BOG is comprised of five sitting governors: two Republicans, two Democrats, and one independent, with four vacant governor seats.

Lomangino would fill the seat currently held by Roman Martinez IV, who is serving a holdover year, and

his term would expire in 2031.

LaValle would replace Anton George Hajjar for a term that also ends in 2031.

Lomangino comes from Florida's recycling and waste-management industry, including roles at Southern Waste Systems and LGL Recycling. Lomangino co-founded Right for America, a PAC supporting Trump's reelection.

LaValle previously served as a White House liaison to the Department of Energy. He previously served Brookhaven, NY, as councilman (1996-2000) and supervisor (2000-2005).

In 2019, he ran for mayor in Port Jefferson. He currently leads a law firm and a consulting business focused on real estate tax credits.

As is customary, the White House sends nominations to the Senate, where we expect both to be considered in the coming weeks. Both the postmaster general and deputy postmaster general also serve as governors, along with the complement of nine Senate-confirmed governors.

The Senate typically considers BOG nominations in bipartisan pairs—a Republican alongside a Democrat—to maintain political balance. In this case, the White House is requesting the confirmation of two Republicans without a Democratic counterpart, which would shift the balance of the Board to three Republican seats and three Democratic seats.

With incoming Postmaster General David Steiner having been hand selected by the administration directly from a private shipper, joining two potential governors with no known experience with Postal Service employees, NALC is deeply concerned.

“NALC calls on these nominees to proactively engage the nation’s 295,000 active and retired city letter carriers, especially during this critical time,” President Renfroe said. “We also urge the Senate to advance nominees who will protect letter carriers, all postal employees, and the universal network.”

2026 White House budget targets USPS steward time

On June 6, the Trump administration released its \$2.6 trillion Fiscal Year (FY) 2026 budget proposal, setting the stage for the Republican-led House and Senate as they begin work to set priorities through Sept. 30, 2026. The proposal came while Congress continued work on its FY 2025 reconciliation package.

The White House budget calls for eliminating “official time,” and more specifically, “steward time” at the Postal Service. NALC’s collective-bargaining agreements (CBA) with USPS have long provided for payment of stewards for performing steward activities permitted under the CBA.

“This budget proposal is a calculated attack on our collective-bargaining rights, letter carriers, and our union,” President Renfroe said. “Any attempt like this to infringe upon what we have bargained in good faith will be met with the fiercest of resistance from hundreds of thousands of America’s letter carriers, postal employees, and the hundreds of millions of Americans we serve every day.

“This is particularly concerning as we prepare for an incoming postmaster general with a troubling anti-union background, and further justifies growing concerns about

handing over our public service to private shipper.”

Overall, the FY 2026 request calls for a 22.6 percent cut to non-defense spending—a \$163 billion cut from current year spending—which is expected to trigger major cuts to discretionary programs.

The annual budget season typically begins with a mandate from the White House to set federal spending and policy priorities. As has unfolded under previous Republican “trifectas” (single-party control), the GOP sought to reduce federal spending and increase corporate tax breaks.

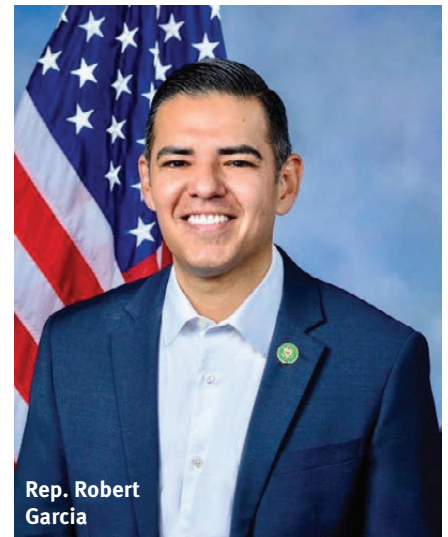
While the Postal Service is not taxpayer-funded, it is subject to the implications of White House directives, as outlined in the FY 2026 budget request.

“NALC stands ready to protect the rights of our members, the agreement we have collectively bargained, and the thousands of dedicated shop stewards who enforce its terms daily. We will keep fighting like hell against any agenda that attacks us or our rights,” Renfroe said.

“Letter carriers are not new to these budget battles, despite the Postal Service not being taxpayer-funded,” he added. “It’s ultimately up to Congress to reject this budget blueprint of destruction. We call on all members of Congress of both parties to declare this portion of the budget proposal dead on arrival.”

Robert Garcia tapped as ranking member of House committee overseeing USPS

On June 24, the House Democratic Caucus named Rep. Robert Garcia (D-CA) as the new ranking member of



the House Committee on Oversight and Government Reform, a key congressional committee with oversight of the Postal Service.

Following his selection, President Renfroe congratulated Ranking Member Garcia.

“NALC has a long history of working productively with the House Oversight Committee, and we look forward to continuing that partnership with Ranking Member Garcia,” Renfroe said. “Congressman Garcia has consistently supported workers’ rights, unions, fair retirements, and a strong public Postal Service. We’re confident he’ll bring that vision to his leadership role.”

With a new postmaster general set to take office soon, steady, informed leadership on the committee that oversees the Postal Service is essential.

“Now more than ever, it’s essential to have a leader who understands and defends the Postal Service’s public mission and the universal service we provide to every American,” Renfroe said. **PR**

USPS announces implementation dates for CCA wage increases and pay table changes

USPS has announced the implementation dates for CCA wage increases and pay table changes in accordance with Arbitrator Dennis Nolan's March 21, 2025, interest arbitration award.

The letter carrier pay schedule on the next page has been updated to reflect these changes.

CCA pay increases

Effective June 14, 2025 (PP 14-2025), all city carrier assistants' (CCAs) pay rate will be increased to reflect an additional 50 cents per hour. This

increase is in addition to their cumulative general wage increases.

Pay table modifications

Also, effective June 14 (PP 14-2025), all city carriers currently in Step P in Tables 1 and 2 will receive a one-time pay increase to an amount that is equal to a flat dollar amount of \$1,000. Carrier technicians will receive \$1,021. These increases are in addition to the general wage increases and COLAs.

The Postal Service expects the eliminations of Table 2 Steps AA and A to be effective July 12, 2025 (PP 16-2025). In con-

junction with the elimination of Steps AA and A, all city carriers in those steps will be advanced to Step B and begin a new 46-week waiting period to be completed before advancing to the next step.

Retroactive (back pay) provisions

USPS indicates that back-pay calculations are ongoing and expects payment in August 2025. The retroactive pay will include the Nov. 18, 2023, and Nov. 16, 2024, general wage increases (plus the 1 percent additional increases for CCAs on those dates) and the first four cost-of-living adjustments for career carriers. **PR**

Apply for the NALC Leadership Academy



NALC is now accepting applications for the Leadership Academy, which is open to all active NALC members.

The Leadership Academy consists of three week-long sessions held over a five-month period at the Maritime Institute near Baltimore, MD. During the classes, students discuss effective leadership skills and the union's legislative agenda. They learn about topics such as the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers' compensation, effective negotiation techniques and communicating through traditional and social media.

Students are required to complete outside learning projects upon returning home following Weeks 1

and 2. Upon graduation, students will spend a fourth week working in their national business agents' offices.

The Academy curriculum is designed to both develop and enhance the knowledge and skills that are essential for NALC leaders. In addition to the Leadership Academy staff, each of the resident national officers, as well as many headquarters' staff members, help teach at the Academy, providing students with NALC's top experts in each field. The Leadership Academy has graduated 30 classes and celebrated its 20-year anniversary this year. Leadership Academy alumni serve our union at the branch, state association, regional and national level.

Applications are available here and will be accepted until Friday, Sept. 26. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective June 14, 2025 (Wage adjustment)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025*	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	TBD
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
June 14, 2025	Wage adjustment	\$0.50
Nov. 15, 2025	General wage increase	2.5%

NOTE: Upon conversion to full time, part-time flexible employees in Table 2 will be slotted into the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step P of Table 2, with proportionate application of the COLA to Steps A-O of Table 2.

NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

*Anticipated date

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

Basic Annual Salaries																	Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	66,479	71,038	71,143	74,405	74,878	75,354	75,823	76,292	76,768	77,230	77,708	78,183	78,651	79,134	79,601	81,057	476
Carrier Technician*	67,875	72,530	72,637	75,968	76,450	76,936	77,415	77,894	78,380	78,852	79,340	79,825	80,303	80,796	81,273	82,759	486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	33.37	35.66	35.71	37.35	37.59	37.83	38.06	38.30	38.54	38.77	39.01	39.25	39.48	39.73	39.96	40.69	
Carrier Technician*	34.07	36.41	36.46	38.14	38.38	38.62	38.86	39.10	39.35	39.58	39.83	40.07	40.31	40.56	40.80	41.55	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.96	34.15	34.20	35.77	36.00	36.23	36.45	36.68	36.91	37.13	37.36	37.59	37.81	38.05	38.27	38.97	
Carrier Technician*	32.63	34.87	34.92	36.52	36.75	36.99	37.22	37.45	37.68	37.91	38.14	38.38	38.61	38.84	39.07	39.79	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

* Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

Basic Annual Salaries																	Most Prev. Step
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
City Carrier (Grade 2)	48,947	51,133	53,321	55,510	57,701	59,887	62,076	64,267	66,455	68,643	70,831	73,019	75,211	77,396	79,584	81,057	2,188
Carrier Technician*	49,975	52,207	54,441	56,676	58,913	61,145	63,380	65,617	67,851	70,085	72,318	74,552	76,790	79,021	81,255	82,759	2,234
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.53	24.57	25.67	26.77	27.87	28.97	30.06	31.16	32.26	33.36	34.46	35.56	36.66	37.76	38.85	39.95	40.69
Carrier Technician*	24.03	25.09	26.21	27.33	28.45	29.57	30.70	31.82	32.94	34.06	35.18	36.30	37.43	38.55	39.67	40.79	41.55
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.53	24.58	25.64	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.11	36.16	37.21	38.26	38.97	
Carrier Technician*	24.03	25.10	26.17	27.25	28.32	29.40	30.47	31.55	32.62	33.69	34.77	35.84	36.92	37.99	39.06	39.79	
Percent Step O																	
	60.39%	63.08%	65.78%	68.48%	71.19%	73.88%	76.58%	79.29%	81.99%	84.68%	87.38%	90.08%	92.79%	95.48%	98.18%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3

* Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

	BB	AA
City Carrier (Grade 2)	20.73	21.23
Carrier Technician (add 2.1%)	21.17	21.68
Steps (From BB to AA) in weeks	52	

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA
City Carrier (Grade 2)	22.36	22.86
Carrier Technician (add 2.1%)	22.83	23.34
Steps (From BB to AA) in weeks	52	

Who let the dog out?

The love-hate relationship between mail carriers and neighborhood dogs has long been the subject of many cartoons, jokes and social media memes. While the authors of these comedic bits may not mean any harm, dog attacks on letter carriers are no joking matter. New carriers need to learn how to protect themselves from dogs, but experienced carriers also may need to refresh their memories and remain vigilant. Most dog attack reports are minor, but some involve serious injuries. And even when we think we are safe, a dog attack can surprise us.

The number of dog attacks reported by letter carriers on their routes increased last year, as is typically the case, and the Postal Service is continuing its efforts to help carriers avoid bites. Last month, USPS held its annual Dog Bite Awareness Campaign to focus on the dangers dogs can present to letter carriers. This year's theme, "Secure Your Dog, Keep Deliveries on Track" focused on educating dog owners about the dangers their dogs can present to letter carriers. During the campaign, USPS provided customers with information on how to keep their dogs away from carriers on their routes, along with reminders that mail and package delivery service could be suspended if they fail to secure their dog.

According to USPS statistics released on May 29, there were more than 6,000 incidents involving dog attacks on Postal Service employees last year, compared to 5,800 dog bite incidents reported in the previous year. The top five cities for dog attacks in 2024 were Los Angeles, CA (77), Houston, TX (65), Chicago, IL (57), St. Louis, MO (47) and Cincinnati, OH (44). USPS also reports

that the top five states with the greatest number of dog bite incidents were California (701), Texas (438), Ohio (350), Illinois (344) and New York (322).

Don't assume that a dog you've seen before on your route, even one that is generally friendly, won't change its mind and feel threatened by your approach. Even a dog that appears friendly, or has been friendly in the past, or one whose owner says doesn't bite, should be treated with caution. Don't judge them by the breed, either—because any kind of dog can attack, and even a small dog can injure you.

Don't assume that a barrier will keep a dog from reaching you. Dogs can jump over fences, break through screens, and even crash right through glass windows and doors while trying to get to a letter carrier to attack them.

Dogs are more likely to bite when you aren't looking—so keep your attention on any dog as long as you can, without staring. If a dog is asleep or doesn't see you, don't startle the dog, but do make a gentle noise or call its name, if you know it. Don't reach out your hand to pet it—that could become the hand that's bitten.

If a dog does attack, stand your ground. Turning your back or running will likely only encourage it to chase you, not to mention that you might fall, which could not only injure you but also make you more vulnerable to the dog. Put your satchel or a package between your body and the dog, and use dog repellent spray if possible. Have the spray in hand if you are coming close to a dog. Make sure every morning that you have a can of spray with you and that it hasn't expired.

If you encounter a dog on your route that appears to be a threat, be sure to put a dog warning card in your case



to remind yourself and to warn other carriers on the route. When a customer who owns a threatening dog moves to a new home, many carriers forward the dog warning card to the station that services the new address to protect their co-workers.

Also, make sure that a hazard alert is entered into the system so that the Mobile Delivery Device (MDD) will notify you and other letter carriers that there is a dangerous dog in the area. Once the hazard alert has been programmed, the MDD will emit an audible and visual warning as you approach the address to forewarn you that a dog is present at that location. The dog warning card and the MDD alert are two important ways to help keep carriers safe.

Keep in mind that if a dog is such a threat that the mail can't be delivered without serious risk, you should tell your supervisor. If a carrier feels threatened by a dog, or if a dog is loose or unleashed, the owner may be asked to pick up mail at a post office until the carrier is assured that the pet has been restrained. If a dog is roaming the neighborhood, the pet owner's neighbors also may be asked to pick up their mail at the area's post office. USPS can

suspend mail delivery to any address where there is danger to a carrier.

Carriers need to always stay aware of their surroundings and to keep an eye out for places where dogs might be found, such as under parked cars, on porches or in dog houses. And like any danger on your route, it's harder to detect a threatening dog when you can't hear them, so be sure to leave your earbuds



and headphones behind.

Whether or not you are warned in advance of a dangerous dog, here are some “do’s and don’ts” for avoiding dog trouble on your route:

- Do check for dog warning cards, carry dog spray, and keep an eye out for dogs at all times.
- Don’t run past a dog. A dog’s natural instinct is to chase people who run.
- Don’t scream if a dog threatens you. Avoid direct eye contact. Try to remain still until the dog leaves, and then back away slowly until the dog is out of sight.
- Don’t approach an unfamiliar dog,

especially one that’s tethered or confined.

- Do try to hold something between yourself and the dog, such as a satchel or a parcel, if a dog threatens to attack.
- Do report it to a supervisor if you observe a potentially dangerous situation involving a dog, or if you are attacked or threatened by one.

Being a letter carrier is challenging, and the job is ever-changing. But one thing is certain: Carriers will encounter dogs on their routes. Make sure you do everything you can to protect yourself, as you are the most important delivery. **PR**

Staying safe in the sun and heat

Letter carriers work many hours out in the sun, and that exposes them to two health risks—one that can strike quickly and another that can injure slowly.

Heat: an immediate danger

Extreme heat can cause death quickly, and it has taken the lives of letter carriers on the job. One of the latest carriers to succumb to heat was **Eugene Gates Jr.**, a member of Branch 132 in Dallas, TX, who collapsed in a customer’s yard from the heat on June 20, 2023 and soon died.

Heat can affect anyone, no matter their age or physical shape. It’s not a matter of being tough and enduring the heat. Letter carriers need to take care of their body’s needs and prepare in advance. The risk is greater for those who haven’t acclimated to working in the heat, so new carriers and carriers returning from leave should take extra

precautions.

Preparation is the secret to staying safe. Water is essential to the body’s natural cooling process, so drink plenty of H₂O long before you leave the office, and continue to drink throughout the day to replace vital bodily fluids, including electrolytes, which keep your metabolism in working order. Check with your doctor on the best way to replenish your electrolytes.

The other way to prepare for a hot day is to choose whichever uniform clothing items you can find that are appropriate for hot weather. Wear loose-fitting, breathable clothing to allow your skin to cool itself. Light-colored fabric reflects more sun and keeps you cooler. Studies have shown that sun exposure can cause brain dysfunction just by heating your head, so a hat is a must.

After you take precautions, be ready for trouble if the heat catches up with

you. On your route, make a plan for places to take refuge if you get overheated. Look for shady areas and air-conditioned public spaces you can use to cool down, especially at midday through mid-afternoon, when the heat peaks.

This year, USPS sent a Heat Illness Prevention Program mailer to your home. You can find a copy at the NALC’s website atnalc.org/workplace-issues/safety-and-health/body/2025-03-06-Heat-Illness-Prevention-Publication-Final-002.pdf.

The last page of that material advises you to “Take breaks to cool down as needed.”

Know the danger signs of heat. You should be prepared to recognize the two kinds of severe heat stress:

- **Heat exhaustion** symptoms include headache, nausea, dizziness, weakness, thirst and heavy sweating. You should call

Staying safe in the heat (continued)

for medical help before this becomes a heat stroke.

- **Heat stroke** is the most serious heat-related illness and requires immediate medical attention. Call 911 immediately and, if possible, have someone contact your supervisor. Do not wait for your supervisor's approval to call 911. Symptoms include confusion; fainting; seizures, very high body temperature; hot, dry skin; and profuse sweating. The visible signs of heat stroke are red, hot, dry skin, or excessive sweating, seizures and fainting.

Take action immediately when you recognize the signs of heat exhaustion or heat stroke, whether in yourself or in a colleague. Find shade or a cool place indoors, drink water and call 911 immediately. Then notify your supervisor if you can.

"Enduring the discomfort of heat may be part of the job, but risking your health is not," NALC Director of Safety and Health Manuel L. Peralta Jr. said. "Don't ever hesitate to protect yourself."

To help outdoor workers survive the heat, the Occupational Safety and Health Administration (OSHA) and the National Institute of Occupational Safety and Health (NIOSH) have jointly developed a heat safety tool (app) for your smartphone. Once the app is installed, it can detect your location and provide you with the current temperature, humidity and heat index—the combination of temperature and humidity that tells you how difficult it will be for your body to cool itself. The app also will provide the expected heat index for the day so you can plan for it.

You can find the app for download to



your Android device or iPhone at [osha.gov/heat/heat-app](https://www.osha.gov/heat/heat-app).

Sunburn and sun exposure: a long-term risk

Even on a cool day, the sun's radiation is a threat to your skin. Severe sunburn can be very painful and even knock you off your route for a day or more. But even without burning your skin, long-term exposure to sunlight increases the risk of skin cancer. Letter carriers should take precautions daily to minimize the risk of both sunburn and long-term skin damage from cumulative exposure to the sun's rays.

"Skin damage due to long-term exposure can be a serious problem later in life," Peralta said. "Protect yourself every day so it doesn't add up."

Use a strong sunscreen on all exposed skin, even on cloudy days, and reapply as needed. Consider the

sun protection factor (SPF) of the sunscreen you use. SPF is a multiplier of how long the sunscreen allows you to be in the sun without burning. For example, on a sunny day when you might suffer a sunburn in 15 minutes with no protection, a sunscreen rated at SPF 30 would theoretically protect you for seven hours (15 minutes times 30)—as long as sweat doesn't wash it away sooner. Sunscreen does wear off, so keep a supply handy and reapply as needed.

When you can, wear appropriate clothes to cover as much of your skin as possible. Remember that the sun's rays can go through some types of fabric, so consider wearing uniform items made for sun protection and applying sunscreen under a shirt or hat just to be safe.

"Stay safe from heat and sun," Peralta said, "and look out for each other." **PR**

Doherty & Donelon Scholarships awarded

Six children of NALC members to receive funding for college

Six children of NALC members will receive NALC memorial scholarships in recognition of their academic achievements and community involvement.

One student from each of five geographical regions was awarded \$4,000 apiece from the William C. Doherty Scholarship Fund, and a sixth student will receive \$1,000 from the John T. Donelon Scholarship. All six scholarships are renewable for three additional years.

The Doherty Scholarship was founded in 1962 to honor William Doherty, NALC's president from 1941 to 1962. The winners for 2025 are:

Central Region: Grace Anderson

Parent: Craig Anderson, Rockford, IL Branch 245

Quote: "I would like to be thriving in an architecture firm in a vibrant city such as Chicago, Pittsburgh, or Richmond. My dream is to design spaces that will ignite creativity and happiness in people. I feel like many new and 'modern' buildings are lifeless and boring to see every day. I also want to learn more about sustainability, as protecting our planet is very important to me!"

Plans: Anderson will enter Iowa State University this fall and plans to study architecture.

Eastern Region: Kenyon Howe

Parent: Kathleen Howe, Henderson, KY Branch 410

Quote: "I want to help every animal I can in any way possible. The thing I love most about this passion of mine is the constant supply of learning that comes from it. Just as humans, every animal is different and needs to be 'learned' and the different personalities and how the animals react to their situations, whatever they may be, is extremely fascinating to me. In 15-25 years,



Seated (from l): Dale E. Bittinger, Dr. Georgia Booker and James B. Massey Jr. **Standing (from l):** Lawrence Kania, Kimetra Lewis and Carly Hook

I hope to still have my passion and I hope to have successfully obtained a career with it. I would love to work with conservation and rehabilitation, but I am up for gaining experience with any and all kinds of animals."

Plans: Howe will enter Murray State University in Kentucky this fall and plans to study pre-veterinary medicine and veterinary technology with the hopes of someday opening her own practice or working in conservation.

Northeast Region: Caitlin Quinn

Parent: Kevin Quinn, Worcester, MA Branch 12

Quote: "I have seen the way world trade, workplace safety, and environmental concerns have affected the largest and smallest nations. I have studied the crises in immigration, safe migration pathways, and vulnerability of women and marginalized populations. With these

issues affecting people everywhere, I want to use my education to create positive changes in my community and around the world. I would like to work at an institution like the Rian Immigration Center which assists those new to the country along the correct path to citizenship. I would use my pro bono legal work to assist those looking for a better life with being welcomed to the United States. Although I am just one person, I hope my career will allow me to set new standards for how humans are treated by nations and big corporations."

Plans: Quinn will attend Northeastern University in Massachusetts this fall to study international business and law.

Southern Region: Alan Thomas

Parent: Christian Thomas, New Orleans, LA Branch 124

Quote: "Once I'm out of college, I would like to get some kind of electrical

Doherty & Donelon Scholarships (continued)

engineering job. I would like to either be living here in Louisiana or in Mississippi in a cozy house on a few acres of land. I don't know exactly what type of industry I'd want to work in yet, but designing power distribution systems is something I would be interested in. Small circuitry doesn't interest me as much as larger scale power delivery. I'm also interested in e-bikes and e-motorcycles, so a job in that field would also be very appealing to me."

Plans: Thomas will enter Mississippi State University this fall to study electrical engineering.

Western Region: David Kwon

Parent: Christopher Kwon, San Bernardino, CA Branch 411

Quote: "As a driven learner, the prospect of innovation in the field of electrical engineering has always interested me. ... I have always had a drive to explore new things and connect similar methods or concepts from different fields, thereby understanding and explaining conceptions from a broader perspective. Developing energy-efficient systems and ensuring that renewable clean energy is seamlessly integrated into power networks are the issues that [I aim] to work [on]. As a first-generation low-income student, I want to use my experiences to encourage and accompany individuals from diverse backgrounds. I continue cultivating my professional and personal aspirations, allowing me to align leadership, communication, and collaborative skills to better understand others."

Plans: Kwon will attend Stanford University in California this fall to study electrical engineering.

A scholarship honoring the late John T. Donelon, longtime assistant to three NALC national presidents, was announced in 2003. Donelon's wife,

Louise, established the Donelon Scholarship as a bequest in her will.

The winner is: Rosebud Summers

Parent: John Summers, South Suburban Merged, IL Branch 4016

Quote: "The interest that has contributed most to my development as a performer, student, and person is musical theater. Not only have I discovered the passion that I want to turn into my career through musical theater, but the 31 (and counting) shows I have been in have equipped me with the necessary life skills that I need for a successful and fulfilling life offstage. Performing has always been there for me through times of uncertainty. Performing has given me a goal of improving myself and my abilities that has kept my motivation high. And above all else, by working with my directors, crew, and fellow cast members, I have learned how to work with all types of people ... in order to prepare the best show possible."

Plans: Summers will enter Northwestern University in Illinois this fall to study musical theater, as well as creative writing or elementary education, with plans to become a Broadway actress, singer-songwriter and poet.

The NALC Scholarship Committee met in mid-May at NALC Headquarters in Washington, DC. The committee is composed of **Lawrence Kania** of Buffalo-Western New York Branch 3 (chairperson), **Kimetra Lewis** of Dallas, TX Branch 132 and **Carly Hook** of Santa Clara, CA Branch 1427. The committee reviewed and evaluated each application.

The committee released the following report:

"This year marks the 63rd anniversary of the William C. Doherty Scholarship Program and the 22nd anniversa-

ry of the John T. Donelon Scholarship. From the original grant of six scholarships in the amount of \$500 per year in 1964, the Doherty program grew to 15 scholarships at \$800 per year, each for a total of \$3,200 per scholarship. The Doherty Scholarship has changed to provide for five scholarships, with an increase in the amount to \$4,000 per year for a total of \$16,000 per scholarship. The Donelon Scholarship provides for one scholarship in the amount of \$1,000 per year for a total of \$4,000 per scholarship.

The Doherty Scholarship Program of the National Association of Letter Carriers was authorized by the 43rd Biennial Convention meeting in 1962 in Denver, CO. The program was named after President William C. Doherty, who retired at the 1962 convention after serving 21 years as the national president. Past President Doherty died on Aug. 9, 1987.

The John T. Donelon Scholarship program was established in 2003. Brother Donelon was assistant to three NALC presidents and died in 1985. His widow ensured that his wishes to donate to the NALC scholarship program were carried out upon her passing.

While state associations, branches, auxiliaries, and individual members contributed to the Doherty fund in its early days, its first important financing resulted from a dinner the union sponsored on Oct. 23, 1963, commemorating the centennial of free delivery service in the United States. Over the years since its establishment, every segment of our membership has been generous in supporting the program.

Our committee commends President Renfroe and the NALC Executive Council, as well as preceding presidents and councils, for their progressive

thinking that has resulted in educational opportunities for the children of our membership.

With this report, we are pleased to announce that since its inception, hundreds of children of letter carriers have been scholarship recipients. To be in a position as NALC is, to make it possible to assist these bright young students in their academic career, is in itself a source of satisfaction. Every letter carrier should know that many past winners have graduated early with high honors, that most of our winners have completed their undergraduate work and, in many cases, have gone on to pursue postgraduate work.

No person connected with NALC—neither among the Executive Council nor the committee—has a voice in a

final determination of the ultimate winners. These are done by college administrators from the Washington, DC, area.

We are grateful for the continued service of Dr. Georgia Booker, retired director for Guidance Counseling Services, District of Columbia Public Schools; James B. Massey Jr., Director of Undergraduate Admissions, University of Maryland; and Mr. Dale E. Bittinger, assistant vice provost for Strategic Undergraduate Engagement, Partnerships, and Pathways at University of Maryland, Baltimore County. These distinguished members of the academic profession have contributed in a great measure to the success of the program.

The financial condition of the program is better than it was in 1964,

when the initial awards were made. Its continuation depends on the financial support of our members and friends of NALC. All contributions should be made payable to the William C. Doherty Scholarship Fund, or the John T. Donelon Scholarship Fund, and addressed to NALC Headquarters, 100 Indiana Ave. NW, Washington, DC 20001.

Details of the fund's financial position are included in the audit report of the national secretary-treasurer for the biennial term ending at the Boston convention.

Your Scholarship Committee concludes by thanking President Renfro, resident officers and, most expressly, the staff that assists for their unselfish cooperation and interest in our work." **PR**

Union Plus awards scholarships to NALC kids

In June, Union Plus awarded scholarships to two children of NALC members.

A program founded by the AFL-CIO to provide benefits to union members and their families, Union Plus has awarded scholarships each year to union members or members of their families since 1992. This year, Union Plus awarded \$250,000 in scholarships to 193 students representing 38 unions.

Adastra Maxine Cuiffo of Port Jefferson Station, NY, whose father, **Joseph Cuiffo**, is a member of Long Island Merged Branch 6000, has been awarded a \$1,000 scholarship.

Cuiffo graduated from Comsewogue High School this year. She plans to major in marketing with a communications minor at Penn State (University) Berks, where she plans to be a member of the Nittany Lions NCAA Division III soccer



team. She aspires to become a medical sales representative, incorporating new technology into health care.

Cuiffo said her father is her hero and best friend, and that their family's lives have changed for the better since he became a letter carrier and joined NALC in 2016.

"My dad loves being an NALC member, and we get to see him more often because he is no longer working overnight shifts like in his previous job," she said. "I've never known a harder worker than my father; he is selfless and works each day to provide for his family, giving us all that he possibly can. Thanks to NALC, we know our dad is safe and working an

important job."

Cuiffo's high school activities and honors include the National Honor Society, National Business Honor Society, National English Honor Society chapter president, Mu Alpha Theta mathematics honor society, Rho Kappa National Social Students Honor Society, Science National Honor Society, Sociedad Honoraria Hispánica Spanish honor society, Comsewogue Community Connections Club, Students Against Destructive Decisions, Bringing Unity Through Youth and varsity soccer captain.

Jae-Hyeok Moon of Phoenix, AZ, whose father, **Ki Ung Moon**, is a member of Arizona Merged Branch 1902, has been awarded a \$1,000 scholarship.

A graduate of the BASIS Peoria school in Peoria, AZ, Moon will attend Princeton University this fall as

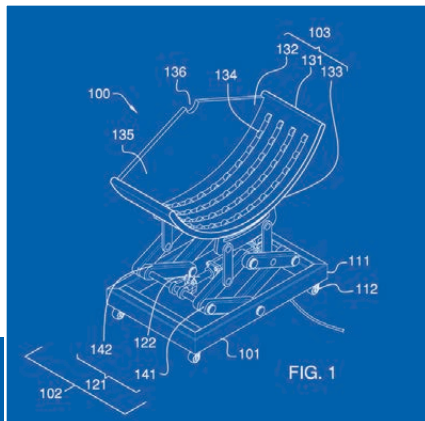
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IDEA MAN

“I’ve been a tinkerer since I was a little kid,” Alfred Smith says. Always inquisitive, he would constantly take things apart and do some research, then put them back together. “I got myself in a lot of trouble a few times when I was a kid doing that.”

By his 20s, he was taking apart cars.

When Smith began his 20 years of service in the Navy, there were cars that didn’t run well. “There was a guy [who] used to fix everyone’s cars,” he said of his friend in the military. “And I used to inquire of him a lot to fix my car when it was down. And so, he told me to come and help him. ‘Just watch,’ he says, ‘You’ll learn ... some of the simpler things.’ So, I did, and I caught on pretty quick. And sooner or later, I was taking engines out of Volkswagens.”



After Smith retired from the military, he tried to enter the Postal Service but couldn’t, due to a hiring freeze, so he instead turned to his area of expertise as a Navy medic and worked as an optician for a few years. He was later able to apply to USPS, and has served as a letter carrier for the past 21 years.

The Bradenton, FL Branch 1753 member’s mind is always churning ideas to make people’s lives easier. In the 1980s, during his early years in the military when he had a young family and little money for “extra stuff,” Smith submitted some ideas he had come up with to invention companies. “I had good response as to, you know, getting them going, but I didn’t have any money to get the process started initially, so they kind of buzzed away,” he said. “And some of the same things I thought of, I see them being used today.”

With the ideas still coming, he thought about trying again, but nerves held him back. “That was the hardest part of the whole thing ... actually sitting in front of someone and saying it and not feeling like I was the most foolish person in the world,” he said.

Steeling his nerves, he approached an invention company a few years ago with

one particular idea, but with three others in his mind. Smith was told that he probably wouldn’t want to pursue all of them at once, rather he should run with the one and come back to the rest later.

So, they began focusing on that one idea: a device called a wheel lift, a rolling and portable structure, that he envisions will not only help auto companies, but also any car owner. Using it, anyone can get a tire on and get a tire off of a car with just a little bit of effort, he said.

