

Volume 138 / Number 10

October 2025

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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COLLECTIVE-BARGAINING PREP IS UNDERWAY

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During each episode, NALC President Brian Renfroe and guests discuss vital topics affecting the letter carrier craft and the union at this pivotal moment. Our jobs, our service and the entire Postal Service are on the line. We need everyone's help as we fight like hell against these attacks. Together, we will send a loud, clear message: HELL NO to dismantling the Postal Service.



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Strength



Brian L. Renfro

I think everyone would agree that too many in America have lost sight of what makes our country strong. Thankfully, that isn't the case in our union. We still should focus on, and recognize, those strengths.

We have a lot of strengths. All of them are rooted in the activism and hard work of the letter carriers who have been members of NALC throughout our 136-year history.

NALC's history of winning has a unique makeup. It is a combination of monumental achievements, steady improvements for letter carriers, and countless defensive victories that involve stopping attacks on us.

Moments such as the Great Postal Strike of 1970, which led to, among other things, our gaining full collective-bargaining rights, have been monumental for letter carriers, the labor movement and America as a whole.

In the last 55 years, we have averaged at least three pay raises every single year. Our collective-bargaining process and approach have withstood the nearly constantly changing political and economic environments for more than five decades to provide steady wage and benefit increases that give us the opportunity to have long and productive careers.

We have won legislative victories such as the passage of the Family and Medical Leave Act, reforms to the Hatch Act, reforms to strengthen the Postal Service, and most recently, passage of the Social Security Fairness Act in late 2024.

We've fought off attacks, particularly in the last 15 or so years. Serious proposals to cut delivery frequency, con-

In today's world, an inordinate amount of time is often spent focusing on challenges and points of weakness. This is true in American society as a whole, in the labor movement, at the Postal Service, and even in our union. There is no doubt that identifying the challenges facing all of us is a key part of our task of defending the rights of everyone, and in our case, the rights of letter carriers.

It also is important to constantly evaluate and recognize our strengths. The assets and qualities that make us strong are primarily what we use to fight those who attack us and to achieve victories.

vert all deliveries to centralized delivery, and other measures that would have been disastrous to the Postal Service and letter carriers were defeated. In 2025, we have fought off proposals to slash retirement benefits and to increase what we pay for them through the budget reconciliation process.

Our union has evolved a lot in 136 years. We've grown into a large, influential organization to meet the representational needs of letter carriers. The challenges we face and the goals we have in front of us also have evolved.

In collective bargaining, the goal is always to maintain and continue to advance our standard of living. Our preparation has gone well. Our members are engaged and more involved than ever before in the process. Next year's negotiations are right around the corner, and we are prepared to battle for what we deserve.

Our legislative priorities are the Federal Retirement Fairness Act and the Protect Our Letter Carriers Act. We keep building bipartisan support for both of them and work every day to create opportunities for passage of these bills.

There is one ever-present quality in our union that creates our strength more than anything else—the activism of the members of the NALC. It has been the case since the founding of NALC in Milwaukee in 1889 and has been the case every day since.

In society, we often hear younger generations talk about how the older generation should step aside or move on. We also hear the more experienced generation sometimes say the younger folks don't care, are not ready, etc. In today's political environment, attempts at excluding groups of people for any reason imaginable are something that we see daily. Our union's collective voice is the antithesis of the divisive way of thinking that too often prevails in today's society. The activism of our members over our 136-year history shows it.

Letter carriers recognize the needs of other letter carriers across all categories. The diversity of our membership reflects America. Our voice together is strong, it's authentically American, and it has always been—and will continue to be—heard.

We've never been stronger or more influential in every area where we represent our members. That strength comes from you, the members of NALC. I'm privileged and proud to fight like hell with every single one of you to protect what we have and to achieve what we deserve.

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



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

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What they don't teach in J-school



Philip
Dine

Not that I'd actually know, never having studied journalism. But when I unexpectedly began reporting, I was grateful I'd studied other things. And when I later taught journalism, if students asked about an aspiring journalist's best major, my answer never varied:

"Anything *but* journalism."

I'd observed too many reporters who could recite communications theory but possessed scant knowledge of the topics they covered, leaving them overly reliant on what sources told them.

So, I urged students to learn the craft's practical side by working at the college radio station or newspaper, but to focus academically on subjects—history, economics, language—

es—they couldn't learn on the job.

In my case, while studying labor in grad school, finances led me to freelance at a Boston-area newspaper. It was all quite spontaneous, but perhaps pre-ordained. My father, after all, had worked at newspapers in Massachusetts and, after World War II, at NBC and CBS in New York in TV's early days.

Though the lack of any classroom background didn't hurt my reporting or editing, it produced drama early on. Preparing a feature about the rising number of sub shops in Boston suburbs engaging in warfare—not with submarines but rather with rare roast beef and provolone cheese—the tale turned serious when I discovered someone who'd buy a failing shop at a low cost, cut prices to lure customers, show someone the long lines—and convince him to buy the place. When the new owner displayed a menu with normal prices, customers vanished. Meanwhile, the shady fellow was seeking his next unsuspecting victim.

I interviewed a dozen people who'd fallen for this scheme, the story hit the newsstand—and the guy sued me, claiming I'd made it all up. A big, intimidating fellow, he got his victims to deny ever speaking with me.

First day in court, his attorney took aim at my novice status.

"Mr. Dine, where did you study journalism?"

"I never did."

"How many newspapers did you work at before this one?"

"None."

"So, no training, no experience," he smirked, confident that the trial was over.

Indeed, but not as he envisioned.

Because all the guy's victims had recently emigrated from Europe, as he had years earlier, the language barrier prompted me to ask each one to write his name after my notes, so I'd spell it right. In essence, they'd signed their interviews.

The newspaper's attorney posed just three questions, each

eliciting a "Yes."

"Mr. Dine, did you take notes?"

"Did you bring your notebooks today?"

"Would you please give them to the judge?"

His honor glanced at them, looked up—and calmly announced, "Case dismissed."

They surely don't teach *this* in J-school, but that's what makes it useful—because it catches reporters off guard, and gently puts them *on* guard. They call about a story, and I initially steer the conversation to a topic related to their background or location—perhaps country music, maybe sports.

Recently, a West Virginia TV reporter told me he hailed from Texas. Asked who his favorite country singer was, he mentioned a young country-pop singer. I said a Texan should know better. I told him I'd help him this time, but to research Waylon before calling again. Somewhat contrite, he did as instructed.

The dual mission is to form a bond that'll spur them to continue reaching out, while subtly putting them on notice that we're watching and evaluating—without trying to directly influence their stories, which could spark resentment.

Sometimes, just for fun (no mission), I do the same with letter carriers. And sometimes, I get schooled.

I spoke days ago with Joe Paden, just retired after a fabled 40-year stint as West Virginia State Association president—allowing him to attend his 10 great-grandchildren's sporting events.

Given his affinity for sports, I treated him to my story about Hal Greer, star guard decades ago on Philadelphia's NBA team with the legendary Wilt Chamberlain. One day, a little New Yorker trying to muster the confidence to try out for his high school team thanked his lucky stars—and his mailman—upon receiving an encouraging letter from Mr. Greer. I also informed Joe that Greer had made history as West Virginia's first African American college player.

Joe listened graciously, then recounted growing up near the Greer family; how his older brother roomed with Greer at Marshall University and would leave any business that refused to serve his friend; and how Greer later would send the brothers free tickets to Philly road games in nearby Cincinnati, enabling "wide-eyed young" Joe to talk to Wilt in the locker room.

I still like my story. But I love Joe's.

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Executive Council, Rank-and-File Committee continue bargaining preparations

In early September, the NALC Executive Council met at NALC Headquarters in Washington, DC, primarily focused on preparations for the next round of collective bargaining. Negotiations with the Postal Service will officially begin in February 2026, as the current National Agreement is set to expire in May 2026.

“We’re really excited about the work that’s actually ongoing now,” NALC President Brian L. Renfroe said in a Fight Like Hell podcast episode. “We’ve talked many times in years past, we don’t bargain in a bubble. The things that happen around us or have different varying levels of influence, but they all have an influence.”

Internal bargaining subcommittees are composed of Executive Council members and Headquarters staff. These subcommittees review information such as official bargaining positions adopted by NALC conventions and develop proposals for submission in the bargaining process.

“We have them go through a, frankly, pretty in-depth, lengthy process of reviewing all of the material on that topic,” Renfroe said. “These materials include our official bargaining positions that come from NALC conventions, where branches and state associations have submitted resolutions, conventions have considered, debated them, and ultimately passed them. They review other unions’ collective bargaining agreements. They review things that we’ve submitted in years past that have not been achieved. And then ultimately, they discuss and, of course, bring their own experiences, the council members from their own areas of responsibility, the staff, of course, from the things that they deal with, and all of them interact with a



Above: The NALC Executive Council meets to prepare for collective bargaining.

Below: NALC President Brian L. Renfroe (r) and Executive Vice President Paul Barner



lot of members all the time, combine all that together and get to the point of creating, drafting actual proposals.”

The following page lists the subcommittees that each Executive Council member has chosen to serve on, along with the related National Agreement articles.

Each subcommittee will meet weekly over the next several months. As their work progresses, additional information from members will be available for their consideration.

Rank-and-File Bargaining Committee

Additionally, in late September, the Rank-and-File Bargaining Committee met in person in the Washington, DC, area. This group of 30 letter carriers from across the country is divided into three committees: Branch Leaders, Contract Enforcers and Newer Members.

“The Rank-and-File Committee is a new idea for us, and it is designed



Articles 4, 8 and 41

Assistant Secretary-Treasurer Mack Julion, Director of City Delivery Chris Jackson, Region 6 NBA David Mudd, Region 15 NBA Bruce Didriksen

- Article 4—Technological and Mechanization Changes
- Article 8—Hours of Work
- Article 41—Letter Carrier Craft

Articles 5, 15, 17 and 31

Director of Retired Members Dan Toth, Region 2 NBA Nick Vafiades, Region 5 NBA David Teegarden, Region 8 NBA Steve Lissan, Region 14 NBA Rick DiCecca, Trustee Charlie Heege

- Article 5—Prohibition of Unilateral Action
- Article 15—Grievance-Arbitration Procedure
- Article 17—Representation
- Article 31—Union-Management Cooperation

Articles 7, 12 and 26

Director of Life Insurance Jim Yates, Region 3 NBA Mike Caref, Region 11 NBA Mark Camilli, Region 12 NBA Brian Thompson, Trustee Larry Brown

- Article 7—Employee Classifications
- Article 12—Principles of Seniority, Posting, and Reassignments
- Article 26—Uniforms and Work Clothes

Articles 13, 14 and 35

Director of Safety and Health Manny Peralta, Region 7 NBA Patrick Johnson, Region 10 NBA Shawn Boyd

- Article 13—Assignment of Ill or Injured Regular Workforce Employees
- Article 14—Safety and Health
- Article 35—Employee Assistance Program

Articles 10, 11, 16, and Appendix B

Director of Health Benefits Stephanie Stewart, Region 4 NBA Dan Versluis, Region 9 NBA Eddie Davidson

- Article 10—Leave
- Article 11—Holidays
- Article 16—Discipline Procedure
- Appendix B—Section I of the 2013 Das Award

Miscellaneous

Secretary-Treasurer Nicole Rhine, Region 13 NBA Vada Preston, Trustee Sandy Laemmel

- Article 1—Union Recognition
- Article 2—Non-Discrimination and Civil Rights
- Article 20—Parking
- Article 22—Bulletin Boards
- Article 23—Rights of Union Officials to Enter Postal Installations
- Article 24—Employees on Leave with Regard to Union Business
- Article 25—Higher-level Assignments
- Article 27—Employee Claims
- Article 28—Employer Claims
- Article 29—Limitation on Revocation of Driving Privileges
- Article 30—Local Implementation
- Article 33—Promotions
- Article 36—Credit Unions and Travel
- Article 42—Energy Shortages



Bargaining prep (continued)

to provide what I think is going to be a very useful piece of information from these members to give to those subcommittees as part of their work,” President Renfroe said.

The committees are undergoing a review process similar to the one followed by the Executive Council and staff bargaining subcommittees.

The Rank-and-File Bargaining Committee will provide valuable input on potential proposals from their various perspectives.

Below is a list of each Rank-and-File Bargaining Committee member.

In addition to these committees, NALC will make surveys available to all members nationwide this fall.

“We are going to create more opportunities than we’ve ever had before for our members to be involved and give their input on certain topics and then put all of that together as we lead up to February of next year,” Renfroe said.

NALC will continue to provide updates as the collective-bargaining preparation process progresses. **PR**



Branch leaders

- Valerie Castillo - Salem, OR Branch 347
- James Collins II - Knoxville, TN Branch 419
- Anthony DeMatteo Jr. - New Haven, CT Branch 19
- Elise Foster - Chicago, IL Branch 11
- Sean Geackel - Bux-Mont, PA Branch 920
- Eric Lomax - Jamaica, NY Branch 562
- Blake Rockers - Lawrence, KS Branch 104
- Leigh Smith - Decatur, GA Branch 2225
- John Syacsure III - South Macomb, MI Branch 4374
- Marta Witten - Findlay, OH Branch 143



Contract enforcers

- Doug Blevens - Jonesboro, AR Branch 1131
- Lakeysan Bryant - Greenwood, MS Branch 1080
- Thomas Filipone - Philadelphia, PA Branch 157
- James Giese - Stockton, CA Branch 213
- Yvette Kinard - New York, NY Branch 36
- Juan Munoz - Corpus Christi, TX Branch 1259
- Matthew Parkin - Pocatello, ID Branch 927
- Eric Porter - Sheboygan, WI Branch 102
- Michael Ridgely - Silver Spring, MD Branch 2611
- Zed Waltz - Lexington, KY Branch 361



Newer members

- Lamanda Bradshaw - Modesto, CA Branch 1291
- Paden Christian - Huntington, WV Branch 359
- Kelsey Crosbie - Columbus, OH Branch 78
- Daniel Henderson - Emerald Coast, FL Branch 4559
- Selina Garcia - Alamogordo, NM Branch 3994
- Linda Johnson - Duluth, MN Branch 114
- Veronica Ramirez - Arlington Heights, IL Branch 2810
- Casey Ritchie - Oklahoma City, OK Branch 458
- Morgan Smelter - Topeka, KS Branch 10
- Vincent Smith - Worcester, MA Branch 12

Donate now with CFC

Letter carriers support their communities in ways well beyond the mail they deliver on their routes.

They raise money and volunteer for the Muscular Dystrophy Association (MDA). They collect food for the Stamp Out Hunger Food Drive, the largest annual one-day food drive in the country. They give blood, or donate gifts to children in need, or help people in emergencies. And many of us donate funds to charities of our choice the easiest way possible—through the Combined Federal Campaign (CFC).

Since it began in 1961, letter carriers and other federal workers have donated nearly \$9 billion to charities and people in need. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks.

This year, the open enrollment period begins on Oct. 1 and ends Dec. 31. This period is shorter than enrollment periods in recent years, so make sure you make your selections in a timely manner.

“The CFC is an easy way to support your community,” NALC President Brian L. Renfroe said. “You simply sign up to give a little each pay period to charities you support. It’s all automatic.”

Active letter carriers can participate in the CFC through payroll deduction. Participants also can use a credit or debit card or bank account to make recurring donations. CFC also accepts one-time donations using any of these methods except payroll deduction. Carriers also can volunteer for the charity and count the value of the hours.

Retired letter carriers may donate through a deduction from the annuity, by making a one-time or recurring do-



nation using a credit or debit card, or through an automatic deduction from their bank account.

The easiest way for either active or retired carriers to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play.

Letter carriers can choose from among 2,000-plus nonprofit charitable organizations to support through CFC. By looking at the list and choosing a charity’s CFC number, you can donate directly to one or more charities. You can search for charities at cfcgiving.opm.gov/offerings. Each charity has a CFC number used to identify it.

One charity that many carriers choose to support through CFC is the Muscular Dystrophy Association, NALC’s official charity since 1952. MDA is the world’s leading nonprofit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have any of these diseases. MDA’s CFC number is 10561.

“You can choose one charity or several, but whatever you choose, please sign up to give a little through the CFC,” Renfroe said.

For more information, go to nalc.org/cfc. **PR**



News from Washington

Fighting for the Federal Retirement Fairness Act

Many newer letter carriers began their careers at the Postal Service in non-career positions, such as city carrier assistants (CCAs), casuals or transitional employees (TEs), before transitioning to career positions. Currently, the time spent in non-career positions is not creditable toward these letter carriers' retirements under the Federal Employees Retirement System (FERS).

Transitioning to a full-career workforce is a top priority at the bargaining table, and in recent years, NALC has negotiated multiple memorandums of understanding with the Postal Service to implement an all-career model in hundreds of installations across the country. While this remains a topic in bargaining, allowing those who have time that is not

currently credited toward their retirement to buy back that time, making it creditable, is also a top priority, and it must be addressed legislatively.

The Federal Retirement Fairness Act (H.R. 1522) would modify what is considered creditable time under FERS, allowing certain federal employees, including affected letter carriers, to make catch-up retirement contributions. The House bill was authored by the late Rep. Gerry Connolly (D-VA) as well as Reps. Nikki Budzinski (D-IL), David Valadao (R-CA) and Don Bacon (R-NE). At press time, the bill had 105 co-sponsors.

More than 132,000 letter carriers started in non-career positions, and 65 percent of letter carriers would benefit from this bill.

"The Federal Retirement Fairness Act is a top legislative priority for us," NALC President Brian L. Renfroe said. "These letter carriers put in the same hours and the same hard work. It's not fair that that time doesn't count toward their retirement, and we'll keep fighting like hell until it does," he said.