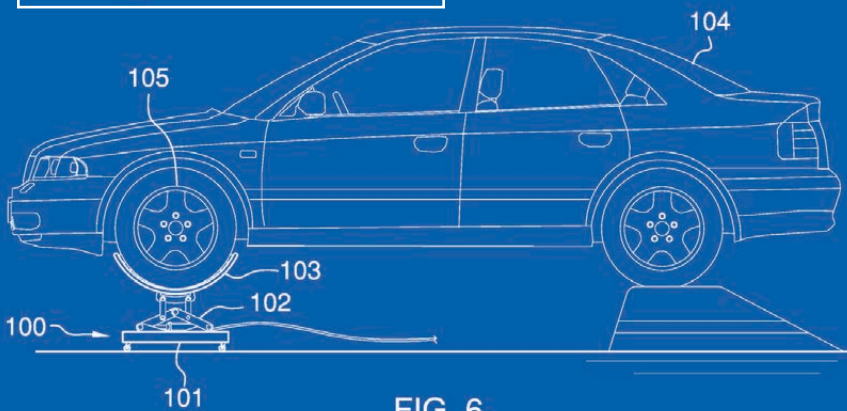
He figured that having to change tires was a difficulty that many people grappled with. “First off, it’s the weight of the tire. So, you have to roll it wherever you want to go, versus picking it up. And once you get it up onto a car that is lifted ... you have to not only hold up that heavy tire, but you gotta—at the same time—spin it so the holes on the rim of the tire will fit the studs on the car,” he explained. “And so, with that, I’m thinking, like, ‘Man, there’s got to be a better way to do it, because, you know, it wears your back out.’”

“After I explained this whole concept, I was just waiting for the ball to drop and just being embarrassed and going home feeling less about myself and wanting to give it all up and throwing everything into the trash,” he said. “But this idea, they said, ‘Hey, let’s see what we can do with it.’ They took me, and they sent it through their process.”

That process included going through engineers who are well versed in this type of machinery and the concept of how it’s to be used, as well as the impact it would have on the industry, Smith said.

“They showed me how to get the patent. They showed me the front end of getting all the paperwork and legal stuff done,” he said.

While he doesn’t have a prototype of the wheel lift, he’s put in the effort



Figures from Smith’s patent for the AEJ tire-changing unit

FIG. 6

to make sure it is feasible. Smith has approached engineers about it, including some retired NASA employees with businesses fabricating items using machines such as 3D printers. One engineer to whom Smith showed his idea told him, “Well, I’ll buy one.”

“When he said that, I almost passed out,” Smith said. “Now somebody that works in this field can see that it’s a proper piece of machinery, now they’ve validated that in my heart.”

Once it was declared a unique idea that wasn’t duplicative and would be useful, he could proceed to try to secure a patent. Smith soon selected a patent attorney in North Carolina to try to secure a patent. “The lawyers, the patent people, they go and search and they put a legal binding stamp on it that this idea is unique, this idea is authenticated by the United States government, that there’s only one, and that you cannot do anything that looks like it or works like it,” Smith said.

He continued: “That’s a whole ‘nother set of time that you gotta wonder. ... After all of these years and all this ingenuity, all these smart people that are smarter than me, they have [to have] come up with something greater than this that’s already out there that’ll make changing a tire easy. But there wasn’t. I couldn’t believe it.”

“So it went through the process, time passed and it came back and everything was OK,” Smith said. “There was a thumbs-up.”

The working title for his invention is the “AEJ tire-changing unit,” with the A, E and J standing for the first initials of his daughters. He submitted his application for a patent in July 2020, and the patent, complete with a gold-plated patent certificate, was issued in May 2022.

Smith says his family has told him how proud they are of him achieving



his patent, which “I’ll have for the rest of my life, to share with my kids, my grandkids.”

Smith said he’s employed a few marketing companies “that deal specifically in the hip-hip-hooray,” getting ideas out into the public eye and advertising it to the right people. “And that’s what we’re just waiting on—someone to say, ‘Hey, let’s sit down and talk.’ That’s the next thing I’m listening for.”

His grand goal would be for someone to simply buy the idea, and for him to get a royalty (a small percentage of the total) on any product made from his patent. He’d then move on to pursue some of his other ideas.

A full-time letter carrier, Smith doesn’t generally talk about his invention to many people besides his family, but he has let some customers on his route in on what he’s working on. “I service some condos of some retired people that have been in technical industries and mechanical indus-

tries in their work life that I’ve run the idea across and they’ve been real receptive,” he said. “So those are my cheerleaders.”

Not many people in the world have patents, he said, but he doesn’t want to make “a big hoopla” about everything at this point. “Not yet,” he said. “We’ll celebrate on the other end of this thing.”

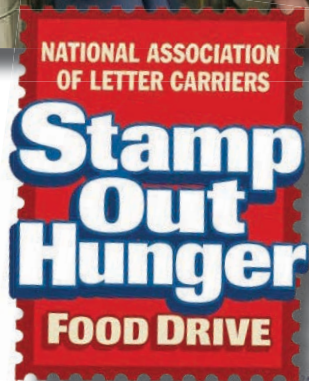
Smith encourages any budding entrepreneurs to pursue their ideas. “There are a lot of people that have ideas that are afraid to express them because of all the stops that are in the way,” he said. “You have to go against the grain. ... That’s what inventors do.”

One thing’s for sure: He’ll never stop coming up with ideas.

“That’s who I am,” he said. “That’s the core of me—seeing an issue and trying to figure out how to make it easier. I’m an inventor just looking for opportunities to get the thought processes that are in my heart ... out and get them to be a part of everyday lives.” **PR**



Lawrence's Lens



STRONGER TOGETHER

Top: Rockford, IL Branch 245
Below: San Juan, PR Branch 869



On Saturday, May 10, letter carriers across the country delivered more than the mail—they delivered hope by participating in the Letter Carriers' Stamp Out Hunger® Food Drive. The second Saturday in May has become a red-letter day for the food banks and pantries that feed millions of Americans who aren't sure where their next meal will come from.

Since the first drive in 1993, the food drive has collected approximately 1.94 billion pounds of food for those in need. With 69 percent of branches reporting, this year's drive collected 39,876,782 pounds of food and cash donations of \$873,711.40 for an overall total of 47,244,858 pounds of food added to the previous year's total.

The food drive is a simple idea brought to life. Letter carriers, with the help of postal employees in other crafts, managers, family, friends and volunteers, collect bags of nonperishable food placed near their mailboxes by residents and then deliver the nourishment to food banks and pantries in the local area.

"In just one day, letter carriers collected tens of millions of pounds of food for hungry people in their communities. It's an incredible example of how strong we can be when we all work together," NALC President Brian L. Renfroe said. "I couldn't be prouder of the carriers, retirees and volunteers who made this food drive a success."

About 1 in 5 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The Stamp Out Hunger food drive is held in 10,000 cities and towns across the United States, Puerto Rico, the Virgin Islands and Guam. It's the largest single-day food drive in the country. All food collected in a community helps local residents in that community.



The May food drive helps to relieve shortages of food that food pantries experience in spring after the winter's holiday donations have been depleted. And when summer arrives, most school meal programs are not available, so the need for food grows.

The annual food drive wouldn't be possible without the support of NALC's national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, RR Donnelley, United Way Worldwide, the AFL-CIO, Valpak, Kellanova and CVS Health. These partners help through such actions as paying for specially marked postcards, donating thousands of pounds of food and thousands of dollars to food pantries, donating bags that letter carriers distribute to customers, gathering volunteers, or getting out the message about the food drive.

Letter carriers and the beneficiaries of the food drive—food banks and the communities that rely on them—expressed their appreciation through local media outlets in communities from coast to coast.

"I've done this for several years now; it's been many, many years that I've done this, and every year, I am excited to do it," Albuquerque, NM Branch 504 carrier **Mo Molina** told KOAT-TV, the local ABC affiliate. "Just filling up the truck with food and driving back to the station, and we have food in the back, and we have all these volunteers unloading the food, and knowing that everybody should be doing something good, but today we're going to do something great."

"It's a fantastic way for people to donate," Kyle Peck, development coordinator of the Idaho Food Bank, told the local NBC affiliate.

"As we see bags hanging on the mailbox or see bags on the ground, we stop and we pick them up and then eventually we'll take them to their destination," Panama City, FL Branch 3367 carrier **Jeff Lange** told WMBB-TV, the local ABC affiliate. "All the food that we pick up and the wonderful community donations all go back to our own people in our own community. So, eventually, we're just helping ourselves out or helping each other out the way a good neighborhood should."

"Typically, this time of year, most food banks are struggling for donations. So, it's a real big help for all the [non]perishable items between dog food, napkins, just everyday things that are essential for just survival of people," Branch 3367's **Jared Jones** told WMBB-TV.

"It's important, because you always want to help the needy, the people who don't have things this summer," Hattiesburg, MS Branch 938 carrier **Dennis Mitchell** told WDAM-TV, an NBC/ABC affiliate. This year, the food donated by Branch 938 went to Christian Services, Inc.; Edwards Street Fellowship Center; Salvation Army of Hattiesburg and the Petal Children's Task Force, who were all appreciative.

"It's hard times right now," Ann McCullen, Edwards Street Fellowship Center executive director, said in the same news report. "We are serving a record number of people at

Top: Cape Atlantic, NJ Branch 903
Above: Columbia, MO Branch 763
Below: Montgomery, AL Branch 106
Bottom: Monterey, CA Branch 1310



Top 33 branches by size category*

Category 1 (2,000 or more members)

Los Angeles, CA Br. 24	1,079,300
New Jersey Mgd. Br. 38	768,000
Garden Grove, CA Br. 1100	705,000

Category 2 (1,500-1,999 members)

San Antonio, TX Br. 421	618,847
Central Florida Br. 1091	535,149
Buffalo-Western NY Br. 3	425,925

Category 3 (1,000-1,499 members)

Tampa, FL Br. 599	1,894,068
W. Coast Florida Br. 1477	1,058,483
Toledo, OH Br. 100	254,402

Category 4 (700-999 members)

Oklahoma City, OK Br. 458	1,462,476
Clearwater, FL Br. 2008	1,398,775
San Juan, PR Br. 869	451,000

Category 5 (500-699 members)

Ponce, PR Br. 826	572,304
N. Oakland Co., MI Br. 320	206,024
Lexington, KY Br. 361	165,970

Category 6 (350-499 members)

Southwestern MI Br. 246	310,459
Spacecoast Florida Br. 2689	223,060
Lakeland, FL Br. 1779	205,345

Category 7 (200-349 members)

Columbia, MO Br. 763	486,950
Vancouver, WA Br. 1104	195,453
Green Bay, WI Br. 619	155,428

Category 8 (100-199 members)

Southern Delaware Br. 906	339,491
Billings, MT Br. 815	285,330
Panama City, FL Br. 3367	185,000

Category 9 (50-99 members)

Aiea-Pearl City, HI Br. 4682	492,978
Butte, MT Br. 621	268,645
Ocala, FL Br. 1103	85,749

Category 10 (26-49 members)

New City, NY Br. 5229	62,382
Staunton, VA Br. 513	49,177
Rochester, NH Br. 990	32,000

Category 11 (1-25 members)

Conway, AR Br. 1592	20,000
American Fork, UT Br. 2609	15,209
Springville, UT Br. 2821	14,588

*Awards are subject to change as more branches report their totals.



the Edwards Street food pantry, and all the agencies say that they are seeing more and more new faces all the time. "So, it's just great that our community gives back and that they care super deeply about every person that is in our community."

"We are starting to head into that time of the year when school is out and there are a lot of families who need a little bit of extra help, as school lunches and other supports start to tick down during the summer months," Blake Willadsen of the Des Moines Area Religious Council's food pantry network in Iowa told the local CBS affiliate. He explained the ease of the Stamp Out Hunger drive. "You're just leaving a bag of some nice grocery items at your doorstep. It's going to help out some families here in the Des Moines metro area."

"Last year we collected over 800,000 pounds of food," Aiea-Pearl City, HI Branch 4682 carrier **Adele Yoshikawa** told KITV4 Island News, an ABC affiliate, on the day of the drive. "So, our goal, and I say this before I retire, is to collect 1 million pounds of food. And just looking at the volume we are looking at right now, we are going to do it, I know we will."

Branch 4682 worked with the Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO to distribute the food.

"We have over 200 volunteers trying to get the food bank stocked. We are grateful for those in the community who give canned goods; this is just one of the ways we give back," Randy Perreira, executive director of the employees association and presi-

dent of the Hawaii State AFL-CIO, said in the same news report.

"When kids are out of school in the summer, they don't have access to the school meals," Mary Jane Crouch, executive director of Second Harvest in Savannah, GA, told WTOG-TV, the local CBS affiliate. "So, what happens in the summer is the parents really struggle. You know, they don't get a raise just because their kids are out of school, but they've got to make sure they have that ability to be able to feed their families."

And that's where the Stamp Out Hunger Food Drive comes in, helping to provide summer meals each weekday at 85 locations.

"This food drive helps us be able to do even more. Do our mobile food pantries. Help the 240 nonprofit organizations that came to us to get food,

Top: St. Louis, MO Branch 343

Below: Spacecoast FL Branch 2689





and this is how we're able to make it happen," Crouch said.

For rural letter carrier Tracey Pinion of Commerce Township, MI, the food drive is a family affair. Pinion's 26-year-old twin daughters, Amber and Nicole, have been assisting Pinion since they were in junior high, when they needed to get volunteer hours for school.

"It's fun," Nicole Pinion told *Novi Note*. "It helps out other people and it helps out my mom."

Tracey Pinion said that the drive is so important to them that she takes part in the event every year, even on her day off. "I've known quite a few people who need help. So anytime I can help, I would like to help," she said.

"Every year, our letter carriers go above and beyond, they don't just deliver mail; they deliver hope," San Francisco, CA Branch 214 carrier **Steve Quesada** said. "The Stamp Out Hunger Food Drive is a powerful reminder of the compassion and dedication that defines our profession and our union."

Danny Damato, a Salisbury, NC Branch 934 carrier, told the *Salisbury Post* that he's very appreciative of everyone's help: "Seeing people like this [who] will take their time to step up and help and be able to help other people, you can't put words in it."

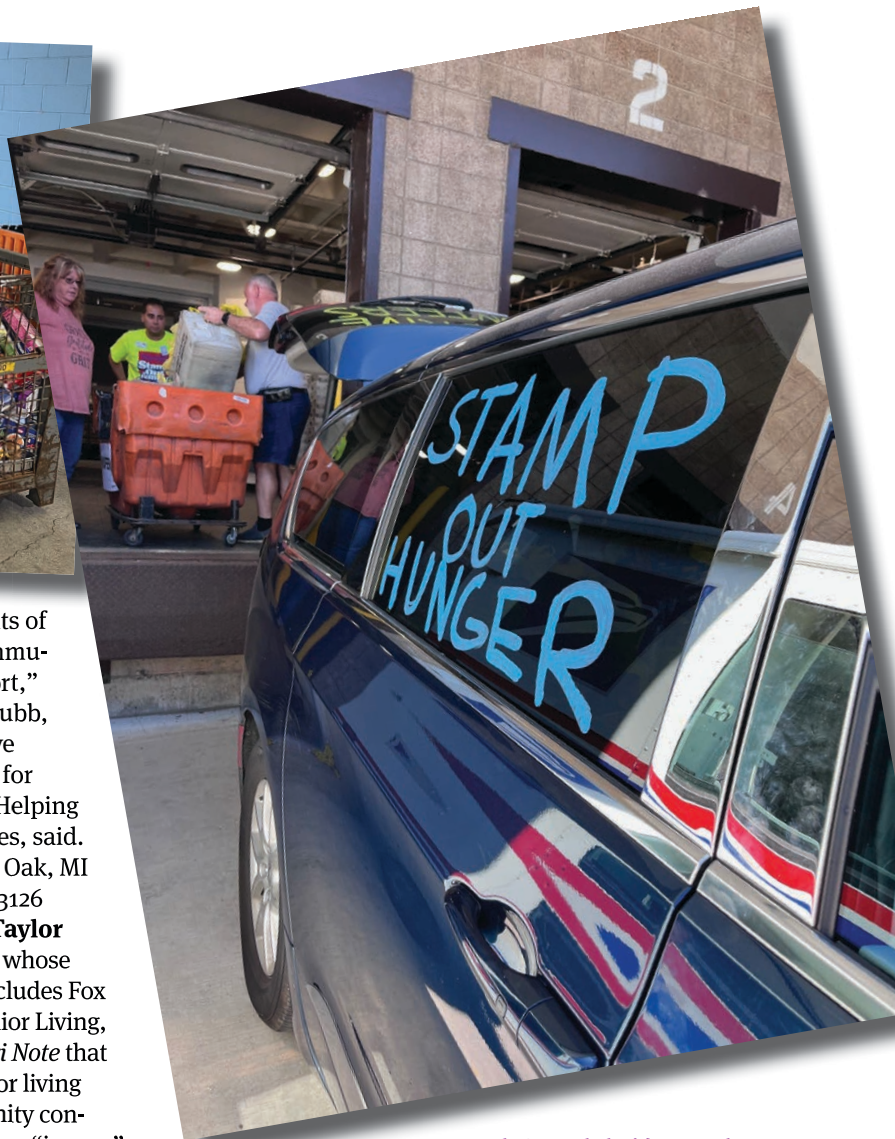
Officials at the food banks that Branch 934 donated to also were grateful. "We're so thankful to our local letter carriers and everyone who took part in the drive. The food collected through Stamp Out Hunger will help stock our pantry shelves at a time when need is at an all-time high. It's a true community effort, and we're so grateful to be the

recipients of this community effort," Kyna Grubb, executive director for Rowan Helping Ministries, said.

Royal Oak, MI Branch 3126 carrier **Taylor Morris**, whose route includes Fox Run Senior Living, told *Novi Note* that the senior living community contributes an "insane" amount of food. "I'm blessed to be on this route and be surrounded by people who are so caring and giving," he said. "I just love the fact that it gives us the opportunity to give back to everybody. The outpouring of love and support that everybody gives is just incredible to me every year. Usually, I'm not a big fan of working Saturdays, but this is one Saturday I don't mind coming into work for sure."

"It's always a surprise how much the community gives back every year," San Diego, CA Branch 70 carrier **Armando Real** told KFMB-TV, the local CBS affiliate. "You never know who's going to give. And just at the end of the day, when I have a full truck, it just puts a smile on my face."

On the following pages are the list of branch totals received at NALC Headquarters by June 6.



Top I: Central Florida Branch 1091
Above: La Crosse, WI Branch 59
Below: Mark Morard has been the Bay City, MI Branch 187 volunteer coordinator for 32 years.





Here is a list of branch totals received at NALC Headquarters by June 6, listed by state and then in branch numerical order.

Alabama

Montgomery Br. 106.....	27,276
Anniston Br. 448.....	12,900
Huntsville Br. 462.....	49,000
Mobile Br. 469.....	42,689
Birmingham Br. 530.....	28,256
Florence Br. 892.....	15,349
Gadsden Br. 1047.....	13,856
Tuscaloosa Br. 1096.....	19,455
Decatur Br. 1314.....	18,812
Dothan Br. 1630.....	21,500

Alaska

Anchorage Br. 4319.....	25,000
Juneau Br. 4985.....	4,360

Arizona

Phoenix Br. 576.....	201,155
Tucson Br. 704.....	284,653
Prescott Br. 859.....	16,198
Yuma Br. 1642.....	6,997
Arizona Mgd. Br. 1902.....	125,221
Nogales Br. 2417.....	67
AZ River Cities Br. 5850.....	9,728
Sun City Br. 6156.....	143,060

Arkansas

Little Rock Br. 35.....	58,230
Pine Bluff Br. 240.....	4,929
Fort Smith Br. 399.....	57,053
Hot Spgs. Natl. Park Br. 543.....	77,000
Jonesboro Br. 1131.....	14,615
Conway Br. 1592.....	20,000
Russellville Br. 1946.....	2,700
Wynne Br. 2527.....	416
Osceola Br. 2756.....	63
Springdale Br. 3671.....	50,000
Sherwood Br. 3745.....	10,346

California

Los Angeles Br. 24.....	1,079,300
Central CA Coast Br. 52.....	110,449
San Diego Br. 70.....	363,063
Sacramento Br. 133.....	260,013
Santa Rosa Br. 183.....	49,836
Stockton Br. 213.....	35,000
San Francisco Br. 214.....	65,000
Central CA Br. 231.....	35,217
Santa Barbara Br. 290.....	73,110
Eureka Br. 348.....	38,266
San Bernardino Br. 411.....	13,700
Napa Br. 627.....	10,130
Santa Ana Br. 737.....	49,759
Bakersfield Br. 782.....	50,297
Visalia Br. 866.....	10,100
Garden Grove Br. 1100.....	705,000
Burlingame Br. 1280.....	14,000
Modesto Br. 1291.....	15,168
Monterey Br. 1310.....	8,042
Merced Br. 1340.....	6,372
Santa Clara Br. 1427.....	27,039
Ontario Br. 1439.....	5,526
Hayward Br. 1707.....	5,000
Upland Br. 2168.....	6,832
Torrance Br. 2207.....	9,505
Beverly Hills Br. 2293.....	2,000
Van Nuys Br. 2462.....	8,452
Escondido Br. 2525.....	36,760
Tri-Valley Br. 2902.....	138,101
Rialto Br. 3982.....	1,000
Cathedral City Br. 4149.....	10,000
Carmichael Br. 4494.....	12,000

Santa Fe Springs Br. 4941.....	2,669
Marina Br. 6385.....	1,100
Weed Br. 6458.....	12

Colorado

Denver Br. 47.....	95,000
Colorado Springs Br. 204.....	97,049
Pueblo Br. 229.....	18,500
Greeley Br. 324.....	24,595
Boulder Br. 642.....	32,593
Fort Collins Br. 849.....	39,098
Grand Junction Br. 913.....	35,219
Longmont Br. 1105.....	5,300
Northeast CO Br. 3631.....	704
Arvada Br. 4405.....	58,000
Craig Br. 5236.....	3,920
Centennial Br. 5996.....	60,022

Connecticut

CT Mgd. Br. 20.....	68,575
Stratford Br. 32.....	34,100
Stamford Br. 60.....	56,035
Hartford Br. 86.....	175,583
Derby Br. 109.....	11,530
Greenwich Br. 759.....	43,500
Fairfield Br. 2313.....	27,000
Essex Br. 5016.....	706

Delaware

Wilmington Br. 191.....	113,741
Southern DE Br. 906.....	339,491
Newark Br. 1977.....	67,285
New Castle Br. 4015.....	17,247

District of Columbia

Washington Br. 142.....	26,631
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Florida

Nalcrest.....	600
North FL Br. 53.....	206,683
Pensacola Br. 321.....	132,234
Tampa Br. 599.....	1,894,068
St. Augustine Br. 689.....	30,000
Key West Br. 818.....	13,000
Gainesville Br. 1025.....	13,125
South FL Br. 1071.....	172,569
Central FL Br. 1091.....	535,149
Ocala Br. 1103.....	85,749
Tallahassee Br. 1172.....	19,000
W. Coast FL Br. 1477.....	1,058,483
W. Palm Beach Br. 1690.....	203,456
Bradenton Br. 1753.....	58,240
Lakeland Br. 1779.....	205,345
Clearwater Br. 2008.....	1,398,775
Fort Myers Br. 2072.....	140,000
Sarasota Br. 2148.....	53,800
Miramar Br. 2550.....	15,709
Deland Br. 2591.....	64,030
Spacecoast FL Br. 2689.....	223,060
Panama City Br. 3367.....	185,000
Emerald Coast Br. 4559.....	83,641
Naples Br. 4716.....	92,545
Altamonte Springs Br. 5955.....	8,675

Georgia

Atlanta Br. 73.....	60,000
Augusta Br. 263.....	42,863
Macon Br. 270.....	8,700
Brunswick Br. 313.....	33,384
Rome Br. 536.....	4,150
Columbus Br. 546.....	45,000
Savannah Br. 578.....	76,960
Athens Br. 588.....	8,000

Pictured:

1. Pine Bluff, AR Branch 240
2. Garden Grove, CA Branch 1100
3. Bridgeport, CT Branch 32
4. Hartford, CT Branch 86
5. Los Angeles, CA Branch 24
6. Modesto, CA Branch 1291

Valdosta Br. 998	38,193
Dublin Br. 1068	4,052
Marietta Br. 1119	72,368
Tifton Br. 1150	11,637
Griffin Br. 1230	2,050
Milledgeville Br. 1269	750
La Grange Br. 1342	15,000
Cleveland Br. 1441	3,250
Lilburn Br. 1537	4,560
Decatur Br. 2225	1,304
Rossville Br. 2808	4,500
Warner Robin Br. 4057	7,267
Forest Park Br. 4568	3,000
Roswell Br. 4862	10,750

Hawaii

Honolulu Br. 860	385,066
Hilo Br. 2932	38,887
Aiea-Pearl City Br. 4682	492,978
Waipahu Br. 4683	39,341
Wahiawa Br. 4837	53,552
Kailua Kona Br. 5516	11,902
Waianae Br. 5579	13,413

Idaho

Boise Br. 331	68,766
Pocatello Br. 927	9,145
Lewiston Br. 1192	10,391
Coeur d'Alene Br. 1260	7,544
Nampa Br. 1409	13,753

Illinois

Chicago Br. 11	209,621
Peoria Br. 31	66,152
Springfield Br. 80	124,013
Galesburg Br. 88	17,521
Belleville Br. 155	23,359
Rockford Br. 245	55,327
Milan Br. 292	14,573
Joliet Br. 305	18,700
Decatur Br. 317	21,773
E. St. Louis Br. 319	7,712
Mattoon Br. 384	4,000
Bloomington Br. 522	23,965
Oak Park Br. 608	5,872
Urbana Br. 784	14,100
Granite City Br. 1132	5,500
Southern IL Mgd. Br. 1197	31,489
Downers Grove Br. 1870	24,850
Des Plaines Br. 2076	9,123
Melrose Park Br. 2183	10,500
Hampshire Br. 2810	11,000
Mundelein Br. 4364	5,414
Wheeling Br. 4739	13,850

Indiana

Indianapolis Br. 39	78,068
Muncie Br. 98	29,680
Fort Wayne Br. 116	149,133
Columbus Br. 160	2,610
Crawfordsville Br. 198	6,308
La Porte Br. 200	11,020
Richmond Br. 271	6,555
Logansport Br. 323	6,089
South Bend Br. 330	68,399
New Albany Br. 367	2,000
Goldsmith Br. 368	3,456
Frankfort Br. 377	44,375

7. Savannah, GA Branch 578

8. New Castle, DE Branch 4015

9. San Francisco, CA Branch 214

10. Downers Grove, IL Branch 1870

11. Connecticut Merged Branch 20

12. Naperville, IL Branch 1151

13. Oak Brook, IL Branch 825

Marion Br. 378	21,210
Michigan Cty Br. 455	8,458
Lafayette Br. 466	45,000
Terre Haute Br. 479	34,300
Anderson Br. 489	23,230
Kokomo Br. 533	17,538
Elkhart Br. 547	52,414
Jeffersonvil Br. 553	3,126
Hammond Br. 580	101,393
Brazil Br. 670	5,942
Valparaiso Br. 753	12,166
New Castle Br. 814	5,804
Mishawaka Br. 820	29,280
Bloomington Br. 828	17,370
Hartford City Br. 867	2,250
Carmel Br. 888	76,569
Kendallville Br. 952	3,917
Columbia City Br. 1054	3,765
Lawrenceburg Br. 1395	5,969
Whiting Br. 1689	7,700
Greenwood Br. 2421	5,226

Iowa

Sioux City Br. 69	21,500
Clinton Br. 126	7,869
Burlington Br. 222	12,200
Dubuque Br. 257	6,086
Council Bluffs Br. 314	26,500
Central IA Mgd. Br. 352	36,277
Keokuk Br. 371	1,152
Cedar Rapids Br. 373	56,315
Ottumwa Br. 447	4,298
Mason City Br. 471	6,000
Davenport Br. 506	24,788
Waterloo Br. 512	13,174
Boone Br. 611	1,952
Muscatine Br. 644	1,109
Fort Dodge Br. 645	4,234
Webster City Br. 655	780
Waterloo Br. 719	9,161
Ames Br. 1081	5,918
Bettendorf Br. 3811	9,505

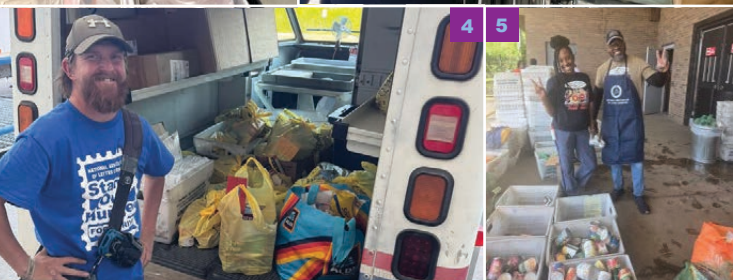
Kansas

Topeka Br. 10	40,527
Lawrence Br. 104	8,200
Wichita Br. 201	93,628
Parsons Br. 477	7,101
Hutchinson Br. 485	22,050
Salina Br. 486	37,472
Kansas City Br. 499	32,251
Ottawa Br. 582	4,800
Pittsburg Br. 695	1,875
Manhattan Br. 1018	9,791
Garden City Br. 1412	2,590
Prairie Village Br. 5521	38,668

Kentucky

Louisville Br. 14	40,658
Owensboro Br. 234	16,078
Lexington Br. 361	165,970
Northern KY Br. 374	17,567
Paducah Br. 383	5,450
Henderson Br. 410	7,800
South Central KY Br. 468	8,064
Ashland Br. 745	7,600
Hopkinsville Br. 836	3,406
Madisonville Br. 1408	1,907





Pictured:

1. Wichita, KS Branch 201

2. Fort Dodge, IA Branch 645

3. Boston, MA Branch 34

4. Burlington, IA Branch 222

5. Detroit, MI Branch 1

6. Hagerstown, MD Branch 443

7. Manhattan, KS Branch 1018

West Somerset Br.	2039	10,235
Murray Br.	2156	5,200
Cumberland Falls Br.	2242	17,776
Barbourville Br.	2856	610
Rineyville Br.	3515	5,550

Louisiana

New Orleans Br.	124	9,254
Baton Rouge Br.	129	52,350
Monroe Br.	136	14,350
Shreveport Br.	197	35,000
Lake Charles Br.	914	76,300
Alexandria Br.	932	19,710
New Iberia Br.	988	4,000
Lafayette Br.	1760	6,084
Hammond Br.	2223	2,156
Houma-Thibodaux-Lockport Br.	2464	53,500
Gretna Br.	2730	1,500
Marrero Br.	4323	7,474
Kenner/Norco Br.	4342	3,150
Ponchatoula Br.	4489	750
Bossier City Br.	4617	5,000
Metairie Br.	6119	7,084
Mandeville Br.	6377	25,325

Maine

Maine Mgd. Br.	92	103,425
Lewiston Br.	241	2,416
Auburn Br.	345	3,150
Central ME Mgd. Br.	391	98,176
Sanford Br.	1448	1,026
Aroostook Co. Br.	2394	4,075

Maryland

Baltimore Br.	176	54,571
Hagerstown Br.	443	35,740
Cumberland Br.	638	4,100
Annapolis Br.	651	6,850
Eastern Shore Br.	902	5,439
Easton Br.	1052	560
Havre De Grace Br.	1749	490
Elkton Br.	2069	658
Silver Spring Br.	2611	2,800
Oakland Br.	2961	7,800
Laurel Br.	3755	2,816
Rockville Br.	3825	21,607
Kensington Br.	4266	1,145
Glen Burnie Br.	4422	2,447
Lanham Br.	4819	8,820
Lexington Park Br.	6079	69

Massachusetts

Lynn Br.	7	10,425
Worcester Br.	12	218,000
Southeast MA Mgd. Br.	18	6,450
MA Northeast Mgd. Br.	25	206,706
Western MA Br.	46	159,213
Fall River Br.	51	79,326
Pittsfield Br.	286	35,160
Milford Br.	308	1,000
Framingham Br.	334	11,350
Norwood Br.	742	4,148
Dedham Br.	764	2,620
Nantucket Br.	1661	30
Walpole Br.	1800	700
Randolph Br.	2512	2,817

Michigan

Detroit Br.	1	425,000
Muskegon Br.	13	28,664
Grand Rapids Br.	56	303,900
Saginaw Br.	74	90,180

Marquette Br.	95	4,700
Lansing Br.	122	56,164
Bay City Br.	187	47,547
Addison Br.	232	32,000
Southwestern MI Br.	246	310,459
Mid-Michigan Br.	256	51,827
Alpena Br.	259	18,000
Battle Creek Br.	262	35,750
N. Oakland Co. Br.	320	206,024
Ishpeming Br.	386	2,431
Iron Mountain Br.	395	11,205
Ann Arbor Br.	434	54,552
Ironwood Br.	437	2,500
Escanaba Br.	438	14,509
Petoskey Br.	523	3,650
Port Huron Br.	529	43,000
Benton Harbor Br.	560	5,900
Calumet Br.	568	7,950
Adrian Br.	579	15,947
Holland Br.	601	25,738
Traverse City Br.	618	9,838
Mount Clemens Br.	654	108,157
Sault Ste. Marie Br.	707	2,100
Taylor Br.	758	8,876
Niles Br.	775	34,483
Bad Axe Br.	1817	3,112
Western Wayne Co. Br.	2184	168,951
Midland Br.	2317	42,205
E. Lansing Br.	2555	9,463
Royal Oak Br.	3126	147,199
South Macomb Br.	4374	199,945

Minnesota

Minneapolis Br.	9	77,474
St. Paul Br.	28	89,128
St. Cloud Br.	388	31,692
Red Wing Br.	401	4,200
Rochester Br.	440	49,000
Albert Lea Br.	718	16,719
Brainerd Br.	864	2,459
Morris Br.	1927	2,525
Hopkins Br.	2942	58,371
New Prague Br.	3196	925
Caledonia Br.	3522	1,285

Mississippi

Vicksburg Br.	94	18,988
Meridian Br.	487	6,785
Hattiesburg Br.	938	27,000
Greenwood Br.	1080	15,780
Clarksdale Br.	1195	2,100
Laurel Br.	1437	6,000
Tupelo Br.	1593	2,520
Caledonia Br.	1692	2,400

Missouri

Kansas City Br.	30	136,551
Jefferson City Br.	127	60,500
Sedalia Br.	139	36,467
St. Joseph Br.	195	23,718
Springfield Br.	203	158,091
St. Louis Br.	343	144,065
Southwest MO Br.	366	16,978
Columbia Br.	763	486,950
St. Charles Br.	984	74,193
Jackson Br.	1015	10,324
Lebanon Br.	1938	2,750
Savannah Br.	2302	3,024
Festus Br.	4050	14,479
Florissant Br.	4839	14,258
Ballwin Br.	5050	50,928
Grandview Br.	5267	2,300
Hazelwood Br.	5847	8,287

8. Brainerd, MN Branch 864
9. Marrero, LA Branch 4323
10. Bergen County Merged, NJ Branch 425

Montana

Helena Br. 220.....	6,797
Butte Br. 621.....	268,645
Big Stack Br. 650.....	9,785
Missoula Br. 701.....	6,995
Billings Br. 815.....	285,330
Kalispell Br. 948.....	1,956
Bozeman Br. 1028.....	3,780
Lewistown Br. 1160.....	1,800
Havre Br. 1425.....	1,507
Glendive Br. 1643.....	1,750
Deer Lodge Br. 3839.....	681
Sidney Br. 4305.....	336

Nebraska

Omaha Br. 5.....	198,035
Lincoln Br. 8.....	4,700
Fremont Br. 89.....	4,800
Kearney Br. 312.....	13,000
Grand Island Br. 390.....	5,257
Columbus Br. 1043.....	5,000
McCook Br. 1278.....	557

Nevada

Las Vegas Br. 2502.....	129,500
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New Hampshire

New Hampshire Mgd. Br. 44.....	29,939
Concord Br. 72.....	6,316
Portsmouth Br. 161.....	2,343
Nashua Br. 230.....	38,075
Keene Br. 590.....	1,600
Claremont Br. 833.....	700
Rochester Br. 990.....	32,000
Pittsfield Br. 4516.....	650

New Jersey

Springfield Br. 38.....	768,000
Jersey City Br. 42.....	120,000
Elizabeth Br. 67.....	3,500
Ridgewood Br. 120.....	1,600
Morristown Br. 272.....	6,336
Princeton Br. 268.....	7,200
East Orange Br. 342.....	1,000
Atlantic City Br. 370.....	15,000
Trenton Br. 380.....	12,866
Plainfield Br. 396.....	5,000
Garfield Br. 425.....	4,869
South Amboy Br. 444.....	33,400
Vineland Br. 534.....	25,000
Camden Mgd. Br. 540.....	92,370
Somerville Br. 768.....	4,402
Cherry Hill/Haddonfield Br. 769.....	91,877
Cape Atlantic Br. 903.....	90,746
Blackwood Br. 908.....	125,000
Riverside Br. 1908.....	12,000
Freehold Br. 924.....	62,000
Westfield Br. 1492.....	1,150
Toms River Br. 2128.....	39,000
Linden Br. 2876.....	3,000
Scotch Plains Br. 4102.....	4,725
Brick Town Br. 5420.....	62,000

New Mexico

Albuquerque Br. 504.....	138,300
Las Vegas Br. 823.....	3,000
Santa Fe Br. 989.....	24,970
Roswell Br. 1069.....	10,252
Springer Br. 1142.....	300
Silver City Br. 1509.....	2,800
Las Cruces Br. 2905.....	43,772
Gallup Br. 2990.....	3,181

11. Asheville, NC Branch 2560
12. Northeastern NY Branch 358
13. Wilmington, NC Branch 464
14. Grand Rapids, MI Branch 56

Carlsbad Br. 3244.....	2,000
Hobbs Br. 3727.....	3,867
Alamogordo Br. 3994.....	8,000
Los Alamos Br. 4112.....	3,627
Lovington Br. 4538.....	3,285

New York

Buffalo-Western NY Br. 3 ..	425,925
Elmira Br. 21.....	54,207
Albany Br. 29.....	39,256
New York Br. 36.....	83,430
Oneonta Br. 97.....	2,360
Syracuse Br. 134.....	87,000
Rochester Br. 210.....	242,300
Flushing Br. 294.....	5,000
Binghamton Br. 333.....	32,468
Northeastern NY Br. 358...	195,380
Yonkers Br. 387.....	4,010
Richmond Hill Br. 562.....	13,700
N. Tonawanda Br. 661.....	35,375
Valley Stream Br. 2189.....	17,496
Vestal Br. 5151.....	4,613
New City Br. 5229.....	62,382
Long Island Mgd. Br. 6000.....	338,000

North Carolina

Asheville Br. 248.....	64,792
Durham Br. 382.....	20,000
Raleigh Br. 459.....	48,298
Winston-Salem Br. 461.....	41,991
Charlotte Br. 545.....	29,647
Greensboro Br. 630.....	45,000
New Bern Br. 780.....	15,600
Goldsboro Br. 876.....	12,920
Salisbury Br. 934.....	3,000
Statesville Br. 935.....	4,423
High Point Br. 936.....	26,337
Elizabeth City Br. 1127.....	2,863
Fayetteville Br. 1128.....	67,000
Hickory Br. 1250.....	16,770
Henderson Br. 1286.....	5,000
Gastonia Br. 1512.....	9,590
Lumberton Br. 1670.....	1,042
Morganton Br. 1843.....	2,000
Burlington Br. 2262.....	22,261
Asheboro Br. 2560.....	9,579
Kannapolis Br. 2794.....	2,141
High Point Br. 2819.....	15,571
Kings Mountain Br. 3145.....	900
Roanoke Rapids Br. 3331.....	1,100
Jacksonville Br. 3984.....	13,600
Roxboro Br. 4122.....	5,100
Havelock Br. 4970.....	9,954

North Dakota

Fargo-West Fargo Br. 205.....	49,141
Grand Forks Br. 517.....	4,066
Bismarck Br. 957.....	26,500
Jamestown Br. 965.....	1,299

Ohio

Cleveland Br. 40.....	38,938
Cincinnati Br. 43.....	37,110
Springfield Br. 45.....	36,000
Zanesville Br. 63.....	64,414
Columbus Br. 78.....	120,500
Toledo Br. 100.....	254,402
Lima Br. 105.....	8,758
Mansfield Br. 118.....	9,000
Ironton Br. 140.....	1,800
Akron Br. 148.....	13,400
Steubenville Br. 164.....	2,106
Dayton Br. 182.....	67,199





Pictured:

1. Greenville, NC Branch 1729
2. Arlington, TX Branch 2309

Elyria Br. 196.....	17,922
Canton Br. 238.....	35,500
Fostoria Br. 279.....	1,600
Marion Br. 280.....	12,500
Newark Br. 281.....	7,300
Mount Vernon Br. 298.....	1,200
Urbana Br. 307.....	1,680
Lancaster Br. 340.....	4,800
Youngstown Br. 385.....	215,426
Fairfield Br. 426.....	12,951
Chillicothe Br. 452.....	4,472
Wooster Br. 480.....	5,384
Ashtabula Br. 482.....	53,927
Fairport Br. 549.....	5,460
Lorain Br. 583.....	33,450
Barberton Br. 897.....	4,460
Athens Br. 997.....	3,044

Oklahoma

Oklahoma City Br. 458...	1,462,476
Enid Br. 858.....	3,980
Shawnee Br. 883.....	3,590
Muskogee Br. 1042.....	402
Lawton Br. 1123.....	14,785
Blackwell Br. 1336.....	2,000
Tulsa Br. 1358.....	131,164
Norman Br. 1491.....	4,872
Mangum Br. 1551.....	1,150
Stillwater Br. 1595.....	13,986
Holdenville Br. 2040.....	1,272
Tonkawa Br. 2087.....	540
Woodward Br. 2173.....	7,200
Atoka Br. 2840.....	1,736

Oregon

Astoria Br. 295.....	3,000
Salem Br. 347.....	12,380
Hermiston Br. 909.....	430
Eugene Br. 916.....	38,509
The Dalles Br. 954.....	1,750
Grants Pass Br. 1349.....	8,758
Medford Br. 1433.....	7,829
Coos Bay Br. 1450.....	1,274
Lebanon Br. 2912.....	6,000
Newport Br. 4163.....	662
Lincoln City Br. 6418.....	11,500

Pennsylvania

Scranton Br. 17.....	58,000
New Castle Br. 22.....	101,624
Williamsport Br. 50.....	2,800
Pittsburgh Br. 84.....	588,300
Wilkes-Barre Br. 115.....	36,733
Bethlehem Br. 254.....	9,156
Reading Br. 258.....	105,713
Lancaster Br. 273.....	35,800
Lehigh Valley Br. 274.....	34,550
Erie Br. 284.....	97,873
Bradford Br. 293.....	1,240
Easton Br. 389.....	9,215
Johnstown Br. 451.....	64,800
Harrisburg Br. 500.....	99,822
York Br. 509.....	31,478
Uniontown Br. 520.....	11,363
Norristown Br. 542.....	8,500
Southeast PA Mgd. Br. 725.....	42,000
Bux-Mont Br. 920.....	75,831
State College Br. 1495.....	17,397
Lansdowne Br. 1929.....	5,500
Weatherly Br. 2248.....	646
Morrisville Br. 2572.....	31,000
Willow Grove Br. 2771.....	1,652
Langhorne Br. 4931.....	27,653
Levittown Br. 4973.....	26,579

3. Pawtucket, RI Branch 55
4. Harrisburg, PA Branch 500
5. Levittown, PA Branch 4973

Puerto Rico

Ponce Br. 826.....	572,304
San Juan Br. 869.....	451,000

Rhode Island

Providence Br. 15.....	28,220
Pawtucket Br. 55.....	19,055
Newport Br. 57.....	13,028
W. Warwick Br. 2158.....	2,500
Warwick Br. 3166.....	8,050

South Carolina

Columbia Br. 233.....	9,300
Greenville Br. 439.....	63,000
Sumter Br. 904.....	3,363
Rock Hill Br. 1003.....	7,305
Florence Br. 1416.....	22,225
Vance Br. 1782.....	4,500
Anderson Br. 1871.....	15,578
Lancaster Br. 2533.....	29,118
Cayce-W. Columbia Br. 4616...	4,824
Myrtle Beach Br. 4645.....	1,522

South Dakota

Sioux Falls Br. 491.....	61,890
Yankton Br. 659.....	8,000
Rapid City Br. 1225.....	27,917
Madison Br. 1308.....	4,000
Canton Br. 2205.....	2,080
Belle Fourch Br. 3124.....	4,200
Sturgis Br. 3597.....	3,600
Spearfish Br. 4711.....	6,226

Tennessee

Nashville Br. 4.....	87,947
Memphis Br. 27.....	71,280
Chattanooga Br. 62.....	54,875
Clarksville Br. 364.....	11,451
Morristown Br. 419.....	67,097
Bristol Br. 807.....	16,000
Knoxville Br. 1256.....	21,472
Murfreesboro Br. 1402.....	3,936
Kingsport Br. 1999.....	18,963

Texas

Galveston Br. 23.....	1,539
Dallas Br. 132.....	162,128
Austin Br. 181.....	158,694
Fort Worth Br. 226.....	12,568
Denison Br. 251.....	2,371
Houston Br. 283.....	82,029
Laredo Br. 354.....	12,077
Waco Br. 404.....	6,128
San Antonio Br. 421.....	618,847
Tyler Br. 493.....	5,657
Paris Br. 501.....	9,040
El Paso Br. 505.....	98,480
Texarkana Br. 569.....	17,000
Temple Br. 643.....	4,500
Weatherford Br. 697.....	875
Cleburne Br. 752.....	3,500
Beaumont Br. 842.....	20,790
Abilene Br. 950.....	24,792
Amarillo Br. 1037.....	9,662
Greeneville Br. 1079.....	2,245
San Angelo Br. 1203.....	21,760
Victoria Br. 1221.....	3,150
Wichita Fall Br. 1227.....	76,300
Corpus Christi Br. 1259.....	11,273
Brownsville Br. 1456.....	3,086
Taylor Br. 1558.....	500
Bryan Br. 1757.....	2,800
Cisco Br. 1966.....	6,900
McAllen Br. 2130.....	25,000

6. Columbia, SC Branch 233

7. Houston, TX Branch 283

8. Ponce, PR Branch 826

9. Chattanooga, TN Branch 62

Lufkin Br. 2279.....	7,000
Arlington Br. 2309.....	5,670
Del Rio Br. 2511.....	2,520
Mercedes Br. 2562.....	20
Lubbock Br. 2589.....	46,800
New Braunfels Br. 2805.....	28,503
Childress Br. 2977.....	210
Pampa Br. 3094.....	4,000
Navasota Br. 3318.....	174
Midland Br. 3792.....	2,600
Bay City Br. 3843.....	5
Borger Br. 3844.....	1,000
Pasadena Br. 3867.....	4,350
Odessa Br. 3964.....	5,600
North Texas Br. 4065.....	18,526
Stephenville Br. 4100.....	1,400
Irving Br. 4240.....	6,112
Nocona Br. 4561.....	790
Lake Jackson Br. 4723.....	15,000
Richardson Br. 4784.....	3,554
Mesquite Br. 5445.....	650
College Station Br. 5695.....	325
Copperas Cove/Lampasas Br. 5734.....	1,545
Hurst Br. 5938.....	15,750
Ferris Br. 6479.....	450

Utah

Ogden Br. 68.....	103,649
Salt Lake City Br. 111.....	223,450
Provo Br. 887.....	14,351
Smithfield Br. 970.....	25,780
Price Br. 2171.....	7,432
Spanish Fork Br. 2339.....	9,489
Payson Br. 2376.....	7,720
American Fork Br. 2609.....	15,209
Springville Br. 2821.....	14,588
Cedar City Br. 3574.....	13,340
Saint George Br. 4043.....	39,229

Vermont

Brattleboro Br. 37.....	3,741
Bennington Br. 252.....	7,500
Rutland Br. 495.....	10,442
Burlington Br. 521.....	34,652
St. Johnsbury Br. 837.....	1,050

Virginia

Tidewater Br. 247.....	12,894
Lynchburg Br. 325.....	23,621
Petersburg Br. 326.....	3,197
Norfolk Br. 456.....	3,272
Richmond Br. 496.....	3,489
Staunton Br. 513.....	49,177
Charlottesville Br. 518.....	45,522
Roanoke Br. 524.....	79,917
Alexandria Br. 567.....	18,000
Danville Br. 595.....	28,260
Newport News Br. 609.....	4,923
Fredericksburg Br. 685.....	20,208
Winchester Br. 694.....	12,832
Suffolk Br. 1112.....	8,000
Salem Br. 1605.....	5,600
Hopewell Br. 2153.....	1,180
Front Royal Br. 2727.....	1,200
Wytheville Br. 3005.....	1,500
Woodstock Br. 3376.....	1,462
Strasburg Br. 3379.....	2,782
Big Stone Gap Br. 3508.....	975
Northern VA Br. 3520.....	24,332
Galax Br. 3621.....	1,023
Radford Br. 3686.....	3,800
Blacksburg Br. 4276.....	4,009

10. Scranton, PA Branch 17

11. West Warwick, RI Branch 2158

12. Lancaster, PA Branch 273

Christiansburg Br. 4292.....	3,500
Tazewell Br. 4575.....	35
Altavista Br. 4581.....	450
Richlands Br. 5457.....	3,200
Woodbridge Br. 5921.....	8,500
Chesapeake Br. 6066.....	37,129

Washington

Seattle Br. 79.....	262,116
Olympia Br. 351.....	74,359
Spokane Br. 442.....	35,000
Bellingham Br. 450.....	103,336
Yakima Br. 852.....	9,000
Vancouver Br. 1104.....	195,453
Lewis Co. Br. 1266.....	3,150
Wenatchee Br. 1350.....	30,531
Kitsap Peninsula Br. 1414...	68,357
Puyallup/Sumner Mgd. Br. 1484.....	8,106
Pasco Br. 1528.....	6,785
Port Angeles Br. 1906.....	7,010
Kent Br. 2038.....	17,014
Lynden Br. 4132.....	12,198
Oak Harbor Br. 5194.....	1,600

West Virginia

Wheeling Br. 66.....	785
Huntington Br. 359.....	52,000
Parkersburg Br. 481.....	13,878
Charleston Br. 531.....	50,000
Morgantown Br. 783.....	7,292
Clarksburg Br. 817.....	7,135
Bluefield Br. 880.....	7,235
Fairmont Br. 910.....	15,000
Elkins Br. 1183.....	852
Martinsburg Br. 1475.....	6,587
Beckley Br. 2420.....	9,477
Weirton Br. 3677.....	1,500
Thornton Br. 4458.....	134,270
Huntington Br. 5599.....	915

Wisconsin

Milwaukee Br. 2.....	109,000
Sheboygan Br. 102.....	32,000
Fond Du Lac Br. 125.....	31,081
Oshkosh Br. 173.....	36,000
Superior Br. 337.....	17,523
Waukesha Br. 397.....	52,000
Racine Br. 436.....	48,932
Janesville Br. 572.....	19,000
Kenosha Br. 574.....	63,515
Green Bay Br. 619.....	155,428
Watertown Br. 649.....	28,500
Eau Claire Br. 728.....	94,053
Appleton Br. 822.....	75,986
Beaver Dam Br. 944.....	7,000
Marshfield Br. 978.....	5,600
Port Washington Br. 1222.....	1,700

Wyoming

Laramie Br. 463.....	5,000
Cheyenne Br. 555.....	22,858
Sheridan Br. 1006.....	11,071
Rock Springs Br. 1372.....	4,368
Gillette Br. 1548.....	4,500
Casper Br. 1681.....	27,263
Evanston Br. 2177.....	3,600
Douglas Br. 2580.....	1,500
Cody Br. 3139.....	2,682
Wheatland Br. 4387.....	3,150
Powell Br. 4482.....	2,500
Worland Br. 5384.....	1,800
Green River Br. 6175.....	5,215



Samuel Gompers

The founding father of the AFL

At the turn of the last century, workers were flexing their muscles by joining labor unions for various employers or crafts. But it was a patchwork of efforts, without a broader labor organization to support them. So early labor leaders tried to grow labor's power by bringing these new unions together.

A union activist named Samuel Gompers succeeded by founding the first permanent American union alliance, which would later become the AFL-CIO.

Gompers was born in London to a Jewish family from the Dutch city of Amsterdam. They changed their name from Gumpertz when they moved to New York City in 1863. Samuel was 13, and a year later, he joined the Cigar Makers Local Union No. 15, using skills learned from his father to roll cigars.

Young Samuel enjoyed the cigar trade and developed his skills. He found a wife as well—at 17, he married a co-worker, 16-year-old Sophia Julian. They had 12 children, though only six survived to adulthood.

But it was a move to a new cigar shop, a union shop owned by a German immigrant sympathetic to the labor cause, that led him to union activism. There, he met a former secretary of the International Workingmen's Association—an early group of united labor activists—who inspired Gompers to become a union activist.

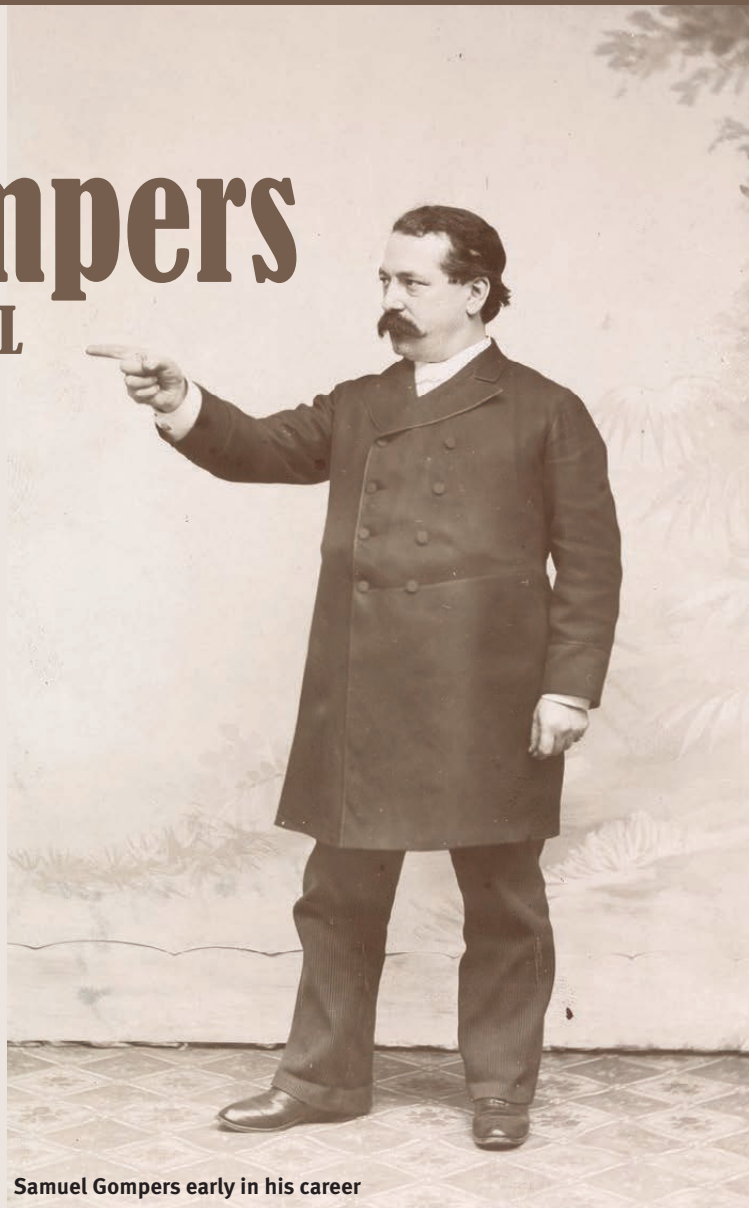
Gompers rose in the ranks to become president of the Cigar Makers' International Union Local 144 in 1875, in his mid-20s. A national financial crisis saw unemployment soar and the threat of workers desperate for even subsistence pay threatened to destroy the union.

Gompers saved it by introducing a high dues structure that helped pay out-of-work benefits, sick benefits and death benefits for union members in good standing.

In 1883, Gompers convinced then-New York Gov. Theodore Roosevelt to support a bill banning cigar-making in tenement housing, by bringing Roosevelt to tenements to witness the horrible conditions of the workers, many of them children. But the New York Supreme Court overturned the law in 1895. Stung by this rebuke, Gompers turned to economic, rather than legislative, strategies. He focused on boosting workers' economic power through collective bargaining instead of relying on political action.

With that idea in mind, he helped to establish the Federation of Organized Trades and Labor Unions. When it reorganized in 1886 as the American Federation of Labor (AFL), Gompers was elected its first president.

The new federation, which would soon take the place of the International Workingmen's Association and Knights of Labor, embraced the model of different unions for different trades,



Samuel Gompers early in his career

a system that labor mostly follows today. This model helped unions grow, but it also tended to divide workers by class and race.

Gompers called for workers to make a livable wage, have shorter hours and have safe working conditions, which would raise the standard of living for all. During a period of unrest during the early-1890s recession, he told 25,000 unemployed workers in Chicago:

Why should the wealth of the country be stored in banks and elevators while the idle workman wanders homeless about the streets and the idle loafers who hoard the gold only to spend it on

riotous living are rolling about in fine carriages from which they look out on peaceful meetings and call them riots?

“When workers’ wages are reduced, they necessarily use less, consume less, because of their reduced purchasing power,” he later wrote. “Only those who ignorantly or grabbingly believe in their avarice that business can prosper with wage reductions have yet to learn the lesson of industrial life and progress.”

Beginning in 1890, Congress passed antitrust laws to check the power of corporations, but some employers turned the laws against unions. When employers began using antitrust laws to sue labor unions and individual union members for striking, the AFL helped convince Congress to pass the Clayton Antitrust Act in 1914, which declared strikes and boycotts legal.

Gompers wasn’t finished with politics. During World War I, President Woodrow Wilson appointed Gompers to the Council of National Defense, where he helped mobilize labor support for the war. Gompers convinced the Wilson administration, for the first time in U.S. history, to declare explicit government support for independent trade unions and collective bargaining. Labor union membership nearly doubled by the end of the war.

After the war, at the Versailles Peace Conference, Wilson appointed Gompers to the Commission on International Labor Legislation. Through this appointment, Gompers helped create what would become the International Labor Organization, which later became a United Nations agency devoted to protecting labor rights worldwide.

While Gompers was a skilled organizer and strategist, he never lost the sense of basic justice that unions represented. He proclaimed to corpora-

tions at a congressional committee in 1911:

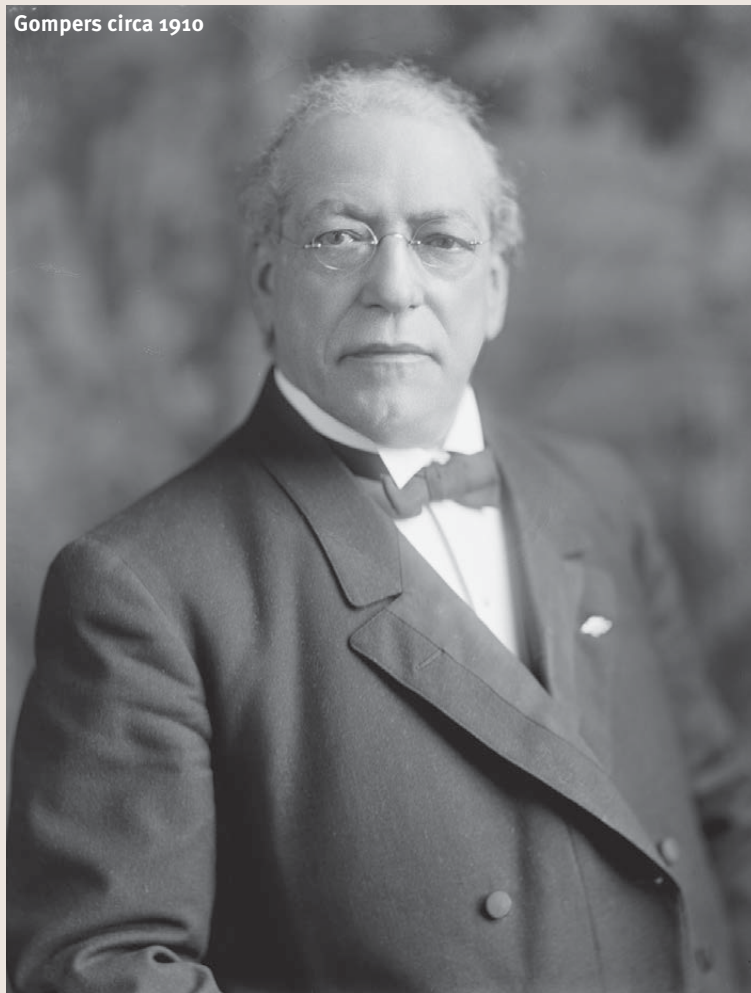
You are our employers, not our masters. Under the system of government we have in the United States, we are your equals, and we contribute as much, if not more, to the success of industry than do the employers.

While Gompers is remembered as a pivotal leader who brought labor into the modern world, he also sometimes embraced the racist attitudes of the day instead of fighting against them. His targets included Black and Chinese workers, both immigrants and American citizens, and excluded or segregated union members based on race.

Gompers’s work set the stage for the strengthening of labor rights as part of President Franklin Roosevelt’s New Deal programs during the Great Depression, and then for the 1955 merger of the AFL with the Congress of Industrial Organizations, a labor coalition founded in 1935, to form the AFL-CIO. Labor unions also went on to shed the racist policies Gompers encouraged, and to fight for civil rights.

But Gompers would not live to see these important events, as he died in 1924 at age 74. At his death, he had led the AFL for four decades.

Gompers circa 1910



Gompers wrote in 1912 the following about the goal of unions:

And what have our unions done? What do they aim to do? To improve the standard of life, to uproot ignorance and foster education, to instill character, manhood and independent spirit among our people; to bring about a recognition of the interdependence of man upon his fellow man. We aim to establish a normal work-day, to take the children from the factory and workshop and give them the opportunity of the school and the playground. In a word, our unions strive to lighten toil, educate their members, make their homes more cheerful, and in every way contribute an earnest effort toward making life the better worth living. **PR**

Protecting the union



Paul Barner

In my June *Postal Record* article, I wrote about the importance of organizing letter carriers and how there is strength in numbers. However, at the time, I had no idea of what attacks were coming just around the corner. As I write this article, we know the USPS Board of Governors has selected David Steiner as the new postmaster general (PMG) to fill the vacancy left by the resignation of PMG DeJoy, the White House has released its fiscal year 2026 budget, and the One Big Beautiful Bill Act (H.R. 1) is making its way through Congress as it passed in the House in late May. Each of these developments poses

significant threats to letter carriers and to postal employees as a whole.

Incoming PMG Steiner served as the CEO of Waste Management, Inc. During his tenure, he employed union-busting tactics, slashed jobs and replaced workers with machines, while publicly boasting about shrinking the union footprint. If that isn't bad enough, Steiner also served on the board of directors of FedEx, a major competitor of the Postal Service.

The recently released FY2026 budget calls for the elimination of "official time," or "steward time" as we know it in the Postal Service. The provision providing for the payment of steward activity by the Postal Service has long been a negotiated part of the collective-bargaining agreement (CBA) between the NALC and USPS. The repetitive violations and blatant refusal on the part of postal management to abide by the terms of the CBA underscores the need for steward time. As with all negotiated provisions, one must forego certain things to achieve others. Letter carriers paid for this benefit through the collective-bargaining process. To have outside influences invade our CBA and strip it from us would be unconscionable.

The One Big Beautiful Bill Act (H.R. 1) that narrowly passed in the House included attacks aimed directly at letter carriers. While NALC activism proved successful in eliminating two of the three harmful provisions, the threat of elimination of the Federal Employees Retirement System (FERS) Special Annuity Supplement did make it into the bill passed by the House. Should this provision pass the full Congress and be signed into law by the president, it would have a drastic effect on the age at which letter carriers could afford to retire.

While these are some of the most recent threats to letter carriers, they are not the only attacks we face. These developments emphasize the need to organize letter carriers to further build on our strength in numbers. There is no question about the positive effects that grassroots efforts, hard work and the activism of NALC officers, staff and our members have had on Capitol Hill in stabilizing the Postal Service and gaining well-deserved benefits for letter carriers. There are many examples of these achievements. However, we must never allow ourselves to become complacent and rest on our laurels.

Additionally, it is imperative that NALC have a robust war chest to fund our legislative agenda and fend off attacks from those who would destroy the future of USPS and its employees. The Letter Carrier Political Fund (LCPF) is the NALC's war chest. NALC is a powerful union with more than 90 percent of all letter carriers voluntarily being members. Conversely, fewer than 10 percent of our members contribute to the LCPF. You, our members, have a long tradition of refusing to stand on the sidelines, but rather of taking the fight to those empowered to make change and demanding what is rightfully yours. To that end, NALC must win favor with politicians and provoke their interest to achieve positive legislative outcomes.

So, it really comes down to the stronger our PAC, the louder our voice on Capitol Hill, and the more we can get done to benefit letter carriers. So, please, make your voice loud by contributing to the Letter Carrier Political Fund. For more information or to sign to become a contributor, please go to the Letter Carrier Political Fund web page at nalc.org/government-affairs/political-activity/yes-i-want-to-become-a-pac-member or contact the Department of Legislative and Political Affairs at NALC Headquarters at 202-662-2833.

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

Our mission



James D. Henry

John Quincy Adams once said, “Find a mission that you can give yourself over to and then spend your days moving that mission forward. Man is made so that when anything fires his soul, the impossibilities vanish. The influence of each human being on others in this life is a kind of immortality.”

Once I became a union activist, I found the mission that I could give myself over to, and I’ve spent my days ever since moving that mission forward. Chief among the elements of the mission are the preservation and advancement of letter carriers’ contractual rights, dignity and respect in the workplace, and the

rightful entitlement to committed representation. As the NALC vice president, I find it not only my responsibility, but my duty to ensure that the aforementioned is made available to the membership and is exhibited.

It is necessary to identify areas of concern that plague letter carriers’ quality of work life and have become an impediment to contractual enforcement. Effective representation is thwarted by management’s desire to achieve financial gain which often supersedes their obligation to adhere to the collective-bargaining agreement.

The contractual violations occur so frequently and consistently that it would appear there’s no respect by management for the contract. In particular, Article 8 issues literally have reached epidemic proportion nationwide. Despite the innumerable grievances filed and the multitude of arbitration awards, Step B decisions and local settlements in the union’s favor, management routinely resists compliance and good faith observance of the collective-bargaining agreement (CBA). However, the good news is, the more management resists, the more the union will persist, and insist on contract compliance to ensure that letter carriers are not deprived of their rights and a quality of work life. Just know that we see and hear your concerns.