Much of NALC's work on this bill is focused on education. Many lawmakers and their staffs are unfamiliar with this issue. They do not know how widespread the issue is at the Postal Service or how many letter carriers are affected. Our efforts have been on raising awareness on both sides of the aisle to get lawmakers to support this commonsense bill.

Unfortunately, we are dealing with a Congress that does not accomplish much legislative work. While it is unlikely that we will see this legislation pass this Congress, that does not mean our efforts will slow down. Every co-sponsor added, and every call, letter, email or meeting regarding this bill is a step in the right direction.

While movement in Congress is slow, NALC will not sit back. We will continue to actively fight for this bill every day.

NALC members can visit nalc.org/action to ask your representative to co-sponsor H.R. 1522 and all of our priority legislation.

Redistricting takes center stage ahead of 2026 midterms

With the November 2026 midterm elections a little more than a year away, the race is on for which party will control Congress. Republicans are seeking to hold on to the trifecta—their current control of the House,

Federal government shut down

As this magazine was going to print, a government shutdown that began on Oct. 1 was in effect. Ahead of the Sept. 30 deadline, the House passed a Republican-supported continuing resolution to fund the government through Nov. 21, but the measure failed in the Senate, where 60 votes are needed.

The standoff stems from Democrats' desire for a measure that extends Affordable Care Act tax credits, which lower health insurance costs for millions of Americans. At press time, while Republicans had yet to indicate they would consider negotiating on the extensions, the Senate continued voting on the House-passed continuing resolution. Some Democratic Senators had started switching their

votes, but the 60-vote threshold had yet to be reached.

Regardless of how or when the shutdown ends, it is clear that government funding battles will continue to dominate the legislative work of Congress in the months ahead.

Amid the government shutdown, the White House instructed federal agencies to prepare for mass reductions in force through mass firings. Whether permissible or not, it is evident that the administration intends to move ahead with these plans.

While the Postal Service is not currently part of this directive, this sets an extremely dangerous precedent for all federal employees, including postal employees. **PR**

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FAIRNESS
ACT H.R. 1522**



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Senate and White House—while Democrats are hoping to pick up enough seats to gain some power.

Much of the fight will center on control of the House, where the margins are incredibly tight. Republicans control the chamber with 219 members to the Democrats' 214 members and two vacancies. Every seat is essential, and neither party can afford to lose any of its current seats. Given the high stakes, in recent weeks some states have worked to pass redistricting maps to favor a particular party. While new congressional maps are typically redrawn every 10 years following the census, laws and the process differ from state to state.

The redistricting battle began in Texas when President Donald Trump urged Republican Gov. Greg Abbott to draw a new congressional map that would favor the GOP, allowing the party to potentially gain five seats. The map had to be approved by the Texas state legislature, so many of the state's Democratic lawmakers left the state to break quorum and delay the vote. Eventually, these members returned to Texas, the map passed the legislature and it was signed by the governor.

In response to the partisan push in Texas, California Democratic Gov. Gavin Newsom and Democratic state representatives proposed a new state map to offset the Texas pickups, potentially allowing California to gain five Democratic seats. However, California and Texas laws differ, and the California map will need to be approved by the voters. A special election is scheduled for Nov. 4.

In Missouri, at the president's request, state lawmakers passed a

map meant to help the Republicans pick up a House seat currently held by a Democrat. While Republican Gov. Mike Kehoe is expected to approve the map, two lawsuits have already been filed to fight the state's redistricting efforts.

The courts are also involved in Utah's redistricting efforts. In mid-September, the Utah Supreme Court rejected the state legislature's request to halt a judge's order demanding redistricting. Now, the state faces a tight deadline to adhere to the ruling. The maps must be redrawn by Nov. 10 to accommodate the printing of ballots.

Indiana received pressure from the White House to redraw its map, but the state initially appeared to be a hold-out. That changed in mid-September when Republican Gov. Mike Braun suggested that the state legislature could return for a special session in November to redraw the congressional map.

In Florida, Republicans have formed a legislative committee to consider redistricting, and Republicans in Kansas are considering a new map. Meanwhile, Democrats in Illinois are debating redistricting to possibly help their party pick up some House seats.

Ohio's congressional map is set to expire under state law, and a new map could potentially help Republicans pick up three seats.

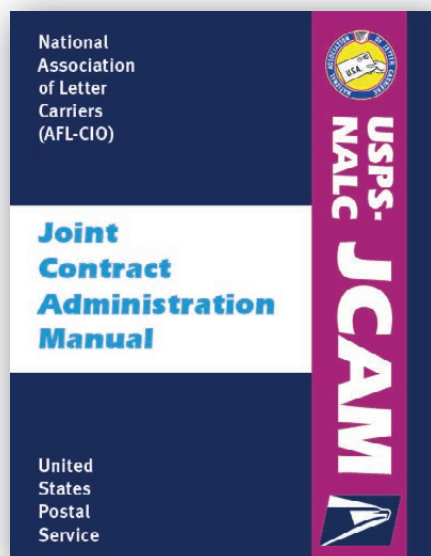
In mid-October, the Supreme Court is scheduled to rehear *Louisiana v. Callais*, a case that could have implications for the Voting Rights Act. The court's ruling could eliminate Section 2 of the law, a key provision that prohibits its racial gerrymandering. If Section 2

were eliminated, Republicans could potentially redraw up to 19 seats in their favor. Without Section 2, an estimated 30 percent of the Congressional Black Caucus and 11 percent of the Congressional Hispanic Caucus seats would be threatened. A final ruling on the case is not expected in time for the 2026 midterms, but it is possible.

These are the redistricting efforts NALC is aware of as of when this magazine was going to press.

While the final results of redistricting have yet to be determined, these intense efforts reflect the competitiveness of the race for control of the House. More redistricting efforts are expected ahead of the 2026 midterm elections. The Democratic-controlled state legislatures of Virginia and Maryland are looking to redraw congressional districts to favor Democrats, while the Republican-controlled state legislatures of Nebraska, Wisconsin and New Hampshire are considering redrawing congressional districts to favor Republicans. With such tight margins, every new state map narrows the gains for one party or the other and makes House races increasingly competitive.

As the election approaches, NALC will continue closely monitoring these redistricting efforts. As always, NALC will support candidates who support us. Regardless of party, if a candidate votes in our favor, co-sponsors our bills, or commits to supporting letter carriers, we will support them. That is how we achieve a pro-letter carrier Congress that will stand with us when we need it most. **PR**



What's the *JCAM*?

If you are new to NALC, you might not be aware that after each new National Agreement becomes effective, the national parties revise and update the *USPS-NALC JOINT CONTRACT Administration Manual (JCAM)*. The *JCAM* is a comprehensive, understandable and useful guide to the National Agreement published by NALC and the Postal Service.

The *JCAM* contains the authoritative, agreed-upon interpretations of the National Agreement, clarifying contract language that has frequently been misunderstood. The *JCAM* is the result of national-level discussions between NALC and USPS in which the parties agreed on definitive interpretations of contract language. The *JCAM* is organized by National Agreement article and contains clear explanations in plain English of key contract provisions and national memorandums of understanding (MOUs). Postal managers at all levels are required to follow the *JCAM*'s interpretations of the contract because USPS has agreed to every word in the *JCAM*. NALC representatives and regional arbitrators are also bound by the *JCAM*'s definitive contract interpretations.

Why have a *JCAM*?

The *JCAM*'s primary purpose, as envisioned by the parties at the national level, is to provide a clear understanding of what the contract actually means. Too often, contract violations occur because sections of the National Agreement are misinterpreted without reference to additional agreements and letters that may have clarified and strengthened the original contract language. The *JCAM* presents all relevant language in one place, with clear explanations of what the

language actually means, not simply definitions of terms. In addition, the *JCAM* offers cross references and additional sources so that the parties can thoroughly research and understand the interpretation and application of contract language. With such a tool at their fingertips, NALC stewards and frontline managers should be able to resolve many disputes that in the past have become grievances.

How the *JCAM* works

The immediate benefit of having a *Joint Contract Administration Manual* is clear during the Article 15 grievance arbitration process. At every step of the grievance process, the union and management representatives meeting on the dispute can refer to the *JCAM* to assist them in resolving the grievance. For example, if there is a local disagreement about how management scheduled carriers on the holiday schedule and a grievance has been filed, the Article 11 chapter of the *JCAM* clearly and simply explains the proper scheduling procedures as well as how to determine the appropriate pecking order. Shop stewards can then use this *JCAM* narrative to support their position during the grievance meeting.

The *JCAM* contains a vast wealth of interpretative material explaining the National Agreement, so much that NALC members will find answers to many of their contractual questions in this book alone.

The future

Currently, the 2025 *USPS-NALC JCAM* is in the final steps of the editing process. Once complete, the *JCAM* will be released in electronic version on the NALC website, nalc.org, as a quicklink on the home page.

Also, the Postal Service and the NALC have jointly funded the printing and distribution of the 2025 *USPS-NALC JCAM*. One physical copy of the 2025 *USPS-NALC JCAM* will be sent to each postal facility in the country. A letter accompanying the shipment of the *JCAM*, addressed to the NALC shop steward and the delivery unit manager, emphasizes that the *JCAM* is a joint resource and is to be used by both union and management representatives. Instructions contained in the letter state, “When a dispute arises, you should go to the *JCAM* first to see if the issue in dispute is addressed. If the issue is addressed in the *JCAM*, any dispute should be resolved in accordance with that guidance.” At the same time that NALC stewards and managers receive the 2025 *JCAM*, NALC

is also sending a copy to every NALC branch without charge.

With the publication of the 2025 *USPS-NALC JCAM*, union representatives should be able to resolve disputes much more quickly. In addition, NALC local leaders will be able to better educate both letter carriers and managers about the meaning and interpretation of previously complex and confusing contract provisions. The NALC is committed to making further improvements in the *JCAM*. Using the *JCAM* and the numerous other resources developed by NALC, union representatives will have even greater knowledge, power and skills to help them function as expert and effective enforcers of our collective-bargaining agreement, thus protecting and supporting all city letter carriers. **PR**

Annual leave carryover increased to 520 hours for leave year 2026

Sell back amount increased to 80 hours

The NALC and the Postal Service have agreed to a memorandum of understanding Re: Monetization of Annual Leave (M-02013) in which career employees covered under the NALC agreement may sell back up to 80 hours of annual leave prior to the beginning of the leave year. To qualify for annual leave monetization, employees must meet two criteria: they must be at the maximum annual leave carryover limit at the start of the leave year and must have used fewer than 75 hours of sick leave in the previous leave year.

In addition, the national parties have agreed to a MOU Re: Annual Leave Carryover for Leave Year 2026

(M-02014) which increases the maximum allowable annual leave carryover amounts outlined in the *Employee and Labor Relations Manual (ELM)*.

For leave year 2026, regular work force career employees covered by the USPS-NALC National Agreement may carry over 520 hours of accumulated annual leave from leave year 2025 to leave year 2026. The Memorandum, which does not change the provisions in the *ELM* for payment of accumulated leave, will expire with the conclusion of the 2026 Leave Year.

Both MOUs can be found in the NALC’s Material Reference System (MRS) at nalc.org/mrs. **PR**

NALC Health Benefit Plan turns 75

If you had to design a great health benefit plan for letter carriers from the ground up, you probably would make it not for profit so it would focus on your health. You probably would choose great customer service. You might want a large nationwide network of providers, and plenty of preventive coverage to help you stay healthy. And if you could have one that was created by and run by your own union, that would be even better.

NALC created that plan 75 years ago when it founded the NALC Health Benefit Plan (the Plan).

Throughout their history, NALC and other unions pushed the federal government to provide benefits such as paid sick leave, retirement benefits and workers' compensation, but even after World War II, health benefits weren't on the list. NALC already provided sick leave through its National Sick Benefit Association since 1905, and interest grew in expanding the benefits to medical care.

In 1948, delegates to the NALC's 36th Biennial Convention in Miami, FL, appointed a committee to craft a new health plan, and it was launched in 1950. Using a \$5,000 loan from the union's treasury, the entire health benefit plan consisted of one small room on H Street NW in Washington, DC.

It was a vision paved by letter carriers who saw the need for a health plan, and at the close of the first open enrollment period, membership totaled more than 4,000. Under this new program, letter carriers paid 100 percent of the premium out of their own pockets, and highlights of the family plan benefits included a \$6.35 monthly premium, \$10 daily hospital stay payment, \$200 in miscellaneous benefits, \$200 limit



on surgical schedule and a total maternity benefit in the amount of \$50.

From that initial vision, the letter carrier health plan grew. By 1960, membership was 30,000.

Becoming a part of the Federal Employees Health Benefits (FEHB) Program in early 1960 was another steppingstone, more than tripling enrollment to about 101,000.

To cement the connection to letter carriers after the Plan joined the FEHB and to make sure that letter carriers knew there was a plan tailored to their needs, delegates at NALC's 43rd Biennial Convention in Denver, CO, in 1962 passed a constitutional amendment creating the officer position of health benefit representative at the branch level.

Health benefit representatives are a vital link between the NALC Health Benefit Plan and the local branches working hand in hand to bring more letter carriers into the Plan. From helping carriers understand the significance of choosing their very own union plan, being a key point of contact on the work floor and making connections with new hires, the importance of the role is massive.

Under one roof

While there have been many challenges since the start, the Plan has taken its rightful place as a respected program for letter carriers, and it continues on that journey. In 1990, it moved operations to its current location in Ashburn, VA. However, whether a one-room space or a larger building specifically designed and functional for the daily operations of the NALC Health Benefit Plan, NALC is proud to say that the mission has not changed.

The NALC Health Benefit Plan remains committed to offering members a competitive benefit package, and the union is proud to offer affordable health care at a time when rising costs are a concern.

Big networks, carriers in charge

The HBP director, an NALC national officer, is elected by NALC members. The current director, Stephanie Stewart, is a member of Central Iowa Merged Branch 352. She was elected to the position in 2018 and again in 2022.

As director of health benefits, Stewart's goal is to educate members about our health benefit coverage and promote wellness and healthy living. "When our bodies are taxed by injury or illness, the physical and mental demands of being a letter carrier are even more challenging," she said. "If I can help lessen that burden, it must be a priority."

The Plan has become a leading choice for letter carriers. Today it offers two plan options that cater to different letter carrier needs, while still providing a full range of benefits. Through the High Option Plan or the Consumer Driven Health Plan (CDHP),

The Health Benefit Plan's building is located in Ashburn, VA.



NALC provides greater flexibility and choice to letter carriers. Rates, coverage, programs and/or networks may differ depending on the plan option chosen. No matter which you choose, you have access to comprehensive benefits.

Cigna HealthCare Open Access Plus (OAP) Network (available for High Option and CDHP members)

If you are looking for a health care provider or facility, we encourage you to review the Cigna HealthCare Open Access Plus (OAP) Network to obtain the Plan's network benefits. HBP members have access to more than 5 million doctors and specialists, nearly 33,000 medical facilities and 10,000 acute care hospitals, and 169 transplant facilities nationwide.

It also is important to note that you can receive care from an out-of-network benefit provider; however, since the Plan does not have a contract with the provider, this might increase the financial risk, which could result in a higher patient share.

CVS Health (available for High Option and CDHP members)

For prescription needs, the Plan continues to work with CVS Caremark®, giving members both convenience and endless possibilities on how they fill their prescription needs. With more than 66,000 retail pharmacies or utilizing mail delivery, you can decide which option best serves your needs.

Behavioral health care

The Plan partners with nationally recognized leaders specializing in behavioral health care and substance use disorder services.

If you are enrolled in the High Option Plan, you have access to more than 4,100 in-network facilities and more than 415,000 clinicians through the Optum Health Behavioral Solutions, a nationally recognized leader specializing in providing behavioral health and substance use disorder services.

For CDHP members, you can access more than 615,000 in-network clinicians and 8,068 network facilities through Cigna Healthcare.

Telehealth

Unable to squeeze in another commute or in-person appointment? The Plan offers telehealth services, which allow members to receive care anytime, anywhere for certain conditions. This can happen through video conferencing, with a laptop, tablet or smartphone device.

For High Option members, receive care through the American Well (amwell) network for any of the following:

- Urgent care
- Nutrition counseling
- Women's health
- Dermatology

For CDHP members, access MDLive by logging into mycigna.com and clicking "Talk to a doctor."

Like the High Option Plan, you can receive virtual visits for adults or children with minor acute non-emergency medical conditions such as allergies, cold and flu symptoms, skin disturbances, sinus problems, and minor wounds and abrasions.

An ounce of prevention

When you participate in or complete one of the Plan's Wellness

NALC Health Benefit Plan turns 75 (continued)

Incentive programs or services, from preventive care to wellness programs, the Plan continues to support letter carriers on their health journeys and offers valuable health savings rewards.

Valuable health savings rewards:

Did you know that you can improve your health and earn valuable incentives by participating in the Plan's rewards program? Here are some of the 2026 incentives:

- **Flu and pneumococcal vaccine:**
High Option members \$10
CDHP members \$5
- **Health assessment:**
High Option members \$50
CDHP members \$20
- **Annual biometric screening:**
High Option members \$50
CDHP members \$30
- **Quitting tobacco use:**
High Option members \$50
CDHP members \$30
- **Well child visits:**
High Option members \$50
CDHP members \$30
- **Healthy Pregnancy Healthy Babies:**
High Option members \$50
CDHP members \$30
- **Your Health First Disease Management Program:**
High Option members \$50
CDHP members \$30

Wait, there is more! Did you know that the Plan offers the following?