Management must honor and adhere to grievance settlements, be it Informal A, Formal A, Step B decisions or arbitration awards. Article 15.3.A of the CBA requires “good faith observance.” All too often, if an agreement calls for payment over the supervisor/manager’s personal limit, payment is severely delayed or not made at all. If the agreement calls for an instructional resolution of “cease and desist,” management routinely makes a willful decision to

continue violations. If the settlement calls for a disciplinary action to be rescinded and the carrier made whole, it is not uncommon that the required action is unduly delayed. I work closely with the NBAs to identify and expose those who deliberately fail to comply with grievance settlements/decisions, and to hold them accountable. One effective way is to what I call “drag the net.” That is to consistently hold upper management responsible for holding their subordinates accountable through interventions and labor-management meetings in addition to the grievance procedure.

Unfortunately, it is a daily occurrence for letter carriers to have some disagreement with management, from your 3996 workloads estimate to simply needing time off for rest, relaxation and recreation due to the inordinate amount of work hours most are experiencing these days due to staffing issues. This often results in low morale and needless confrontation on the workroom floor. No letter carrier deserves to be treated with hostility, to be bullied, harassed and disrespected, to be treated with a lack of dignity. I’m a firm believer that as representatives, we unequivocally demonstrate to our craft that we will not stand idly by when the above is observed. Moreover, we must affirm to management that our resolve is sure, and that we will enforce the Joint Statement and Violence and Behavior, which states, “Those whose pattern of conduct continues, will be removed from their positions.”

The most impactful improvement, as I see it, that could occur locally, is to address the dispute resolution team (DRT) departure from what it was initially intended to achieve. The Dispute Resolution Process (DRP) is and was intended to be “joint.” The union and management team members were to perform their work with autonomy and to decide the grievances based solely on the facts in the file without interference and/or politics. The Step B decisions rendered were intended to help the local parties in resolving similar future cases. Unfortunately, all the above has, for the most part, been discarded

Cases are impass that should be resolved. and often when cases are resolved, they lack the informative component to aid in future disputes. There is a pressing need to get back to basics and update the DRP and assist the DRT members in knowing how to thrive in today’s labor-management work environment.

I’m cognizant of the fact that management may not be receptive to what we eventually will bring to the discussion. We will remain steadfast at this undertaking and be goal-oriented so that we can make the most of an opportunity when it occurs. The mission is representation of letter carriers’ interest. That is at the heart of what we do as a union. Goals are merely steps to its achievement.

Frequently asked IRS questions



Nicole
Rhine

Branch officers often call NALC Headquarters with questions about financial issues. Many questions also surface during officer training. After the question is answered, the branch officer may be directed to the *NALC Branch Officer's Guide to Finance and Administration*, available for purchase from the NALC Supply Department or for free on the NALC website from the secretary-treasurer's page. The guide is broken down into the following sections: branch officer duties, NALC dues, reporting to the U.S. Department of Labor, reporting to the Internal Revenue Service, bonding requirements and branch recordkeeping. If your branch secretary/treasurer does not have this guide, I suggest that the branch get one for use by all its fiduciary officers.

The following are some common IRS-related questions, as well as the answers and where the answers can be found in the guide.

If we pay our stewards \$150 per month as a stipend, do we have to file a W-2? Yes. Stewards are considered to be employees of the branch (whether they are appointed by the branch president or elected by the branch membership) and, as such, the branch must report stipends as wages and withhold the appropriate taxes. This holds true for all officers of a branch receiving any payments that could be considered wages (see pages 4-4 and 4-5 of the guide).

I heard that if you stay under \$600 per year paid to a branch officer, you don't have to do anything, not even issue a 1099. Is this true? No. Again, officers are considered employees of the branch and, as such, the branch must deduct payroll taxes, and the branch must pay taxes since the branch is an employer. It does not matter how much money an employee earns; the branch must pay all payroll taxes and issue a W-2 (see page 4-7 of the guide). A Form 1099-MISC is issued under two circumstances: 1) The branch makes a payment under a non-accountable plan to a member who is not considered an employee under IRS tax rules (see pages 4-15 and 4-16 of the guide); and 2) The branch makes a payment to somebody who is not a member for services rendered to the branch, most commonly a contractor.

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

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

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

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

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

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

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

Friends indeed



**Mack I.
Julion**

I'm sure that you have heard the saying that “a friend in need is a friend indeed.” It basically means that a true friend helps you when you need them the most. Obviously, as employees of the United States Postal Service, we are truly in need of friends.

Fortunately, the people we serve, our customers, are definitely true friends. Generally, they love their letter carrier, and they love their Postal Service. These are the people we want and need on our side because they are the constituents of the elected officials in Congress who have oversight over the Postal Service. Strong support from our customers can put pres-

sure on those who represent them to make sure that an independent, public Postal Service remains in place. These representatives generally become “friends” of the Postal Service and postal workers because it is in their best interest to do so. There are some who have a sincere affection for the service, but either way we need these friends as well.

That is the main reason why we consistently encourage our members to give to the Letter Carrier Political Fund (LCPF). Those elected friends (politicians) need our support financially to get elected. Political campaigns and running for Congress require money. You may not care about politics, but that is the harsh reality of the way things work. The truth is that we need as many friends as possible in Congress to protect this great American institution, which also happens to be the company for which we work.

Our customers and members of Congress are definitely must-have friends, but it is also our friends in the labor movement who have been really inspiring to me lately. Labor unions in general stick together, especially those having a mutual interest. We have our public-sector unions, both federal and local. And we also have your private-sector unions, which for the most part, are trade unions for skilled workers.

Union density isn't as strong in this country as it used to be, but our willingness and ability to stick together is what makes us strong. For those locals and state associations that are affiliated with your appropriate labor councils, I'm sure they stood shoulder to shoulder with you at our recent “Fight Like Hell!” rallies. Leadership of the AFL-CIO

and affiliated unions has been very vocal about the attacks on federal workers and the Postal Service.

Equally vocal have been the constituency groups affiliated with the AFL-CIO. I highly encourage our members who can do so to join one and get involved. I have mentioned before that I also serve on the Executive Council of the Coalition of Black Trade Unionists. We recently had our annual national convention, and I always come back fired up and enlightened on issues facing others in the labor movement. I likewise shared our concerns as letter carriers and postal workers to others at the convention who may not have been aware.

The AFL-CIO has seven constituency groups that are affiliated and designed to empower and address the needs of the communities they represent and build solidarity within the labor movement. The following are the organizations, as listed by the AFL-CIO, and their primary objective within the labor movement:

- **A. Philip Randolph Institute**—APRI is an alliance between labor and the civil rights movement. They fight for racial equality and economic justice.
- **Asian Pacific American Labor Alliance**—APALA is the first national organization of Asian Americans Pacific Islanders workers. It focuses on advancing worker, immigrants and civil rights.
- **Coalition of Black Trade Unionists**—CBTU is an independent voice for black workers within the labor movement.
- **Coalition of Labor Union Women**—CLUW unifies women to face shared concerns.
- **Labor Council for Latin American Advancement**—LCLAA represents 2 million Latino workers. They organize working people to protect the rights and expand the influence of Latinos.
- **Pride at work**—Pride@work brings together the labor movement and the LGBTQ+ community in pursuit of social and economic justice.
- **Unions Veterans Council**—UVC brings together workers who are veterans and speaks out on the issues that affect them the most.

I am an active member of CBTU, CLUW and LCAA. Membership in these groups is not limited to the communities they serve; that's why I am a member of CLUW and LCAA. I was also an active member and local vice president of the APRI at one time. Nevertheless, I support all these groups, and more importantly, they support us!

Changes in conflict with handbooks and manuals



Christopher Jackson

In this month's column, I will discuss recent notifications from the Postal Service that may be affecting carriers across the country. Additionally, I will provide an update on proposed changes to the *Handbook M-41, City Delivery Carriers Duties and Responsibilities*.

eLRA, stand-up talk and postcard

In September 2024, NALC received notification that USPS had updated the Enterprise Leave Request Application (eLRA). The eLRA is an online application that employees can use to request unscheduled leave in the event of an emergency or unexpected absence. The update includes a feature for adding an electronic signature to the PS Form 3971, Request for or Notification of Absence generated from the leave request. Employees will become aware of this new feature only by reading the brief message that pops up on the application just before they complete the leave request:

By clicking Submit, you are authorizing your electronic signature on this 3971 and confirming the information you provided is accurate and complete. Upon clicking Submit, this 3971 will be submitted for your supervisor's review.

← Prev Submit ✓

Cancel

This update affects every employee and conflicts with postal handbooks and manuals. Section 142.32.d of *Handbook F-21, Time and Attendance*, along with Sections 512.412 and 513.332 of the *Employee and Labor Relations Manual (ELM)*, require employees to complete their PS 3971 upon their return from an unscheduled absence. If any supervisor or manager instructs you to sign the form electronically, request a shop steward and file a grievance.

My staff and I met with the Postal Service to discuss this update. I explained my concerns regarding the new feature. The Postal Service acknowledged that applying an electronic signature is now a requirement when using the eLRA, but it also emphasized that the application is only an "option" available to carriers, which they are not obligated to use. USPS explained that carriers can choose to use the Interactive Voice Response (IVR) phone system and complete a PS Form 3971 upon their return to duty instead. I shared details of this meeting with NALC regional offices and advised representatives to file grievances on the application, where appropriate.

The eLRA update has become even more of a concern following receipt of a recent notification from USPS. In May, the Postal Service explained that they were disseminating a mandatory stand-up talk (SUT) to remind employees of sick leave policies in Section 513 of the *ELM*. A postcard was also mailed to employees reiterating information from the

UNITED STATES POSTAL SERVICE

475 L'ENFANT PLAZA SW RM 1831
WASHINGTON, DC 20260-4135

How to Request Sick Leave

Postal Service employees are expected to maintain their assigned schedule and make every effort to avoid unscheduled absences. If you need to use sick leave, follow these guidelines:

If...	you...	according to ELM section
Requesting sick leave	<ul style="list-style-type: none">■ must use PS Form 3971; Enterprise Leave Request Application (eLRA)■ get approval from your supervisor in advance, except for unexpected illness or injury.	513.331
Sick leave absences exceed 3 consecutive days	<ul style="list-style-type: none">■ must submit medical documentation or other acceptable evidence of incapacity for work, or of the need to care for a family member.	513.362
You need Family Medical Leave Act (FMLA) time off	<ul style="list-style-type: none">■ must give your supervisor PS Form 3971 or submit electronic PS Form 3971 via eLRA at least 30 days before the absence. If 30 days' notice is not practicable, notice should be provided as soon as practicable.	515.51
Leave is for planned FMLA medical treatment	<ul style="list-style-type: none">■ should first check with your supervisor about the timing.■ must make a reasonable effort to schedule the treatment so as not to unduly disrupt the Postal Service's operations.	515.51

For more information on leave policies, see the *Employee and Labor Relations Manual (ELM)*, section 510.

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SUT. Unfortunately, the SUT and postcard include a requirement that employees use the eLRA for scheduled/

(continued on page 36)

Emergency action plans and fire drills



**Manuel L.
Peralta Jr.**

This month I cite OSHA regulations in response to a few phone calls seeking information on emergency action plans and fire drills.

I direct your attention to Chapter 810, Section 811 of the *Employee and Labor Relations Manual (ELM)*, which states:

The Postal Service™ is subject to Public Law Number 91-596, the Occupational Safety and Health (OSH) Act of 1970, pursuant to the Postal Employees Safety Enhancement Act (PESEA) of 1998. The OSH Act provides for citations, penalties, and criminal referrals for those employers who fail to comply. The Occupational Safety and Health Administration

(OSHA) is responsible for promulgating and enforcing standards and regulations under the OSH Act.

Therefore, if OSHA has created a governing rule, the USPS must follow that rule.

For example, 29 CFR §1910.38 identifies the required elements of an emergency action plan with the following:

1910.38(a) Application. An employer must have an emergency action plan whenever an OSHA standard in this part requires one. The requirements in this section apply to each such emergency action plan.

1910.38(b) Written and oral emergency action plans. An emergency action plan must be in writing, kept in the workplace, and available to employees for review. However, an employer with 10 or fewer employees may communicate the plan orally to employees.

1910.38(c) Minimum elements of an emergency action plan. An emergency action plan must include at a minimum:

1910.38(c)(1) Procedures for reporting a fire or other emergency;

1910.38(c)(2) Procedures for emergency evacuation, including type of evacuation and exit route assignments;

1910.38(c)(3) Procedures to be followed by employees who remain to operate critical plant operations before they evacuate;

1910.38(c)(4) Procedures to account for all employees after evacuation;

1910.38(c)(5) Procedures to be followed by employees performing rescue or medical duties; and

1910.38(c)(6) The name or job title of every employee who may be contacted by employees who need more information about the plan or an explanation of their duties under the plan.

1910.38(d) Employee alarm system. An employer must have and maintain an employee alarm system. The employee alarm system must use a distinctive signal for each purpose and comply with the requirements in § 1910.165.

1910.38(e) Training. An employer must designate and train employees to assist in a safe and orderly evacuation of other employees.

1910.38(f) Review of emergency action plan. An employer must review the emergency action plan with each employee covered by the plan:

1910.38(f)(1) When the plan is developed or the employee is assigned initially to a job;

In addition, 29 CFR §1910.39 identifies the requirements of a fire prevention plan, with the following:

1910.39(a) Application. An employer must have a fire prevention plan when an OSHA standard in this part requires one. The requirements in this section apply to each such fire prevention plan.

1910.39(b) Written and oral fire prevention plans. A fire prevention plan must be in writing, be kept in the workplace, and be made available to employees for review. However, an employer with 10 or fewer employees may communicate the plan orally to employees.

1910.3(c) Minimum elements of a fire prevention plan. A fire prevention plan must include:

1910.39(c)(1) A list of all major fire hazards, proper handling and storage procedures for hazardous materials, potential ignition sources and their control, and the type of fire protection equipment necessary to control each major hazard;

1910.39(c)(2) Procedures to control accumulations of flammable and combustible waste materials;

1910.39(c)(3) Procedures for regular maintenance of safeguards installed on heat-producing equipment to prevent the accidental ignition of combustible materials;

1910.39(c)(4) The name or job title of employees responsible for maintaining equipment to prevent or control sources of ignition or fires; and

1910.39(c)(5) The name or job title of employees responsible for the control of fuel source hazards.

(continued on next page)

Emergency action plans and fire drills (continued)

(continued from previous page)

1910.39(d) Employee information. An employer must inform employees upon initial assignment to a job of the fire hazards to which they are exposed. An employer must also review with each employee those parts of the fire prevention plan necessary for self-protection.

Chapter 850 of the *ELM* lays out management's responsibilities, which are drawn from the above controlling regulations.

851.1 Installation Heads - Installation heads are responsible for implementing emergency action plans and a fire safety program for the protection of people, mail, and Postal Service property. This is required by 29 CFR 1910, Subparts E and L. This program must include (but is not limited 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
- j. Fire prevention plans as required in this subchapter.

After reviewing the cited information above, ask yourself whether your employer is following the regulations as written. If not, bring it to the attention of your union representatives.

Keep an eye on each other and get involved.

Changes in conflict (continued)

(continued from page 34)

unscheduled leave and implies that this requirement is consistent with the *ELM*. To be clear, the eLRA is not mentioned anywhere in the *ELM* or *Handbook F-21*. The postcard is misleading and misrepresents provisions of the *ELM*.

Proposed revision to *Handbook M-41*

In the January 2025 edition of *The Postal Record*, I discussed revisions proposed by USPS to Section 812.31 of *Handbook M-41*. The Postal Service stated that the revisions were being made to reflect evolving safety policies related to the Next Generation Delivery Vehicle (NGDV). They explained that the NGDV had been designed with safety features that require all doors to be closed when the vehicle is in operation. As described, the NGDV's design would not permit carriers to operate the postal vehicle with its sliding cabin door open under any circumstance that is inconsistent with Section 812.31 of the *M-41*. Due to this inconsistency, USPS proposed the following revision (in bold):

When traveling to and from the route, when moving between park and relay points, and when entering or crossing intersecting roadways, all external vehicle doors must be closed. When operating a vehicle with sliding driver's cab doors on delivery routes and traveling in intervals of 500 feet (1/10 mile) or less at speeds not exceeding 15 MPH between delivery stops, the right-hand sliding cab door may **not** be left open **under normal operation**.

Although the Postal Service cited the design of the NGDV in its reason for proposing this change to the handbook, there was no mention of the NGDV in the proposed revision. As written, the revision would apply to all postal vehicles, not just the NGDV. This would change the way many letter carriers have delivered from postal vehicles, such as the Long-Life Vehicle, for decades.

Subsequently, a modification was made to the NGDV's design bringing it into compliance, and the proposed revisions have been rescinded. See my January 2025 *Postal Record* article for more information on this topic.

I will continue to provide updates on these important matters. Be sure to read my article each month and visit nalc.org for the latest information.

Retirement on the chopping block



**Dan
Toth**

They put their plan in writing. We read the plan and knew it was coming. Here it is. The retirement cuts proposed in Project 2025 (the Trump administration transition plan) that I discussed in my September/October 2024 article have reared their ugly, anti-worker heads. To me, this is a slap in the face to every active employee. It breaks the promise and alters the benefits that we accepted when starting this job. This proposal should have everyone up in arms and calling their senators.

Let's take a look at the cuts. As part of the budget reconciliation process, the House Committee on Oversight and Accountability passed a measure that drastically reduces Federal Employees Retirement System (FERS) benefits while increasing employees' contributions. The measure has three components.

First, the measure increases the contribution rate for existing employees up to 4.4 percent of the base pay. This means that active employees who were hired prior to 2013, who currently contribute 0.8 percent, would suddenly have to pay an additional 3.6 percent of their base pay. For a top-step carrier at approximately \$80,000, this amounts to a \$2,880 pay cut. This pay cut on its own could be devastating for those on a tight budget, but the fact that the measure also proposes to reduce the retirement benefits is crazy.

The second component is to eliminate the Special Annuity Supplement. The supplement is a vital component to help people retire prior to age 62, and it's available only to those at their Minimum Retirement Age (usually referred to as the MRA) with 30 years of service, or age 60 with 20 years of service. The supplement isn't just handed out to everyone willy-nilly. We don't sit behind a desk. Carrying mail to age 62 after decades of hard labor wears down the body and is no easy task. This proposal also ignores the history of FERS. When lawmakers were bargaining over the benefits of FERS, the reduced, or "diet" cost-of-living adjustment was the tradeoff FERS employees paid to get the supplement. And now Republicans want to remove the supplement as well.

The third component is to change the high-3 average salary to a high-5 average salary. This variable is part

of the annuity calculation, and changing to the highest five years means that two years of lower salary are added to the average. Any reduction to the average salary proportionally reduces the annuity.

So why are Republicans once again trying to cut benefits of hardworking, middle-class federal employees? We serve our country day in and day out. Not even the pandemic stopped us. And this is our reward?

Let's examine our bias and give the cuts the benefit of the doubt. How is FERS funded, and how is it doing? Maybe FERS needs to be bailed out? Are our retirement benefits too generous?

The Civil Service Retirement and Disability Fund is the fund or account where FERS and Civil Service Retirement System contributions are stored and paid out of. As of Fiscal Year 2023¹, the fund has a total of \$1,036,690,612,000 (more than \$1 trillion). That's a lot of commas, so things seem good so far. But maybe the fund is being depleted and moving in the wrong direction, and we need to course-correct by increasing employee contributions and reducing benefits? In 2013, the fund was more than \$844 billion. So clearly the fund has been going up over time. Well, how does the future look? The projection for 2033 is that the fund will grow to \$1.6 trillion. And the fund will continue to grow. By the year 2100, it's projected to reach nearly \$14 trillion. Why the heck do letter carriers need to pay more and get less from this fund when it continues to grow?

Once these proposed cuts were passed by the Republican-controlled House Committee, the NALC went to work. Fortunately, two of these proposals were axed from the bill when it was passed by the full House, but the elimination of the Special Annuity Supplement remains in the bill. This means that active employees who want to retire before the age of 62 might no longer be able to afford it. Changing our benefits mid-career and adding five to seven years in a physically demanding job is unconscionable. At the time of writing this article, the reconciliation bill remains under consideration in the Senate. If it's not too late, please contact your senators and let them know you oppose these cuts.

Correction: The May column "Where to live in retirement" stated that utilities were included at Nalcrest. Not all utilities are included in the rent. Prospective residents should inquire directly with Nalcrest at 863-695-1121.

¹ [opm.gov/about-us/reports-publications/agency-reports/fy-2023-civil-service-retirement-and-disability-fund-annual-report.pdf](https://www.opm.gov/about-us/reports-publications/agency-reports/fy-2023-civil-service-retirement-and-disability-fund-annual-report.pdf)

Frequently asked insurance policy questions



**James W.
"Jim" Yates**

Each day at MBA we receive many phone calls from our members with questions or concerns regarding their policies. Below are some of the most frequently asked questions.

Other than payroll deduction, what forms of premium payments will MBA accept? MBA accepts checks or money orders. Please do not send cash. Additionally, MBA can also receive premium payments via electronic funds transfer; please call our office for details.

Can I keep my established policy if I leave the Postal Service or retire? Yes.

Can I get a new policy if I'm retired? Yes, as long as you are a dues-paying or gold card NALC member.

If I have been paying via payroll deduction and I leave the Postal Service or retire, how would I pay? Please notify our office if you leave the Postal Service or retire. At your direction, we will change you to either monthly or annual billing. You will receive payment coupons so that you can pay by mail. You also can pay by electronic funds transfer.

What do I do if I run out of payment coupons? You can make a payment without a coupon; simply write your policy number on the memo line of your check or money order.

What are the processing times for death claims, disability claims, Hospital Plus claims, withdrawal requests, loan requests, beneficiary change requests and copies of policies? MBA processes all requests in the order they are received. Please allow for up to three weeks of processing time if we do not need additional information from you. Beneficiary changes are effective on the date we receive the request.

How do I change the amount I contribute to my annuity or how do I stop the contributions? Please submit your change request in writing to our office, please allow two payroll cycles before the change becomes effective.

If I need a withdrawal form for my traditional or Roth IRA, how do I get it? To make a withdrawal, you must submit a Request for Distribution form to the MBA office. To receive this form, call our office. It also is available on the MBA website at nalc.org/mba.

How do I get a withdrawal from my non-qualified deferred annuity? The policy owner just needs to submit a signed, written request to our office stating the amount they want to withdraw.

What is the maximum amount that I can withdraw from my traditional/Roth IRA or my non-qualified deferred annuity? There is no maximum amount; however, you must leave no less than \$1,000 in the policy to keep it active.

How often can I make a withdrawal from my traditional/Roth IRA or non-qualified deferred annuity? You are allowed to take one withdrawal per policy year. The policy year begins on your policy anniversary date.

How do I know my policy anniversary date? Your policy anniversary month and day are the date your policy was issued. If you don't have that information, you can call our office, and we will gladly give it to you.

If I have a Maturity Income/Retirement Savings Plan, and I make a withdrawal, when do I get my 1099? Based on IRS regulations, MBA is required to mail your 1099 to you no later than Jan. 31 for the previous tax year.

If I have a Maturity Income/Retirement Savings Plan, when do I get my 5498 for the contributions I made? Based on IRS regulations, MBA is required to file 5498s and mail you a copy no later than May 31. Speak with your tax advisor for more details about 5498s.

Upon age 73, how do I take my required minimum distribution? MBA will mail you a Required Distribution Age 73 form and a Required Distribution Waiver Election form in January of the year in which you reach age 73. Included with the forms will be a letter that has both the minimum amount that you are required to take and the date the distribution is required.

Who can call your office to get information about my policy? For security purposes, we will share policy specific information only with the policy owner.

How do I notify MBA of my change of address? Please submit a signed written request to our office to change your address.

What is the mailing address of the MBA office? 100 Indiana Ave. NW, Suite 510, Washington, DC 20001

For information about our products or if you have additional questions regarding an existing policy, please call our office 202-638-4318 Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time.

Answering your questions



**Stephanie
Stewart**

At the NALC Health Benefit Plan (the Plan), we strive to keep our membership informed about key issues that might affect their health care, and to listen to member feedback to improve our communication. From written correspondence mailed to the Plan, to comments submitted through the member portal, and to live conversations with our customer service representatives, we want to understand each member's questions and concerns so we can continue to grow as your health insurer.

Over the next few articles, I have chosen to use a Q&A format to help address some of the most prevalent issues or concerns. While health insurance may seem complex or confusing, we are here to help.

Q: Why was my provider told that I do not have active health care coverage?

A: It is important to make sure that your provider is calling the NALC Health Benefit Plan at 888-636-6252 to verify coverage, as we are your health insurance provider and administer all benefits. Of note, we have found that some providers have incorrectly attempted to verify eligibility through Cigna HealthCare, leading to a coverage discrepancy.

Q: Why is the Cigna HealthCare logo on my HBP identification card?

A: The Plan partners with Cigna HealthCare Open Access Plus (OAP) Network to provide our members with a national presence for network coverage. Through the OAP network, our members have access to high-quality providers and network savings.

Q: Why am I receiving a notification from my provider stating that they might no longer be in the Cigna OAP network?

A: Each provider and group within the Cigna network has agreed to contracted rates for their services. When a contract is approaching its expiration date, a new contract must be negotiated. Typically, providers send notification to members before the negotiations begin to "announce" their intent to seek new rates. On our behalf, Cigna diligently works to make sure that a fair agreement is reached, which ensures that our members receive the services they need at a competitive rate. Many times, negotiations be-

tween a provider and Cigna take a significant amount of time, even up to the final hours before an agreement is reached. If an agreement cannot be reached, Cigna will continue negotiations behind the scenes to bring the providers back into the network and resolve the situation.

Q: Are my Aetna providers in the network?

A: If you are a member of the NALC High Option Plan—Aetna Medicare Advantage—or are exploring its benefits, this plan gives you the freedom to see any licensed provider or hospital you'd like to, as long as they are eligible to receive Medicare payment and will bill Aetna. We recommend that members speak to their providers to confirm the billing to Aetna, or you can also call the Aetna Retiree Solutions service center at 866-241-0262. Like Cigna, Aetna has network contracts with providers that must be negotiated on a regular basis, and the providers could notify our members about their contract expiration. Because we have an open network, the effect of these negotiations will affect our members only if the provider decides they will no longer bill Aetna.

Q: Why do I have to use CVS Caremark® for my long-term or maintenance medications?

A: The NALC Health Benefit Plan's benefit structure is set up with CVS Caremark to provide deep discounts to our members needing limited quantities of medications (30-day fill, plus one refill). If you purchase more than two fills of the same medication, it would then be considered a maintenance medication.

Medications needed on an ongoing basis (maintenance drugs) are discounted significantly as well; however, they are priced differently than the limited quantity medications, as we cannot apply on an ongoing basis the same savings long-term or as defined above. To receive the most competitive member savings, maintenance and long-term medications must be ordered through our Mail Order Prescription Drug program for up to a 60-day or 90-day supply (21-day minimum). You also can purchase up to a 90-day supply (84-day minimum) of covered drugs at a CVS Caremark Pharmacy.

Q: Whom should I call with my eligibility updates (i.e., address changes, spelling errors, dependent additions or removal, etc.)?

A: You *must* act through the employing office or use the Postal Service Health Benefits (PSHB) enrollment portal. The Plan is no longer able to update eligibility records for PSHB enrollees. The Postal Service Reform Act designated the Office of Personnel Management as the gatekeeper for all eligibility updates.

Clock ring fraud

Letter carriers across the country report to work expecting to be properly paid for every hour of service they provide. For years, carriers used time cards and hyper electronic badge readers (HEBR), commonly referred to as the time clock, to record work hours by inputting various clock ring entries that identified the functions they worked under and the assignments they worked on. More recently, USPS has migrated timekeeping functions to the Mobile Delivery Device – Technical Refresh (MDD-TR) that carriers use daily. In limited circumstances, where HEBRs and MDD timekeeping functionality is unavailable, carriers may record work hours by completing a PS Form 1260, Nontransactor Card.

Carriers typically make four basic clock ring entries each day: Begin Tour (BT), which reflects the time a carrier starts working; Move (MV) to the street, which reflects the time a carrier leaves the office and travels to their delivery assignment; Move (MV) back to the office, which reflects the time a carrier returns from the street after completing their assignment; and End Tour (ET), which reflects the time a carrier has ended their day.

The Postal Service utilizes the Time and Attendance Collection System (TACS) to track work hours and compensate carriers. Postal managers and supervisors routinely review clock rings and make necessary edits to fix issues such as incomplete clock ring entries or to input missing moves to reflect a carrier's transition from one function or route to another. While the editing of clock rings in certain situations is proper, the Postal Service must ensure that all edits are accurate.

In many parts of the country, it was discovered that some postal managers and supervisors were committing fraud by intentionally and falsely editing clock rings, causing carriers to collectively lose tens of thousands of dollars in pay. In many of these instances, managers deliberately disallowed time worked by changing ET clock rings made by carriers to an earlier time when they were still working. In other cases, managers improperly added or removed leave and lunch clock rings from carrier workdays. These are just a couple of examples from the many found throughout the country. However, the common denominator among all fraudulent edits was that they ranged from minutes to hours with most instances resulting in loss of pay.

This month's column will focus on some of the USPS contractual obligations regarding accurately editing carriers clock rings and is intended to be read as a companion piece to last month's Contract Talk article, which provided a detailed explanation of the USPS time-keeping system,

employee pay stubs, the ePayroll online application and the Virtual Timecard application.

To identify clock ring fraud, it's important to understand timekeeping procedures and the responsibilities of the parties executing them. Sections 113.11, 114.1 and 114.2 of *Handbook F-21, Time and Attendance* provide the ultimate obligation and responsibility of the Postal Service to ensure the accuracy of letter carrier clock rings:

113.11 Functional Areas

The timekeeping organization in a postal facility involves four functional areas:

a. The postmaster or installation head — is ultimately responsible for the accuracy of the entries on a timecard; ensuring that the time and attendance data are totaled correctly and properly dispatched at week's end; distributing paychecks to employees; and, maintaining an up-to-date list of persons authorized to initial timecards.

114.1 Supervisor Responsibilities

For purposes of timekeeping, a supervisor is defined as the person responsible for directing an employee or group of employees in the performance of their duties. The supervisor is responsible for:

- a. Controlling employee access to timecards and badges.
- b. Making certain the employees' clock in and out according to their assigned schedules.
- c. Approving all daily clock rings, which the timekeeper has totaled, for full-time and part-time regular employees, and which deviate from the scheduled tour by more than 0.08 hours (5 minutes). (See 143.)
- d. Approving all daily clock rings that the timekeeper has totaled for part-time flexible, casual, temporary, and transitional employees.
- e. Acting on all leave requests.
- f. Acting on all requests for temporary schedule changes.
- g. Completing supporting forms as required by established procedures.
- h. Verifying and dispatching time and attendance data to the district or Eagan ASC.

114.2 Timekeeper Responsibilities

The timekeeper is the person who is responsible for keeping records of the time worked and the leave requested by employees. The timekeeper could be the postmaster, supervisor, or any other person whom the installation head designates. The timekeeper is responsible for:

- a. Preparing timecards and/or other approved media for use by the employees.
- b. Computing daily and weekly totals and recording entries where required.
- c. Examining timecards and other records pertaining to hours

worked, absences, and leave balances, making correct entries on timecards and other records and verifying that data input through the timekeeping system is correct.

d. Maintaining files of forms that support time and attendance entries.

e. Assisting the supervisor in timekeeping functions as the supervisor may require.

f. Assisting in the preparation of adjustment requests.

g. Answering time and attendance inquiries.

As shown, *Handbook F-21* explains that supervisors are responsible for approving all daily clock rings. Section 432.71 of the *Employee and Labor Relations Manual (ELM)* details the control a supervisor has in approving work hours credited to employees:

432.71 Control

Supervisors should ensure that employees do not remain on the clock unless they are specifically authorized to do so. Where employees continue to work contrary to instructions from a supervisor to clock out, the corrective action must be a procedure other than not compensating the employees for work performed.

In instances where a clock ring edit might result in disallowed work hours from time that a carrier has spent on the clock, Section 432.711 of the *ELM* requires the completion of PS Form 1017-A, Time Disallowance Record:

432.711 Disallowed Time

If an employee's clock rings exceed 8.08 hours and the employee was not engaged in work or work-related activities while in the time-over-8 status, supervisors are to disallow the time on the clock that was not worked. In such a case the supervisor should prepare a written entry on PS Form 1017-A, Time Disallowance Record, as to the factual basis for his or her knowledge that the employee was not working during the period of time disallowed. Examples of time that may be properly disallowed include, but are not limited to:

a. Wash-up time — time spent by employees changing clothes and/or washing up after their tour ends that exceeds the time allotted for such purposes in applicable collective bargaining agreements.

b. Waiting time — time spent by employees while waiting to start work at the beginning of a tour when they have not been instructed or otherwise required to wait.

c. Personal time — time spent by employees, before their tour begins or after their tour ends, attending to personal matters.

d. Mealtime — time spent by employees "on the clock" during a designated meal period, provided, of course, that the employee was completely relieved of all duties and responsibilities and performed no work during this period.

Postal supervisors are obligated to notify carriers when and if any work hours are disallowed, as explained in Sec-

tion 146.251.b of *Handbook F-21*:

146.251 PS Form 1017-A, Time Disallowance Record

b. Document incidence of time disallowance on PS Form 1017-A as follows:

Block 1: Date of the incident.

Block 2: Year.

Block 3: Pay period.

Block 4: Week.

Block 5: Day.

Block 6: Total clock time in hours and hundredths.

Block 7: Total time disallowed in hours and hundredths.

Block 8: Initials of supervisor annotating the disallowance.

Block 9: The date the employee was notified of the disallowance.

Block 10: The applicable disallowance code (codes appear on the reverse of PS Form 1017-A).

Block 11: Enter remarks documenting reason for disallowance.

The act of disallowing time and completing a PS Form 1017-A is not to be done secretly. Letter carriers deserve to be compensated for all hours spent working for the Postal Service and to be made aware of any hours in dispute.

Article 41, Section 3.K of the National Agreement provides:

K. Supervisors shall not require, nor permit, employees to work off the clock.

The Merriam-Webster dictionary defines "work" as "to perform work or fulfill duties regularly for wages or salary." Article 34 of the National Agreement memorializes the Postal Service's commitment to the principle that a fair day's work merits a fair day's pay:

Article 34 Work And/Or Time Standards

A. The principle of a fair day's work for a fair day's pay is recognized by all parties to this Agreement.

Section 432.712 of the *ELM* further confirms this commitment:

432.712 Allowed Time

Supervisors must credit employees with all time designated as worktime under the Fair Labor Standards Act. Examples of time that must be credited as worktime if the supervisor knows or has reason to believe the activities are being performed during the time, include:

a. Time spent by employees in performing duties that are part of, or related to, the employees' principal work activity, such as pulling mail from a distribution case, collecting tools or

(continued on next page)

Clock ring fraud (continued)

(continued from previous page)

supplies, and adjusting rest bars.

b. Time spent continuing to work after a tour ends in order to correct an error, to prepare records, or to finish a task.

c. Time spent working during meal periods.

d. Time spent distributing work to workstations

To review clock ring edits made by postal management, union representatives should request the Employee Everything Report (EER), which is created by TACS. This report details clock ring entries input by carriers and any edits made by management.

In July 2018, the **NALC Guide to Identifying Intentional False Editing of Clock Rings** was created to inform union representatives about how to read the EER and properly identify improper clock ring edits. Additionally, the guide advises union representatives on how to file successful grievances regarding false clock ring edits, the appropriate remedies for those violations, and how to prevent future infractions. An electronic copy of this guide is available on the NALC website at nalc.org/workplace-issues/resources.

To assist carriers in tracking their hours, NALC also created the **NALC Work Hour Tracker**. The tracker contains 52 pay periods worth of fillable tracking forms; a detailed instruction page that explains how to properly track hours and figure overtime for full-time regular, part-time flexible and city carrier assistant letter carriers; a USPS pay period calendar; and a time conversion table. Additionally, each pay period contains a notes page where carriers can record different things that occurred throughout that time frame. The notes page could be a valuable resource when comparing edited clock rings that have resulted in a loss of pay. Copies of the tracker are available from the national business agent (NBA) office who represents each region. Contact information for each of the 15 NBA offices is available on the NALC website at nalc.org/union-administration/nalc-regions.

Letter carriers work very hard for their wages, and clock ring fraud is a serious issue. Letter carriers who believe that management has improperly made adjustments to their clock rings should contact their union representative so that they can investigate the issue and file a grievance if necessary.

Union Plus awards scholarships (continued)

(continued from page 15)

a mathematics major. Moon was a member of the BASIS Peoria debate team, which won the open division at the Marist Ivy Street Invitational national-level tournament. He completed multiple Advanced Placement (AP) courses while in high school, scoring a 5, the highest score possible, on the AP Physics exam as a freshman.

His father began working for the Postal Service during the COVID-19 pandemic. Shortly thereafter, a situation arose in which he needed union representation. "NALC participated in the fact-finding for the incident and was my father's voice when he met with management," Moon said. "With the union's help, the problem was resolved. This is the strength of unions: Having experienced similar situations count-

less times, his NALC representatives knew what to say and what to do."

Moon's activities and honors include the National Honor Society, Tri-M Music Honor Society, Phoenix Youth Symphony, BASIS Peoria orchestra, BASIS Peoria Science Bowl, Arizona Music Educators Association All-State Orchestra, National Latin Vocabulary Exam gold medal, Math Kangaroo Arizona runner-up, QuestBridge Scholar and Mathnasium instructor.

The Union Plus Scholarship Program awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation.

Since starting the program in 1991, Union Plus has awarded more than \$5.9

million in educational funding to more than 4,200 union members, spouses and dependent children. Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school, or recognized technical or trade school. The selection process is exceptionally competitive: 6,213 applications were received this year from 69 unions and all 50 states, the District of Columbia, three U.S. territories, and six Canadian provinces.

For information about scholarship eligibility and applications, go to unionplus.org/scholarship.

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

75 years of progress

In 1952, NALC embraced the Muscular Dystrophy Association as its “official charity,” becoming the first national sponsor since the MDA founded in 1950. The union’s first nationally coordinated campaign to raise funds for MDA came during Thanksgiving week in 1953, when tens of thousands of letter carriers in more than 800 cities returned to their routes for a second time. The all-volunteer effort was called “The Letter Carrier March for Muscular Dystrophy.”

Individual letter carriers repeated their appointed rounds, soliciting donations door to door. And, because of the late hour the volunteers got the nickname “the porch light brigade.” Many carried their empty leather mail satchels as badges of authenticity to reassure donors these men and women could be trusted with their hard-earned nickels, dimes and quarters.

In the decades since, NALC members have used various techniques to raise money for MDA, from raffles, pancake suppers and golf tournaments to canister collections at roadblocks and backyard carnivals with dunk tanks. Thanks to the efforts of thousands of letter carriers combined with the contributions of millions of other caring citizens across this country, MDA research has realized dramatic research breakthroughs in recent years. These medical breakthroughs are solid evidence that letter carriers’ persistent efforts to help alleviate the suffering inflicted by this terrible disease have made a difference.

Now 73 years later, NALC continues making contributions that are instrumental in muscular dystrophy research. NALC members carry on the tradition of the porch light brigade—delivering hope to people with neuromuscular diseases.

Below you can read, in the association’s own words, about the 75 years of progress made by MDA, which you have been a big part of. NALC is proud of you and everything you have done to make this possible.

Progress in research

When MDA was founded in 1950, there was just one doctor in the country studying muscle disease. Today, MDA’s research program funds thousands of scientists and clinicians making breakthroughs worldwide. Right now, there are many clinical trials underway exploring drug therapies that could stop or even reverse some of the impact on muscle mass caused by neuromuscular conditions.

In the 1950s, there were no FDA-approved treatments for neuromuscular diseases. Treatment options were primarily supportive, focusing on symptom management without addressing disease progression. Now the landscape has been transformed through gene discovery and with the development of targeted therapies that address the root causes of

diseases, providing new avenues for disease management. Also, in just the past decade, the FDA has approved 20-plus new treatments for children and adults living with muscle disorders. That kind of progress was absolutely unthinkable in the past.

Empowering people with knowledge and resources

In the 1950s, individuals living with neuromuscular diseases had no clear guidance and little access to information about their condition or how to manage it. Today, families can access a wealth of resources—from disease-specific guides to expert-led webinars—helping them navigate their journey with clarity and confidence.

When MDA was founded, families affected by neuromuscular diseases often had limited access to specialized care. Today, the nationwide network of MDA Care Centers serve as a critical resource for tens of thousands of families each year. The network plays a vital role in advancing clinical research, participating in hundreds of clinical trials for groundbreaking treatments and therapies. What began as a small initiative to connect families to specialized care has grown into the largest care network for neuromuscular diseases in the United States.

MDA’s advocacy efforts have long driven meaningful change for people living with neuromuscular diseases. Legislative victories, like the expansion of newborn screening, have ensured earlier diagnoses and access to treatments during critical stages of life, offering families more hope and possibilities. MDA has also been instrumental in advocating for improved air travel accessibility, breaking down barriers and ensuring safer, more inclusive transportation for individuals with mobility challenges. These victories reflect how progress in public policy can create meaningful change.

In 1950, families living with neuromuscular diseases often faced their challenges in isolation. Today, MDA’s community engagement programs bring people together, promoting a sense of connection and belonging with programs like Summer Camp, initiatives that create shared experiences for families, to opportunities for learning, growth and mutual support.

Looking to the future

MDA remains focused on what’s next: accelerating research, expanding access to care, and creating a future filled with hope and progress for all families living with neuromuscular diseases. New therapies, expanded access to care, and groundbreaking innovations will reshape what’s possible. Together, we can build the momentum to turn these exciting changes into reality. With your help, the next 75 years can bring even more discoveries, better access to care, and a stronger, more connected community.

Congress holds FECA reform hearing



Regional Workers' Compensation Assistant Coby Jones

During the May 6 House Education and Workforce Subcommittee on Workforce Protections hearing on “FECA Reform and Oversight, Prioritizing Workers, Saving Taxpayer Dollars,” members of the Republican majority and the USPS OIG promoted adopting the “best practices” from state injury compensation programs as a way to reform the Federal Employees’ Compensation Act (FECA). While the phrase “best practices” might suggest that

those at the hearing were seeking to improve the FECA, it’s simply a euphemism for proposals that would gut it, reduce benefits and make the claims process more complicated and adversarial. President Renfro, in both his remarks and later his submissions to the subcommittee, strongly opposed these proposals.

When Congress passed the FECA in 1916, it represented landmark social legislation. Congress has fine-tuned it through amendments over the years (most recently in 2006) to better achieve its remedial intent. Since its passage, it has opened the door for state programs and has served as a model for them to emulate.

The FECA represents a social compact between the federal government and its workers. Under the FECA, a federal employee who is injured at work or who sustains an occupational disease has no right of action against (can’t sue) the United States for the effects of the injury or disease other than the right to receive the benefits provided by the FECA. The Act is the exclusive remedy.¹ Because of this, benefits were designed to be simple and generous in exchange for taking away a federal employee’s right to sue their employer. In our view, the severe proposals put forward at the hearing undercut this social compact.

In addition, the assertions made at the hearing that adopting the “best practice” policies of state injury compensation programs would save money are contradicted by the Department of Labor’s (DOL) own data. According to DOL research, the federal program runs more efficiently and at a significantly lower cost than state programs (almost 25 percent):

The administrative cost of the services provided by the Federal Employees’ Compensation Act (FECA) Claims Admin-

istration is very low. Overhead is just 4% of benefits, and Federal workers’ compensation costs are only 1.8% of total Federal and Postal payrolls, compared to 2.3% for private insurance and state funds.²

And the DOL accomplishes this while providing benefits that in general are more generous than state programs. It seems to us that states should be emulating the “best practices” of the FECA.

There have been comprehensive studies over the last 10 years that document how state workers’ compensation program reforms have negatively affected American workers through the erosion of their benefits.³ These reforms in large part have been driven by business interests and aimed at reducing costs for employers and insurers.

Many states implemented caps on wage replacement and medical benefits, resulting in lower compensation for injured workers. In some cases, permanent disability benefits were drastically cut, even for workers with severe injuries. For example, in California, reforms passed in 2004 under SB 899 significantly reduced permanent disability benefits for many injured workers, leading to benefit reductions of up to 70 percent in some cases.⁴

A 2015 investigation by media outlets ProPublica and NPR found that states across the nation were dismantling their workers’ compensation systems, with often-disastrous consequences for many of the hundreds of thousands of workers who suffer serious injuries at work each year. Many cases led to poverty, with injured workers losing their cars and homes. Injured workers often must battle against denied care, thus delaying recovery.⁵

In 2015, 22 states had set arbitrary time limits for wage-replacement benefits. As of 2025, this has increased to 25 states.

States also have tightened the requirements for proving that an injury or illness was work-related, es-

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² dol.gov/agencies/owcp/FECA/about

³ See for example: Grabell, Michael, and Lena Groeger. “The Demolition of Workers’ Comp.” ProPublica, March 4, 2015; American Public Health Association. “The Critical Need to Reform Workers’ Compensation.” Nov. 7, 2017. (www.propublica.org/article/the-demolition-of-workers-compensation)

⁴ National Council on Compensation Insurance (NCCI), *Workers Compensation Reform: SB 899 in California*, 2005

⁵ See Grabell and Groeger above.

¹ 5 USC § 8116(c) and § 8128.

The New Employee Experience, Retention and Mentoring Program



Special Executive Assistant to the President
Tim McKay

The 2023-2026 National Agreement contains a nationwide program called the New Employee Experience, Retention and Mentoring Program. The program, which is new for most of the country, was designed with the intent of improving communication between new letter carriers and their managers and co-workers, providing work experiences that give new letter carriers the ability to learn their jobs at a more moderate pace, and providing them with continuing education beyond the Carrier Academy and the on-the-job instruction stages.

The initial idea behind the New Employee Experience, Retention and Mentoring Program was introduced in 2019 during contract negotiations for the 2019-2023 National Agreement. During negotiations, NALC developed and proposed to the Postal Service a memorandum of understanding (MOU) outlining and detailing a mentoring program that would be afforded to all new city letter carriers as they embarked on their careers with the Postal Service. The Postal Service was interested in the concept, and the two sides agreed to pursue it jointly in a subcommittee of the City Delivery and Workplace Improvement Task Force once the National Agreement was finalized.

The 2019-2023 National Agreement was ratified in March 2021. The subcommittee was then immediately formed and the two sides hit the ground running in pursuit of developing processes to improve the onboarding, retention and mentoring of new employees. By April 2021, the parties had already jointly developed their first program and agreed to conduct a pilot test with the signing of MOU Re: New Employee Experience and Retention Program. The pilot started out small, with two delivery units, as the parties sought to learn about the new processes put in place. By August 2021, the parties had developed a second pilot program with the signing of MOU Re: New Employee Mentoring Program. It, too, started out small.

The two pilot programs were subsequently combined and modified through an addendum in June 2022, and eventually the testing of both programs was expanded to 881 stations and offices throughout the country. As a result of the testing and expansion of these programs, as well as lessons learned and the proven success in

the pilot sites, the MOU Re: New Employee Experience, Retention and Mentoring Program was created, further modifying the programs and combining them into one. Arbitrator Dennis R. Nolan included the MOU and the program in the 2023-2026 National Agreement, and it was to be implemented nationally, to all offices in which city letter carriers work, on July 1, 2025.

The MOU Re: New Employee Experience, Retention and Mentoring Program contains two sections, the first titled “New Employee Experience and Retention” and the second titled “Mentoring Program.”

New Employee Experience and Retention

With the nationwide implementation of the program on July 1, all newly hired city letter carriers now will receive the following, prior to leaving the Carrier Academy and reporting to their employing office:

- Contact information for their employing office, including the direct phone number and email address of the employee’s immediate supervisor, the office phone number, the address of the delivery unit, building access information, and the employee’s reporting date and time.
- A defined work schedule for their first week in the delivery unit. This schedule will include anticipated start and end times, daily hours of work, and scheduled days off. It also will identify days specified for training with an on-the-job instructor (OJI). Additionally, their first day in the office will not be on a Sunday.
- An Employee Identification Number (EIN) and instructions for completing time reporting records. This requirement is necessary to ensure that new letter carriers get paid for the time they spend at Carrier Academy and that they have no issues with their pay when they arrive at their delivery unit.

No later than the first day in the employing office following completion of the Carrier Academy, or as soon as administratively possible, all newly hired letter carriers will receive:

- A new USPS-branded reflective vest, mail satchel and hat. These employees also will receive dog spray as well as all other items regularly

(continued on next page)

The New Employee Experience (continued)

(continued from previous page)

supplied to new employees.

- An introduction to and familiarization with the employing office, including a facility tour, introduction to union steward/officials, management staff and other key personnel, along with locations of communication/bulletin boards. The introduction and tour will be performed jointly by USPS and NALC representatives.

Additionally, the following policies will be in effect (note that the weeks referenced below begin with the first week the new letter carrier begins OJI training following Carrier Academy):

- All city carrier assistant (CCA) and part-time flexible (PTF) city letter carriers will be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period.
- Following completion of the Carrier Academy, work hours and work locations for CCAs and PTFs will be limited as follows (again, Week 1 begins the week the new employee reports to their delivery unit following Carrier Academy and begins OJI training):
 - Weeks 1-8—restricted to working only in their employing office. This includes restricting these employees from working in hubs outside of the employing office.
 - Weeks 1-4—limited to a maximum of eight work hours per day and 40 work hours per week, including OJI training.
 - Weeks 5-8—limited to a maximum of 10 work hours per day and 56 work hours per week.
 - Weeks 9-11—limited to a maximum of 11.5 work hours per day, which is consistent with *Employee and Labor Relations Manual (ELM)*, Section 432.32), and 60 work hours per week.
 - Effective beginning Week 12—limited to a maximum of 11.5 work hours per day (consistent with *ELM*, Section 432.32).
- All CCAs and PTFs will receive a defined work

schedule, identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule will be posted by the close of business on the Wednesday of the preceding week.

- All newly hired city letter carriers will receive training on Sunday/Dynamic Delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Progress reviews for newly hired city letter carriers will be conducted at 30-, 60- and 80-day intervals in accordance with current guidelines. Copies of these reviews will be provided to the local union.
- Employees will have access to updated route books and maps. Prior to delivering a new route assignment, employees will be provided with reasonable time to review the route book and, if desired, converse with another carrier familiar with the assignment.
- To the extent possible, newly hired letter carriers will be provided with consistent route assignments to help promote confidence, route knowledge, quality of service and familiarity with the employing office.

Mentoring Program

As I stated earlier, NALC introduced the idea of a mentoring program for new city letter carriers in 2019. Research concerning mentoring programs has shown that mentoring relationships increase retention rates and help employees adapt to new workplaces. Employees who have workplace mentors have been found to be more likely to experience greater job satisfaction, and mentoring relationships can help eliminate the obstacles, difficulties and stumbling blocks that new employees may encounter. Additionally, mentoring programs provide opportunities for new employees to freely ask questions, and gain information necessary to successfully perform their jobs while helping build effective and diverse organizations.

To have a successful mentoring program, we must have experienced city letter carriers willing to serve as mentors to help guide new employees during the early stages of their careers. City letter carriers interested

in serving as mentors can submit their names to the postmaster or branch president, or their designees, for consideration to be selected. Mentors will then be jointly selected by the applicable NALC national business agent and USPS district manager.

When practicable, the mentor will participate in the mentee's tour of the delivery unit, introducing the new employee to colleagues and providing them with an overview of the workroom floor. The mentor and mentee also should meet regularly, as needed, to discuss the mentee's experiences and to address any work-related concerns or issues the mentee may be experiencing. Additionally, the mentor should provide encouragement and advice to the new employee regarding their performance and ability to adapt to the requirements of being a city letter carrier. During the first 120 calendar days of a mentee's employment as a city letter carrier, whenever possible, topics and results of any discussions related to the performance of a mentee should also be shared with the mentor.

Mentor and mentee participation in the program is voluntary. Mentors conduct their duties on the clock and are paid at their normal pay rate. While NALC and

USPS have a joint expectation that mentoring relationships will last for a period of four calendar months, the mentorship can be terminated by either the mentor or mentee at any time. In these circumstances, when practicable, efforts will be made to jointly assign a new mentor to the newly hired employee. Once mentors are jointly selected by the NALC and USPS, they will be provided with a training program to provide them with the skills necessary to properly mentor new letter carriers.

This program was a huge success in the pilot locations that implemented it and complied with the requirements. Retention rates, employee satisfaction, workplace culture and employee availability skyrocketed, positively affecting all employees in those delivery units. To read more about the program, the MOU begins on page 258 of the 2023-2026 National Agreement, which can be found on the NALC website. Additionally, an article that explains the program in detail has been published in the special National Agreement issue of the *NALC Activist*. To read the newest edition of the *NALC Activist*, go to nalc.org/activist.

FECA reform hearing (continued)

(continued from page 44)

pecially for cumulative or occupational diseases. This has made it more difficult for workers to qualify for benefits. The 2015 ProPublica and NPR investigation found that several states, including Florida and Texas, had raised the burden of proof on workers, requiring more extensive medical evidence and documentation.⁶

Reforms often included the imposition of treatment guidelines and provider networks that limited the medical care available to injured workers. These rules frequently delayed or denied necessary treatment. In some states, including Texas and California, reforms allowed insurers to require injured workers to use company-selected doctors and follow rigid treatment guidelines, which often prioritized cost control over recovery.⁷

Clearly, these state "best practices" would betray the trust of the social compact embodied by the FECA and would run roughshod over its remedial intent. FECA reform should prioritize the prompt adjudication of cases and the timely provision of benefits and medical treatment. A focus on these priorities in the long run would achieve greater savings than any of the proposed state "best practices."

It's been our experience—and the DOL has the data to back this up—that the quicker the injured worker gets their claim accepted and receives appropriate treatment, the sooner and more likely it is that they will return to work. Delays in claims adjudication and the resulting postponement of treatment exponentially reduces the chances of the injured worker returning to their pre-injury employment and undermines the FECA's stated purpose of rehabilitating injured workers so that they become productive members of the workforce and society.

⁶ *ibid.*

⁷ Spieler, Emily A., and John F. Burton Jr. "The Lack of Correspondence Between Work-Related Disability and Receipt of Workers' Compensation Benefits." *American Journal of Industrial Medicine*, Vol. 55, No. 6, 2012 (onlinelibrary.wiley.com/doi/full/10.1002/ajim.21034).



Veterans' legislative update

In the first six months of the 119th Congress, lawmakers have introduced a broad range of legislation aimed at protecting veterans, particularly the 30 percent who continue their service as federal employees, many of whom are letter carriers. These legislative efforts directly counter the administration's agenda that has disproportionately affected veterans through federal layoffs, funding reductions, and efforts to dismantle the Department of Veterans Affairs (VA).

These efforts reflect a bipartisan consensus that veterans require sustained support as key federal programs and protections come under threat. The proposed bills aim to address several critical and persistent issues such as access to quality health care, safeguarding earned benefits, mental health services including suicide prevention, and stable housing.

Below is a sampling of these bills and how they address the unique needs of veterans:

Protect Veteran Jobs Act)—H.R. 1637/S. 914

Introduced in February in the House by Rep. Derek Tran (D-CA) with 45 original co-sponsors, and in March in the Senate by Sens. Tammy Duckworth (D-IL) and Andy Kim (D-NJ), this bill seeks to restore employment protections for veterans affected by recent federal workforce reductions. It provides reinstatement eligibility for veterans who were involuntarily removed or dismissed without cause from civil service positions between Jan. 20, 2025, and the date of enactment. Eligible veterans must be reinstated to their former positions or to other civil service roles for which they qualify. This legislation directly addresses the thousands of veterans

affected by layoffs under the Trump administration. In March, Duckworth and Kim introduced the measure as an amendment to the Republican-led continuing resolution, but it was blocked from passage.

Housing Unhoused Disabled Veterans Act—H.R. 965/S. 1415

Introduced in February in the House by Reps. Brad Sherman (D-CA) and Monica De La Cruz (R-TX), and passed by voice vote, this bill was introduced in the Senate in April by Sens. Alex Padilla (D-CA) and Dave McCormick (R-PA). The legislation would permanently exclude veterans' disability compensation from being counted as income when determining eligibility for housing assistance under the Department of Housing and Urban Development's HUD-Veterans Affairs Supportive Housing (HUD-VASH) program. This bill would help ensure disabled veterans do not lose access to housing support due to benefits intended to compensate for service-connected disabilities.

Veterans Education and Technical Skills (VETS) Opportunity Act—H.R. 1458/S. 1308

Introduced in February in the House by Reps. Juan Ciscomani (R-AZ) and Don Davis (D-NC), and in March in the Senate by Sens. Ruben Gallego (D-AZ) and Thom Tillis (R-NC), this bipartisan, bicameral legislation expands eligibility for Post-9/11 GI Bill benefits to include hybrid (partially online) skilled trade training programs. As demand grows for high-paying careers in fields such as welding, HVAC and construction, this bill ensures veterans have access to flexible, modern education pathways that align with the evolving labor market.

Saving Our Veterans Lives Act—H.R. 1987/S. 926

Introduced in March in the House by Reps. Chris DeLuzio (D-PA) and Brian Fitzpatrick (R-PA), and in the Senate by Sens. Angus King (I-ME) and Tim Sheehy (R-MT), this legislation builds on a version from the 118th Congress. It would authorize the VA to implement a program providing free firearm lockboxes to veterans. Research has shown that limiting access to firearms for individuals at risk can significantly reduce suicide deaths. The bill represents a targeted suicide prevention strategy grounded in evidence-based public health policy.

Dennis and Lois Krisfalusy Act—H.R. 1344/S. 1127

Introduced in April in the House by Reps. Chris DeLuzio (D-PA) and Guy Reschenthaler (R-PA), and in March in the Senate by Sens. John Fetterman (D-PA) and Dave McCormick (R-PA), this bipartisan legislation would allow a memorial headstone or marker to be provided through the VA for an eligible spouse or dependent child of a veteran interred in a national, state or tribal veterans cemetery—regardless of the date of death. Currently, only those who died between Nov. 11, 1998, and Oct. 1, 2024, are eligible. The bill would eliminate this restriction and extend the benefit beyond 2024 for an additional eight years, ensuring equitable and lasting recognition for veterans' families.

VetPAC Act of 2025—S. 787

Introduced in February by Sens. Bill Cassidy (R-LA) and Mazie Hirono (D-HI), this legislation would establish the Veterans Health Administration Policy Advisory Commission (VetPAC). The commission would be

charged with conducting a transparent, expert-led review of Veterans Health Administration (VHA) operations. Its goal is to improve the efficiency and quality of health care services delivered to veterans, ensuring that VHA policies are driven by best practices, data and accountability.

Rural Transportation to Care for Veterans Act—H.R. 1733/S. 784

Introduced in February in the House by Reps. Marie Gluesenkamp Perez (D-WA) and Juan Ciscomani (R-AZ), and in the Senate by Sens. Jon Ossoff (D-GA) and Susan Collins (R-ME), this legislation would expand eligibility for the

VA's Highly Rural Transportation Grant (HRTG) Program. The program provides grant funding to veteran service organizations and state veterans service agencies to offer transportation at no cost for rural veterans traveling to VA health facilities. This expansion would increase access to vital health care services for veterans in underserved rural communities.

Democratic Veterans Caucus

In June, 19 of the 99 lawmakers who are military veterans in this Congress formed the Democratic Veterans Caucus—a new coalition focused on defending veterans from the fallout of

the Trump administration's policies. Led by Army veteran Rep. Pat Ryan (D-NY), Air Force veteran Rep. Ted Lieu (D-CA), and Navy veteran Rep. Chris Deluzio (D-PA), the caucus brings together members from across the country to address urgent threats, including security breaches at the Department of Defense, attacks on veterans' health care, and rising global instability. Republicans have a veterans caucus as well.

For updates on legislation and other congressional action that affects our veteran members, check the "Government Affairs" section on nalc.org.

Veteran profile: Shawn Colleran

In 1998, at 19 years of age, Shawn Colleran joined the Air Force. Seeking direction in life, Colleran knew he would be able to get his college paid for and take part in career training that would be transferable to civilian life.

He made the most of his six years in the military, working on the flight line as an aircraft mechanic. He earned an associate's degree in aircraft maintenance while also juggling part-time jobs.

At 20 and only one year into his military career, he was promoted to staff sergeant.

"So, I got some good skill sets during leadership training in the military," he said. "It just gave you a sense of taking pride in what you do and looking out for those around you. It reminds me a lot of a union ... the level of camaraderie. As a sergeant, I had people that I was responsible for, and it's not like a 9-to-5 job. You're responsible for those individuals 24/7."

His service overlapped with 9/11, so he was required to serve an additional two years after his four years were up.

While he got a lot out of his time in the military, he was stationed near areas he already was familiar with—his home city of Baltimore, MD, and the Washington, DC, Maryland and Virginia region, as well as Dover, DE. Nonetheless, he found ways for his service to take him around the world. He did brief trips to South Korea, Argentina and Puerto Rico as part of his duties. Additionally, a perk was "space-available" flights, which gave him the opportunity to explore parts of Europe, Asia, South America and the Caribbean while off-duty.

"I have zero regrets about joining [the] military," said Colleran, now Southern Delaware Branch 906 president. He added that his service "definitely gave me the direction, leadership skills that I needed."

Colleran met his future wife while they were both stationed at the



Colleran while serving in the Air Force

same base but weren't in the same squadron. At first, they didn't know they were both in the military. They got married in July of 2001 and his wife left the military in 2002 with the birth of their first child. During

Veteran profile: Shawn Colleran (continued)

their time in the military, they were stationed in separate bases across the world. She was in Osan, South Korea while Colleran was thousands of miles away in the United States. In 2004, he decided to leave the military, in part to spend more time with his family.

He also went back to school for a bachelor's degree in history and underwent surgery for a spinal injury that he sustained during his service. After he recovered, he tried to rejoin the military but was barred due to his injury.

He started looking for a job where his prior service would count toward his benefits, so he applied in 2005 to be a letter carrier and began carrying mail in Delaware in 2006.

After about a year and a half of carrying mail, he became involved in the union. The expectations set for him in the military shaped his perspective

for the way letter carriers should be treated.

"In the military, it's very structured," Colleran said. "There are rules in place, because people can die if you don't follow the rules. They have core values like integrity, as well as service before self, and I did not see any of those from postal management when I came into the post office. It was an environment of bullying and lying. I wasn't going to sit by and let somebody bully a co-worker."

He has held various union positions throughout the years—shop steward, Formal A representative, chief steward and, for the past eight years, as president of Branch 906. In addition to his role in the branch, he serves as vice president of the Delaware State Association of Letter Carriers, and as an executive board member for the state AFL-CIO.

"I've dedicated my life to representing my brothers and sisters in this union," he said.



Shawn Colleran delivering mail (l) and performing branch president duties

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

Election Notices

Anniston, Alabama

Merged Branch 448 would like to inform its body of branch officer elections to be held at 6:30 p.m. on Nov. 4. It will take place during our monthly meeting at the union hall, located at 1705 Leighton Ave.

Teresa Ross, Sec., Br. 448

Atlanta, Georgia

This is an official notice to all active and retired members of Branch 73 that the nomination of officers for a term of two years will be held on Oct. 9 at the regular branch meeting, or nominations must be submitted in writing, dated, signed and received by the recording secretary prior to nominations at the Oct. 9 branch meeting. Nominations of delegates to the 2026 state and national convention will be held on Oct. 9 at the regular branch meeting, or nominations must be submitted in writing, dated, signed and received by the recording secretary prior to nominations at the Oct. 9 branch meeting. The address to mail nominations request is: Recording Secretary-Velma Worthy-Lindley, 1842 Candler Road, Decatur, GA 30032.

Nominations are for the following Officers: president, vice president, part-time vice president, recording secretary, treasurer, financial secretary, health benefits representative, three trustees and sergeant-at-arms. All nominees must certify by written request or in person that they have not served in a supervisory position or made application thereof during the past two years, whether one day or fraction thereof, in order to be eligible. Only members in good standing will be allowed to participate in the nomination and the voting process.

Secret ballots will be mailed to all members at your last known address. If you have moved within the past two years, please contact the branch and update your address ASAP. Members who do not receive a ballot by Oct. 30 should contact the union hall at 404-284-4222.

Velma Worthy-Lindley, Rec. Sec., Br. 73

Barberton, Ohio

This is official notice to all members of Branch 897 for our upcoming officer nominations and elections. All elected positions are open for each member in good and dedicated standing; those elected in the following positions shall serve a two-year term: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, retirement benefits representative, stewards and trustees.

Nominations for all positions will occur at the meeting on Oct. 30, with elections to follow on Nov. 20 due to Thanksgiving Day falling on the 27th.

The election will be headed by a committee, with more details on that to follow at meetings prior to the election date. We will commence this process in July by sending letters to each member containing all information about the election, including running a campaign and devising get-together events to better know the candidates. More information about the election process will follow during our monthly meet-

ing on July 31 at our usual location, the Boilermakers Lodge in Barberton (469 W. Tuscarawas Ave.).

Nicholas Shaw, Sec., Br. 897

Beaumont, Texas

This is the official notice to all members of Branch 842 that nominations for delegates for the 2026 national convention, which will be held in Los Angeles, CA, will be held on Oct. 16. The nominations will be held at the regular meeting place, 2315 North St., Suite 110.

On Nov. 20, you will be able to vote on the 2026 national convention delegates.

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

Kawana Hebert, Sec., Br. 842

Brooklyn, New York

This is an official notice that elections for the following offices will be held during our regular monthly meeting at 7 p.m. on Oct. 21 at the union hall, located at 2262 Bath Ave., Brooklyn: president, executive vice president, first vice president, second vice president, OWCP/health benefits representative, treasurer, assistant-treasurer, financial secretary, recording secretary, sergeant-at-arms, director of city delivery, director of safety and health, three trustees and mutual benefits representative. The term of office for all elected positions will be three years, commencing on Jan. 1, 2026.

Nomination of candidates for any office is open to every regular member in good standing. If a nominated member is not present at the meeting, a written acceptance is required and must be submitted no later than 3:30 p.m. on Oct. 28. Self-nomination is permitted. Please note that no member may accept nomination for more than one office. Upon nomination, each nominee must certify that they have not served as a supervisor for the 24 months preceding their nomination.

The election will be conducted via secret mail ballot by the Honest Ballot Association, located at 27246 Grand Central Parkway, Floral Park, NY 11005.