Hinge Health®—This is a convenient and easy way to do virtual physical therapy to ease musculoskeletal symptoms with a routine tailored to your needs and coaching from experts. All equipment needed is sent to the members, for free.



HBP customer service representatives

Hello Heart®—This is an essential tool for remote care of cardiac conditions. This program empowers you to improve your lifestyle through coaching on your smartphone or tablet. NALC Health Benefit Plan members and dependents 18 years of age or older with a blood pressure reading of 130/80 mmHg or above, those taking blood pressure medication, pregnant individuals, and women affected by menopause are eligible to enroll at no cost.

Transform Care Diabetes®—This program helps deliver better overall care and lower cost for members with diabetes who qualify. Receive a connected glucometer, unlimited test strips and lancets, medication therapy counseling from a pharmacist, two MinuteClinic® vouchers for in-person or virtual visits, and a suite of digital resources. Again, all this at no extra cost to you.

Focused on letter carriers

The NALC Health Benefit Plan was created by letter carriers, so it focuses on their needs.

For instance, the Plan understands that the barriers surrounding a work injury and the process of approving a workers' compensation claim can be frustrating and lengthy. While most insurance companies do not cover charges during this time, the Plan will work with the member and provider to pay the claims in good faith until the Office of Workers' Compensation Programs reaches a decision.

"The input carriers have given to the Health Benefit Plan is definitely not typical for health insurance plans," Director of Health Benefits Stewart said. "We listen to letter carriers because we are letter carriers."

"Since 1950, we have made it our mission to deliver comprehensive benefits at a competitive cost, and 75 years later, this goal has not changed," she added. "That's right—75 years of experience, knowledge, and working hard to offer our members the high-quality health benefits they deserve and rely on." **PR**

November Veterans Group issue

Only members of the NALC Veterans Group will be listed in the November Veterans Group issue, so join now to be included.

Veterans Group

For more information, go to nalc.org/veterans.

Resources for veterans' mental health

In the days leading up to Sept. 11 this year, 9/11 memorials and remembrances were all over the news reminding us of the magnitude and the pain of the attack.

Following that fateful day, America hunted those who planned the attack, seeking justice. In doing so, our military forces—many of whom had signed up to serve our nation in response to the attack—quickly ramped up, got our soldiers ready and sent them on their mission.

No matter the level of preparation, our fighting forces faced the unthinkable, and were wounded beyond expectation, both physically and non-physically. Both those wounds deserved and required attention, care and respect.

In World War I and II, the terms “shellshock” and “battle fatigue” were often used to label those who had suffered a non-physical injury. It wasn't until many years later that the condition of post-traumatic stress disorder (PTSD) was formally recognized, and for many it still carries a stigma. We owe it to all who suffer non-physical injuries by respecting their needs and maintaining respect for them as they work toward healing. We should be a helping hand on a shoulder, as well as a friend to turn to.

Although 9/11 is 24 years behind us, we have continued to fight in one part of the world or another for too many years.

As our warriors returned, we were not fully prepared to help heal the physical and non-physical injuries. We can help by learning about the resources available to help through the non-physical injuries.

This month we bring your attention to available resources.

Department of Veterans Affairs

We begin by directing your attention to the U.S. Department of Veterans Affairs and its National Center for PTSD, which you can find at ptsd.va.gov. Make sure that you enter that site in the address bar of your browser correctly so that you are not taken to any fraudulent site.

There are a number of tabs that take you deeper into the available information, including understanding PTSD and its treatments, getting help for the veteran as well as the family and friends, as well as apps, videos, online programs and publications. The VA has compiled quite an array of information to help you.

Employee Assistance Program

The NALC and USPS bargained a national Employee Assistance Program (EAP) whose purpose it is to provide programs of self-help (see this month's Safety and Health column on page 31, which covers EAP).

When you type in eap4you.com into the browser address bar and press enter, it should take you to the EAP main page. At the top of the main page, you will find menu items “Services,” “Resources,” “Suicide Prevention,” “Monthly Focus” “About Us” and “Advisory Committees.” Click on “Resources,” which opens up additional items, one of which is “Military Life.” Explore all the materials contained therein.

If you want to search for additional help resources in your area, go to the main page (eap4you.com), then scroll to the bottom and locate the



“findhelp.org” button. Click it, then enter your ZIP Code. When I entered my ZIP, it identified 3,818 programs. As you hover over the icons, from the left you will find “health” as the fifth item, and when you click on “health,” it opens additional menu items, showing a total of 555 care facilities for various needs.

Substance Abuse and Mental Health Services Administration

The Substance Abuse and Mental Health Services Administration (SAMHSA) is the agency within the U.S. Department of Health and Human Services that leads public health efforts to advance the behavioral health of the nation. SAMHSA envisions that people with, affected by, or at risk for mental health and substance use conditions receive care, achieve well-being, and thrive.

Its home page lists a number of “Get Help” items, including help to find treatment near you, 988 Suicide and Crisis Lifeline, and Disaster Distress Help line, as well as many more items.

The most important thing for friends and family to do is understand what your loved one is going through and helping them connect with the help that is available. We all need to contribute to ending the stigma that goes with reaching out for such care.

Maddigan served in the Coast Guard for nearly a decade.



Veteran profile: Shane Maddigan

Shane Maddigan, a Pittsburgh, PA Branch 84 member, was a member of the Coast Guard for nearly 10 years. After trying several trades, he enlisted at around age 23, seeking stability and direction, and he says that he “found that in boot camp.” His duties during his Coast Guard career spanned law enforcement, search and rescue, construction work and international cooperation.

When it came to choosing the Coast Guard over other branches of the military, he concluded, “Instead of training for something that may or may not happen [a war], I decided I wanted to train to do something that I would be using every single day.”

For his first two years he was aboard the Coast Guard Cutter Gallatin, stationed in New York City. This posting gave him the opportunity to sail across the Atlantic, through the Caribbean and around the Mediterranean, Black and Baltic Seas. During this time, his duties were mainly in law enforcement, ensuring that large shipments of drugs didn’t make it into the United States. His other responsibilities at that time included search and rescue and training with international coast guards.

Working with the U.S. Drug Enforcement Administration, his team tracked drug runners leaving Colombia on their way to the United States. As Maddigan was part of the Gallatin’s boarding team, he would often board ships and seize drugs—mostly cocaine—of which there were often about six to 10 tons per ship. He recalled a vivid memory of him and his fellow Coast Guardsmen arranging large bushels of confiscated cocaine “like reclining chairs.”

He remembers one dramatic incident

where a drug transport freighter sailed into a hurricane, hoping to evade law enforcement. As Maddigan’s team was about to catch them, the crew deliberately scuttled their ship.

“We probably spent two months trying to find this freighter,” Maddigan said. “When we finally found it, it was because they sent out a distress call because their grand plan was to follow a hurricane that was going up through the Gulf of Mexico. That was their cover to try to get into the States. They started taking on a lot of water, so we had to go rescue them, knowing that the freighter was full of cocaine. When we got on scene and started to rescue them from the ship, they let the ship sink before we got on board to get the cocaine.”

After a few years of law enforcement, he was transferred to Charleston, SC, and worked as the base crane operator. He said he would also “build navigational lights on the rivers and service them, fix them, build new ones—things like that.”

For his last few years, he was stationed in Sewickley, PA, where he was a river tender, responsible for servicing navigation aids, such as buoys and lights on the Ohio, Monongahela, Allegheny and Kanawha rivers.

Among his duties in the Coast Guard were search and rescue missions. To his surprise and disappointment, the majority of these missions ended up being recovery ones, not rescue.

“If the helicopter crews don’t get to the search and rescue folks first, it’s a recovery mission,” he said. “It’s not a rescue mission. That’s just reality, and nobody ever tells you that when you’re signing up.”

After transferring locations every few years for a decade, his wife told

him that she wanted to stop moving so frequently because it didn’t make sense for her to continuously change jobs. So, in 2005, Maddigan left the military and began working at a construction company, which he did for only a few months.

“My father-in-law told me, ‘You need to get to the Post Office,’” Maddigan said. “‘It’s a good job.’”

He became a letter carrier that same year, a position he has held for the last 20 years. In the union, he held several positions as part of Mon-Yough Branch 332—which subsequently merged with Branch 84—including shop steward, executive vice president and president.

“The leadership abilities that I’ve learned in the Coast Guard, you know, I was able to apply those in the Post Office as well,” Maddigan said in regard to his union positions.

Maddigan enjoys being a letter carrier, saying, “I’m an outside person. ... I like being out in the cold weather.”

Join the NALC Veterans Group

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

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

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



JOIN THE NALC VETERANS GROUP



You continue to serve your country—
THANK YOU!

Free
to join

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: _____

How letter carrier demographics have changed in last two decades

Because letter carriers deliver in every community in America, NALC looks like America, with faces of every race and ethnicity, age and gender. A quick glance around your station, your branch union meeting or the hall of the NALC national convention will likely illustrate NALC's broadly diverse membership. However, in the past, this was not necessarily the case.

Our current membership reflects the sweeping societal change that has occurred in the country over the past few decades. Looking at data compiled by the U.S. Postal Service shows how the makeup of the letter carrier workforce has evolved.

Our ranks have grown to include more women, more Blacks, Latinos and other demographic groups. Another dramatic shift in the letter carrier craft has been in the age of our members. NALC has seen generational shifts as carriers as a whole are younger now than they were in previous years.

Sex

Looking at the changes between 2007 and 2025—the largest span of data available and compiled by the Postal Service as part of the hiring process—there has been a sizable increase in the percentage of female letter carriers. In 2007, 73 percent of city letter carriers were male, and 27 percent were female. In 2025, 67 percent of letter carriers were male, and 33 percent were female. It's gone from a little more than one quarter of all letter carriers to approximately one-third.

Kenneth Lerch, the president of Rockville, MD Branch 3825, has been a letter carrier in the Washington, DC, area since 1978 and has noticed a lot of changes in his branch.

"I was doing the union orientation for years and years," he said, "so I see everybody that is coming in for the whole D.C. area. And it seems like more than half that are coming in—maybe 50 to 55 percent—are women.

"When I started, there was one woman in 1978," he said of his branch then and now. "It is totally different. And I think it's for the better."

When asked why he thinks there's been such an increase in women in the letter carrier ranks, he said that he believes it results from the union-negotiated contract.

According to the Bureau of Labor Statistics in 2023, women earned just 83.6 percent of what men earn in the United States. But for letter carriers, "there's equality because of

the union," Lerch said. "And they make very good pay compared to other jobs and great benefits that the union's negotiated for us."

Race and ethnicity

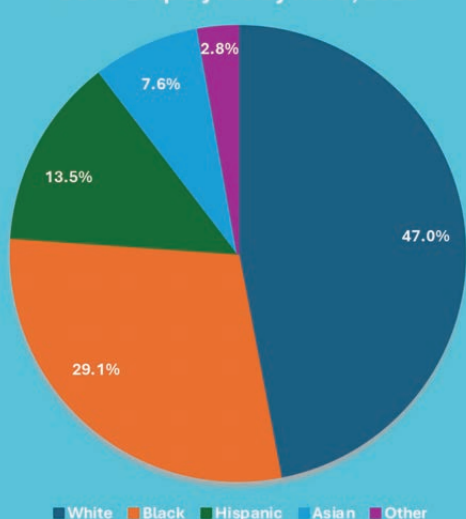
There have been sizable shifts in the racial makeup of the letter carrier craft as well. In 1987, 74 percent of letter carriers were white, while only 15 percent were Black, 7 percent were Hispanic, and 3 percent were Asian. In 2016—the last year the Postal Service had statistics available for the letter carrier craft—56 percent were white, 27 percent were Black, 15 percent were Hispanic, and 1 percent were Asian.

More recent data is available for the entire Postal Service workforce; in 2023, 47 percent of employees were white, 29.1 percent Black, 13.5 percent Hispanic, and 8 percent Asian.

The demographic compositions of communities, of course, can differ greatly, even among those not far from each other. For **Elizabeth Bays**, the president of North Oakland County, MI Branch 320, as a white woman starting in Detroit almost 30 years ago, she was in the minority. Shortly after that, she transferred to Northville, which is part of Southeast Michigan Branch 2184. "There were only three people of color, and now it's probably more than 50 percent," she said. "And definitely, being near Dearborn, we have a lot of different ethnicities in our surrounding areas." (In 2023, 55 percent of Dearborn's residents were of Middle Eastern or North African ancestry.)

Aside from the general benefits of greater diversity, we have seen some practical—and highly positive—consequences on the route. For example, in 2017, in the above-mentioned part

USPS Employees by Race, 2023



of Michigan, South Macomb Branch 4374 letter carrier **Naseem Elias**, who speaks six languages, including Arabic, understood—unlike other passersby—the pleas of a frantic Egyptian-born mother. And so, he responded—and helped save her baby. (The full story is in the November 2018 issue of *The Postal Record*.)

In the D.C. area, Lerch sees a lot of new letter carriers who don't look like him.

"It's so diverse," he said. "That's the strength I think we have."

Age

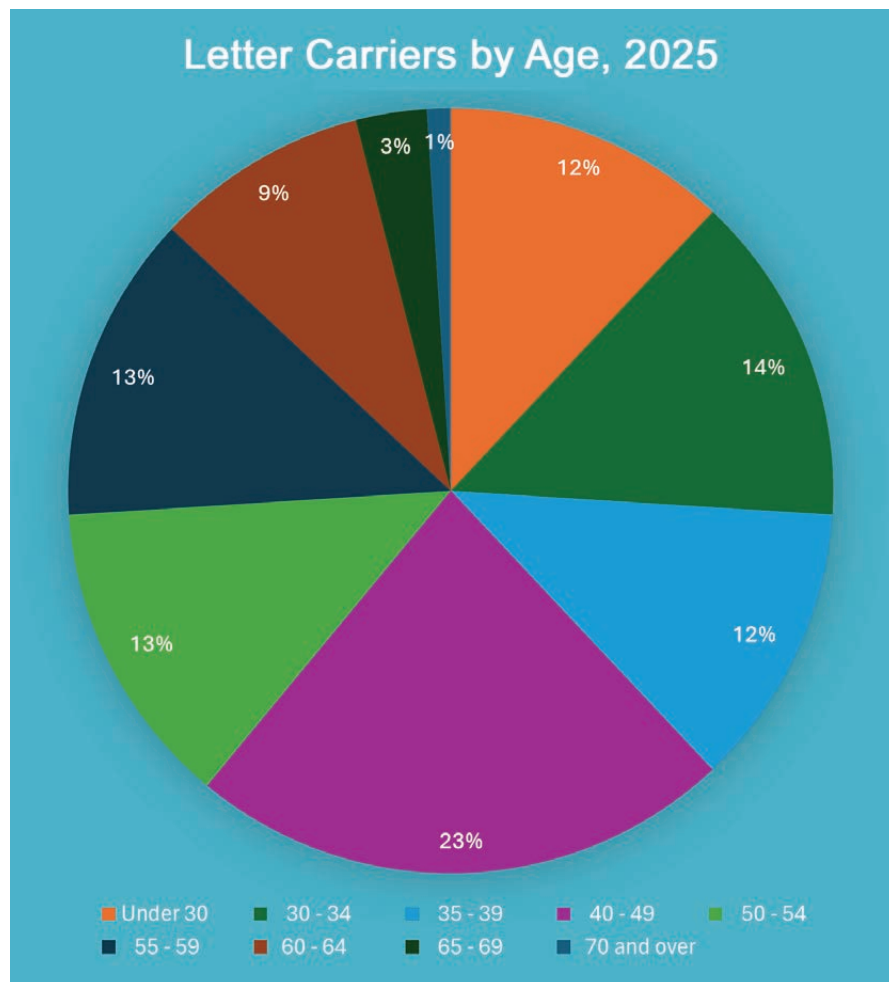
One of the largest shifts has been in age. In 2007, 5 percent of city letter carriers were under 30. In 2025, it is 12 percent. In 2007, 19 percent were between 30 and 39 years old. In 2025, it is 26 percent. In 2007, 36 percent were between 40 and 49 years old. In 2025, it is 23 percent. In 2007, 35 percent were between 50 and 59 years old. In 2025, it's 26 percent. In 2007, 6 percent were between 60 and 69. In 2025, it's 12 percent.

Strikingly, according to the data, 46 percent of letter carriers have been in the craft for five years or less. In 2007, that number was 16 percent.

"For the most part, it is a much younger workforce," Bays said.

She said that turnover might be part of the reason carriers are younger now. "I've never seen so many employees that have made it to career who then resigned. So, we're continuously hiring new people. As the older people are retiring, we're not keeping people in the Postal Service to grow old with us.

"When I was hired back in '96, I was going to [go to] college and I was like, 'Oh, I'll do this till I get to college,'" she said. "But then my friends were



graduating from college, and I was making more money than them. I was like, 'Well, why wouldn't I just stay here?' I'm glad I did."

When Bays talks to younger carriers, she tries to explain to them the value of the employment benefits, from health insurance to a pension, but they often don't know what a pension is.

With so many carriers being younger and not having been with the Postal Service very long, many branch leaders are finding it challenging to get new members to take on leadership roles. "We talk about it all the time internally," Lerch said. "How are we going to get new people more involved?"

"Part of being a good leader is when you leave, the branch can still function well," he added.

NALC will have to evolve with its craft, adapting to keep employees involved in the union, making it strong. But there is no denying that there is no "one size fits all" in terms of letter carriers.