Deborah McDowell, Rec. Sec., Br. 41

Chapel Hill, North Carolina

This is to serve as official notice to all members of Branch 2613 that nominations for the office of president, vice president, secretary, treasurer and three trustees, as well as delegates to the 2026 national convention will take place at the regular branch meeting to be held at 6:30 p.m. on Aug. 14 at 100 Brandon Road, Chapel Hill. Those who wish to be nominated must be present or give the secretary a letter in writing stating acceptance of nomination. The terms of office will be until October 2027.

The election will be conducted by mail-in ballot. The mail-in ballots will be counted by the election committee

at the regular branch meeting on Sept. 11 at 100 Brandon Road, Chapel Hill.

All mail-in ballots shall be in the Branch 2613 P.O. Box 3321, Chapel Hill, NC 27515, no later than 6 p.m. on Sept. 11 in the provided ballot envelope.

Clare Mullman, Sec., Br. 2613

Chillicothe, Ohio

In accordance with current Branch 452 bylaws, Article 4, and Article 5 of the NALC Constitution, this is the official notice to all members of Branch 452 that nominations for the following officers will be held at the regular branch meeting on Oct. 22 at the regular meeting location of 553 W. 4th St., Chillicothe: president, vice president, financial recording secretary/treasurer, mutual health association representative, health benefits representative and three trustees.

In accordance with Branch 452 bylaws, Article 4, Section 4, nominees must be present at the meeting when nominated or signify in writing their willingness to serve if elected.

The terms of office for elected officers will be two years, beginning January 2026.

The election will be conducted by secret ballot at the regular branch meeting on Nov. 26.

Ryan Wheeler, Sec., Br. 452

Cleveland, Ohio

This is the official notice to all Branch 40 members that nominations for delegates to the 74th national convention Aug. 3-7, 2026, in Los Angeles, CA, will be held at the branch meeting at 7:30 p.m. on Friday, Nov. 14. These delegates will also be qualified for the state convention to be held in Ohio in the summer of 2027.

An election, if necessary, will be held at the regular branch meeting at 7:30 p.m. on Dec. 12. These meetings begin at 7:30 p.m. and will be held at the Pipefitters Hall, located at 6305 Halle Drive, Valley View.

Ryan Slusser, Rec. Sec., Br. 40

Escondido, California

Nominations for the election of officers of Branch 2525 will be held at the regular branch meeting at 7 p.m. on Sept. 4 at the union hall, 1535 S. Escondido Blvd., Escondido. Candidates must accept nominations at the time made or, if absent, in writing within 10 days of nomination. Candidates may accept nominations for only one office.

Nominations will be held for one trustee position for a three-year term beginning on Jan. 1, 2026. Nominations will also be held for delegates to the NALC national convention in Los Angeles in August 2026.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members in October. Ballots must be mailed back and received at the P.O. box by 5 p.m. on Wednesday, Nov. 5. The election committee will bring them to the union hall and begin the tally at 6 p.m. on Thursday, Nov. 6, and the results will be announced during that night's branch meeting. Write-in votes are not permitted.

Keenan Kash, Sec., Br. 2525

Evansville, Indiana

This is official notice to the members of Branch 377 that nominations for officers, delegates and stewards will take place at the August and September 2025 regular meetings.

Secret ballots will be mailed out to the membership after the September meeting, and the results will be announced at the December meeting.

Donna Starnes, Pres., Br. 377

Granite City, Illinois

This is official notice that nominations for all officers and delegates to the national and state conventions of Branch 1132 will be conducted at the monthly regular branch meeting on Oct. 16, located at the Venice Social Club, 4168 Hwy. 162, Granite City. Nominations will be accepted from the floor or as provided by Article 5, Section 3 of the branch bylaws. Any member in good standing may nominate any other member who is in good standing, including self-nomination, which is permissible at the nominating meeting, or by nomination in writing received a minimum of 30 days in advance of the date of the election by the branch secretary. The secretary will announce the nomination, so members need not be present at the meeting.

All members nominated must certify in writing, accepting nomination, and must be a member in good standing and eligible in accordance with Article 5, Section 2 of the NALC Constitution. Absentee ballots must be requested after nominations have been closed, but 15 days before election and received by: Election Committee, Branch 1132; P.O. Box 1635; Granite City, IL 62040. Absentee ballots must be received back to the election committee prior to Nov. 16.

The election will be by secret ballot at the Nov. 20 regular branch meeting, located at the Venice Social Club, 4168 Hwy. 162, Granite City. Write-in votes are not permitted and will not be counted. All elected branch officers' term of office will be for two years, and delegates to the Illinois and national conventions will be for 2026. Elected delegates must have attended six regular branch meetings in the 12 months prior to the month of the convention to qualify as a paid delegate.

In accordance with Article 5, Section 2(a) of the branch bylaws, the president of Branch 1132 by virtue of his office shall be an automatic delegate to all conventions, and affiliated organizations. This provision will be noted on the election notice and ballot.

Tim Swigert, Pres., Br. 1132

Hamilton, Ohio

This is official notice to all members of Branch 426 in good standing of the election for all officer positions for the term of two years, 2026 through 2028. Nominations will be taken at the regular branch meeting at 7:30 p.m. on Sept. 9 at the branch property.

If an election is necessary, the election will be held by mail ballot, with the ballots counted during the regular monthly meeting in November. The regular monthly branch meeting will be held at 7:30 p.m. on Nov. 18 at Amvets

Election Notices

Post 1983, located at 914 Ross Ave., Hamilton.

Scott Zimmers, Rec. Sec., Br. 426

Joliet, Illinois

In accordance with Article 5, Section 4 of the NALC Constitution, notice is given for the election of delegates to the 2026 state and national conventions. The president, vice president, secretary, treasurer and HBR will go by virtue of their office.

Nominations will be at the regular meeting on Oct. 2. All nominees must be in attendance to accept their nomination, or in writing to the secretary.

Election shall be conducted by secret ballot. Update your address now. Ballots must be returned by the regular meeting on Thursday, Nov. 6, to be counted.

Brenda Smith, Sec., Br. 305

Las Vegas, Nevada

This is official notice to all members of Branch 2502 about nominations for the following officers: president, executive vice president, vice president, treasurer, branch secretary, health benefit representative, sergeant-at-arms, five trustee positions, and stewards from each station represented by Branch 2502. Full-time officers, by virtue of office, shall automatically be included as paid delegates to the state and national conventions and the state AFL-CIO convention.

In accordance with the instructions from our national business agent, Keisha Lewis, nominations will be held at the regular branch meeting at 7 p.m. on Wednesday, Sept. 3, at the union hall, located at 2620 E. Sunset Road, Las Vegas.

Nominations must be made at the branch meeting in accordance with the branch bylaws, NALC Constitution and NALC elections procedures. Acceptance of nominations may be made in person at the branch meeting or in writing in accordance with branch bylaws delivered to the branch secretary prior to the start of the Sept. 3 meeting. All candidates must be in compliance with the NALC Constitution and branch bylaws concerning eligibility for holding office. Upon nomination, the candidate must verify that they have not applied for or served in a supervisory capacity for the 24 months prior to the nomination. The term of office for all positions will be from Nov. 5, 2026, to Jan. 5, 2028. This represents the remainder of the term of 2025 through 2027 previous election.

The election will be conducted by secret ballot. Ballots will be mailed to each member's last known address on file with the national membership records. The election committee must receive all ballots by 9 a.m. on Wednesday, Oct. 1. The results of the election will be announced at the general meeting on Wednesday, Oct. 1.

Jerry W. Penn, Sec., Br. 2502

Levittown, Pennsylvania

This is the official notice to all members of Branch 4973 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms and three trustees will be ac-

cepted on the third Tuesday meeting in September and October. All elected officers will serve as delegates to the state and national conventions.

Following final nominations, ballots will be handed and/or mailed to all members. Ballots will be counted at the November union meeting. All ballots must be postmarked by Nov. 18 and received prior to the union meeting. The results will be announced at the meeting.

John Morlando, Sec., Br. 4973

New Bern, North Carolina

Let this serve as the official notification for all members of Branch 780 that we will be accepting nominations from members for delegates to attend the NALC national convention in 2026 and for one trustee position for a three-year term during the regularly scheduled October meeting.

The elections will take place during the regularly scheduled November meeting.

All Branch 780 union meetings are at 6:30 p.m. on the fourth Tuesday of every month and take place at the United Steelworkers union hall, located at 1711 Race Track Road, New Bern.

Lloyd Coffey, Sec., Br. 780

New Jersey

This is official notification to all members of the New Jersey State Association of Letter Carriers that elections for president, first vice president, second vice president, secretary, treasurer, director of education, director of retirees, sergeant-at-arms and all 10 executive board positions will be held at the biennial state convention Sept. 14-16 at Caesars Atlantic City Hotel & Casino.

All elected positions will be nominated and voted on during this convention. Those elected will serve a two-year term.

Joe Rutkoski, Sec., NJSALC

Newport, Rhode Island

This will serve as official notice to all members of Branch 57 that nominations for the following positions will be held at the regular branch meeting on Sept. 17 at the Cup Defender's Hall in Bristol: president, vice president, executive secretary, treasurer, mutual benefits representative and master-at-arms (each for a two-year term), and one trustee position for a three-year term, as well as delegates to the national and state conventions.

The election will be held by mail ballot during the month of October.

Steve Johnson, Exec. Sec., Br. 57

Ogden, Utah

This is official notice to all active and retired members of Branch 68 that nominations of all branch officers shall take place at the Branch 68 monthly meeting at 5:30 p.m. on Thursday, Oct. 2. The address of the meeting place is 298 24th St., Suite 315, Ogden.

Election will be held at 5:30 p.m. on Thursday, Nov. 6, at the Branch 68 monthly meeting at the same location.

The following offices will be up for election: president, vice president, recording secretary, financial secretary/

treasurer, sergeant-at-arms, health benefits officer, director of retirees and three trustees. The terms of office will be for two years, beginning Jan. 1, 2026.

Nominations and election for 2026 national convention delegates will also be held on the same dates.

Sharon Pearson, Sec., Br. 68

Ohio

This is an official notification to all members of the Ohio State Association of Letter Carriers that nominations and elections for the offices of president, vice president, secretary, treasurer, director of legislative and political affairs, director of retirees and board members will be held during the 72nd state convention Aug. 8-9 being held at the Hilton Garden Inn Toledo Downtown, 101 N. Summit St., Toledo. The term of each office shall be two years.

Dale M. Liptak, Sec., OSALC

Painesville, Ohio

This is the official notice to the members of Branch 549 that nominations for president, vice president/health benefits representative, recording secretary/sergeant-at-arms, treasurer/financial secretary and three trustees will take place at the regular branch meeting at 5:30 p.m. on Aug. 21 at the Mentor Family Restaurant, located at 1945 Mentor Ave.

Elections will take place at the regular branch meeting by secret ballot by all members present and voting at 5:30 p.m. on Sept. 18 at the same location. Those elected to president, vice president, recording secretary and treasurer will be the delegates for the national and state conventions.

Kristian Haller, Pres., Br. 549

Panama City, Florida

This is the official notice to all members of Branch 3367 of nominations for the following positions: branch president, vice president/sergeant-at-arms, recording secretary/HBR-MBA Rep, financial secretary/treasurer and three trustees. Shop stewards will also be nominated by work zone. Delegates will also be nominated for the 2026 national convention. The president and vice president, by virtue of their office, will automatically be delegates to the national convention. The term of office will be January 2026 through December 2027.

Nominations will be held at the regular branch meeting beginning at 7 p.m. on Thursday, Oct. 16 at Golden Corral, 105 E. 23rd St., Panama City. All members in good standing shall have the right to nominate candidates. All candidates must be present at the meeting when the nomination is made or submit in writing to the secretary prior to their nomination their willingness to serve if elected. All candidates must verify they have not held, served or applied for a supervisory position in the last 24 months.

Members who have held, accepted or applied for a supervisory position are ineligible to run or hold office for a period of two years after termination of such status

If two or more candidates are nomi-

nated for a position, the election will take place by mail-in secret ballot. Ballots must be received by the date of the election. The ballots will be counted and winners announced at the Nov. 20 regular branch meeting.

Linda Kelley, Sec., Br. 3367

Pensacola, Florida

This is official notice to the members of Branch 321 that nominations will be taken during the Sept. 9 monthly meeting, located at the union hall, 3817 N. S St., Pensacola, for the branch and corporation's elected officers, three-year trustee, delegate(s) and alternate(s) delegates to the 2026 national convention. In order to be nominated, a member must be either present at the nomination meeting, signify in writing their willingness to accept a nomination, or verbally inform the president or recording financial secretary of their willingness to accept a nomination. Any verbal or written acceptance of a nomination must be made prior to the nomination.

The election will be held during the Nov. 18 monthly meeting. Voting will begin at 8 p.m. and shall continue until such time that all members present, or those who have given prior notification that they will be present to vote, have completed their ballot. Voting will close at the end of the regular branch meeting on Nov. 18.

Philip M. Skipper, Pres., Br. 321

Philadelphia, Pennsylvania

This is official notice to all members of Keystone Branch 157 that nominations for elective officers of the branch shall take place at the general membership meeting on Oct. 21. At that October meeting, the president shall appoint a nominating committee. The names of candidates shall be presented to this committee in writing between the hours of 8 p.m. and 9 p.m. All candidates for office must be present at the time of the nominations, or have signified by that time their assent in writing to the secretary of the branch.

The officers of the branch are president, vice president, recording secretary, financial secretary, treasurer, assistant recording secretary, sergeant-at-arms, MBA representative, health benefits representative, safety officer, legislative liaison, Office of Workers' Compensation Programs (OWCP) officer, and seven members of the board of trustees.

The branch also shall elect the officers of the Retirement and Death Benefit Fund: director, assistant director, secretary, and its five trustees, a community service officer, a branch correspondent, and a branch chaplain. All regular members, except those who have applied for, held, accepted or acted in a supervisory position for any period, whether one day or a fraction thereof, either detailed, probationary or permanently, shall be eligible to hold office in the branch. The period of ineligibility is two years. Nominations will be conducted in accordance with Article 5 of the NALC Constitution and Article 3 of the Branch 157 bylaws.

Tim Mulvenna, Pres., Br. 157

Pueblo, Colorado

This is official notification to all members of Branch 229 about nominations for delegates to the 2026 national convention held in Los Angeles, CA. By virtue of their office, the president shall be an automatic convention delegate. Nominations shall be held at the regular branch meeting beginning at 7 p.m. on Oct. 9 and will take place at 1240 Lake Ave. Any member in good standing is eligible for nomination.

Candidates must accept nominations at the time made or, if absent, in writing. Nominations in writing must be received by the recording secretary within three weeks after nominations have occurred.

Donald Hemphill, Pres., Br. 229

Rockville, Maryland

This is official notification to all members of Branch 3825 that nominations of all branch officers for the 2025-2026 term, as well as delegates to the 2026 national convention, will take place at the regular monthly union meeting on Sept. 3 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

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

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

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to the members' last known addresses and will be counted at the Nov. 5 union meeting. The installation of elected officers will be conducted at the Dec. 3 branch meeting.

Kenneth Lerch, Pres., Br. 3825

Roswell, Georgia

All members of the Roswell NALC branch are advised by this notice that the nominations for officers, stewards and delegates to the 2026 GSALC state and NALC national conventions will be held at the branch meeting on Sept. 10 at Roswell Main Post Office, 8920 Eves Road, Roswell.

Election will be held at the same facility on Oct. 8. Any member who, for any reason, will be unable to vote during the time the polls are open may request an absentee ballot. Absentee ballots must be requested after the nominations are closed and must be received two weeks before the elections.

Dennis Taylor, V.P./Rec. and Fin. Sec., Br. 4862

Roswell, New Mexico

This is official notice to all members of Branch 1069 that nominations will be taken at our October and November meetings for local branch officers.

Elections will be held at our December meeting. Delegates to the 2026 national convention training shall be elected during the December meeting.

Carlos Castro, Pres., Br. 1069

Royal Oak, Michigan

This is official notice to all members of Merged Branch 3126 that nominations for officers, shop stewards and alternate stewards for a two-year term, as well as delegates to the 2026 national convention and the 2027 state convention, will take place at the regular membership meeting at 7:30 p.m. on Oct. 2 at the Branch 4374 office, 8124 E. 10 Mile Road, Centerline.

The nominations and elections will be held in accordance with Article 5 of the *NALC Constitution* and Article 10 of the branch bylaws.

Candidates for all offices must signify in writing their acceptance of nomination, and their willingness to serve if elected. The secretary must receive a candidate's letter of acceptance by 5 p.m. on the Tuesday following nominations (Oct. 7).

The offices up for nomination are: president, executive vice president, vice president, recording secretary, financial secretary (treasurer), sergeant-at-arms, health benefits representative, insurance officer (MBA/NSBA), director of retirees, compensation (OWCP) officer, five trustees, two AFL-CIO delegates, delegates to the 2026 national convention and the 2027 state convention, two alternate AFL-CIO delegates, stewards and alternate stewards.

The president, executive vice president, vice president, recording secretary and financial secretary (treasurer), by virtue of their elected office, shall be delegates to all conventions during their term of office with compensation, as determined by the branch bylaws. Members elected as delegates to either the national or state convention will be compensated as determined by the branch bylaws.

Elections will be by referendum ballot mailed to the last known address of each member in good standing. Results of all elections will be announced at the December regular membership meeting. All terms of office will begin after the installation of officers conducted at the regular membership meeting on Jan. 8, 2026.

John T. Dick, Rec.-Sec., Br. 3126

Southeast Pennsylvania Mgd.

In accordance with Branch 725 bylaws, Article V, Section 4, and Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 725 that nominations will be held at the regular branch meeting on Sept. 3. Nominations will be for delegates and alternate delegates to the 2026 national convention and the 2028 Pennsylvania State Association convention.

In accordance with Branch 725 bylaws, Article V, Section 1. (b), nominations for delegates and alternate delegates to the national conventions shall be made biennially, and the state conventions triennially at the meeting in September. Nominees must be in compliance with Article IV, Section 2 of the branch bylaws.

In accordance with Branch 725 bylaws, Article V, Section 5, candidates for delegate must either be present at the time of the nomination or signify their assent in writing within five days

of their nominations to the election committee.

In accordance with Branch 725 bylaws, Article V, Section 3, elections will be by mail ballot, to be mailed to members three weeks prior to the November branch meeting. Ballots will be counted the Tuesday prior to the November branch meeting.

Jim Argondezzi, Rec. Sec., Br. 725

Springfield, Missouri

Ozark Mountain Branch 203 will be having its branch elections during the Oct. 2 branch meeting. The following positions will be up for nomination and election: president, vice president, recording secretary, treasurer, all three trustees, chairman of the legislative committee, sergeant-at-arms and MBA representative.

We will also be voting on branch bylaws amendments and changes.

Jonathan Cigallo, Rec. Sec., Br. 203

Toledo, Ohio

Nominations for the following Branch 100 officers will be at the regular monthly meeting at 7:30 p.m. on Oct. 1 at the Branch 100 union hall, 4437 Woodville Road, Northwood: president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms, three branch trustees, eight AFL-CIO council delegates, three Toledo Port Council delegates and 60 national and state convention delegates. By virtue of their office, the branch president, vice president, recording secretary, financial secretary, treasurer, health benefits representative shall each be declared an elected delegate. The length of term for office is three years. No member shall accept nomination for more than one office. To be nominated as a branch officer, the member must be present at the time of nomination or must have on file with the recording secretary a letter stating their acceptance if nominated. All nominees not elected by acclamation must accept the nomination in writing by the end of the business day on Oct. 3.

Elections will be conducted by secret mail-in ballot. Ballots will be mailed to each member's most current known address on Nov. 6. To be valid, ballots must reach the P.O. box address indicated on the enclosed return envelope no later than noon on Tuesday, Dec. 2. Elections shall be conducted in accordance with Article 5 of the *NALC Constitution*.

Station steward(s) shall be nominated at each station for a three-year term and voted on by secret ballot between Dec. 15 and Dec. 31. One steward will be elected for each station with 1-49 employees and two stewards for each station with 50-99 employees. Station steward ballots shall be counted by the station-appointed election committee at the stations, with the results reported to the branch recording secretary.

Andy Adkinson, V.P., Br. 100

Toms River, New Jersey

This is to serve as official notice to the members of Branch 2128 that nominations for delegates to the 2026 na-

tional convention held in Los Angeles, CA, will be held at 6 p.m. at our Sept. 9 general membership meeting at the Elks Lodge, 600 Washington St., Toms River. Any member in good standing is eligible for nomination. Members must be present to accept the nomination, or have submitted an acceptance letter for nomination, to the recording secretary in advance of the meeting.

Balloting for the nominations will take place at the October general meeting, if necessary.

Kristina Buckalew, Sec., Br. 2128

Wichita, Kansas

This is official notice to the members of Branch 201 that nominations of the 2026 national convention delegates as well as all executive board positions and steward positions will take place at the regular meeting at 7 p.m. on Oct. 20. Nominations for qualified delegates, officers and stewards in accordance with Article V, Sections 2 and 7 of the branch bylaws, may also be made in writing to the recording secretary. At the time of nominations, the member nominated must be present or have written consent accepting the nomination on file with the recording secretary.

The president and vice president, by virtue of their elected office, shall be delegates to the national convention.

Election of national convention delegates will be held at the regular branch meeting at 7 p.m. on Nov. 17. Election of executive board members and stewards shall be by mail ballots, if so warranted, which shall be received no later than 10 a.m. on the day of the November branch meeting.

Carol B. Woods, Rec. Sec., Br. 201

Wilmington, Delaware

This is official notice to all members of Branch 191 that nominations for the following positions will be held at the regular branch meeting on Wednesday, Nov. 12, at the branch hall, located at 409 Old Dupont Road, Wilmington: one trustee and health benefits representative. All positions are for a two-year term. Upon nomination, every nominee must certify that they have not served in a supervisory position for the 24 months prior to being nominated. As per the Branch 191 bylaws, the nomination form must be filled out and received at the union office within 14 days following the date of nomination.

Elections will be held by secret ballot at the regular branch monthly meeting from 4 p.m. to 8:15 p.m. on Dec. 10 at the union office, located at 409 Old Dupont Road, Wilmington. Results will be announced at the end of the Dec. 10 branch meeting.

Write-in votes are not permitted.

This is official notice to all members of Branch 191 that there will be voting for the proposed bylaw changes at the regular branch meeting on Sept. 10 at 409 Old Dupont Road, Wilmington.

Bylaw voting will be held by secret ballot at the regular branch monthly meeting on Sept. 10 from 4 p.m. to 8:15 p.m. at the union office, located at 409 Old Dupont Road, Wilmington. Results will be announced at the end of Sept. 10 branch meeting.

David M. Smith, Pres., Br. 191

State Summaries

California

As I write this, the “Big Ugly Bill” passed the House and is making its way through the Senate. As it progressed through the House, our friends managed to strip out the change from high-3 to high-5 for pensions (a 3 percent cut), a 4.4 percent FERS contribution rate for pre-2013 hires (a roughly \$2,900 annual pay cut), and moved the elimination of the FERS Special Annuity Supplement to be effective for those retiring after 2027.

As for the last provision, as I am eligible to retire next year, I should be happy that I’m keeping the SAS. Losing that would have cost me over \$111,000 (62 months times \$1,800). But my mentors taught me better than that. An injury to one is an injury to all. If Congress can take away from one of your brothers and sisters, they can take something away from you as well! Don’t forget that.

The bill faces opposition in the Senate from people such as Ron Johnson and Rand Paul, for the wrong reasons. They don’t think the bill cuts enough from poor and middle-class people like you! Retirement benefits are not the only things on the table. You may have never benefitted from Medicaid, but some of the newly hired letter carriers you work with are within the income limits to qualify for the program. I know this because I teach the academy class, and I get questioned on the topic. And if the bill passes as is, Medicare receives cuts as well.

Keep making those calls to your representative and senators, especially if your elected representative has an “R” by their name. They can pass this with a simple majority in the House and the Senate, so it’s all hands on deck. And if you’re not contributing to the LCPF, please start.

Eric Ellis

Indiana

WTHR.com interviewed U.S. Rep. Jefferson Shreve. There is a short version, but be sure to watch the 14-plus-minute-long version on YouTube. After numerous contacts by his constituents, Rep. Shreve made a request and was granted a visit inside the new Indianapolis P&DC. This is the building that has slowed down or halted mail pieces in and out of the state of Indiana. Shreve stated that he “is one member of Congress trying to fix a problem in his district.” Furthermore, he and the reporter stated that the union was correct in their assumption that mail pieces were being hidden or cleared up in a rush. Therefore, he pledged being aggressive in a bipartisan effort to keep pressure onto the Postal Service to get, at the very least, Indiana’s services, but also the nation’s service back in order or better.

Although letter carriers are not working in the Indianapolis P&DC, we should appreciate Rep Shreve’s concern for the employees and attention to the union’s concerns. We, NALC, can take advantage of his attention. Contact his office. Tell them how the Indianapolis P&DC’s operational slowdowns have affected our work, environment, and our service to ourselves. Immediately thereafter, speak on the bill the Protect Our Letter Carriers Act (H.R. 1065/S. 463), and other letter carrier-affecting federal bills like to Oppose Postal Privatization, the Federal Retirement Fairness Act, the USPS Shipping Equity Act, and Improving Ac-

cess to Workers’ Compensation for Injured Federal Workers Act. Right now, the Indianapolis P&DC gave us his attention.

Hopefully you, Rep. Shreve and others will attend our invitation to ISALC’s new “Grillin’, Chillin’ and Politics” at Martin Luther King Jr. Park in Indianapolis on Aug 24. We are our brother’s and sister’s keeper.

Kieaunta Roberson

Kentucky

Your KYSALC 65th biennial convention was recently held in Bowling Green. Branch 468 was the host, with Ben Abrams as president.

There was a resulting mix of returning and new officers during the nomination/election process, including our new president, Eddie Lee Lynch. Congratulations to all who have served our NALC members across the commonwealth, and those who stepped up to serve the next two years.

The winner of the Fred Herman Award, for Steward of the Year, is Diane Blackburn from Central Kentucky Bluegrass Branch 361.

All the attendees were treated to valuable information from NALC LPO Matt Tanner concerning the legislative/political environment and how it affects our members and USPS. From the K-I-M NBA office, RAAs Kyle Inosencio and Ronnie Roush provided information for attendees as well. Paul Barner, our NALC EVP, gave a rousing report that covered both the legislative outlook for NALC from Washington, DC, and the recent arbitration award for our members. He provided keen insights.

We all must continue to “take action” with NALC on our legislation, starting with anti-privatization. Register at nalc.org so you can contact your two U.S. senators and U.S. representative with ease. Calls and visits can also help.

There were numerous questions about the recent award, as expected. The information was timely, and we all must participate in the lobby/legislative process, and give to LCPF as well.

Bob McNulty

Tennessee

Hello, brothers and sisters!

A quick shout-out on our Tennessee State Association convention, which was held June 5-7 in Gatlinburg, with a special thanks to President James M. Collins II and his soldiers of Knoxville Branch 419 for supporting this event.

There were officer nominations and the following personnel were elected to the State Association: President Anthony Geno Lauderdale Sr., (Branch 4), Vice President James M. Collins II (Branch 419), Secretary Tony Rodriguez (Branch 419), Treasurer Belinda Williams (Branch 27), Director of Retirees Larry Jackson (Branch 27) and Trustees James Brown (Branch 4), David Dockins (Branch 419), Jon Thomas (Branch 1999), Kimberly Meeks (Branch 27) and Colleen Tracy (Branch 62).

We had outstanding presentations from NALC Health Benefit Plan Director Stephanie Stewart, Region 8 NBA Agent Steve Lissan and Legislative and Political Organizer Matt Tanner on legislative liaison training. Our main speaker was Professor Nathan Higdon, vice chair of the Tennessee Democratic Party, who was accompanied by Sevier County Democratic Chairman Bennett Lapides. Dr. Higdon’s speech was so motivating, it made

one want to run through a wall! He highlighted every postal issue and expressed a willingness to work with the state association.

Overall, a phenomenally successful convention!

Tony Rodriguez

Texas

As summer arrives, Texas letter carriers are gearing up for hot weather and ready to challenge their representatives. In addition to managing the heat, we must persist in advocating for Texas representatives to support Texas letter carriers. Please proceed with making phone calls, writing letters and sending emails. July starts a new quarter. LCLCs and board members will be on the road visiting district offices. If you are unsure who your congressional district representative is, you can visit the internet and search “who is my congressional representative.” Enter your ZIP Code and address in the search bar to obtain this information.

H.Res. 70 now has 214 co-sponsors, including 12 from the state of Texas. Four more co-sponsors are needed to meet the goal of approving this resolution. It would be beneficial if the four representatives were from Texas. However, significant efforts are still required to achieve our objectives. I have started an email group with all the branch presidents across the state. If you’re not receiving emails from the group, please contact me, and I can add you to the group. We have dispatched letters to Texas Sens. John Cornyn and Ted Cruz, requesting their support for Texas letter carriers by advocating for the removal of the Social Security supplement provision that letter carriers and federal employees have diligently worked to establish.

The 112th convention of the Texas State Association of Letter Carriers is set to take place July 28-30 in Austin at the DoubleTree Hotel. President William Moody of Austin Branch 181 and the local branch members are organizing the event to ensure its success. For more details on the state convention, please visit the TSALC website at tsalc.net.

In solidarity!

Everett Wyllie

Notice

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

Wisconsin

The WSALC spring seminar was held May 17-18 at the Bantr Hotel in Rothschild. There were 86 union members in attendance. We had a packed-full weekend with several training topics and speakers. WSALC offers a scholarship of \$300 to help offset the cost of attending the seminar. This seminar winner was Tyler Donahue of Branch 125, Fond du Lac. The application page is included in the spring/fall seminar packets and is open to any member in good standing. There is no registration fee for WSALC members to attend

either seminar. This year the fall seminar will be held Oct. 18-19 at the Stoney Creek Hotel & Conference Center La Crosse in Onalaska.

The Muscular Dystrophy Association celebrates a significant milestone—its 75th anniversary in 2025, and is also celebrating 70 years of MDA Summer Camp. The WSALC seminar raised \$1,625 for MDA. Thanks to MDA representatives Darius Holmes and Louis O’Neal.

NALC Director of Retired Members Dan Toth attended the seminar in lieu of President Renfro. Dan suggests that all retired NALC members should carefully consider a \$5 or \$10 per month contribution to the Letter Carrier Political Fund. Retirees have a direct stake in this battle. Help arm the NALC.

I am asking everyone to contact your representative and ask them to *oppose* cuts to letter carriers’ retirement benefits. Ask them to co-sponsor NALC bills that protect letter carriers. I am asking everyone to give to the Letter Carrier Political Fund. We have never before had this level of threat from the executive branch as we do now. Those currently giving to the PAC, thank you! Together we have the strength to defend the rights and benefits of letter carriers!

In solidarity—
Dawn Ahnen

Anchorage, Alaska

While we were able to claw back some of the benefits Congress wanted to take away, the FERS supplement is still on the table. The recently released budget for 2026 calls for eliminating steward time at the Postal Service. Can you imagine the devastating effect this would have on processing grievances for carriers? The NALC would not be able to afford to pay stewards the time to process grievances. There would be no incentive for management regarding steward time. Providing steward time on the clock was a result of negotiations from the Great Postal Strike of 1970. So, if steward time on the clock was taken away, would we get the right to strike? This is where it is good to have friends in Congress who support carriers and the NALC.

Many of you may not know that the NALC has retirement specialist in each NBA office. If you are thinking about retiring or wanting to plan ahead, call your NBA. As the retirement specialist for Region 2, I help carriers all over the region process their retirement applications. Even in retirement we help retirees/spouses when a member passes away. There are benefits for the survivors, whether it’s the annuity or life insurance. Reach out to the NALC and use your union benefits to help during those trying times.

The NALC has two pamphlets that assist in the event that a carrier passes away. One of them is “When a retired letter carrier dies” and the other is “When an active letter carrier dies.” Branches can request these free from the NALC Supply Department. They are a great resource that should be given to new NALC members and provided to our new retirees along with their sign-up form to stay as a member in retirement.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

On Aug. 21, we lost a dear friend, as Rep. William Pascrell passed. He was elected in 1996 and represented the 8th Congressional District. Pascrell was redistricted into the 9th District in 2012 and served until he passed. He was the mayor of Paterson from 1990 until Jan. 3, 1997, and left to take his congressional seat.

He will be remembered as a champion for the working class and was always a 100 percent voter on all letter carriers’ issues and concerns. He even joined letter carriers in Paterson in their protest against privatization. When he was wither on the congressional floor, attend-

ing a fundraiser or just attending our branch luncheon, he always gave the most enthusiastic speech that everyone remembered.

He will be sadly missed.

Dennis Spoto, Branch 425

Centennial, Colorado

Part of the process of putting a monthly article together is to review what I said in the previous month and then reading what I wrote a year ago. Both options are utilized to build a missive and keeps my mind sharp on this journey.

At our last meeting (June), there were some new faces. This has been a welcome sight for the past year; the next generation is now becoming more informed and energetic. Offices that have been without an active steward for a while suddenly have passionate and dedicated people coming monthly and learning what NALC is about.