"I had somebody say a while back, 'Oh, you don't look like a letter carrier,'" Bays said. "I thought to myself, 'What does a letter carrier look like?' As I was at the Labor Day parade, I was looking around at all the letter carriers, and I'm like, 'We've got this covered. There are all different shapes, sizes, colors. There is no cookie-cutter letter carrier.'" **PR**

Proud to Serve

Proud to Serve is a semi-regular compilation of heroic stories about letter carriers in their communities. If you know about a hero in your branch, contact us as soon as possible at 202-662-2420 or at postalrecord@nalc.org. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers

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

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

and ran back to the house, which he had delivered to earlier, and saw that it was now engulfed in flames. He knocked on the door, then turned to knock on the neighbors' doors—but as he turned the corner, he saw a woman, a baby and a dog all on the side porch. The woman was “petrified” by the fire when he found her, the carrier added.

“I ask her just to hand off the baby to me, but she's worried about the dog getting loose, so I grab the dog [with a makeshift leash made out of his Arrow Key chain], I bring him out and I give him off to a neighbor,” Quillen said. “Now she [the woman] is in the back yard trying to go out through the back gate, but the fire's moving pretty quick. So, as I made contact with her, I grabbed the baby and tucked him into my shoulder, and we ran past the fire, and I got them both out of the back yard, past the fire of the house.”

About two minutes after Quillen helped everyone out, the fire department arrived. Firefighters were able to put out the two-alarm fire, but the house has been razed and has been vacant since. The woman and child were checked out for smoke inhalation at a nearby hospital.

After talking to the fire officials, Quillen went on with the rest of his route.

“I was just completely happy that the only thing that was lost was the house, and nobody's life was lost,” Quillen said. “Nobody lost their pet. It was a good feeling.”

Letter carrier hears calls for help from shed

Royal Oak, MI Branch 3126 member **Tayseer Kassab** was delivering his route on June 28 when he approached the house of an elderly



Camden, NJ Merged Branch 540 member Kyle Quillen speaks to a local TV news station about how he helped a family escape a house fire on his route.

Letter carrier saves woman, baby and dog from house fire

On April 23, **Kyle Quillen**, a one-year letter carrier, was on his route in Cherry Hill, NJ, turning from one street to the next when he smelled smoke.

When the Camden Merged Branch 540 member turned his head back, he said he saw “a plume of smoke coming from the house.” Quillen called 911



Tayseer Kassab

customer, Violet Bidinger.

"I heard her yelling for help, but I didn't know where [it was coming from]," the two-year letter carrier said.

He went to the back yard but couldn't see anyone at first. Once he entered the shed, he saw Bidinger on the floor. She had fallen while looking for something about 15 minutes earlier. Her family was inside their house with the windows closed, so they couldn't hear her yelling from the shed.

Kassab helped bring her inside to her family, who assessed her injuries. Luckily, she had only sustained a few scrapes and bruises.

Kassab said, "I was just glad she was OK."

He hadn't told anyone at the post office about the incident, but Bidinger was so grateful to Kassab that she called the Hazel Park Post Office to tell his supervisor about the incident.

"You make us proud, Tayseer Kassab," Branch 3126 President **Paul Roznowski** wrote to NALC. "Thank you for your service!"

Carrier alerts neighbor of piled-up mail

On April 5, Branch 2544 letter carrier **Michael Cain**, who has been on the same route in Park Falls, WI, for eight years, noticed that one of his elderly customers, Fred, hadn't picked up his mail from the day prior, so, Cain said, he "was concerned."

"I take a little bit of extra care with my seniors who are living by themselves," he said. "This gentleman picks up his mail every day. He has for years, and suddenly one day he didn't pick up his mail. So, I put the second day's mail in the mailbox, and I started walking away [thinking], Why didn't he pick up his mail?"

Cain then saw Fred's neighbor Jeff drive past. "I asked him if he knew if Pete was on vacation, if he was out of town or visiting his kids," the carrier said. "He said he didn't know anything about it. And he's kind of like the caregiver of that house when Fred is gone."

Now even more concerned, the two men approached the house. "So, he went in, unlocked the door," Cain said of the neighbor, "and there [Fred] was, lying on the floor right by the recliner, alive," but severely dehydrated.

"Apparently he had fallen out of his recliner two days earlier and been lying on that floor for two days," Cain said. "He was sitting in his recliner, and he went to get up and then he either lost his balance, or his legs gave out, and then he fell, and he wasn't able to move from that location."

Jeff called an ambulance, and once Cain saw that the situation was in good hands, he returned to his route.

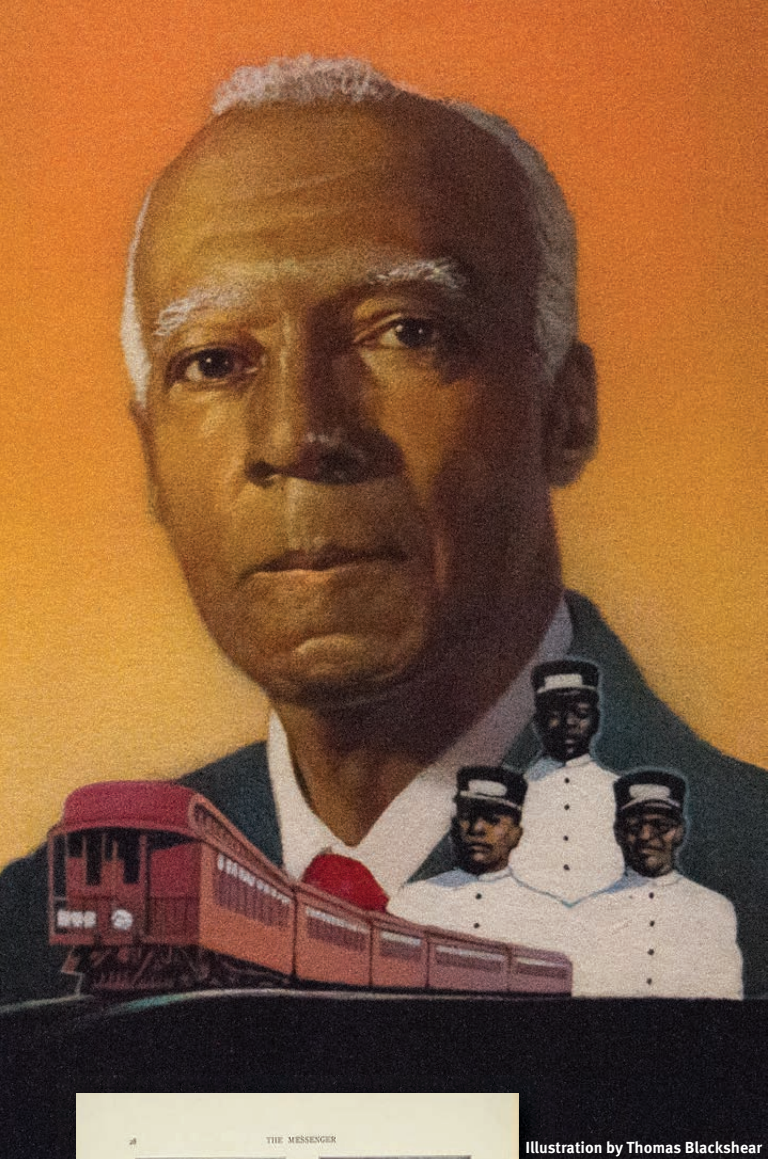
Since the incident, Fred has not been able to walk and is living in a nursing home, but Cain has heard from the nursing home staff that he is "doing fine." **PR**

"Now she is in the back yard trying to go out through the back gate, but the fire's moving pretty quick. So, as I made contact with her, I grabbed the baby and tucked him into my shoulder, and we ran past the fire, and I got them both out of the back yard, past the fire of the house."

—Kyle Quillen

Know a hero? Nominate them.

Visit nalc.org/heroes and select "Click here to download NALC's Hero Nomination Form." Complete the form and send it to NALC Headquarters by mail or email.



A. Philip Randolph

Union organizer or civil rights leader? A. Philip Randolph became both because he understood that the two causes were closely linked.

Randolph worked to ensure that as union workers demanded their fair share of what they helped to produce, Black workers also got their fair share. He went on to become the key organizer of the 1963 March on Washington, at which the Rev. Dr. Martin Luther King Jr. delivered his legendary “I Have a Dream” speech.

Born on April 15, 1889, in Crescent City, FL, Asa Philip Randolph was the son of a minister in the African Methodist Episcopal (AME) Church and a seamstress. When Randolph was a toddler, his parents moved the family to Jacksonville, FL, which was home to an established African American community.

Though they faced the horrors of segregation and hatred in the South of that era—Randolph remembered his mother sitting at home with a shotgun in her lap while his father, pistol tucked under his coat, went to prevent a mob from lynching a Black man in the local jail—the family provided a safe place to live and a good education for Randolph.

With his older brother James, Randolph attended Cookman Institute in East Jacksonville, the state’s only academic high school for African Americans at the time. Randolph enjoyed literature, drama, public speaking, baseball and choir, and he was valedictorian of the 1907 graduating class.

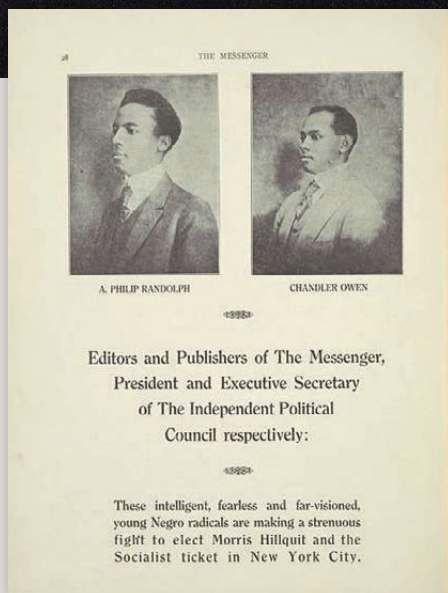
He set his sights on an acting career and moved to New York City in 1911, but his family didn’t approve, and his career faltered. But he discovered social activism in New York. It began when he read W.E.B. Du Bois’s *The Souls of Black Folk*, a book that convinced him that the struggle for social equality would be his calling, which led to his developing his socialist political philosophy.

In 1914, Randolph married Lucille E. Green, a Howard University graduate and owner of a hair salon catering to elite African American women in New York. She shared his socialist politics and earned enough money to support them both.

Randolph tested his speaking skills at one of Harlem’s first “soapbox corners” at 135th Street and Lenox Avenue, where speakers would preach to the people on the sidewalk.

In 1917, William White, president of the Headwaiters and Sidewaiters Society of Greater New York, asked Randolph and his friend and ally Chandler Owen to help edit a monthly magazine for the society, *Hotel Messenger*. With the “Hotel” soon dropped from the masthead, *The Messenger* would become an influential magazine among Black readers nationwide.

The Messenger established Randolph and Owen as leading figures in civil rights and socialist circles. When the United States entered World War I, they went on a nationwide anti-war speaking tour in 1918 that almost got them arrested.



Top: A painting of A. Philip Randolph and the Pullman porters

Above: Randolph and Chandler Owen in *The Messenger*

A. Philip Randolph and other civil rights leaders walk through Congress during the March on Washington in 1963.



In 1925, a group of Pullman porters approached Randolph and asked him to lead their newly formed labor organization, the Brotherhood of Sleeping Car Porters (BSCP). The Pullman porters were attendants on Pullman train sleeping cars, and they were all Black. Randolph took the job. Randolph wasn't a Pullman employee, so the company couldn't fire him for his activism.

Randolph led a decade-long campaign to organize the Pullman porters and win union certification. After several failures and the near bankruptcy of the union at the outset of the Great Depression—the union office's electricity and telephone service were cut in 1933 for non-payment—Randolph finally won certification of the BSCP as the exclusive collective-bargaining agent of the Pullman porters in 1935. It was “the first victory of Negro workers over a great industrial corporation,” Randolph said. A change in federal law the previous year banning “company” unions that weren't independent of the employer helped clear the way for BSCP's certification. The American Federal of Labor (the precursor to today's AFL-CIO) accepted BSCP as a member the same year.

Randolph's activism moved beyond BSCP as his prestige grew, and he employed the power of protest. When President Franklin D. Roosevelt refused to issue an executive order banning discrimination against Black workers in the defense industry, Randolph called for “10,000 loyal Negro American citizens” to march on Washington, DC. The support for his idea surprised him—soon, his call for action went from 10,000 marchers to 100,000. Just the threat of the march moved Roosevelt to act. He issued the executive order on June 25, 1941, six days before the planned march was to occur. The order declared that “there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color, or national origin.” Roosevelt created a Fair Employment Practices Commission to enforce it.

After World War II, Randolph demanded that the government integrate the armed forces, especially because there was a peacetime draft in place. He founded the League for Nonviolent Civil Disobedience Against Military Segregation and urged young men, both Black and white, to “refuse to cooperate with a Jim Crow conscription service.” Randolph's call to action pushed President Harry Truman to act,

just as it had with Roosevelt. Truman feared widespread civil disobedience and the loss of the Black vote in his 1948 reelection bid. On July 26, 1948, he signed an order to end racial discrimination in the military.

Randolph was elected a vice president of the newly merged AFL-CIO in 1955. He used his position to push for desegregation and for respect for civil rights inside the labor movement as well as outside.

Randolph had demonstrated the power of mass protest and civil disobedience, and it had a strong influence on the emerging generation of civil rights leaders, who asked him to act as chairman of the 1963 March on Washington for Jobs and Freedom, at which King spoke. Randolph also spoke at the march, telling the world what it represented:

We are not a pressure group, we are not an organization or a group of organizations, we are not a mob. We are the advanced guard of a massive, moral revolution for jobs and freedom. This revolution reverberates throughout the land touching every city, every town, every village where black men are segregated, oppressed and exploited. But this civil rights revolution is not confined to the Negro, nor is it confined to civil rights, for our white allies know that they cannot be free while we are not.

President Lyndon B. Johnson presented Randolph with the Presidential Medal of Freedom the following year.

After he retired as president of the BSCP in 1968, Randolph co-founded the A. Philip Randolph Institute to promote trade unionism in the Black community. He continued to serve as an AFL-CIO vice president until 1974. Randolph died in New York City on May 16, 1979.

A statue of Randolph stands as a memorial in Washington, DC's Union Station, a tribute to his railroad roots and a nod to the many participants in the 1963 March on Washington who came to the city by rail. Another statue of Randolph was erected at Newark, NJ's Penn Station last year.

Randolph often reminded the world that freedom required struggle:

Freedom is never granted: It is won. Justice is never given: It is exacted. Freedom and justice must be struggled for by the oppressed of all lands and races. **PR**

Carriers and the mail make news online



Richard Vega

Mail-centered stories frequently appear on social media and online news sites. The following are a few that have come to NALC's attention recently. If you find a story you'd like us to consider featuring, send it to postalrecord@nalc.org.

California carrier retires after 41 years

At the end of August, 41-year letter carrier **Richard Vega** delivered his last piece of mail. In addition to his more than four decades as a letter carrier, the Eureka, CA Branch 348 member served six years in the Army, making for a total of 47 years of federal service.

He worked in three post offices since 1984—Oakland Post Office, Benicia Post Office and Arcata Post Office.

Vega loved being a letter carrier, telling an ABC affiliate, "When you find your dream job or your niche in life or where you're meant to be, when you feel like this is what I was called to be—this is a job that fits me well. Then you can really rejoice and look forward to going to work and really living life."

During retirement, Vega plans to spend more time with his family and continue to serve his community as a newly certified minister.

Sark issues its first-ever postage stamps

Sark, a 2.1-square-mile British island off the coast of France with a population of about 600, issued its first

stamps at the end of August.

This is the first British island to issue a stamp since 1983, when the island of Alderney launched its own. The first issue of stamps will highlight its wartime history including the period of time when the island was under Nazi occupation during World War II and its liberation from German control, celebrating its 80th anniversary this year. The second set of stamps will feature photos of an array of Sark's wildflowers.

Sark is known for being the world's first recognized dark sky island, meaning that it has a sky undisturbed by light pollution, which is great for viewing stars clearly. The island has no cars or public lighting and is a 35-minute ferry ride from the nearest island with an airport.

Postal Service honors humanitarian with stamp

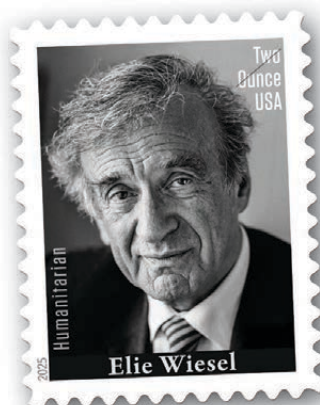
To honor the humanitarian contributions of Elie Wiesel, the Postal Service released a postage stamp on Sept. 17. Wiesel, who lived from 1928 to 2016, was a Nazi concentration camp survivor, writer, professor, political activist and Nobel laureate.

At only 15 years of age, he was taken to a concentration camp, where he was forced to work or face death. Of those who were taken to such camps, about 90 percent were mass murdered upon arrival. During the 13 months he was held at the camps, every member of his



The new Sark stamps





immediate family died at the camps.

Despite this horrific experience, Wiesel managed to accomplish quite a lot in his life. He authored 57 books in total, including his most popular, *Night*, a memoir that detailed his experience at the concentration camps. Throughout his life he was an advocate for numerous causes surrounding genocide and a professor at Boston University. He was awarded the Nobel Peace Prize in 1986, the Congressional Gold Medal in 1985 and the Presidential Medal of Freedom in 1992.

The stamp is a black-and-white photo of Wiesel with his name underneath and the word “Humanitarian” on the left side of the photo.

Retired rural carrier and last WWII ‘ace’ dies at 103

Donald McPherson, the last surviving World War II American “ace” pilot and a rural letter carrier, has died at 103 years of age. McPherson served as a Navy fighter pilot in the Pacific Theater during the final years of the war. During his time, he shot down five enemy planes, giving him the title of “ace.”

He was in his early 20s and saving for college when WWII began but decided to enlist to help the war effort instead. He flew in a fighter squadron and piloted a Grumman F6F Hellcat fighter, which could evade bombing and rocket attacks. His job was to act as air defense for Navy ships full of American soldiers in the Pacific, which were under threat by Japanese planes.

In a video shared by the Fagen Fighters WWII Museum, McPherson describes shooting down one Japanese

plane and performing a steep climb turn and quickly firing at the other, then using “violent maneuvering to try to get out of there without getting shot down.”

“I did go home that day with a hole or two in my plane,” McPherson says in the video.

By 1945, McPherson’s squadron had destroyed 292 Japanese planes and 11 of the squadron had become aces. It was a different era, as dog fights are rare in modern combat.

His service didn’t go unnoticed—he received the Congressional Gold Medal, along with three Distinguished Flying crosses.

After the war, he worked as a farmer for many years and was a rural letter carrier for 20 years in Adams, NE.

“He was up to his eyeballs in service in all sorts of ways once he got back [from the war],” McPherson’s son, Dean McPherson, told the *Beatrice Daily Sun*. “I mean, mail carrier, VFW, American Legion, scouting, anything in the church or the community, he was right there in the middle of it.” **PR**



McPherson in World War II



In 2024, McPherson flew in a SB2C-5 Navy Helldiver (below) in the gunner/navigator seat. He flew with Air Force Lt. Col. Ray Fowler (above).



Interpretive dispute—NACI award



**Paul
Barner**

In my September/October 2024 *Postal Record* article, I discussed several interpretive disputes and how they are handled once received here at Headquarters. In this month's article, I wanted to provide an update on one of these previously mentioned interpretive issues.

As a reminder, Article 15.2, Step B (e) of the National Agreement provides:

If either party's representative at Step B or the NBA or Employer's Area representative thereafter maintains that the grievance involves an interpretive issue under the National Agreement, or some supplement thereto which may be of general application, the issue will be discussed with the appropriate National Union/Management Representatives at the Headquarters Level. If either party's National Representative determines the issue to be interpretive, a written notice will be sent to the other party specifying in detail the facts giving rise to the dispute, the precise interpretive issues to be decided and the initiating party's contention. The grievance(s) shall be held at the Step B level pending discussion at the national level or the outcome of a National Arbitration Award. If either member of the Step B team, the national business agent (NBA) or USPS area representative believes that an impasse grievance involves an interpretive issue, they can forward it to their appropriate national union/management representative.

In the September/October article, one of the issues for review that I talked about involved the use of National Agency Check with Inquiries (NACI) to separate an employee who has completed their probationary period. The dispute concerned employees who had been separated after completing probation due to an unfavorable NACI background check. The background checks are conducted by the Postal Inspection Service (PIS) and are standard for all newly hired postal employees. NALC took the position that the Postal Service could not simply administratively separate employees without affording them appeal rights under Article 15 of the National Agreement, basing its position in part on National Arbitration Award A01N-4A-D 05098663 before Arbitrator Das.

The Postal Service then issued a hold on all cases involving this issue and took the following position: After reviewing the matter, the Postal Service has de-

termined there is a national interpretive issue present. The issues surrounding NACI are distinguishable from the decision rendered by Arbitrator Das.

At the same time that NALC and USPS were discussing this issue, the other postal unions were in similar discussions. The matter escalated to the interpretive step after management argued that the separations were "administrative" and not subject to arbitration, claiming they were based on failure to meet a condition of employment rather than on disciplinary action. However, the unions contended that once an employee completes probation, they are entitled to the full protection of the collective-bargaining agreement, including the right to challenge terminations.

Ultimately, this issue was appealed to national-level arbitration, and on Dec. 12, 2024, NALC joined the APWU, NPMHU and NRLCA in a national-level hearing.

After hearing all the arguments brought forth by the unions and the Postal Service, National Arbitrator Margo R. Newman rejected the Postal Service's claim that the separations were outside the scope of the contract, noting that the National Agreement does not exclude such disputes from arbitration. In her decision issued June 30, 2025 (6X 21C-6X-C-24165358, C-37276), Arbitrator Newman ruled that non-probationary postal employees separated due to unfavorable background check results are entitled to due process and may challenge their removals through the grievance and arbitration procedure.

She emphasized that the only explicit exclusion from grievance applies to probationary employees. In addition, Arbitrator Newman maintained that the Postal Service must prove it had just cause for the separation, as required by Article 16 of the National Agreement.

The referenced NACI case and any other grievances referencing management removing a carrier who has passed their probationary period after an unfavorable NACI have been released for processing by the Step B teams. The Step B teams should resolve these cases in accordance with Arbitrator Newman's award. To review Arbitrator Newman's award in its entirety, visit nalc.org, choose the "News & Research" tab, and read the July 17 "National Ruling on the National Agency Check with Inquiries (NACI) Arbitration" post.

In future articles, I will continue to update the membership on many national-level interpretive disputes between NALC and the Postal Service.

Am I my brother's keeper?



James D. Henry

Am I my brother's keeper? This is a question one year older than dirt and two years younger than water. As far back as the earliest recorded history, we as people have struggled with the answer.

There are those of us who sincerely believe that anything that doesn't directly affect me is not my concern. Conversely, there are those of us who subscribe to the idea of "one for all, and all for one." Then how can it be that two diametrically opposed philosophies coexist without a constant state of turmoil? Moreover, which of the two philosophies is right?

After all, both sides do believe in self-preservation. It's just a matter of the method in which one preserves themselves.

As letter carriers employed by the U.S. Postal Service, there probably isn't a workday that goes by that we are not faced with the decision of, Do I or do I not get involved? Either through observation, notification or request, we all at some point in time make the decision to address contractual and moral violations or to simply ignore them. How often have we been asked and/or know of someone who has been asked to provide a statement for something witnessed or have direct knowledge of? And yet, decline or refuse to provide any information or a statement. Ironically, the very ones who decline or refuse to assist their colleagues are more often than not expecting assistance. Could that be you?

Sure, there are a host of reasons for someone not to feel an obligation to get involved or to come to the aid of a colleague. Perhaps it's not an issue that you personally consider all that important. Perhaps you believe in the issue but are afraid to get involved because of possible managerial retribution. Perhaps you are not afraid of anything, believe in the issue, but feel the person(s) in need of help are not worthy of your cooperation. Nonetheless, the aforementioned may be good reasons, but are hardly justifiable reasons not to aid in a valid issue and/or righteous cause. Never allow your emotions to supersede your intellect. For if you do, you

will lose sight of the fact that helping one another is the same as helping yourself.

The very essence of a union is to unify; i.e., join together, become one force. In order to achieve that end, its members must be willing and able to see each other as themselves. When one is hurt, the other bleeds. This sometimes requires validating your convictions by fighting for your rights and each other; even if unsuccessful, fight still.

President Theodore Roosevelt said, "The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs and comes short again and again, who knows the great enthusiasms, the great devotions, and spends himself in a worthy cause; who at the best, knows the triumph of achievement; and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory or defeat."

The NALC, as an organization, has epitomized being the "keepers of its brothers and sisters." Every negotiated contract, every political endorsement and every executive decision has been made with the fundamental principle ensuring there is a worthwhile job for not only letter carriers currently employed, but for those yet to be born. It's simple; because we are in the "arena" fighting and standing up for one another, we have known victory. In the rare instances where we have known defeat, we failed "while daring greatly." Without the defeats, you learn little and cannot appreciate the victories.

If we expect to have a work environment that is aligned with the philosophy of "one for all and all for one" at our worksites, we as individuals must be in the "arena" or we'll know neither victory nor defeat. The profile of a courageous person involves doing the right thing because it is right in an unpopular atmosphere or circumstance. It may be unpopular sometimes to provide a statement for people considered undesirable, or in an adversarial atmosphere between labor and management. I challenge all to be a courageous person, trustworthy and reliable. We are all we've got. We must be able to rely on each other. If we can't depend on one another, then on whom?

Therefore, I submit to you all my union brothers and sisters, "I am, you are, we are our brother's keeper."

Convention 2026: Convention Call, amendments and resolutions



**Nicole
Rhine**

As announced, the 74th Biennial National Convention of the National Association of Letter Carriers will be held Aug. 3-7, 2026, in Los Angeles, CA. All branch and state association secretaries are alerted that the Convention Call and accompanying materials will be mailed from National Headquarters this month.

Delegates

Article 4, Section 1 of the *NALC Constitution* states:

Each Branch having twenty (20) or less members shall be entitled to one delegate and one vote in the National Convention. Branches having more than twenty (20) members shall be entitled to one delegate and one vote for each twenty (20) members, or fraction thereof. Each State Association shall be entitled to two Delegates-at-Large. National Officers and Delegates-at-Large shall each be entitled to one vote.

As defined in Article 4, Section 4 of the *NALC Constitution*:

The number of members for whom per capita tax is paid to the National Association for the term beginning October 1 prior to each Biennial Convention shall determine the number of votes and delegates to which the Branch is entitled at such Convention.

Please note: The *NALC Constitution* calls for the election of delegates from branches to be made no later than December of the year preceding the convention year. Please see Article 6, Section 3 of the *Constitution for the Government of State Associations* for information on the election of delegates-at-large.

Amendments

All proposed amendments submitted for the consideration of the delegates at the national convention in Los Angeles must conform to the provisions of Article 19, Section 2 of the *NALC Constitution*, which reads as follows:

Proposed amendments to the *Constitution* of the NALC, the *Constitution* for the Government of Subordinate and Federal Branches, and the *Constitution* for the Government of State Associations may be presented in writing in the manner herein set forth: (a) by any member of a Branch in good standing, signed by them, at a regular meeting of the Branch; providing, the proposal is endorsed by two-thirds of the members present and voting at the meeting; and (b) by any member of the NALC Executive Council, signed by them, at a regularly-

called meeting of the Executive Council; provided, the proposal is endorsed by two-thirds of the members of the Executive Council present and voting at the meeting. Proposals thus qualifying shall be forwarded to the National Secretary-Treasurer in duplicate, each on a separate sheet of paper, at least sixty (60) days prior to the Convention, signed by the Branch President and Secretary, and in the case of the Executive Council by the Chairperson and Secretary thereof. These proposed amendments shall be printed in the official Journal of this Association at least 30 days prior to the National Convention. All proposed amendments to the *Constitution* and Laws shall designate the Article and Section to be amended, and shall be referred to the Executive Council, and be reported by them before being acted upon by the Convention. Said word acted to be interpreted as meaning altering, amending, or changing in any manner whatsoever by a majority vote of the Convention.

Proposed amendments qualifying for referral to the Convention must be received by the national secretary-treasurer by June 3, 2026.

Resolutions

All resolutions submitted for consideration of the delegates at the 74th Biennial Convention in Los Angeles must conform to the provisions of Article 12 of the *NALC Constitution*, which reads as follows:

Any Branch in good standing or any State Association may, at any time, forward to the National Secretary-Treasurer resolutions properly attested by their President and Secretary-Treasurer for consideration by the appropriate Union authority. Such resolutions must be in duplicate, and each shall be on a separate sheet of paper. Resolutions pertaining to the National Working Agreement, which should, insofar as possible, identify the Article and Section to be changed, shall be forwarded to the Chief Spokesperson of the NALC Negotiating Team; those pertaining to legislation shall be forwarded to the NALC Director of Legislation; and all others shall be forwarded to the NALC Executive Council for their consideration and appropriate action. Those appropriate authorities shall report to the National Convention on all such resolutions and the action taken thereon.

Any submitted resolution that restates or otherwise reaffirms a resolution approved by a previous Convention will not be considered at the national convention in Los Angeles. Resolutions seeking to amend or rescind a resolution approved by a previous Convention are permissible. Only resolutions received by the national secretary-treasurer on or before June 3, 2026, will be printed in the *Resolutions and Amendments Book*.

Please take note of the requirements for qualification, as on occasion branches and state associations neglect one or more of them, causing the amendment and/or resolution to be returned.



Breast cancer awareness



**Mack I.
Julion**

I have often stated that "some of my best ideas come from other people." It's my way of encouraging the thoughts, input and involvement of others around me and the general membership of our union. There is no big "I" or little "you" in our union, because at the end of the day we are all simply letter carriers. It's the things we do collectively that make our union great.

Every October I am reminded of one such idea that "I had," which came from other members. It was brought to me at the most unlikely time and from those members from whom I would least expect it. To my credit, I was at least

open-minded enough to listen and willing to follow through to see if it was doable and beneficial to the rest of our membership.

The conversation started as we were completing a rally and marching to draw attention to postal reform. Our objective was to march on President Obama's residence in Chicago and let him know that the inaction of his administration and of Congress concerning the pre-funding burden could have a negative impact on the workforce and constituents of his hometown. Putting this together itself was a big deal. No regular permit for this. With 24-hour Secret Service protection for the president, we agreed that our march would get no closer than a block away from his home to get the approval. We had a larger-than-expected turnout, particularly from those who rarely get involved. At the end of the rally, it was two of those rarely involved who approached me about the idea of a breast cancer walk.

Initially I thought they were seeking our branch participation in one of the many breast cancers walks that is held during the month of October. Their idea was much more ambitious than that. They envisioned that we could have our own walk! We would create it, get the participation of our members and maybe others in the labor movement.

The first thing I thought was, "OK, that's a lot of work!" So, I told them if they did the leg work and gave me a proposal, we would take a serious look at it. They did all of that. We then identified the area in the

neighborhood for the walk. It would begin and end at our facility, then culminate in a brunch. The board and members were receptive to the idea, so we secured a permit. At the very least, we figured we could do this one event, but it was a huge success!

There were so many members who participated. I was shocked. Members I never saw at our union hall. Our hall was adorned in pink; in fact, there was pink everywhere. We tapped into something that resonated with our members and made their union relevant to them. The atmosphere was vibrant, joyful and emotional. At the time my wife and mom were survivors, but there were so many others that I was not aware of.

This walk was in no way meant to take away from our national charity, the Muscular Dystrophy Association. We would still have many fundraisers for that, but I believe it lets our members know that we are sensitive to the issues that impact them, and we can meet them where they are. Breast cancer is one of those issues. It accounts for 30 percent of all new cancer cases in woman, according to breastcancer.org. Roughly 1 in 8 women will be diagnosed with breast cancer at some point in their life, so awareness is important.

I can proudly say that it was not a one-time event. This year will be the 13th Anniversary Walk for Branch 11, and in that time, we have raised more than \$200,000 for the American Cancer Society. We have also won several local awards for our participation as an organization. Above is a picture from our first walk and the flyer for this year's event. Unfortunately, I won't be there, but I will send my donation.

Yvette West and LaTonya Jackson were the carriers who approached me with the idea; and today, our MBA Representative Sheila Hudson and her committee keep it going. Over the years the turnout has somewhat dwindled, but their spirit hasn't. The event includes guest speakers and information concerning detection and treatment.

We have our own cancer walk, and it is regularly supported by other branches and labor unions in the Chicago area. It is also, by far, one of the best ideas "I" ever had.



Pilot update and vehicle familiarization training



Christopher Jackson

Urgent Maternal Protections for Nursing Mothers (PUMP) Act, which became law in 2022. The PUMP Act provides letter carriers with the right to access an appropriate space and take the time necessary to pump breast milk at work.



In this month's article, I will provide an update on one of the Postal Service's pilot tests. I will also discuss familiarization training that carriers should receive before they are expected to operate a postal vehicle.

Lactation pods

In the November 2024 *Postal Record*, I informed the membership of the Postal Service's intent to pilot test the use of lactation pods by nursing mothers in 10 postal facilities¹ throughout the country. USPS explained that the pilot had been initiated to enhance the organization's compliance with the Providing

Urgent Maternal Protections for Nursing Mothers (PUMP) Act, which became law in 2022. The PUMP Act provides letter carriers with the right to access an appropriate space and take the time necessary to pump breast milk at work.

I was recently informed that the pilot had ended in May of this year. The test tracked pod usage at the 10 locations and identified 2,205 visits during the assessment period. Feedback that I received from offices involved with the pilot was positive and constructive.

USPS states that the pods are still in use at the 10 pilot locations. Also, they have determined that lactation pods can be purchased by individual facilities for future use. While the pilot was initiated to enhance the Postal Service's compliance with the PUMP Act, it is important to note that completion of this pilot does not satisfy their obligation under the law. USPS must comply with the requirements of the PUMP Act in every location.

If you are a nursing mother working in a postal facility without a lactation pod, USPS must provide an appropriate space and reasonable time to pump breast

milk. The space provided should be shielded from view, free from intrusion and must be a location other than a bathroom. Nursing letter carriers have the right to file a grievance under Article 3 of the National Agreement if they are denied access to these and other accommodations established by law. Local union representatives should be proactive in their offices by meeting with the head of their installation and discussing the requirements of the PUMP Act. These discussions can help in understanding what efforts are being made to accommodate our nursing mothers.

Vehicle familiarization training

Every newly hired city letter carrier must complete several hours of driver training before operating a postal vehicle. This extensive training is vital for keeping our carriers safe, especially when they are expected to operate any type of Postal Service vehicle they may not be familiar with. Vehicle familiarization is a component of the overall driver training provided to new hires; however, a letter carrier may need to complete familiarization training multiple times in their career.