And now that there is a new contract being implemented, those carriers who were not happy with it are finding their voices. It was a welcome sight to hear from carriers who are disgruntled, because that’s when we get to see how democracy works.

I always admired hearing a good debater—so much of our world is full of bullies and trolls these days. But someone who can express their opinions in a well-spoken, logical way is how this union, as well as the country, can move forward. And change is good, right? So, let’s continue to listen to each other and try to find common ground when there is a difference of views. Democracy can be messy, but I think dictatorship is worse. Let’s keep it alive!

My suggestion to all these new people: Find out how to make change occur in our organization—writing resolutions, attending the national convention, volunteering to help with training new carriers. Find your voice and use it wisely to keep us moving forward.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

On a beautiful sunny Sunday, March 23, the National Association of Letter Carriers Branch 120 took part in an informational demonstration in Bedminster at the intersection of Route 206 and Lamington Road (just a few miles to the west down the road from the Donald J. Trump Golf Course) to protest the possible plans

to the privatize the United States Postal Service.

There are so many to acknowledge and thank for making this possible—from representatives from the office of our national business agent, Tony Perconte, to branch presidents including Branch 272, Morristown, and our own branch president, Salvatore Rodriguez, to the many attendees. (Both branches coordinated the renting of a bus leaving from the Hawthorne Post Office Area.)

Of particular note, Rep. Mikie Sherrill was also in attendance supporting letter carriers not only at this site, but also vowing to support any legislation to not privatize the Postal Service. Branch 120 was honored to present Congresswoman Sherrill with a T-shirt, which she proudly wore during this demonstration. We thank her for her involvement and participation.

We must continue to fight these steps to enrich the already profitable companies in making more money at the expense of providing universal service and keeping our six-day delivery to the American public.

Joseph Murone, Branch 120

Springfield, Ohio

I recently received a phone call from retiree Roger Whitman. Roger called to say that he was 85 years old and still alive and well in Independence, KY. He says hello to everyone. Roger was a longtime steward.

I finally attended my first retiree luncheon and am glad I did. It was fun to see all the retirees (old and young), and listen to their war stories. The luncheons are held the first Wednesday of each month. The locations vary each month, being decided at each luncheon for the following month. If you want to know the location of the next retiree luncheon, please call Teresa Herzog at 937-360-5777 and leave a message and she will return your call. Thanks, Teresa. Or you can call me at 937-901-8241.

The bylaws committee (thanks, Don Bendure) has made their recommendations to update the branch bylaws. All retirees will be sent a letter notifying them of when the bylaws changes will be voted on at an upcoming branch meeting.

Branch meetings are the second Thursday of each month, 6:30 p.m., second floor of the post office. Elevator is available. Free pizza and soda. Hope to see you there.

Brian Gourilis, Branch 45

Retiree Reports

Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year plaques

Leonard J. Narbut	Wyandotte, MI	Br. 758
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75-year plaques

Clyde W. Miller Jr.	Shreveport, LA	Br. 197
Richard A. Vantiem	Shreveport, LA	Br. 197
Cecil B. Picard	Clarksville, TN	Br. 364

70-year plaques

Theophil J. Malinowski	Pittsfield, MA	Br. 286
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65-year pins

Alfred J. Croteau	Bridgeport, CT	Br. 32
Harry J. Haselkamp	Bridgeport, CT	Br. 32
Robert G. Higgins	Bridgeport, CT	Br. 32
Kenneth S. Chang	Honolulu, HI	Br. 860
Ted A. Awtry	Shreveport, LA	Br. 197
William Moore	Shreveport, LA	Br. 197
Gerald P. O'Brien	Worcester, MA	Br. 12
Joseph Borawski Jr.	Wyandotte, MI	Br. 758
Walter A. Przytula	Wyandotte, MI	Br. 758
Jesse Medina	Kansas City, MO	Br. 30
Angelo C. Dargenio	Montclair, NJ	Br. 342
John H. Christopher	Nashville, TN	Br. 4
Louis B. Owens	Nashville, TN	Br. 4
Paul B. Crass	Clarksville, TN	Br. 364

60-year pins

Lyal W. Hanson	Anchorage, AK	Br. 4319
Gerald C. Delgado	Greater E. Bay, CA	Br. 1111
Vincent P. Anthony	San Jose, CA	Br. 193
Alvin Good Jr.	San Jose, CA	Br. 193
Florentino E. Ranjel	San Jose, CA	Br. 193
Charles W. Wells	San Jose, CA	Br. 193
Donald A. Gunn	Joliet, IL	Br. 305
John L. Malnar	Joliet, IL	Br. 305
Allen E. Ruff	Joliet, IL	Br. 305
John R. Osmun	Wheeling, IL	Br. 4739
Edward D. Potoczek	Wyandotte, MI	Br. 758
Angelo C. Dargenio	Montclair, NJ	Br. 342
David J. Foley	NJ Mgd.	Br. 38
Rodney E. Brown	Lima, OH	Br. 105
Donald J. Donnelly	Lima, OH	Br. 105
Ned E. Truex	Lima, OH	Br. 105
Frank B. Gaiters Jr.	Nashville, TN	Br. 4
Howard Harris	Nashville, TN	Br. 4
Robert L. King Jr.	Nashville, TN	Br. 4
Mayford L. Moore	Nashville, TN	Br. 4
Thomas J. Wilson	Nashville, TN	Br. 4

55-year pins

Joseph E. Held	Anchorage, AK	Br. 4319
Vernon L. Kimball	Anchorage, AK	Br. 4319
Richrd C. Yerk	Anchorage, AK	Br. 4319

Stanley K. Asato	Honolulu, HI	Br. 860	Edward L. Whitehead	Alton, IL	Br. 309
Glenn I. Aways	Honolulu, HI	Br. 860	Robert J. Defreitas	Joliet, IL	Br. 305
Ernest T. Choy	Honolulu, HI	Br. 860	Richard S. Ahle	Wheeling, IL	Br. 4739
Mun C. Chun	Honolulu, HI	Br. 860	Gary W. Albrecht	Wheeling, IL	Br. 4739
Joy A. Cristino	Honolulu, HI	Br. 860	Richard A. Beyna	Wheeling, IL	Br. 4739
Samuel E. Ho	Honolulu, HI	Br. 860	James M. Bishop	Wheeling, IL	Br. 4739
Terry T. Ho	Honolulu, HI	Br. 860	Gordon M. Cobb	Wheeling, IL	Br. 4739
Harry O. Honda	Honolulu, HI	Br. 860	Lawrence D. Deservi	Wheeling, IL	Br. 4739
George S. Kanemoto	Honolulu, HI	Br. 860	Thomas H. Goodwillie	Wheeling, IL	Br. 4739
Audrey C. Keolanui	Honolulu, HI	Br. 860	Irmil G. Jordan	Wheeling, IL	Br. 4739
Calvin T. Kishida	Honolulu, HI	Br. 860	James E. Maloney	Wheeling, IL	Br. 4739
Arthur K. Kuga	Honolulu, HI	Br. 860	Edward L. McDonough	Wheeling, IL	Br. 4739
Arnold A. Labuguen	Honolulu, HI	Br. 860	Burton N. Miller	Wheeling, IL	Br. 4739
Daniel F. Lai	Honolulu, HI	Br. 860	Godfry R. Miller	Wheeling, IL	Br. 4739
James S. Leong	Honolulu, HI	Br. 860	Linda K. Miller	Wheeling, IL	Br. 4739
Francis K. Matsuda	Honolulu, HI	Br. 860	Matthew J. Mrozek	Wheeling, IL	Br. 4739
Paul T. Matsumoto	Honolulu, HI	Br. 860	Jack K. Palm	Wheeling, IL	Br. 4739
Wallace T. Miyazono	Honolulu, HI	Br. 860	William G. Prince	Wheeling, IL	Br. 4739
Ronald C. Nagoshi	Honolulu, HI	Br. 860	Edward J. Raupp	Wheeling, IL	Br. 4739
David K. Naito	Honolulu, HI	Br. 860	Gregory C. Reck	Wheeling, IL	Br. 4739
George M. Nakamichi	Honolulu, HI	Br. 860	Dale C. Reed	Wheeling, IL	Br. 4739
Dean M. Nakasone	Honolulu, HI	Br. 860	Richard J. Sachs	Wheeling, IL	Br. 4739
Donald K. Nishiki	Honolulu, HI	Br. 860	James G. Steele	Wheeling, IL	Br. 4739
Dennis A. Oba	Honolulu, HI	Br. 860	Anton J. Svoboda	Wheeling, IL	Br. 4739
Larry T. Okimoto	Honolulu, HI	Br. 860	Paul C. Topel Jr.	Wheeling, IL	Br. 4739
David J. Pardo	Honolulu, HI	Br. 860	Robert G. Wettstein	Wheeling, IL	Br. 4739
Eldridge T. Park	Honolulu, HI	Br. 860	Thomas A. Zielinski	Wheeling, IL	Br. 4739
Wayne K. Parker	Honolulu, HI	Br. 860	Michael J. Zimmer	Wheeling, IL	Br. 4739
Richard M. Saiki	Honolulu, HI	Br. 860	Larry W. Gunkel	Wichita, KS	Br. 201
Masaru Sakata	Honolulu, HI	Br. 860	Anthony Camus Jr.	New Orleans, LA	Br. 124
Betty A. Serikaku	Honolulu, HI	Br. 860	Francis J. Brouillette	Shreveport, LA	Br. 197
Robert M. Shimizu	Honolulu, HI	Br. 860	Thomas Craig Jr.	Shreveport, LA	Br. 197
Terry S. Suero	Honolulu, HI	Br. 860	Roy E. Curran	Shreveport, LA	Br. 197
Miles M. Sumi	Honolulu, HI	Br. 860	Warren C. Dison	Shreveport, LA	Br. 197
Thomas T. Tahara	Honolulu, HI	Br. 860	Harold W. Doss	Shreveport, LA	Br. 197
Charles M. Takahashi	Honolulu, HI	Br. 860	Clyde R. Evans	Shreveport, LA	Br. 197
Charles M. Takeuchi	Honolulu, HI	Br. 860	Ronald K. Flowers	Shreveport, LA	Br. 197
Roy S. Taniguchi	Honolulu, HI	Br. 860	Paul C. Gramling	Shreveport, LA	Br. 197
Mitsuo Toguchi	Honolulu, HI	Br. 860	John O. Grayson	Shreveport, LA	Br. 197
Wallace S. Tokuda	Honolulu, HI	Br. 860	H. E. Hammett	Shreveport, LA	Br. 197
Lawrence M. Welsh	Honolulu, HI	Br. 860	Bonnie G. Hester	Shreveport, LA	Br. 197
Harry T. Yamamoto	Honolulu, HI	Br. 860	Carl G. Liesmann	Shreveport, LA	Br. 197
Richard S. Yamashita	Honolulu, HI	Br. 860	Ernest J. Llorens	Shreveport, LA	Br. 197
Donald E. Calame	Alton, IL	Br. 309	Eugene J. McAdams	Shreveport, LA	Br. 197
Joe H. Emery	Alton, IL	Br. 309	John P. Meehan	Shreveport, LA	Br. 197
Donald W. Garrison	Alton, IL	Br. 309	Jimmy E. Miller	Shreveport, LA	Br. 197
Donald W. Gillis	Alton, IL	Br. 309	Frank H. Mosley	Shreveport, LA	Br. 197
Earl H. Hayes	Alton, IL	Br. 309	Joseph W. Mosley	Shreveport, LA	Br. 197
Paul A. Joiner	Alton, IL	Br. 309	C. C. Palermo	Shreveport, LA	Br. 197
John D. Langley	Alton, IL	Br. 309	Billy R. Peeples	Shreveport, LA	Br. 197
Paul D. Marshall	Alton, IL	Br. 309	Charles A. Potter	Shreveport, LA	Br. 197
Charles E. Rankin	Alton, IL	Br. 309	Lester H. Sanders	Shreveport, LA	Br. 197
Charles D. Ray	Alton, IL	Br. 309	G. N. Simmons	Shreveport, LA	Br. 197
Frank R. Ridder	Alton, IL	Br. 309	Richard G. Stewart	Shreveport, LA	Br. 197
Robert L. Scott	Alton, IL	Br. 309	Warren A. Stouffer	Shreveport, LA	Br. 197
George E. Skundrich	Alton, IL	Br. 309	Bernrd C. Sutphin	Shreveport, LA	Br. 197
Jack C. Walker	Alton, IL	Br. 309	Kenneth A. Terry	Shreveport, LA	Br. 197
Darrell D. Weir	Alton, IL	Br. 309	Vernon G. Weindorff	Shreveport, LA	Br. 197
Lloyd K. White	Alton, IL	Br. 309	Ernest Woodruff	Shreveport, LA	Br. 197

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

Jackie R. Brouillette	Alexandria, LA	Br. 932
Kenneth J. Edwards	Alexandria, LA	Br. 932
Charles R. Erwin	Alexandria, LA	Br. 932
Robert B. James	Alexandria, LA	Br. 932
Clifford J. Lucas	Alexandria, LA	Br. 932
Raymond C. Paul Jr.	Alexandria, LA	Br. 932
Gerald M. Smith	Alexandria, LA	Br. 932
Bascom W. Smith Jr.	Alexandria, LA	Br. 932
Thomas J. Pustulka	Wyandotte, MI	Br. 758
Monroe D. Estenson	Morris, MN	Br. 1927
Joseph K. Alfano	Montclair, NJ	Br. 342
R. D. Berry	Montclair, NJ	Br. 342
R. J. Guglielmi	Montclair, NJ	Br. 342
Roy S. Harder	Montclair, NJ	Br. 342
Robert W. Montgomery Jr.	Montclair, NJ	Br. 342
Frank J. Mongiello	NJ Mgd.	Br. 38
Raymond E. Mills	Long Island Mgd., NY	Br. 6000
Martin T. Kielawa	Valley Stream, NY	Br. 2189
Thomas W. McManus	Valley Stream, NY	Br. 2189
Kenneth J. Mittoch	Valley Stream, NY	Br. 2189
Robert S. Radice	Valley Stream, NY	Br. 2189
Richard D. Roberts	Valley Stream, NY	Br. 2189
Jerry N. Millen	Fayetteville, NC	Br. 1128

John H. Mitchell	Fayetteville, NC	Br. 1128
Robert T. Armistead	Clarksville, TN	Br. 364
Benny Deffendoll	Clarksville, TN	Br. 364
Patrick B. Hanley	Clarksville, TN	Br. 364
James W. Hooten	Clarksville, TN	Br. 364
Paul E. Newman	Clarksville, TN	Br. 364
Charles E. Thompson	Clarksville, TN	Br. 364
Edward H. Vetter Jr.	Clarksville, TN	Br. 364
Gary C. Barnes	Nashville, TN	Br. 4
Phillip S. Day Jr.	Nashville, TN	Br. 4
John A. Hurt	Nashville, TN	Br. 4
Larry M. Kain	Seattle, WA	Br. 79

50-year gold cards and pins

James A. Kichak	Anchorage, AK	Br. 4319
Janice M. Pierce	Anchorage, AK	Br. 4319
Henry W. Samuel	Clearwater, FL	Br. 2008
Gloria L. Gradis	San Jose, CA	Br. 193
John E. McNaught	San Jose, CA	Br. 193
Mark T. Murata	San Jose, CA	Br. 193
Thomas K. Nichols	San Jose, CA	Br. 193
Glen T. Raborn Jr.	San Jose, CA	Br. 193

George M. Allen	Watsonville, CA	Br. 857
Donald E. Pate	Watsonville, CA	Br. 857
Alberto A. Sulay	Watsonville, CA	Br. 857
Michael P. Tuosto	Watsonville, CA	Br. 857
William P. Kiss	Joliet, IL	Br. 305
David W. Anderson	Shreveport, LA	Br. 197
Theodore S. Zatorski	Pittsfield, MA	Br. 286
Steve M. Phillips	Hattiesburg, MS	Br. 938
Joseph K. Alfano	Montclair, NJ	Br. 342
R. D. Berry	Montclair, NJ	Br. 342
R. J. Guglielmi	Montclair, NJ	Br. 342
Roy S. Harder	Montclair, NJ	Br. 342
Robert W. Montgomery Jr.	Montclair, NJ	Br. 342
Anthony W. Guardino	Long Island Mgd., NY	Br. 6000
Richard V. Toma	Wittoughby, OH	Br. 3688
Charles M. Bernyk	Nashville, TN	Br. 4
William T. Foust	Nashville, TN	Br. 4
Dayton L. Parker	Nashville, TN	Br. 4
Elven F. Qualls	Nashville, TN	Br. 4
Reginald L. Williams	Nashville, TN	Br. 4
Larry M. Kain	Seattle, WA	Br. 79

Nalcrest Update

From the Trustees

As fellow committee member Fred Rolando mentioned in the June Nalcrest *Postal Record* article, there are some big improvements happening at Nalcrest. Many of these improvements are directly from suggestions submitted by our residents. We are listening to our residents' concerns, ideas, suggestions and requests through our new suggestion box, located at the front desk of our Nalcrest office. While all the suggestions may not be within reason, we listen and respond to all.

We must work within a budget, and we are prioritizing the upgrades and improvements for the benefit of our residents. The expansion of our boat and trailer storage lots is coming along nicely and will enable us to provide space

for all residents who need storage. We are in the process of relocating the RVs on property to a more hidden area with plenty of space. We have purchased new benches throughout the property, additional pool chairs, loungers and tables. We have purchased new grills for the lake area and are in the process of resurfacing the first four of the 16 shuffleboard courts in August. We have ordered the plaques for those who participated in the painting of our apartments through the adopt-a-building program. We are also becoming more efficient in our bookkeeping by creating spreadsheets, and we are reviewing all aspects of the Nalcrest operations.

The residents are seeing the improvements, and the feedback from the changes

has been very positive. We have made ourselves accessible to all our residents. Having 400 members on our waiting list is very helpful, knowing the cash flow from rent will continue to allow us to make upgrades and add to the experience of living in paradise. We must always remember that it was the work of the three prior committee members, Matty, Don and Tom, that allows us the opportunity to make these improvements.

Food drive update: The Nalcrest residents did their part for the Stamp Out Hunger Food Drive, collecting 600 pounds of food. Food Drive Coordinator Bruce McDowell organizes our volunteers as they also help sort food at the Lake Wales Care Center. Great job!

Tony Diaz



Nalcrest resident volunteers help sort 600 pounds of donations collected during the Stamp Out Hunger Food Drive in May.

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, call 863-696-1121 or fax 863-696-3333.

Nalcrest Trustees

NALC Executive Vice President Paul Barner
 NALC Secretary-Treasurer Nicole Rhine
 NALC Assistant Secretary-Treasurer Mack I. Julion
 NALC Director of Retired Members Dan Toth
 Nalcrest Trustees Vice President Fred Rolando
 Nalcrest Trustees Vice President Tony Diaz

Branch Items

Albany, New York

Brothers and sisters, 14 days goes by in the blink of an eye! If management issues you any form of discipline, whether you accept it or not, sign it or not, receive it in person or by mail. Please notify your shop steward(s) immediately! Don't delay for even a day!

Few things are more frustrating than seeing a newly issued disciplinary notice that references previous discipline the union was unaware of and never had a chance to challenge. When we don't know about prior discipline, we can't fight it, and management loves to exploit this.

Stewards, I know how demanding your role is, but if you attend a Pre-Disciplinary Interview (PDI) or Investigative Interview (II), I need you to check in with that carrier every seven days for the next month. If you do a PDI with Dave on a Tuesday, then every Tuesday for the next four weeks should be "Dave Day." Ask if anything has arrived in the mail or been handed to them at work. Don't assume they'll tell you; far too often they don't. Follow up. If there is more than one steward in the office, get everyone on the same page.

For most grievances, we only have 14 days to file from the date it occurred, whether that's a suspension, schedule issue, hold-down problem, or anything else you can imagine. Every single day counts. Stewards need time to investigate, gather facts, request documents, and prepare the strongest possible case, all while juggling multiple other grievances. Delays can mean lost rights.

So, whether you're a rank-and-file member or a shop steward, communicate early, communicate often, and never wait to report an issue. Fourteen days goes by in the blink of an eye—don't delay for even a day!

Norris Beswick, Branch 29

Charlotte, North Carolina

We at Branch 545 would like to wish everyone a very happy Fourth of July. We want to thank all our delegates who were able to attend the North Carolina state convention in Southern Pines. We all appreciate your dedication to our union and your willingness to continue to educate yourselves. We look forward to every one of you sharing your knowledge with all our branch members and making Branch 545 much stronger and better prepared for the future.

Also, please continue to be proactive in our preparedness for the hot conditions that are upon us. Please drink plenty of fluids, wear sunscreen, and cover as much exposed skin as possible to keep your body cool. Remember, only you know what your body is telling you when it comes to the status of your health.

At this time, we want to thank our fellow members on their recent retirements. Anthony Gerik retired with 28 years of service and Alonzo Long retired with 30 years of service, both of whom were assigned to our Minuet Station. We thank you for your service and we wish you both the best in the next chapter of your life.

The union leadership would like to let all our members know that we are continuing with our in-person meetings. We are holding our meetings on the third Tuesday of every month for anyone who is interested in attending. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all our members who are able to make it out. Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

Justin Fraley, Branch 545



Northeastern New York Br. 358 honors (l to r) Tom Sgambato and David Violyn with 50-year gold cards.

Cincinnati, Ohio

What is going on with my fellow carriers here in the Queen City? Have any of you ever thought or have been asked this question before, like I was asked by my good friend RB: "Is there any company out there that tries every day to find any way possible to go and fire people, like the Post Office does?" When he asked me this, I was like, "Wow, that is something that is true and I have never thought of." How about you?

I really hope everyone is getting ahold of their representative and senators and letting them know of all the issues that we are facing while working for the Post Office, from trying to privatize, possible getting the right to ship alcohol, opposing any cuts to our retirement benefits, and the Federal Retirement Fairness Act.

We can also help our cause by getting into the LCPF. I was very hesitant to do this myself, but finally I said yes, because every little bit helps our cause, and if you think that it doesn't, you are wrong. We are in a time now, more than ever, that we need everyone to care about our job and our future, because like the president of our union has all told us, our lives can be turned upside down with the stroke of the pen. Yes, we are very top-heavy in our company, we have been for a long time and more than likely will always be, unfortunately. We can't control the stupidity that reigns from above, but we can help control what happens to us and our future, so let's get together and let our politicians really know that we are very important to our customers' daily lives.

Meetings every second Thursday of the month in Forest Park.

In solidarity—

Chris Rought, Branch 43

Emerald Coast, Florida

This article is out of frustration because of all the things that are happening within our branch and the USPS. I am frustrated because we are not working together as a team, and I hate to say this, this includes management. Working together is the best way to do things.

The instant we start working apart, meeting our goal of delivering the mail is defeated. We constantly hear about being on the "radar," we are on this report, or that report, but no one looks at how working together can allow us to get off of these so-called reports. We as carriers are without blame and do believe we can do better. We need to take pride in our work, and be professional while we are on the street serving the community.

Then on the management side, they need to get more involved and do their jobs. Being a postmaster or supervisor is more than sitting at the desk eating or talking on the phone. They (management) should be willing to accept suggestions from the carriers on how to make things more in line with accomplishing the base goal of delivery; we as carriers do it every day. I have watched supervisors sit in the office and do absolutely nothing but pretend they are working. There's nothing wrong with asking a seasoned supervisor for assistance in learning their job or asking the carriers for their suggestions on how to make something better on the street, instead of talking slick to the carriers and losing all respect from the carriers.

I want to thank all the carriers within the branch for their contribution toward our food drive. We collected more than 70,000 pounds for the agencies.

Percy Smith Jr., Branch 4559

Escondido, California

Attention all current and retired union members of Branch 2525 Escondido, CA: Our branch is the target of alleged embezzlement from January 2023 to March 2025 in the amount of \$24,000. The perpetrator illegally used our branch Chase Visa credit card for personal use, including three round-trip airline tickets to Guam, tile flooring in Guam, car tinting in Guam, a hotel stay in Guam, Sephora cosmetics at Kohl's, souvenir shopping in New Orleans, Mercedes Benz car repair in Escondido (we don't have a company car), and personal breakfast purchases at Dunkin' Donuts. There's more, but you get the gist of this impropriety.

Our president, Susan Baker, made this announcement at our branch meeting on June 4. Please attend our July 3 branch meeting for more details and what actions are currently being taken to prevent this from occurring again.

Dawn Dann, Branch 2525

Fargo-West Fargo, North Dakota

On Jan. 1, 1863, President Abraham Lincoln issued the final draft of the Emancipation

Proclamation, which was ratified as the 13th Amendment to the Constitution in 1865, which abolished slavery. The Civil War ended in April 1865.

Juneteenth marks the day, June 19, 1865, when a group of enslaved people in Galveston, TX, finally learned they were free from slavery. This was almost two and a half years after President Lincoln signed the Emancipation Proclamation. Juneteenth represents freedom, but it also represents a tragic delay for some enslaved people. It's often difficult to discuss the topic of slavery and the terrible injustices it caused. The national recognition of Juneteenth is a start, to acknowledge the hurtful and dehumanizing way America was built, and to acknowledge the foundational contributions of the enslaved. The enslaved were awarded these basic rights, which now are often taken for granted. It would take, and will continue to take, many generations, to work on getting past and trying to move on, after all the abuse and social injustices experienced. Hopefully we were able to search out and attend a Juneteenth event and listen, learn and speak with an historian regarding this period of time in our history. I have, and it was very informative.

Hopefully everyone has a safe Fourth of July. There will be community and family events, travel and leisure activities, parades and fireworks, and downtime. Hopefully we all appreciate the freedoms our forefathers and leaders strive to achieve with their sacrifices, for which we now enjoy.

We have a new carrier: Lia W. Conversion to regular: Alex K. and Mitch C. Recent retirement: Mike S. Upcoming retirements: Keith J. and Wally W.

Just a thought—

David Steichen, Branch 205

Fresno, California

Have you ever noticed how the most abusive, heartless people in management are the most dumb? They even walk around thinking they are making intimidating faces. They just look like dogs about to fart. All of you need to be united and stand up for yourselves. These clowns are nothing special. From what I have heard, they are just as dumb in Washington, DC. A former NALC national president told me that. Since I can't dispute it, it must be true.

I will give an example. There was once a supervisor in Fresno. He thought he was all tough. Nobody could leave their cases. But he would go buy himself a hot cup of coffee each morning, leaving it at his supervisor's desk. When he would go to another room, somebody would go get his coffee and pour it into their own coffee cup. He would come back all confused. Lots of letter carriers drank coffee at their cases. The crime of the century could not be solved, even with his great powers. This went on for some time. His coffee would disappear. His efforts to get to the bottom of the coffee caper will go down in history as an unsolved mystery.

Now if he had treated people better, his coffee might never have disappeared. Plus, somebody might have confessed. We will never know. With all the power he thought he had, it still did not help. This is a true story that man-

agement could not solve. That is because letter carriers are united, and did not snitch. I hope you enjoyed it.

Jesse Dominguez, Branch 231

Hagerstown, Maryland

To start this month, I would like to congratulate Dan Symonds on his retirement last month! He has been a fixture at the office since I started, and long before then, too. You've earned it after years of hearing "Hey Dan..." followed by some sort of vehicle repair request. On behalf of the entire branch, thank you for all you've done!

Moving forward, as we are in the heart of summer now, I hope everybody is taking all the necessary precautions every day to stay safe in the heat. The heat is incredibly dangerous and requires constant vigilance to stay safe. As previously stated, if you're ever feeling overcome from the heat, find shade or go to an air-conditioned area immediately. If management harasses you regarding any stationary time, please request a steward immediately and wait to answer any questions until the steward has arrived. Our safety is always our priority, and getting home to your loved ones safely is the most important part of the day.

As a final update to this year's food drive, our branch absolutely killed it this year, mainly thanks to James Gelwicks's efforts getting donation bags from local sponsor Fitzgerald Auto Mall. Our total combined count between the offices was a donation of 35,740 pounds of food. Great work, everybody!

Lastly, this year we will be having branch elections. If you've thought about getting more involved in our local branch, now would be the perfect time to reach out and discover a role you would like to take on. I look forward to the election process, and anybody who is considering running should absolutely go for it. Remember, everything we do as union officials is in service of our membership, and we all serve at the will of our membership.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

I recently attended my 50-year class reunion in the City of Champions. I am extremely thankful and grateful to have the ability to tote a satchel and deliver the nation's mail as an NALC union member. While some of my classmates have and are undergoing challenges, the opportunity to rekindle decades-old relationships was priceless and invigorating. Even after all this time, I witnessed and felt the same core-deep desire to simply be the best.

Suddenly being transported back in time allowed me to reflect and remember that along our journey, people come and go, albeit some too soon. People come into your sphere of influence for two reasons: you to help them or them to help you. This spirit of success was shown to me by Rex Moon, Steve Thee and Paul Van Dyke in my earlier years, and then by Sellie Truitt and Phil Vaughn later on in my career.

Many of us have lost count of the number of supervisors, managers, postmasters, MPOOs, VOODOOs and postmasters general we have been subjected to. The only constant in all of this is the brothers and sisters of the NALC. To NALC Secretary-Treasurer Nicole Rhine, I ask to circumvent the bylaw change process and openly change the NALC Letter Carrier Motto, "From rain, sleet, yada, yada..." to "Those who can, will."

Can I get a second?

The resilience and tenacity that defines the NALC is getting ready to be pushed to its limits. New challenges in ever-changing situations includes the selection of PMG Steiner, proposed changes to FERS contributions, high-3 to high-5 calculations and stripping of the Social Security supplement. It's hard to fathom that NALC members will not/do not support the LCPF with so much at stake. Can we really afford not to? Hmmm.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters!

To quote Albert Einstein, "Education is not just the learning of facts. It's rather the training of the mind to think."

With what has been going on in this country and with a new postmaster (FedEx board member David Steiner) with an anti-union attitude from working with an organization that has no union, this indicates that there may be policy changes regarding contract and discipline issues.

As always, stewards are reminded to pass any policy changes that occur within their station to President Collins and their brothers and sisters. It falls on the steward to communicate with management and fellow carriers and pass the information to President Collins. Additionally, stewards cannot improve their performance unless they are given updated guidance, which may lead to additional training. And afterward, provide that training to their fellow employees. Passing information means a more informed and educated workforce when it comes to contract interpretation.

Notice

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

Branch Items

Management has a habit of throwing a “curve ball” when it comes to interpretation of handbook or contract provisions. Catch that ball and throw it back. Responsibility is a two-way street in that station employees also have responsibilities to their steward.

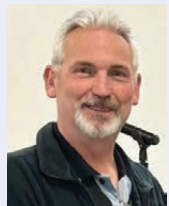
Besides the contract, we need to go one-on-one with our CCAs, because they are our future and need to be brought up to speed. Regardless of how long they have been CCAs, they still make mistakes and it's up to senior carriers to assist and provide corrective guidance when it's needed. We are not a one-person show! We need to involve all carriers in reporting workplace issues! And we can do that by providing upward steward training and downward information training to our brothers and sisters.

More knowledgeable carriers mean a safer, efficient and more unionized workforce.

Tony Rodriguez, Branch 419

Louisville, Kentucky

Here in Louisville, the Postal Service has recently been the spotlight of the news. The USPS Inspector General did an audit of our distribution center, along with three stations. This comes along with the many delays that we've been having on the average day-to-day mail and any packages coming in. This spotlight, of course, registers us in a negative light with our customers.



Anthony Weddle

Where do we go from here? The audit showed five areas of concern. Things as a carrier we complain about every day! With these audits as public record, we'll continue to have eyes on us going forward. So, as carriers, we can only make sure we're doing our part to keep our customers' trust.

On another note, Branch 14 is so fortunate to celebrate one of our favorites! Our president, Anthony Weddle, will be retiring from the Postal Service and stepping down. He's served as our president for 12 years. Within those 12 years, we can say he's faced more challenges than most presidents. Thank you for your dedication and service to your customers, co-workers and members. You will truly be missed!

Adriane Shanklin, Branch 14

Marrero, Louisiana

Today, we honor the life and legacy of an incredible woman, our union sister, Sandy Ulrich.

Sandy was more than a letter carrier. She was a leader, a protector, and a fierce advocate. To Branch 4323, she was our union mother, and her presence shaped who we are today.

Sandy served as president of NALC Branch 4323 from 1998 to 2010, representing Marrero, Westwego and Belle Chasse. She dedicated herself fully to the NALC, to her community, and to the labor movement. Her work left a lasting impact on every carrier who had the honor of working beside her.

Sandy brought warmth, kindness, and a deep sense of care to every doorstep she approached. I know this firsthand, because she delivered to my family's home. And like so many others, we all loved her.

There's one moment I'll never forget.

In 2006, during my 90-day probation, I had a supervisor who made my life miserable. Constant harassment, threats and intimidation. I was a young father, uncertain and stressed.

I didn't know if I would make it at the Post Office.

I told Sandy.

Without hesitation, she stormed into the post office and stood up for me. What happened next shocked me: The supervisor came back and apologized for everything.

That was the moment I said, “Where do I sign up to become a union member?”

That's who Sandy was. She fought for people. She believed in us. She made us feel like we belonged.

Sandy was the beloved wife of Tommy “Doc” Ulrich, a retired letter carrier and fellow union brother, the proud mother of Sister Danna Chambless (president of Nashville, TN Branch 4), and the loving grandmother of two grandsons who were the joy of her life.