Through my columns, I have shared information on pilot tests involving various models of vehicles that carriers have been asked to operate in performance of their duties. In these tests, carriers are provided with familiarization training for each type of vehicle before they are provided with driving privileges to operate them. This training is not simply a courtesy for carriers participating in pilot tests, Section 335.4 of *Handbook EL-804, Safe Driver Program* requires that all carriers complete familiarization training under the following circumstances:

335.4 Drivers Required to Take Vehicle Familiarization

Exhibit 335.4

Drivers Required to Take Vehicle Familiarization

If a Postal Service employee...	Then the employee...
- Is a new hire city/rural carrier; or - Does not have driving privileges for a specific kind of vehicle; or - Is a new operator required to have a CDL	Must complete vehicle familiarization training on each type of Postal Service vehicle he or she is required to operate

¹ Facilities that participated in the pilot can be found in my November 2024 column.

(continued on page 35)

EAP—it's there to help you



**Manuel L.
Peralta Jr.**

Article 35, Section 1 of the National Agreement closes with the following contractual obligation:

An employee's voluntary participation in the EAP for assistance with alcohol and/or drug abuse *will be considered favorably* in disciplinary action proceedings. (Emphasis added).

What does that commitment mean when applied to our letter carriers battling addiction to alcohol or drugs? I recently reviewed an arbitration award (C-37283) that I will share with you as follows.

The basic facts in that case are that the grievant had been observed ingesting drugs while under

surveillance by agents of the Office of the Inspector General (OIG). When confronted, she initially denied the allegation but then admitted and acknowledged using drugs.

Subsequently, the grievant entered a recovery center based on a recommendation from her branch president. The arbitrator notes that:

While in this center she began speaking with an EAP [counselor] in whom she gained confidence because she seemed to understand her situation. She attributed her lack of success with prior EAP counselors to the fact that when an issue was brought to EAP, only three sessions would be scheduled. She related that she became frustrated with the counselors she was engaging because they did not want to immediately discuss issues Grievant was having with drugs, insisting that they should talk about her mental health first.

...

The Union respectfully submits that the evidence overwhelmingly demonstrates Management's failure to adhere to the express provisions of the National Agreement, specifically Article 35. This Article is not merely a guideline; it is a binding commitment to support employees confronting the disease of addiction, and to consider their voluntary participation in EAP favorably in disciplinary actions.

The arbitrator then recounted the efforts made by the grievant, her years of service (bank of goodwill) and that she did precisely what Article 35 encourages: that she voluntarily sought help through the Employee Assistance Program (EAP), that she completed a 30-day inpatient treatment program, continued the program,

and that she maintains her sobriety. The arbitrator indicated that:

[T]hese are undisputed facts, yet Management chose to ignore them at every level of the grievance procedure, opting instead for the ultimate punitive penalty of removal. This decision stands in stark contrast to the spirit and letter of Article 35, which aims to rehabilitate the most important asset of the postal service, its employees.

...

The Union provided strong evidence that Grievant has actively sought help and has made significant progress in addressing her four-year drug and alcohol addiction. Grievant provided credible testimony that in the months prior to the charged misconduct she had struggled with her initial interactions with EAP. Grievant provided documentation that she entered inpatient treatment just over two weeks after she was placed in emergency off duty status. According to the documentation provided, she was randomly tested for drugs and alcohol throughout her stay. She successfully completed a 30-day inpatient residential treatment program and was released for a return to work without restrictions.

...

Article 35 ultimately places the burden on Management to show that it gave favorable consideration to Grievant's rehabilitative efforts during its disciplinary proceedings. Based on this record, Management failed to show that it favorably considered Grievant's commendable rehabilitative efforts. Clearly, no serious consideration was given to Grievant's medical documentation...

And while [the Postmaster] testified that she considered Grievant's efforts and her responsibilities under Article 35, the NOR includes no acknowledgment of Grievant's efforts to combat her disease or how, or if, Management took these efforts into consideration before deciding to remove her....And the [concurring official] acknowledged at hearing that at the time of his concurrence, he was unaware of the provisions of Article 35.

Kudos to Daniel J. Gordon, our arbitration advocate, and to the officers and stewards of Southeast Massachusetts Merged Branch 18 who contributed to the successful outcome of this case.

In reading the award, it is clear that the grievant ran into roadblocks that should not have been there. EAP is intended for short-term counseling, which has been defined as up to 12 sessions, but it is clear that the grievant in this case was advised that she was limited to just three sessions.

If you, in reaching out to EAP, are notified that you are allowed only three sessions, please bring this to my attention so that I can get the problem addressed. Please contact me or leave me a message at the office: 202-662-2831.

Keep an eye on each other.

Navigating your FERS Special Annuity Supplement: A clear guide



Dan Toth

For federal employees, getting ready for retirement means understanding all your benefits. One important part of this is the Federal Employees Retirement System (FERS) Special Annuity Supplement (referred to in this article as the Supplement). It can be a bit confusing, but this guide will help make it clear so you can plan your retirement well.

What is the FERS Special Annuity Supplement?

The Supplement is a temporary payment you get from the Office of Personnel Management (OPM). Think of it as a bridge to help you out financially between when you retire and when you turn 62, which is usually when Social Security benefits start. It's important to remember that this isn't a Social Security benefit; OPM handles it. You won't get a separate check for it; it's simply added to your regular retirement payment. You also don't need to apply for it separately; OPM automatically figures out if you qualify when you retire.

Does choosing my retirement date affect my Supplement?

OPM uses full calendar years (from Jan. 1 to Dec. 30 or 31) for calculating the Supplement; therefore, if you plan on retiring at the end of the year, it is recommended that you choose Dec. 30 or 31 as your retirement date.

Who can get it?

To get the Supplement, you need to meet certain age and service requirements at retirement: 1) Must be at or above the Minimum Retirement Age (MRA) with at least 30 years of service; 2) Or be age 60 with at least 20 years of service.

Your MRA depends on the year you were born. If you were born in 1968 or earlier, you have achieved your MRA. If you were born in 1969, you have an MRA of 56 and 10 months. If you were born in 1970 or later, your MRA is 57. To see the full MRA table, visit [opm.gov](https://www.opm.gov) or review the NALC's *Questions and Answers on the Federal*

Employees Retirement System.

There are some situations where you won't get the Supplement. This includes if you retire under a disability, deferred, or have an MRA+10 retirement. Also, if you retire at age 62 or older, you won't get the Supplement because that is the age at which you can apply for Social Security benefits.

The Supplement stops on the last day of the month you turn 62, or the month before you can start getting Social Security benefits, whichever happens first.

The earnings test: What if you work after retiring?

One important thing about the Supplement is that it has an "earnings test," much like Social Security. This means if you work after you retire and earn more than a certain amount in a year, your Supplement might be reduced. If you get the Supplement, you will have to report your earnings to OPM in a spring survey. For every \$2 you earn above the limit, your Supplement will be cut by \$1. The amount you can earn before your Supplement is affected is called the "exempt amount." In 2025, this amount was \$23,400. The exempt amount is the same as established by the Social Security Administration, which adjusts this number each year based on inflation.

It's good to know that any reduction to your Supplement happens July 1 in the year after you earned too much (e.g., if you exceed the limit in 2025, your Supplement would not be reduced until July 1, 2026). The reduction affects only the Supplement and not the basic benefit. So, if you earn above the limit in the year you turn 62, your Supplement won't be reduced the following year because it would have stopped by then anyway.

When figuring out your earnings, OPM looks at wages from a job and any money you make from being self-employed. Money from investments, pensions or your Thrift Savings Plan withdrawals does *not* count.

No cost-of-living adjustments

Another important detail is that the Supplement does not get cost-of-living adjustments (COLAs). This means that its value won't increase with inflation, so it might buy you less over time. This is why it's so important to plan your finances carefully for retirement.

(continued on page 35)

Privacy practices



**James W.
“Jim” Yates**

MBA is a covered entity within the meaning of the Health Insurance Portability and Accountability Act of 1996, commonly known as HIPAA. Under HIPAA, MBA is legally required to provide all participants with notice of our legal duties and privacy practices with respect to protected health information (PHI). MBA policyowners receive this information by mail each summer. The MBA is considered a “hybrid entity” because not all of the benefits offered by MBA are covered by HIPAA privacy protections.

PHI includes any individually identifiable information that relates to a member’s physical or mental health, health care received or payment for health care—including name, address, date of birth and Social Security number.

The notice of privacy practices describes how medical information about a member may be used and disclosed and how the member can get access to this information.

MBA is legally required to maintain the privacy of a member’s PHI. The primary purpose of our privacy practices notice is to describe the legally permitted uses and disclosures of PHI, some of which may not apply to MBA in practice. The notice also describes a member’s right to access and control PHI.

Permitted uses and disclosures

We use and may disclose a member’s PHI in connection with receiving treatment, our payment for such treatment and for health care operations. Generally, we will make every effort to disclose only the minimum necessary amount of PHI to achieve the purpose of the use or disclosure:

- **Treatment**—This means the provision, coordination or management of health care. While we do not provide treatment, we may use or disclose PHI to support the provision, coordination or management of care. For example, we may disclose PHI to an individual responsible for coordinating the member’s health care, such as a spouse or adult child.
- **Payment**—This means activities in connection with processing claims for health care. We may need to use or disclose PHI to determine eligibility for coverage, medical necessity and for utilization review

activities. For example, we could disclose PHI to physicians engaged by the MBA for their medical expertise to help us determine eligibility for coverage.

We may disclose PHI to third parties who are known as “business associates” who perform various activities for us. In such circumstances, we will have a written contract with the business associate, which requires them to protect the privacy of PHI.

We also may disclose PHI and dependents’ PHI on explanations of benefit (EOB) forms and other payment-related correspondence, which are sent to the member.

PHI may be disclosed to the MBA trustees in connection with appeals that are filed following a denial of a benefit claim or a partial payment. In addition, any trustee may receive PHI if a member requests that that trustee assist in filing or perfecting a claim for benefits. Trustees also may receive PHI if necessary for them to fulfill their fiduciary duties with respect to MBA. Such disclosures will be the minimum necessary to achieve the purpose of the use or disclosure. Such trustees must agree not to use or disclose PHI other than as permitted in this notice or as required by law, not to use or disclose the PHI with respect to any employment related actions or decisions, or with respect to any other benefit plan maintained by the trustees.

We may disclose PHI to anyone whom a member authorizes. Contact the MBA to obtain a copy of the appropriate form to authorize the people who may receive this information.

We may disclose PHI to your personal representative in accordance with applicable state law or the HIPAA Privacy Rule. A personal representative is someone authorized by court order or power of attorney or a parent of a child, in most cases. In addition, a personal representative can exercise your personal rights with respect to PHI.

We may use or disclose a member’s PHI to the extent that we are required to do so by federal, state or local law. The member will be notified, if required by law, of any such uses or disclosures.

In addition to not disclosing PHI, MBA is bound not to disclose any personal private information about a member without written consent from that member.

If you are not an MBA policyowner, or you missed our letter this summer, you can see MBA’s privacy practices on our website. Visit nalc.org/mba and click on “Privacy Policies” near the bottom of the page.

For information regarding any of the MBA products, please call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. You also can visit our website at nalc.org/mba.

Make sure you're up to date on your family's health



Stephanie Stewart

As summer ends and we move closer to wrapping up the 2025 calendar year, there is no better time than now to ensure that your family's health is in check.

Start by confirming that everyone on your policy is up to date with their recommended annual check-ups, screenings and/or immunizations.

From identifying vital health changes and detecting disease issues to simply keeping your health on track, I believe it is imperative to invest in preventive health care.

If you are unsure which preventive services are necessary, make sure to speak with your primary care physician, who can review your records and determine what is right for you. Remember, early detection of a potential health concern may lower your chances of developing certain medical conditions or lead to better treatment options.

It also is important to know that the NALC Health Benefit Plan (the Plan) supports our members by covering many preventive services at no cost to the members when you use an in-network provider.

Additionally, the Plan rewards our members with health savings dollars each calendar year for certain wellness activities. Whether you are enrolled in the NALC Health Benefit Plan's High Option or Consumer Driven Health Plan (CDHP), you can improve your health and earn valuable incentives to use toward eligible medical expenses.

If you are not familiar with the Plan's wellness programs or health savings rewards, I encourage you to review our website to learn more at nalchbp.org.

When it comes to the cost of health care, let's face it, everyone wants to save more and find some financial relief, and we are here to help you do just that.

Take action now by earning rewards, which will put more money back in your pocket before the calendar year is over.

Below are a few of the most common health savings you can earn.

Let's start with your health assessment (HA). This assessment is an online tool that analyzes your respons-

es to health-related questions and gives you a personalized plan to achieve goals.

Upon completion by any eligible High Option members or dependents over the age of 18, one of the following can be chosen: \$30 in health savings rewards, enrollment in the CignaPlus Savings® discount dental program for the remainder of the calendar year in which you completed the HA, a waiver of two PPO medical office visit copayments (when the Plan is primary payor), or a Fitbit Aria Air smart scale.

For members enrolled in the CDHP, any eligible member or dependent 18 years or older can earn \$20 in health savings rewards or can choose enrollment in the CignaPlus Savings discount dental program for the remainder of the calendar year in which you completed the HA.

Next, talk to your provider about completing a biometric screening. This screening is a measurement of your overall health and gives you important data to assess or indicate risk factors:

- Waist circumference measurement
- Total blood cholesterol
- Calculation of body mass index
- Blood pressure check
- Fasting blood sugar

Not only could this screening identify a possible health issue or condition, once again, you are putting money back in your pocket.

Upon completion, earn \$50 in health savings rewards when enrolled in the High Option Plan or \$30 when enrolled in CDHP.

Then, make sure to schedule your annual influenza vaccine (flu shot).

According to the Centers for Disease Control and Prevention, it is recommended that everyone 6 months and older get an annual flu vaccine, ideally by the end of October. However, individuals should continue to receive vaccinations later in the season if they must schedule after October, as the vaccine is an important step to reducing both the risk of getting the flu and the severity of the illness.

As a High Option member, you will earn \$10, or as a CDHP member you will earn \$5.

How do I receive the reward? Once you have completed your first activity and the Plan receives confirmation, we will send TASC a notification to issue you a debit card with the reward amount preloaded.

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Family's health (continued)

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As with a flexible spending account, funds can be used to purchase medical items or services not covered by health insurance.

To learn more about specific benefit coverage or other wellness incentives, please contact one of our

knowledgeable customer service representatives.

Make sure to mention or ask about our other programs, which include:

- Your Health First Disease Management
- Healthy Pregnancies, Healthy Babies
- Tobacco cessation
- Annual pneumococcal vaccine

Director of
City Delivery

Vehicle familiarization training (continued)

(continued from page 30)

A driver safety instructor (DSI) conducts many of the driver trainings provided by the Postal Service, including vehicle familiarization. Under Section 335.5 of *Handbook EL-804*, the DSI is responsible for identifying the types of vehicles needed for familiarization:

335.5 Selecting Vehicles

Familiarization training must be provided for each type of Postal Service vehicle that trainees are required to oper-

ate on the job. The DSI must identify the types of vehicles needed for familiarization. The vehicle maintenance manager is responsible for ensuring that the appropriate vehicles (in type and number) are provided when needed.

If you are expected to operate a vehicle that you are unfamiliar with, be sure to inform your local union representative and, if appropriate, file a grievance.

Be sure to read my article each month and visit nalc.org for more City Delivery updates.

Director of
Retired Members

FERS Supplement (continued)

(continued from page 32)

Getting an estimate

Even though OPM will calculate the exact amount of your Supplement after you retire, you can get an estimate to help with your planning by visiting liteblue.usps.gov or calling the Human Resources Shared Service Center at 877-477-3273. Keep in mind that this is just an estimate, so it's a good idea to have a little ex-

tra room in your retirement budget.

As always is the case with retirement, there is a personal balance to strike between time and money. By understanding the Supplement, especially how working after retirement can affect it and the fact that it doesn't increase with the cost of living, you can make smart choices for a comfortable and secure retirement. Knowing these rules helps you make the most of your FERS benefits and reach your financial goals.

December exceptions

This month's Contract Talk will explain the exceptions to Article 8 of the National Agreement that occur during the month of December. These include the payment of penalty overtime, work-hour limits, the assignment of overtime, and non-scheduled days.

The rate of pay for penalty overtime is governed by the provisions of Article 8, Section 4.C, which states:

C. Penalty overtime pay is to be paid at the rate of two (2) times the base hourly straight time rate. Penalty overtime pay will not be paid for any hours worked in the month of December.

While this provision applies to all letter carriers, determining when the penalty overtime rate is applicable depends on the classification of the employee.

The entitlement to penalty overtime for full-time regular and full-time flexible employees is found in Article 8, Section 4.D of the National Agreement, which states:

D. Penalty overtime pay will be paid to full-time regular employees for any overtime work in contravention of the restrictions in Section 5.F.

Article 8, Section 5.F states:

F. Excluding December, no full-time regular employee will be required to work overtime on more than four (4) of the employee's five (5) scheduled days in a service week or work over ten (10) hours on a regularly scheduled day, over eight (8) hours on a non-scheduled day, or over six (6) days in a service week.

The explanation for this section is found on page 8-17 of the 2022 *Joint Contract Administration Manual (JCAM)*, which states:

Article 8.5.F applies to both full-time regular and full-time flexible employees. The only two exceptions to the work hour limits provided for in this section are for all full-time employees during the penalty overtime exclusion period (December) and for full-time employees on the ODL during any month of the year (Article 8.5.G). Both work and paid leave hours are considered "work" for the purposes of the administration of Article 8.5.F and 8.5.G.

The rules governing how part-time flexible (PTF) and city carrier assistant (CCA) letter carriers receive penalty overtime pay are found in Article 8, Section 4.E, which states:

E. Excluding December, part-time flexible employees will receive penalty overtime pay for all work in excess of ten (10) hours in a service day or fifty-six (56) hours in a service week.

(The preceding paragraph, Article 8.4.E., shall apply to City Carrier Assistant Employees.)

This language requires the payment of penalty overtime to PTF and CCA letter carriers for all work in excess

of 10 hours in a service day or 56 hours in a service week. Part-time regulars are in the same category as PTFs for penalty overtime purposes.

When determining the entitlement to penalty overtime pay, both the actual hours worked as well as any paid leave hours are counted. This is explained on page 8-3 of the 2022 *JCAM*, which states:

All bargaining unit employees are paid postal overtime for time spent in a pay status in excess of 8 hours in a service day and/or in excess of 40 hours in a service week. Hours in pay status include hours of actual work and hours of paid leave.

The first exception to these rules, which affects full-time, part-time and CCA letter carriers, involves the payment of penalty overtime during the month of December. In accordance with Article 8, Section 4.C, penalty overtime will not be paid for any hours worked in December. This is commonly referred to as the "penalty overtime exclusion period."

Although Article 8, Sections 4 and 5 identify the month of December, in 1985 the national parties agreed that the month of December referenced in these sections is understood to mean four consecutive service weeks, rather than the entire month (M-01508 in NALC's Materials Reference System). The specific period is published each year in the *Postal Bulletin* and *The Postal Record*. The penalty overtime exclusion period for calendar year 2025 will run from Nov. 29 through Dec. 26, 2025 (pay period 26-2025 and 1-2026).

Article 8, Section 4.G is a new section of the contract added to the 2023 National Agreement in accordance with Arbitrator Dennis R. Nolan's award dated March 21, 2025. This section states:

G. For any hours worked beyond twelve (12) hours in a service day or sixty (60) hours in a service week the employee is to be paid at the rate of two and one-half (2 1/2) times the base hourly straight time rate.

(The preceding paragraphs, Article 8.4.F. and 8.4.G., shall apply to City Carrier Assistant Employees.)

Unlike the penalty overtime exclusion period, there are no exceptions to Section 4.G. This provision, which provides pay at two and a half times the base hourly straight-time rate for work beyond 12 hours a day or 60 hours a week for all letter carriers, is applicable even during the penalty overtime exclusion period.

The second exception during December pertains to the daily and weekly work-hour limitations. Article 8, Section 5.G provides that full-time employees on an

(continued on next page)

December exceptions (continued)

(continued from previous page)

overtime desired list (ODL) or the Work Assignment List (WAL) may be required to work up to 12 hours in a day or 60 hours in a service week unless they volunteer to work beyond those limits. However, these work limits do not apply to ODL and WAL letter carriers during the penalty overtime exclusion period. Management can, but is not required to, assign ODL letter carriers to work in excess of the 12- and 60-hour limitations during the penalty overtime exclusionary period.

The maximum hours allowed for PTFs, CCAs and full-time employees not on an ODL or the WAL are not governed by the provisions of Article 8, Section 5.G. The rules defining the maximum number of work hours for these letter carriers are found in Section 432.32 of the *Employee and Labor Relations Manual (ELM)*, which states:

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.

Since letter carriers typically have a 30-minute lunch break, the maximum number of paid hours allowed under this section of the *ELM* is limited to 11½ hours per service day. The Step 4 settlement (M-01272) in case number E94N-4E-C96061540 dated Feb. 25, 1998, clarifies that the 12-hour limit established by Section 432.32 of the *ELM* continues to apply even during the penalty overtime exclusion period.

Similar to the previous reference that paid leave counts toward overtime, the 2022 *JCAM*, on page 8-19, states that the 12- and 60-hour limitations are inclusive of all hours, including any type of leave taken.

The third, and newly added December exception, deals with non-scheduled days for CCAs and PTFs. Article 8, Section 3, added to the 2023 National Agreement, now provides that CCAs and PTFs will be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period. This change is echoed in the MOU Re: New Employee Experience, Retention and Mentoring Program, found on page 258 of the 2023 National Agreement, which states in part:

All City Carrier Assistant (CCA) and Part-time Flexible (PTF) city letter carriers will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the

penalty overtime exclusion period. This exception to receiving at least one nonscheduled day each service week during the penalty overtime exclusion period does not apply to CCAs or PTFs during Weeks 1 through 8 following completion of the Carrier Academy.

New CCAs and PTFs who are in Weeks 1 through 8 following their completion of the Carrier Academy (Week 1 begins the week the new employee begins on-the-job instruction training), still must receive a non-scheduled day each service week, even during the penalty overtime exclusion period. Beginning Week 9 and beyond, CCAs and PTFs are not guaranteed a non-scheduled day during the penalty overtime exclusion period.

The fourth exception during December pertains to letter carriers on the WAL. As stated above, excluding December, WAL carriers are available to work up to 12 hours in a day or 60 hours in a service week. Outside of the penalty overtime exclusion period, management has the right to assign an employee on an ODL to work at the regular overtime rate to avoid paying penalty overtime to a carrier on the WAL. This can limit a carrier on the WAL to 10 hours in a service day, even if additional overtime was available on their bid assignment. This is explained on page 8-21 of the 2022 *JCAM*, which states:

Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid.

During the penalty overtime exclusion period, letter carriers on the WAL have the right to work the additional time over 10 hours, up to 12 hours, since penalty overtime is not paid. Keep in mind, this exception applies only when management wants to assign a carrier from ODL to work the overtime. Management still retains the right to utilize a letter carrier at the straight-time rate, or a PTF or CCA at the straight-time or regular overtime rate, prior to assigning additional overtime to a letter carrier on the WAL. Page 8-21 of the 2022 *JCAM* explains:

Management may always assign another carrier to perform the work at the straight-time rate rather than assigning overtime to a carrier on the Work Assignment List. Management may also assign PTFs and CCAs at the straight-time or overtime rate (up to the ELM limitations).

If you have any questions related to these or other Article 8 provisions, contact your local shop steward or branch officer. Complete copies of the “M” documents referenced in this article and the 2022 *JCAM* are available on the NALC website at nalc.org.

Monthly CSRS annuity payments for letter carriers who retire on Dec. 1, 2025

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Dec. 1, 2025. Estimates are computed by using the given high-3 aver-

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

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

City Carrier / High-3 Average ¹ : 77,981				Carrier Technician / High-3 Average ¹ : 79,614		
Years of Service ²	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,356	\$213	\$2,143	\$2,405	\$218	\$2,187
21	2,486	226	2,260	2,538	231	2,306
22	2,616	239	2,377	2,670	245	2,426
23	2,746	252	2,494	2,803	258	2,545
24	2,876	265	2,610	2,936	271	2,665
25	3,006	278	2,727	3,068	284	2,784
26	3,135	291	2,844	3,201	298	2,904
27	3,265	304	2,961	3,334	311	3,023
28	3,395	317	3,078	3,467	324	3,142
29	3,525	330	3,195	3,599	337	3,262
30	3,655	343	3,312	3,732	351	3,381
31	3,785	356	3,429	3,865	364	3,501
32	3,915	369	3,546	3,997	377	3,620
33	4,045	382	3,663	4,130	390	3,739
34	4,175	395	3,780	4,263	404	3,859
35	4,305	408	3,897	4,395	417	3,978
36	4,435	421	4,014	4,528	430	4,098
37	4,565	434	4,131	4,661	444	4,217
38	4,695	447	4,248	4,793	457	4,337
39	4,825	460	4,365	4,926	470	4,456
40	4,955	473	4,482	5,059	483	4,575
41	5,085	486	4,599	5,191	497	4,695
41+11 months & over ⁵	5,199	497	4,701	5,308	508	4,799

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Dec. 1, 2022, and Nov. 30, 2025, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$576.50 per month if for self plus one (PSHB code 77C, FEHB code 323), \$516.58 if for self and family (PSHB code 77B, FEHB code 322), or \$238.29 if for self only (PSHB code 77A, FEHB code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-3 average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-3 average on the basis of unused sick leave accumulated under CSRS.

Monthly FERS annuity payments for letter carriers who retire on Dec. 1, 2025

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Dec. 1, 2025. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step P carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	City Carrier / High-3 Average ¹ : 77,981			Carrier Technician / High-3 Average ¹ : 79,614		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,300	\$130	\$1,170	\$1,327	\$133	\$1,194
21	1,365	136	1,228	1,393	139	1,254
22	1,430	143	1,287	1,460	146	1,314
23	1,495	149	1,345	1,526	153	1,373
24	1,560	156	1,404	1,592	159	1,433
25	1,625	162	1,462	1,659	166	1,493
26	1,690	169	1,521	1,725	172	1,552
27	1,755	175	1,579	1,791	179	1,612
28	1,820	182	1,638	1,858	186	1,672
29	1,885	188	1,696	1,924	192	1,732
30	1,950	195	1,755	1,990	199	1,791
31	2,015	201	1,813	2,057	206	1,851
32	2,079	208	1,872	2,123	212	1,911
33	2,144	214	1,930	2,189	219	1,970
34	2,209	221	1,989	2,256	226	2,030
35	2,274	227	2,047	2,322	232	2,090
36	2,339	234	2,105	2,388	239	2,150
37	2,404	240	2,164	2,455	245	2,209
38	2,469	247	2,222	2,521	252	2,269
39	2,534	253	2,281	2,587	259	2,329
40	2,599	260	2,339	2,654	265	2,388
Each additional year ⁵	64.98	6.50	58.49	66.34	6.63	59.71

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Dec. 1, 2022, and Nov. 30, 2025, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$576.50 per month if for self plus one (PSHB code 77C, FEHB code 323), \$516.58 if for self and family (PSHB code 77B, FEHB code 322), or \$238.29 if for self only (PSHB code 77A, FEHB code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10 percent—their annuities are calculated at 1.1 percent times years of service times high-3 average salary.

Meet MDA's national ambassadors

In the early 1950s, when public awareness and understanding of muscular dystrophy and related diseases were almost non-existent, the Muscular Dystrophy Association (MDA) put a human face on its mission by calling on young people affected by these diseases to serve as national ambassadors, telling their personal stories and inspiring support of MDA.

To date, the program has had almost 50 such ambassadors. These young—and increasingly not-so young—people, along with their families, have traveled the nation to meet with sponsors, supporters and luminaries, including U.S. presidents such as John F. Kennedy and Ronald Reagan. They also have appeared on MDA's telethons—often with longtime telethon host Jerry Lewis—and on many television programs. Ambassadors have graced more than 15 covers of *Parade* magazine and served as guests of honor at Walt Disney World, Disneyland and the Rose Parade.

Today, MDA ambassadors play an essential role in motivating millions to help MDA through donations or volunteer action. Former ambassadors have grown up to achieve distinction, transitioning into adulthood while earning advanced degrees and making their mark as authors, educators, bloggers, musicians, artists and business professionals.

Their distinctive voices continue to ring out, advocating with great passion and intelligence to raise standards of independence, research and care for all members of the MDA family and the disability community in general.

Here are MDA's two 2025 national ambassadors:

Ira Walker is 40 years old and is from Fort Lauderdale, FL. Walker, who lives with spinal muscular atrophy (SMA) Type 2, was diagnosed at 12 months and never let barriers deter him. He attended college at the

University of Missouri and joined the workforce as a full-time employee in the human resources field. Walker lives independently and manages his caregivers for support.

"I always knew that I would work professionally full time and achieve my goals regardless of my disability by modifying my environment, being a good communicator, and letting people know when I needed help," he said. "I look forward to continuing to motivate myself and others by raising my voice for the MDA community!"

Lily Sander is a junior in high school and is from Charlotte, NC. At the age of 4, Lily was diagnosed with Charcot-Marie-Tooth disease (CMT), a hereditary neurological disorder affecting the peripheral nerves that control muscle movement and sensation. CMT leads to progressive muscle weakness, atrophy and sensory loss, affecting areas such as the hands and feet. Symptoms of CMT typically appear in childhood or early adulthood. In total, mutations in more than 100 known genes can cause different forms of CMT. While there is currently no cure and no treatments, pain medications and physical therapy help manage and improve quality of life.

"My biggest goal in this role is to help build a stronger sense of community and support for families like mine who are living with neuromuscular disease," she said. "Too often, disability is seen as a tragedy, but I want to show the world the joy, resilience and incredible potential that thrives within the disability community."

You can learn more about these two incredible individuals at mda.org.

Reminder: Send a copy of the allocation form and checks to NALC so your branch can be credited the proper totals. Remember to send all money raised into MDA before Dec. 31 to receive credit.



OWCP and Social Security, Part 2

Wage-loss compensation, schedule awards and SSDI



Regional Workers' Compensation Assistant Coby Jones

Last month's column explained the interaction between regular age-related Social Security benefits—what the Social Security Administration (SSA) refers to as “retirement benefits”—and Federal Employees' Compensation Act (FECA) benefits. This month's column explains the interaction between Social Security Disability Insurance (SSDI) and FECA benefits.

In recent years it has become more common to find disabled letter carriers on SSDI. This is due in part to the fact that in order to apply for Office of Personnel Management (OPM) disability retirement benefits, applicants also must apply for SSDI. It should be understood that there is no obligation to be approved for SSDI to be accepted for OPM disability retirement. One must simply apply for SSDI. In fact, it is not uncommon for OPM to approve disability retirement and for SSA to deny SSDI because SSA's requirements for SSDI are much more restrictive than OPM's requirements for disability retirement.¹

If approved, the monthly SSDI benefit is based on the applicant's average lifetime earnings. Social Security benefits are typically computed using “average indexed monthly earnings,” or AIME. This average summarizes up to 35 years of a worker's indexed earnings. SSA applies a formula to this average to compute the primary insurance amount (PIA). The PIA is the basis for the benefits that are paid to an individual.² Once an individual on SSDI reaches full Social Security retirement age, their benefit is converted to the regular Social Security retirement benefit.

SSDI and OWCP

While injured workers on the Office of Workers' Compensation Programs (OWCP) rolls have to elect between OPM retirement benefits (including OPM disability retirement) and wage-loss compensation, injured workers on the OWCP rolls who are also on SSDI are entitled to both wage-loss compensation and schedule awards. SSA, however, may reduce the SSDI amount through

offsets based on both wage-loss compensation and schedule awards. And it is not unusual for such offsets to consume most of the SSDI payments. Note that while OPM and the Department of Labor make a distinction between “workers' compensation” (which for them is wage-loss compensation) and schedule awards, SSA lumps wage-loss compensation, schedule awards and disfigurement payments into the “workers' compensation” category.

If the injured worker receives workers' compensation (including schedule awards) or other public disability benefits, and SSDI benefits, the total amount of these benefits cannot exceed 80 percent of what SSA has determined was their average current earnings (ACE) before they had a disability.

Note that the ACE is different than the PIA, which is based on the worker's lifetime cumulative earnings and work history. The applicant's ACE is an amount that is determined by averaging either their highest consecutive five years of earnings or averaging the highest year of earnings within the five years prior to their disability. Which formula it uses depends on the individual's specific circumstances.³

If the total amount of these benefits exceeds 80 percent of their ACE, the excess amount is deducted from their Social Security benefit. For letter carriers receiving wage-loss compensation or schedule awards, the offset deduction often will consume most of the SSDI benefit. These offsets can also result in large overpayments involving tens of thousands of dollars. This can happen either because SSA took months or even years to address the concurrent receipt of SSDI and FECA benefits, or because SSA awarded retroactive SSDI payments that overlap the receipt of FECA benefits.

While OWCP applies the offsets and processes overpayments involving wage-loss compensation and Social Security retirement benefits, SSA applies the offsets and processes overpayments in cases involving FECA benefits and SSDI. If an injured employee is on OWCP wage-loss compensation or is receiving a schedule award or disfigurement payments and is either currently receiving or will be receiving SSA benefits, they should send a letter advising SSA of this fact, along with copies of their OWCP benefit statements. The sooner SSA applies the offset, the lower the eventual

(continued on next page)

¹ For a detailed overview of the SSDI program, including the threshold requirements, disability criteria and application process, go to ssa.gov/disability.

² An explanation of the PIA calculations can be found at ssa.gov/oact/cola/piaformula.html.

³ For an outline of how SSA calculates ACE, see secure.ssa.gov/apps10/poms.nsf/lnx/0452150010.

OWCP and Social Security (continued)

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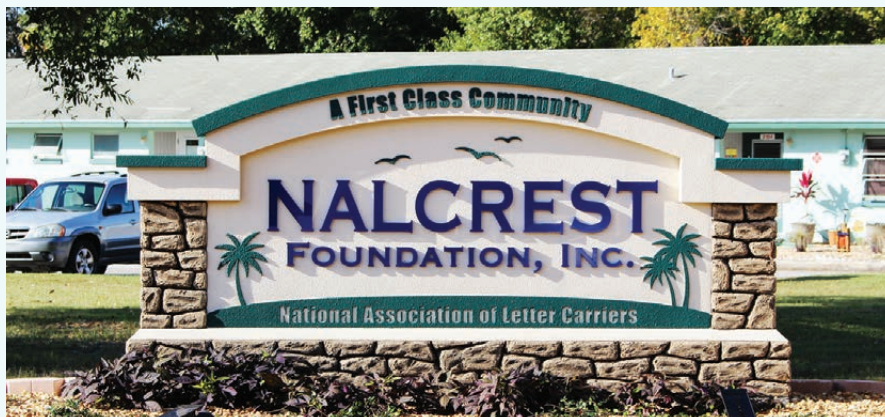
overpayment will be.

While most injured letter carriers who are both on wage-loss compensation and receiving SSDI will see their SSDI reduced and offset, in many cases their monthly income will be higher even with the offset than it would be if they were on wage-loss compensation alone. That said, if the offset has yet to be applied,

they should set aside funds to cover the eventual overpayment.