Thank you, Sandy. Rest in power. We'll carry the torch from here.

Abraham Askar, Branch 4323

Monterey, California

Happy Independence Day, everyone! It's been 249 years since we gained our independence.

As we celebrate the birthday of our country, I hope we can save our democracy. I believe in the First Amendment and taking your grievances to the street. During the 1787 convention, Benjamin Franklin was asked by Elizabeth Willing Powell if we have a monarchy or a republic. Franklin answered: “A republic, if you can keep it.” Only time will tell.

Summer is here; be sure to stay safe and hydrated. Heat exhaustion is real and not much fun. Take care of yourself.

If you haven't contacted your representatives about saving the Postal Service and let them know it should not be privatized—what are you waiting for? You can email them or call them. Let your voices be heard. It only takes a few minutes.

Changing retirement from the high-3 to the high-5 will cost you money. Taking away the supplement will cost you about \$1,700 a month. Your contribution could go up. If you don't care, keep quiet; if you do care, let your voice be heard—make that call.

If management isn't treating you right, pulling you from your opt, talking to you with disrespect, talk to your steward—*always ask permission to speak to your steward*. You are supposed to be given time in the same shift; if not, you must be told when you will get your time. It's your union—make sure you take advantage of your rights and benefits.

Much love goes out to our brothers and sisters in Los Angeles. May peace be with all of you.

United we bargain—divided we beg.

Patty Cramer, Branch 1310



Southeast Michigan Br. 2184 presents a 50-year gold card to Thelma Balogh. Pictured (l to r) are Branch President Walt McGregory, Branch Retiree Officer Scott Watts, Balogh, Branch Sergeant-at-Arms Paula Hall, and Branch Trustee David Reise.

Norristown, Pennsylvania

Good morning, good day, good evening and good night: These are what we have said to our customers many times throughout our career. We used to start early in the morning and get out on the street before the last school buses have picked up all their students for the day. Now we work till the last school bus drivers have dropped off the last of the students who do after school activities, and they are home eating their dinner and relaxing.

If all goes well, as loyal readers of my article are reading this, I should be retired. After almost 31 years of combatting weather and dogs and supervisors, I am moving on! I'll do one more scribe and then hand it over to the next generation of wordsmiths. I want to thank all of you who read my articles and say I'm doing a great job; it made me feel good that someone was reading! LOL. Now I get to spend more time with my wife, Christine, and my son, Jake. I've missed a lot of time with them with this job and have some catching up to do!

To the next generation of carriers, you're gonna have a lot more to fight for with the new administration in the White House. (I know some of you voted him in, and that is your right as an American!) But this guy is a documented liar of the nth degree. I know—“When do you know a politician is lying? ‘When his lips are moving!’” He hates unions and will do everything he can to destroy them to help the rich get richer and the middle class disappear!

So, in closing, I would be on the right side of history and fight for our rights!

Till next time—

Joel Stimmler, Branch 542

North Florida

Route adjustments are being implemented as a result of inspections, and as you might have guessed, grievances are in the works. Our officers and stewards are busy with local negotiations and in Jacksonville with another new management team. This year's food drive was a surprise, as carriers collected 10,000 more pounds than last year. Thank you to all who participated.

This branch was mentioned in a recent newspaper article about dog attacks. There were over 6,000 dog incidents last year nation-

wide, with Florida ranking eighth for the most dog bites. Jacksonville was third in the state, with 10 bites last year. The Pam Rock Act was signed into Florida law on May 21. Ms. Rock was a rural carrier mauled to death by a pack of dogs in 2022. In part, the bill states that anyone violating the law can be fined \$1,000 and anyone who obstructs animal control from enforcing the law will get a \$1,000 fine and up to one year in jail. Please be aware of your surroundings.

Once again, I ask you to keep calling and writing to your government representatives. Thanks to our members taking action, two of three attacks aimed at letter carrier retirement benefits were defeated from the House reconciliation package. We must keep up the pressure; your jobs and retirement are in jeopardy.

Bob Henning, Branch 53

Pittsburgh, Pennsylvania

Violence against letter carriers has ramped up recently in the branch. As many of you no doubt have seen, the assailants are attempting to steal our Arrow Keys. Make sure you are keeping your Arrow Key *on your person*. Also, try to stay alert and be in tune with your surroundings. The repetitive nature of our job really allows for us to become lax regarding this, but making an important decision when a situation doesn't "feel right" could make all of the difference. Don't fight—give the attacker what they want, and call 911 and your supervisor as soon as it is safe to do so. Management has a paper that is easy for filling out the identifying attributes of an attacker and, in my office, we've agreed to put one in each vehicle's accident kit.

Also, if you are a recent hire, ask your supervisor about the Heat Illness Prevention Program (HIPP) training. If the job is new to you, being able to recognize the signs of heat stress/stroke is *the* most important thing to know during the summer months. Hydrate before, during and after work.

Whether it's the heat or someone attempting to loot your keys, the goal of management and the union should be going home from work in the shape that you arrived, working together to achieve that very goal.

John Conger II, Branch 84

Providence, Rhode Island

National notified us that approximately 3 percent of our members nationwide had received letters of demand for health benefit-related debt from the United States Postal Service. We have had quite a few in our branch, and after looking into these cases, we see that the members owe the money. For some reason, health benefit premiums were not deducted from Pay Periods 2 through 6. If anyone receives a letter of demand, please let your steward know so we can ensure that you are responsible for the debt.

Initial evaluations and consultations for the cooperative adjustments in the Corliss station have started. They should be completed and implemented by the end of July.

The results from this year's food drive are in! We were able to collect a total of 31,513 pounds this year. Providence collected 18,778 pounds for the Rhode Island Food Bank—5,235 pounds from Seekonk, 5,300 pounds from North Kingstown and East Greenwich, and 2,200 pounds from Westerly. Thank you to Jeremy Johnston for coordinating this year's food drive, and everyone else who helped collect.

I want to take this time to wish newly converted city carrier Nick Nani well wishes. Nick was involved in a serious motorcycle accident just a couple of days after converting to career status. He sustained serious injuries to his foot and required emergency surgery. Branch President Phil Riggi helped him set up a leave share request, as he's recently converted; he only has about 50 hours of annual leave. Any help would be appreciated.

Lastly, there will be no branch meetings in July or August. Have a safe summer, and see you all again in September.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Pulled a ninja move the other day at the apartment building. Normally residents are looking for a postal vehicle, which then magically transforms into one big giant fluorescent green-and-orange flashing neon marker with wheels. This time, a bait-and-switch tactic. I walked the buildings. Nobody notices a guy walking down the sidewalk. I'm in, I'm out—like a ninja.

As you might have read in my June article, I have retired. I became an exclusive member of the Last Punch Bunch. What a privilege. We remember many of our brothers and sisters who toiled and walked the streets not having made it to the finish line. Post-work life is like stepping into another dimension. There is a whole new world waiting for you. Anxiety and frustration disappear. Stress and commitments are a thing of the past. I find myself saying, "Oh, I'll get it tomorrow."

As I navigate this brave new world, I can't help but thank all those who got me here. A now-retired Charlie Malec trained me in 1990. A lifetime ago. I have seen a boundless number of carriers, clerks and bosses come and go. I see the faces like ghosts from the past. I would like to thank my co-workers for giving me an incredible, amazing and heart felt "so long." One of the best and most memorable days of my life. I am full of thankfulness and gratitude and consider you all my friends. Keep doing what you do best: Serve your people with kindness, and don't be shy chatting with customers. Everyone has a story.

Continue to enjoy my articles in the Branch Items section. I'll probably also eventually write in the Retiree Reports a few pages prior to the Branch Items.

Chris Paige, Branch 436

Rockville, Maryland

Donald Trump and the White House have called for the elimination of steward time at the Postal Service in their Fiscal Year 2026 budget. This would cripple our ability to grieve violations of our contract. I hope the employees who voted for Trump have woken up to the monster that he is. Even Elon Musk has called for Trump to be impeached!

"This budget proposal is a calculated attack on our collective-bargaining rights, letter carriers, and our union," NALC President Brian Renfroe said. "Any attempt like this to infringe upon what we have bargained in good faith will be met with the *fiercest of resistance* from hundreds of thousands of America's letter carriers, postal employees, and the Americans we serve every day. This is particularly concerning as we prepare for an incoming postmaster general, David Steiner, with a troubling anti-union background, and further justifies growing concerns about handing over the people's public Postal Service to privatizers."

Bruce Springsteen recently said this about Trump and his administration: "America is

COLA: Cost-of-living adjustment

- The projected accumulation toward the fifth regular COLA under the 2023-2026 National Agreement was **\$561** in June following the release of the May 2025 consumer price index (CPI). The fifth COLA will be based on the increase in the CPI for urban wage earners index (CPI-W) between the base index month and July 2025, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2025 index.
- The projected 2026 COLA for the Civil Service Retirement System (CSRS) is **2.0 percent**, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following the release of the May CPI. The 2026 COLAs will be finalized with the publication of the September 2025 CPI in October 2025.
- The 2026 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.9 percent** following the release of the May CPI. This COLA will be based on the change in the CPI between December 2024 and December 2025.
- Visit nalc.org for the latest updates.

Branch Items

currently in the hands of a corrupt, incompetent, and *treasonous* administration. We ask all who believe in democracy to rise with us. Raise your voices against authoritarianism and let freedom ring. The last check on power, after the checks and balances of government have failed, are the people, you and me. It's in the union of people around a common set of values. Now that's all that stands between democracy and authoritarianism. So, at the end



Seattle, WA Br. 79 delegates to the Washington State Association convention dressed in "Star Trek" costumes for the convention's banquet, joined by NALC Director of Safety and Health Manuel L. Peralta Jr.

of the day, all we've really got is each other." Well said, Bruce!

Trump is trying to kill all the unions and democracy in the United States. The poor and working people must resist Trump and the idiots he has put in charge of his cabinet and agencies with all our might!

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

I suppose everyone was waiting for the other shoe to drop. Would the current administration follow through with its threats to privatize the United States Postal Service? Having thus far quelled those rumors, we now see the release of the proposed fiscal budget for 2026, which seeks to eliminate steward time.

So...let's not be overt and just put the Postal Service up for the highest bidder, let's do it clandestinely. Let's appoint a postmaster with a fondness for his disdain for unions and fire the first shot over the bow by proposing the elimination of shop steward time on the workroom floor. Sounds innocent enough, right? What harm can come from that, right?

Who do you think stands in the way of management to protect your rights? Who do you think upholds the union contract when it's violated wantonly by management? Who is there to protect your rights when management decides they are going to issue discipline against you? It's your shop steward. Yes, that thankless guy or gal who, day in and day out, fights fiercely to protect you, as well as the National Agreement. That person who not only has to work his assignment, but somehow has to find the time to investigate and gather information to defend an individual or a contractual violation—and more often than not, is never thanked for their efforts.

So now, the administration has decided that the best way to foster the destruction of a 250-year-old institution is to eliminate the means for union representation. Unions were created to fight for and defend the rights of its membership. The backbone of that representation revolves around the commitment and dedication of the shop steward on the workroom floor. This is going to be a fight we can't lose.

Tom Schulte, Branch 343

St. Paul, Minnesota

July at Branch 28 tends to be a bit quiet, as we do not have a general membership meeting or a steward's meeting, but that doesn't mean everybody is out relaxing. The branch is busy working toward our annual members' picnic next month on Aug. 3. Between the planning, purchasing and setup, there's a ton to be done. So, while you're enjoying all the fun and festivities, be sure to thank our social rec. Chair, Lisa Pierce, and all her helpers! This year we're also excited to be joined by a pair of guests: NALC Vice President James Henry and Corey Walton, the host of the "From A to Arbitration" podcast. It's sure to be another great time this year!

July also means it's summertime, which is the time for management to start enforcing "rules" nobody has ever seen or heard of before. While it takes management mere seconds to pull these out of you-know-where, it makes hours of work for our stewards, Formal A, Step B and arbitration representatives. While it can be discouraging working under asinine rules, it's important to keep up the fight. It's up to all of us to make sure we teach our newest PTFs and CCAs their rights and to make sure they know the right of refusal when it comes to unsafe and illegal orders. When we stand together against management's senseless cruelties, we can win.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

Many in management try to preach tough love when dealing with their workforce. Tough love for letter carriers is like throwing a new swimmer into the deep end. It's either sink or swim. Learn to float or see you at the bottom. No wonder so many of our new hires end up as our latest group of dropouts. Can't blame them. Bending a knee to these tin-pot tyrants can break your back, and living by the benevolence of the boss never seems to pan out well for the worker.

Unfortunately, those behind the wheel, those who have been steering our "on time" delivery statistics onto the rocks, view their charges as expendable resources, easily replaceable people. And we're not! We're not widgets, albeit some parts are replaceable now, but no one wants to be worked to death. Your health and welfare has to be *your* top priority. Believe me, management doesn't give it a second thought. It's not even a first thought with most of these mandated managers.

They may have a mandate to manage, but it was a given, it was not anything they earned.

Many, most, probably all of them have not come up through the ranks. I recall being "inspected" during a route adjustment period, and when I asked my inspector how long he had been with the Post Office? Three months. What had he done before? He was a golf pro. So—just a heads-up, don't take their word about your work. They got no street cred. For the most part they've never been in the trenches, and probably a Google search was as close to the trenches as they ever got. "They know not what they do," to quote the Messiah. Essentially, they know not what they do, because they have never done it.

Don Nokes, Branch 79

South Jersey, New Jersey

Well, it appears the new memos negotiated in this agreement that were left unfinished will now take effect on July 1. I still believe some of these new provisions will be nothing more than headaches for our local stewards.

The first concern I have will be with the new Overtime Desired List, and how to keep everyone equitable, considering we have a new addition of the Overtime Only List, where carriers can select to work overtime only on their non-scheduled day. I can see this list being manipulated by some managers to take care of certain people they want to get overtime and ignoring the ones they don't want to use because they don't like their work performance, if you get my drift! This should be quite interesting to see how management handles the scheduling and whether they are doing it properly. I can see numerous grievances being generated by this list.

The next one that I believe will never be followed is the NEERMP. This is the New Employee Experience Retention Mentoring Program. If you look at all of the things that have to be followed by management when they bring on a new CCA, there is no way they will want to follow all the guidelines this new program says they must do when the CCA comes on board. I hope I am wrong, and upper management will force the local offices to adhere to these guidelines, because if they do exactly what they are supposed to, this will definitely increase the retention rate of new hires.

It should be interesting to see which is the first office to file a grievance for non-compliance of this memo, and you know it won't be long before the first case is grieved. Stay tuned—it's going to be interesting.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

During our last meeting, Branch 725 President Les Dillman announced he was stepping down. But because we were having such an engaged meeting regarding a proposed national special meeting (convention), we forgot to inform the members that our branch always must be looking toward the future. A good leader first looks for his/her replacement and sets forth a plan for the future of the branch.

Branch 725 has been operating under this premise since initiated by former Branch President Don Coughlin. Next, Jim McCullough, then came Rhonda Massari, leading up to Les Dillman. I spoke in detail with these leaders while we were entrenched in the fight. We made plans while simultaneously doing everything in our power to benefit the lives and general welfare of letter carriers. Each president did their best. But the support given by each member allowed them to get us to this point.

Life is all about challenges. But the question becomes, are you ready for the challenge when it comes? Are you willing to do everything in your power to serve your brethren? I will be taking over as president of Branch 725 at the end of July. I am humbly honored yet thoroughly invigorated to meet the challenge surprisingly afforded me. Those who know me know I have only one speed. You get my best until there is no more to give (skip the B.S.)! But please remember, I recognize that there is no "I" in this thing! I endeavor to simply move this branch closer to all the goals that I have spoken about with my predecessors. Thank God for *all* the past presidents!

And as for Les Dillman, as we got caught up at the last meeting, I say (Rick Murphy voice), hip-hip...hooray! #Blessings!

Eric K. Jackson, Branch 725

Springfield, Ohio

Three senior clerks have retired. Congratulations to Keith Echols, Jeff Hall and Mark Graham. They easily had 90-plus years between them. We also lost Bryan Barletto to retirement. Bryan was a T-6 when I first began. He eventually switched to the custodial craft. I will miss seeing him sitting in the swing room eating his lunch when I was getting ready to clock in.

As usual, management has decided to only fill two of the four positions. More jobs disappear to retirement than to anything else nowadays. Fewer people doing more work is in vogue. We lost a lot of knowledge with those three clerks.

We continue to struggle with CFS mail. It just seems to keep cycling through the DPS. Maybe we should drop the second "s" from USPS and just become the United States Post, USP. The brown shirts would be UPS and the blue would be USP. I can't see any confusion happening there.

The executive committee of the local branch has been meeting over the last month trying to update the bylaws. They haven't been updated since 2014 and there have been a few pressing issues that need addressing.

The new OT lists are making their debut next quarter. Once again, the NALC has dropped the ball. Jumping hell's fire, why would an eight-hour-only carrier need to work their NS day?! It kind of defeats the purpose of the eight-hour-only list. What we need is a "route only, but work their NS day" list. I'll never understand the extra attention given to the eight-hour people. If they want more money, get on an OT list or get another job.

Union meetings are the second Thursday of the month at 6:30. Free pizza and soft drinks—yum!

Jerry Martens, Branch 45

Staunton, Virginia

Staunton was well represented at this year's biennial Virginia State Association of Letter Carriers convention. Attending were President Stoney Caricofe, V.P. Jon Toman, Alternate Steward Tyler Spicer, and me, branch trustee and food drive coordinator. We were actively involved in the convention. President Caricofe and V.P. Toman both served as chair of committees, and I helped with the AV logistics. Congrats to Steward Spicer for attending his first convention!

I've often been asked what purpose the state association serves. According to the *NALC Constitution*, it is narrowly defined as "to assist the National Association of Letter Carriers in maintaining a more perfect organization and improving the Postal Service; to organize all letter carriers within the State; and to guide and direct all activities relating to legislation within the State."

The convention itinerary included:

Speakers—NALC Director of Life Insurance Jim Yates; NBA Vada Preston; RAAs Hugh McElroy and Tonya Dietrich; President Doris Crouse Mays, Virginia AFL-CIO; U.S. Rep. Bobby Scott; state Sen. DeSteph; state Del. Michael Feggans; representatives from the Coalition of Labor Union Women (CLUW); the mayor and the postmaster of Virginia Beach.

Classes—LCPF recruiting, JSOV training, Women in Leadership in Virginia, Writing to your elected officials, What happened to the grievances filed in Virginia, Mutual Benefits.

Fundraising—MDA bowlathon, Scholarship Fund.

Congratulations to the newly elected officers and executive board. They have a truly big task ahead of ahead of them. Federal unions and the Postal Service are under attack legislatively and politically like never before. I look forward to the opportunity to join with them lobbying, rallying, educating, campaigning, increasing LCPF contributions, and participating in any other activities they sponsor that will help us navigate the privatization fight, protect our letter carriers, and deal with any other issues that face us over the next two years.

Cindy Connors, Branch 513

Mutual Exchanges

CA: Davis (5/24) to Tuscaloosa, AL or surrounding area. Regular city carrier. Exceptional union support; great office; great weather; protected, safe environment; not far from California state capital and University of California, Davis. Twonnie, 205-535-2106 or ms.twonnie54@gmail.com.

CA: San Francisco (2/15) to Las Vegas, NV. Seeking mutual exchange. Regular only. Ray, 650-438-2907.

CA: Ventura (3/02) to Bakersfield, CA. Seeking mutual exchange for regular carrier. Great city with plenty of overtime, if wanted. Tony, 805-710-3060 (call or text).

FL: Miami (6/00) to Knoxville, TN or surrounding areas. Regular city carrier. Great office with a tightly knit crew. Lots of OT and more than 10 stations to bid into citywide. Mike, 305-331-4603 or zerobenefit@gmail.com.

MI: Grand Rapids (1/14 and 4/14) to St. Petersburg, FL or surrounding areas. Two regular city carriers seeking a mutual exchange to the Tampa Bay area. Janet, 616-822-4558 (call or text).

NV: Las Vegas (6/19) to Houston, TX or surrounding areas. Jarrell, 832-800-7017 (call or text).

UT: Salt Lake City (7/20) to Los Angeles, CA. 626-636-0762 (call or text).

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., July's deadline is for the August publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

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.

In Memoriam

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

Charles L. Smith	Br. 530	Birmingham, AL	John L. Kirkman	Br. 30	Kansas City, MO	Donald G. Gause	Br. 84	Pittsburgh, PA
Jesse T. Brown	Br. 1630	Dothan, AL	Robert A. Hacker	Br. 343	St. Louis, MO	Patrick J. Gorman	Br. 84	Pittsburgh, PA
B. P. Hopkins	Br. 576	Phoenix, AZ	Vernon C. Herrington	Br. 343	St. Louis, MO	Christopher A. Grimes	Br. 84	Pittsburgh, PA
Donald A. Schrock	Br. 704	Tucson, AZ	Robert D. Renner	Br. 8	Lincoln, NE	Frank A. Gyescek	Br. 84	Pittsburgh, PA
Frank Klassen	Br. 2525	Escondido, CA	Dominick F. Capasso	Br. 2502	Las Vegas, NV	Thomas E. Icardi	Br. 84	Pittsburgh, PA
Joseph T. Chochrek	Br. 1100	Garden Grove, CA	Bryan D. Pacheco	Br. 2502	Las Vegas, NV	Walter L. Jackson	Br. 84	Pittsburgh, PA
Sam C. Deleon	Br. 1100	Garden Grove, CA	Bernard B. Brady	Br. 769	Cherry Hill/Haddonfield, NJ	William Karako	Br. 84	Pittsburgh, PA
Aaron B. Gifford	Br. 1100	Garden Grove, CA	Paul L. Roberts	Br. 769	Cherry Hill/Haddonfield, NJ	William J. Kazakewicz	Br. 84	Pittsburgh, PA
Julian Rodriguez	Br. 1100	Garden Grove, CA	Tatisha L. Pearson	Br. 42	Jersey City, NJ	John M. Kriso	Br. 84	Pittsburgh, PA
Fred A. Camarillo	Br. 1707	Hayward, CA	Howard J. McNicholas Jr.	Br. 1492	Westfield, NJ	Huxley J. Lipscomb	Br. 84	Pittsburgh, PA
James C. Green	Br. 1707	Hayward, CA	Fenton D. McVannon	Br. 333	Binghamton, NY	Wayne E. Miller	Br. 84	Pittsburgh, PA
David G. Holmes	Br. 1707	Hayward, CA	Ernest K. Swartout	Br. 333	Binghamton, NY	Richard D. Murray	Br. 84	Pittsburgh, PA
James G. Tsurui	Br. 1707	Hayward, CA	James J. Wenner	Br. 333	Binghamton, NY	Joseph Nagy	Br. 84	Pittsburgh, PA
Everett S. Johnson	Br. 133	Sacramento, CA	Peter F. Quagliata	Br. 294	Flushing, NY	Robert C. Paxton	Br. 84	Pittsburgh, PA
Shoichi S. Naruto	Br. 133	Sacramento, CA	P. J. Maycott	Br. 137	Hudson Valley Mgd., NY	Stanley F. Polny	Br. 84	Pittsburgh, PA
Clifford R. Wilson	Br. 133	Sacramento, CA	Albert P. Delbalso	Br. 562	Jamaica, NY	Michael L. Pometto	Br. 84	Pittsburgh, PA
Newton Wong	Br. 193	San Jose, CA	Ronald Roth	Br. 36	New York, NY	Ken F. Popowitz	Br. 84	Pittsburgh, PA
Richard C. Wiggen	Br. 1427	Santa Clara, CA	Zonya M. Jensen	Br. 210	Rochester, NY	J. Prozzoly	Br. 84	Pittsburgh, PA
Marvin Waller	Br. 2902	Tri-Valley, CA	Larry T. Lipa	Br. 210	Rochester, NY	Clifton L. Pugh	Br. 84	Pittsburgh, PA
Charles J. Blouin	Br. 86	Hartford, CT	Richard L. Burnett	Br. 302	Watertown, NY	C. G. Rimbey	Br. 84	Pittsburgh, PA
Eugene D. Frobel	Br. 86	Hartford, CT	Richard E. Gallup	Br. 302	Watertown, NY	Raymond J. Rosa Jr.	Br. 84	Pittsburgh, PA
Robert C. Wirag	Br. 86	Hartford, CT	James D. St. Croix	Br. 302	Watertown, NY	James A. Rubinsak	Br. 84	Pittsburgh, PA
Thomas C. Liang	Br. 1477	West Coast FL	Harry J. Shotwell	Br. 248	Asheville, NC	Louis A. Russo	Br. 84	Pittsburgh, PA
Donald Chambers	Br. 73	Atlanta, GA	Richard G. Miller	Br. 238	Canton, OH	Charles W. Sabo	Br. 84	Pittsburgh, PA
Eldon J. Lundin Jr.	Br. 1269	Milledgeville, GA	Ruth J. Biddle	Br. 43	Cincinnati, OH	Louis E. Salvatore	Br. 84	Pittsburgh, PA
Rollan G. Brakebill	Br. 522	Bloomington, IL	Robert D. Copenhaver	Br. 43	Cincinnati, OH	David B. Schmidt	Br. 84	Pittsburgh, PA
Johnathon P. Alexander	Br. 11	Chicago, IL	Jay A. Healy	Br. 43	Cincinnati, OH	Bruce J. Schneider	Br. 84	Pittsburgh, PA
Demond Hayes	Br. 11	Chicago, IL	Ronald D. Nicholas	Br. 43	Cincinnati, OH	James A. Schonhardt	Br. 84	Pittsburgh, PA
Tremell Madry	Br. 11	Chicaago, IL	William G. Rohe	Br. 43	Cincinnati, OH	Eugene D. Sherpata	Br. 84	Pittsburgh, PA
James N. Schroeder	Br. 11	Chicago, IL	George C. Schneider	Br. 43	Cincinnati, OH	Edward J. Simko	Br. 84	Pittsburgh, PA
Kent L. Kirby	Br. 317	Decatur, IL	William J. Stoy	Br. 43	Cincinnati, OH	Phillip R. Staving	Br. 84	Pittsburgh, PA
Bruce T. Robinson	Br. 88	Galesburg, IL	Raymond H. Trautman	Br. 43	Cincinnati, OH	Chester A. Stawecki	Br. 84	Pittsburgh, PA
Thomas R. Janda	Br. 825	Oak Brook, IL	Frederick J. Wehby	Br. 43	Cincinnati, OH	Emil Steffen Jr.	Br. 84	Pittsburgh, PA
Larry K. Traub	Br. 4739	Wheeling, IL	Robert I. Welch	Br. 43	Cincinnati, OH	Robert J. Theobald	Br. 84	Pittsburgh, PA
Ronald A. Burns	Br. 39	Indianapolis, IN	William L. Wheatley	Br. 43	Cincinnati, OH	Albert L. Ulizio	Br. 84	Pittsburgh, PA
Robert E. Layman	Br. 116	Fort Wayne, IN	Curtis J. Downing Jr.	Br. 40	Cleveland, OH	Carroll M. Vanover	Br. 84	Pittsburgh, PA
Sherman J. Patterson	Br. 553	Jeffersonville, IN	Denise A. Owens	Br. 40	Cleveland, OH	Paul Veremeychik	Br. 84	Pittsburgh, PA
Erik Johnson-Linares	Br. 499	Kansas City, KS	Shawn M. Salapata	Br. 385	Youngstown, OH	Leo D. Weber	Br. 84	Pittsburgh, PA
Harold J. Harwick	Br. 5521	Shawnee Mission, KS	Dominic F. Wytch Sr.	Br. 458	Oklahoma City, OK	Edward F. Westwood	Br. 84	Pittsburgh, PA
Malcolm A. Davis	Br. 745	Ashland, KY	Otto F. Boeckel	Br. 82	Portland, OR	David P. Wiezorek	Br. 84	Pittsburgh, PA
Carless V. Cook	Br. 2156	Murray, KY	James E. Price	Br. 284	Erie, PA	Robert G. Wilson	Br. 84	Pittsburgh, PA
Frank D. Ryder	Br. 932	Alexandria, LA	Matthew T. Grundon	Br. 500	Harrisburg, PA	John W. Zollars	Br. 84	Pittsburgh, PA
James O. Cope	Br. 176	Baltimore, MD	Paul E. Auman Jr.	Br. 157	Philadelphia, PA	Joseph A. Geiger	Br. 17	Scranton, PA
John R. Simmons	Br. 176	Baltimore, MD	Charles J. Gabig Jr.	Br. 84	Pittsburgh, PA	James L. Delvaux	Br. 1225	Rapid City, SD
Walter J. Fitzgerald	Br. 51	Fall River, MA	Vincent A. Sargent	Br. 84	Pittsburgh, PA	Emedes Contreras	Br. 505	El Paso, TX
Ronald Rodrigues	Br. 51	Fall River, MA	Francis M. Wurst	Br. 84	Pittsburgh, PA	Francisco Licano Jr.	Br. 505	El Paso, TX
D. E. Beaulieu	Br. 25	MA Northeast Mgd.	George J. Babeji	Br. 84	Pittsburgh, PA	G. B. Moreno	Br. 505	El Paso, TX
Charles J. Donovan	Br. 25	MA Northeast Mgd.	James M. Barkovich	Br. 84	Pittsburgh, PA	Joe Arredondo Jr.	Br. 226	Fort Worth, TX
Francis W. Landry	Br. 25	MA Northeast Mgd.	Joseph R. Beaumont	Br. 84	Pittsburgh, PA	Dennis D. Schnell	Br. 283	Houston, TX
Donald B. Lockhart	Br. 25	MA Northeast Mgd.	Raymond J. Borowski	Br. 84	Pittsburgh, PA	Resa J. Aguilar	Br. 2805	New Braunfels, TX
Ernest J. Patenaude	Br. 25	MA Northeast Mgd.	James J. Brennen Jr.	Br. 84	Pittsburgh, PA	Aaron Steffens	Br. 111	Salt Lake City, UT
Adrien R. Poirier	Br. 25	MA Northeast Mgd.	R. S. Broniecki	Br. 84	Pittsburgh, PA	Christopher D. Jones	Br. 609	Newport News, VA
Albert G. Razzaboni	Br. 25	MA Northeast Mgd.	Edward J. Brugos	Br. 84	Pittsburgh, PA	Theodore C. Broberg	Br. 79	Seattle, WA
John H. Talty	Br. 25	MA Northeast Mgd.	Anthony J. Canavan	Br. 84	Pittsburgh, PA	Larry R. Davis	Br. 79	Seattle, WA
Donald J. Meagher	Br. 12	Worcester, MA	Larry E. Carr	Br. 84	Pittsburgh, PA	Mark L. Jacky	Br. 736	Walla Walla, WA
Stephen W. Miller	Br. 1	Detroit, MI	James J. Cevarr	Br. 84	Pittsburgh, PA	Aubrey T. Queen	Br. 736	Walla Walla, WA
Roger A. Riley	Br. 1	Detroit, MI	William J. Chernosky	Br. 84	Pittsburgh, PA	Donald E. Brovick	Br. 572	Janesville, WI
Carl J. Stricklen	Br. 1	Detroit, MI	C. A. Churley	Br. 84	Pittsburgh, PA	William K. Huschka	Br. 572	Janesville, WI
Richard G. Hickmott	Br. 320	N. Oakland Co., MI	Jerome H. Cifelli	Br. 84	Pittsburgh, PA	Robert L. McGowan	Br. 574	Kenosha, WI
Ronald D. Jennings	Br. 320	N. Oakland Co., MI	Richard A. Clark	Br. 84	Pittsburgh, PA	Wilbert J. Hefty	Br. 507	Madison, WI
Pearl L. Taylor	Br. 3126	Royal Oak, MI	Julian D. Colaizzi	Br. 84	Pittsburgh, PA	Scott Nevel	Br. 507	Madison, WI
Lawrence S. Dahlberg	Br. 9	Minneapolis, MN	Clarence H. Cyphert	Br. 84	Pittsburgh, PA	Gerald J. Infalt	Br. 2	Milwaukee, WI
Bernard M. Garhofer	Br. 28	St. Paul, MN	George J. Dougherty	Br. 84	Pittsburgh, PA	Michael L. Schueller	Br. 2	Milwaukee, WI
Larry D. Terrell	Br. 28	St. Paul, MN	Richard L. Dubski	Br. 84	Pittsburgh, PA	Cecil L. Leverton	Br. 1083	Wisconsin Rapids, WI
Jimmie A. Howell	Br. 4839	Florissant, MO	Paul J. Gasper	Br. 84	Pittsburgh, PA			

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2025.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2025.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2026. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2026.

Regulations

- Scholarship is to be used toward pursuing undergraduate

degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by their local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

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

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter, provided the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations that the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2025-26 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No. _____

Signature of branch officer

Printed name of branch officer

Title _____ Date _____

This form must be returned no later than Dec. 31, 2025, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

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.

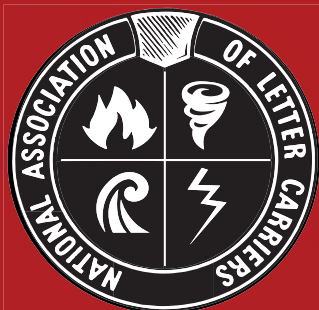
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

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**