On the other hand, it is strongly recommended that letter carriers who are on SSDI or anticipate being on SSDI postpone applying for a schedule or disfigurement award until they are no longer on SSDI, since the resulting offsets in most cases would consume most of the benefit of the award.

Nalcrest Update



From the Trustees

At the recent Florida State Association convention in Orlando, I was introduced by President Brian Renfro as the newly appointed member of the Nalcrest Standing Committee. I will serve on the committee with Fred Rolando and Tony Diaz. As members of the committee, the three of us also serve as Nalcrest trustees, along with NALC Executive Council members Paul Barner, Nicole Rhine, Mack Julion and Dan Toth. The Executive Council also elected Tony Diaz as Nalcrest president, Nicole Rhine as Nalcrest secretary, and Paul, Mack, Dan, Fred and me as Nalcrest vice presidents.

As I was introduced, I found myself thinking about Matty Rose and what size shoes he wore, because I could never fill those with all the years he spent at Nalcrest. As I looked out into the audience, I saw Don Southern with his wife and remembered how many years he spent at Nalcrest as a committee member/trustee. I am humbly honored to have this opportunity to serve. Matty Rose retired as Nalcrest Committee member/trustee/president, which opened this position on the committee.

My name is Starr Hunter. I recently retired as a letter carrier after serving 41 years. I am a member of West Palm Beach, FL Branch 1690. I served as recording secretary, treasurer and

shop steward, and wore many hats, leading MDA events and coordinating the food drive. I live about 90 miles from Nalcrest, and have been visiting Nalcrest for over 30 years. I owned a timeshare down the street, and always enjoyed visiting the community.

Nalcrest is over 60 years old, and while we constantly deal with upkeep, renovations, maintenance, bookkeeping, remodeling, repairs, agendas and decisions, Nalcrest continues to be a clean, safe and well-maintained property. We have a great property manager, Lisa Senecal, who has been at Nalcrest for years. She and the other Nalcrest employees are fully committed to their positions. The oversight by the Nalcrest trustees is essential to ensure that former NALC President William C. Doherty's vision of a well-maintained, safe and affordable community for retired letter carriers is maintained.

All the roofs damaged last year from the hurricane have been replaced/repared, and all the buildings are in the process of being newly painted. It's not too late for branches to financially assist with the painting by "adopting a building." Several plaques have been placed on completed buildings recognizing the donations by the branches.

Come see the Nalcrest property just east of Lake Wales. There is a waiting list of 376 to be-

come a yearly resident at Nalcrest. Get on the list if you want to become a part of the family. So, fellow brothers and sisters, be a guest, but become a resident!

Be blessed; be a blessing—

Starr Hunter

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 President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter

Nalcrest

Application and Confidential Questionnaire

All questions must be answered!
Please print legibly or type.

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent ranges starting at \$383 per month. Prices subject to change due to periodic trustee approval.
Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form – please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS A NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (Location and Branch Number): _____

Are you a Gold Card Member? ☐ YES ☐ NO
(50 years of membership with NALC)

Are you a Veteran? ☐ YES ☐ NO

Additional information and photos can be accessed at NALC.org

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

If accepted, you must be willing to sign a 1 year lease.
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____

Date: _____

NALCREST FOUNDATION, INC.
P.O. Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

NALC's retirement community



☛ Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

☛ 500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.

 Find us on
Facebook



Nalcrest Foundation, Inc.

☛ Apartments are leased unfurnished, on a yearly basis. Rent includes trash, wi-fi, stove, refrigerator and maintenance.

☛ Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

☛ No pets allowed.

☛ Smoking is only permitted in designated areas.

State Summaries

California

Congratulations to the officers of the California State Association, all of whom were elected by acclamation at our recently concluded state convention in Burlingame. I was re-elected as State District 4 officer, which covers most of the San Joaquin Valley and some of northern Los Angeles County.

As a state district officer, I try to attend as many branch meetings in my area as possible. I promote our legislative agenda as well as the Letter Carrier Political Fund. If you're not donating to the LCPF, please consider doing so. Five dollars per pay period will help save your pay and benefits. Organizations who wish to take them away contribute to politicians at the rate of tens of millions per election cycle. We need to be at the table. If you're not at the table, you're on the menu.

During a Zoom meeting about the new retention program, I learned that two-thirds of our new hires did not make it past their first year during FY 2024. Please, if you see someone on the floor who you don't recognize, introduce and make yourself available for anything they might need. Sometimes we forget that once upon a time you and I were green and someone took us under their wing. It's a comforting feeling to know that a trusted someone is looking out for them.

If you have businesses on your route, take the time to pitch our offerings to them. They may not be aware that we don't charge extra to pick up their parcels. Or that USPS offers Every Door Direct Mail, a cheaper option to advertise than the newspaper. Remember that taxes don't pay our salaries. In my USPS district, they don't offer incentives for us to participate in Customer Connect, which is a shame.

Stay cool.

Eric Ellis

Colorado

It has been a busy summer not only here in Colorado, but all across the country. While we prepare for our national rap session in a few weeks, hopefully we can come together and get updated on many legislative topics that affect all of us and the personal attacks can be set aside while acting professionally at the workshops and general session. Let's not pack the political drama in our suitcase; leave it at home.

We have witnessed too much divide in our country, and we need to come back together as a country and a union. While we don't always agree on everything, there is no room for threats and attacks against each other as we have seen on social media on many platforms. We need to stand up for our rights as city letter carriers while coming together as a united front against legislation that negatively affects us going forward. The veteran letter carriers who came before us fought so hard for us to enjoy the life and benefits we have today.

Let's make that promise together today. None of us are perfect, but now is the time for us to put our differences aside and come together for not only our future, but the future of our families.

In unity and solidarity—

Richard Byrne

Indiana

A great conversation started with the aftermath from RCIs (Route Count and Inspections) taking place around the entire country, resulting in

routes being taken away and a negative morale. I asked how many carriers responded with 271.g's (Special Route Inspections), and the answer I got was one of 50-plus routes.

To my excitement, this same carrier led the conversation into questioning USPS being adopted by the DOC (Department of Commerce). So, the DOC website states that it works with businesses, universities, communities, and the nation's workers to promote job creation, economic growth, sustainable development, and improved standards of living for Americans. Furthermore, it runs the U.S. Census Bureau, grants patents, registers trademarks, and more. The Postal Service was a department of the government, but not when the Postal Reorganization Act of 1970 was signed. It took a flick of the wrist....

The carrier then asked how the LCPF (Letter Carrier Political Fund) would be applicable to this situation. Most importantly, to move the Postal Service under the DOC would take an act of Congress. This can happen, and more so, it can be influenced by the POTUS. There are more risks than there are benefits from such an adoption. Risks would start with job cuts and destructive reductions in all of our benefits. Be concerned that this will risk our reputation of having the cheapest rates for all our services compared to our competitors around the world. Tariffs have already reduced our workload.

Hip-hip-hooray! Congrats and special thanks to several branches that have increased their LCPF member count and amount in contributions! We are our brother's and sister's keeper.

Kieaunta Roberson

Michigan

Solidarity forever, for the union makes us strong. It was a glorious morning in downtown Detroit on Labor Day 2025. The sun was shining, the weather was fall-like, and the streets were bustling with excitement from thousands of Motor City's dedicated unionists, all coming together to celebrate the Detroit Labor Day March.

For the first time since 2019, the beginning of the Covid epidemic, the Michigan State Association of Letter Carriers participated in the Detroit Labor Day March.



Ron Zalewski

NALC Branch 1 graciously opened its doors for use as the staging area for the letter carriers coming to the march. Hot dog breakfasts were on hand for those arriving at 8 a.m., as well as coffee and donuts. A large, magnificent "Fight Like Hell" banner was hoisted proudly in the air as dozens of Michigan's letter carriers prepared to march down Michigan Avenue. The megaphone clicked on, and letter carrier message chants filled the air. We were loud and proud.

We marched approximately one mile down Michigan Avenue to Detroit's newest green space, the beautiful Roosevelt Park. As we approached the park, our voices filled the air with Labor's most treasured song, "Solidarity Forever." The bystanders cheered and proclaimed their love for Michigan's postal workers. Truly, an uplifting experience.

A program of Michigan labor leaders capped off the march with short speeches. Our own

MISALC president, Ron Zalewski, was one of those speakers. He was first honored by being inducted into the Metro Detroit AFL-CIO Civil Rights Hall of Fame. He then gave an impressive talk on the history and importance of the USPS to this nation. It was grandly received, and the audience gave him a well-deserved Letter Carrier Cheer! Congratulations, my brother, for the outstanding award and speech.

Detroit Labor Day March 2026—Michigan letter carriers, mark your calendars. We will be there again, and we hope you come down to march with us. Solidarity forever!

John Dick

Tennessee

Hello, brothers and sisters!

On a somber note, former State Association President and former Branch 419 President David Lambdin passed away on July 6 in Corbin, KY. David hired me as a steward in 1996 and once mentioned that "life is short, enjoy it while you can." RIP, brother.

It is kind of ironic that his passing was not immediately reported to the branch, which led me to the context of this article. Carriers, stewards, and retirees should contact one of their branch officers or steward when a member or a non-member passes away. Normally, a son, daughter or wife will contact a fellow branch member, but what about when there is no family member? If one encounters a death of a member via social media (e.g., Facebook, newspaper obituary, word of mouth), then please make a phone call to a branch officer or steward.

Once we get a notice, we reach out to surviving relatives and inform them of notification procedures. The first step is to complete an online report form (opm.gov) or call OPM (888-767-6738). It is advisable to report death using the online form during business hours to avoid long wait times. OPM will contact NALC Headquarters Retirement Department (202-393-4695 x877). You'll need to provide the following info: CSA (claim number), date of birth Social Security number, survivor's full name, relationship to the deceased, a death certificate, marriage certificate and, if possible, a copy of SF 2800 for Civil Service Retirement System or SF 3104 for Federal Employees Retirement System.

The application form for death benefits can be obtained from OPM's website. Complete it

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.

and return it along with the required documentation to OPM for processing. It's beneficial for retirees to inform their family members on how to navigate the system.

Tony Rodriguez

Texas

In June, the Texas House approved a redistricting plan for the state. This action has raised questions regarding its alignment with the requirements set out in the Texas constitution on redistricting. All Democratic representatives exited the special session as a form of protest against the proposal under consideration. During the protest, Democratic representatives left the state and traveled to other locations, generating significant controversy within Texas and across the United States.

The primary objective of the redistricting effort in Texas is to secure five additional Republican seats, thereby helping to preserve the Republican majority in the U.S. House of Representatives. This also sparked outrage in other Democratic states, such as California. Several states have indicated that if Texas proceeds with gerrymandering, they will implement similar measures within their own jurisdictions to shift the House of Representa-

tives toward a Democratic majority, creating a showdown and lets us know what's to come. A hearing is scheduled at the Texas Capitol on Oct. 1 to determine the constitutional validity of these provisions. In the meantime, Gov. Abbott has enacted the redistricting changes. The TSALC will continue to monitor the situation.

We encourage all members to continue advocating for letter carriers' rights in Texas. Currently, H.R. 1065, the Protect Our Letter Carriers Act, has not gained additional co-sponsors. Please consider reaching out to your representatives to request their support. For more information, the proposed legislation can be found on both the NALC and TSALC websites.

I hope everyone had a prosperous Labor Day weekend!

Everett Wyllie

Wisconsin

The Wisconsin State Association of Letter Carriers (WSALC) fall seminar will be held Oct. 18-19 at the Stoney Creek Hotel and Conference Center, 3060 S. Kinney Coulee Road in Onalaska. Its phone number is 608-781-3060. General session begins on Saturday at 8 a.m. and concludes around 12 p.m. on Sunday. Fall seminar is open for attendance by any member in good standing.

Training topics, subject to change: Legislative & Political Updates—NALC Legislative and Political Organizer Brent Fjerestad will share Headquarters' political updates. Article 8 Changes and Equitability—understanding the new changes to Article 8 and how to monitor and understand equitability. Ask Your NBA—National Business Agent Patrick Johnson will share with us the most recent updates from Headquarters as well as information and issues facing Region 7 membership, open forum questions and answers from timely topics to struggles in your individual stations. Emergency Response Team—BaLynda Croy will discuss mental health awareness and recognizing the signs of suicide. How to protect and help our postal family and beyond. OWCP ECOMP—OWCP class will include getting comfortable with ECOMP. This will include how to register, and learning the new features of filing a claim. MDA Updates—MDA is fighting to free individuals and their families from harmful effects of muscular dystrophy, ALS and related diseases that weaken the muscles in strength and limits mobility.

The WSALC e-board and presenters spend many hours in preparation to bring current training topics to the membership. I want to say thank you for all their hard work and efforts. It has been my pleasure to work with such an amazing team!

Dawn Ahnen

Retiree Reports

Anchorage, Alaska

If you're planning to retire at the end of this year, now is the time to start the process. HRSSC won't take your retirement papers any sooner than 90 days before, so you are in the sweet spot. They work on retirement applications based on who is retiring soonest, so you have time.

Get a retirement estimate on LiteBlue. Clean up your OPF while you're in there and verify life insurance beneficiaries. Have a copy of your DD214 (there's one in your OPF). Have your workers' compensation claims information available (claim numbers, dates of benefits). You need this information, and it can be obtained by going onto ECOMP.

Do you have a divorce decree, and does it award a portion of your annuity to your ex-spouse? You'll need a copy of the decree, and know now that you won't be finalized in 60 to 90 days. It will take months as OPM reviews the divorce decree, so be prepared financially.

You'll need to decide on your retirement date. If you're going to receive the FERS supplement, you'll need to retire on the last day of the year to receive credit for the entire year for calculation purposes. If you are 62 or older, you can retire on Friday, Dec. 26, of this year. It's the last day of a pay period. If you choose to go on Wednesday, Dec. 31 (last day of the year), that may only give you three days of pay into a new pay period. For those three days of pay, payroll will take as many deductions as your pay allows, leaving you with a very small paycheck.

So, knowing you are in the KMA Club (Kiss My A**) can be rewarding and nerve-racking. Contact your NBA and schedule time with your NALC retirement specialist. And welcome to the club!

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Almost every few months I see articles in *The Postal Record* under the name "Proud to Serve," honoring heroic carriers, carrier alerts neighbor of piled-up mail, letter carrier rescues elderly woman, carrier raises alarm for absent resident, carrier runs into burning house to rescue family, and many more. This is just letter carriers doing their job and responding to life-threatening situations. We thank you.

Please follow us on our Facebook page, "NALC Branch 425 Bergen County Merged."

Dennis Spoto, Branch 425

Centennial, Colorado

October has always been a transition month—the heat of summer is behind; the holiday season begins, and the days become shorter. Time to find the winter gear and prepare for more packages. Our jobs are changing.

One of the discussions we had at our monthly meeting was how mail-in ballots are currently under attack. We've had this style of voting for at least 15 years in Colorado, and we have elected both Republicans and Democrats. Anyone interested in how our elections work should participate in a tour of the local facility that handles ballots. One of my retirement jobs has been collecting ballots in the last four elections, and I found the process highly regulated and organized. Because I got to deliver ballots when I carried mail, I was very curious how they got handled on the other end. The post office has an important role in delivering these ballots, and it always makes me proud that I have a hand in our elections and democracy.

On a more local note, our branch maintains a uniform closet. This is a great way to get our new hires the uniform pieces they may be lacking. I urge all retirees to donate clothing that is clean and wearable. This is so needed, given the price of quality union-made clothing.

My monthly shout-out goes to our new vice president, Anne Ibison. She was appointed and hit the ground running. Her sense of humor is unparalleled, her hard work is obvious, and her passion for unionism makes me proud to know her. Let's keep moving forward and happy Halloween!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Summer is here!

Summers in New Jersey are unique. They go so quick, and they are especially faster when the weather will not cooperate on weekends. There is a special feeling one gets about our shore. Even our brothers and sisters who move out of state say that there is no place like any other than "down the shore." Many people state that they cannot get the same feeling as they do in New Jersey. Maybe it is the population, maybe it is the attractions, or the shows. Many people come back to Jersey to get that hometown feeling with their family and friends. It is exciting.

Branch 120 takes this opportunity to wish all our brothers and sisters well in the time they take with their family and extend wishes for a happy and safe vacation season. Enjoy your vacation time off this summer.

Joseph Murone, Branch 120

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:

75-year plaques

William J. Lacomchek	Bradenton, FL	Br. 1753
George B. Schuerman	Northern KY	Br. 374

70-year plaques

Herman D. Cline	Moline, IL	Br. 318
Alfred W. Crawford	Naperville, IL	Br. 1151
Thomas H. Blanton	S. Suburban Mgd., IL	Br. 4016
Richard Piunti	S. Suburban Mgd., IL	Br. 4016
Lee R. Mason	Indianapolis, IN	Br. 39
James W. Gravenstein	Topeka, KS	Br. 10
Arthur H. Heidrich	Northern KY	Br. 374
Albert J. Schomaker	Northern KY	Br. 374
Robert H. Teunis	Grand Rapids, MI	Br. 56
Lloyd R. Schooley	Youngstown, OH	Br. 385
William A. Schuller Jr.	Youngstown, OH	Br. 385
Robert L. Crouse Jr.	Williamsport, PA	Br. 50
Roy H. Hendrickson	Wenatchee, WA	Br. 1350

65-year pins

Donald J. Dahlgren	Stamford, CT	Br. 60
Anthony J. Spadaccini	Stamford, CT	Br. 60
Harold H. Null Jr.	Newark, DE	Br. 1977
William Engram Jr.	Washington, DC	Br. 142
Ralph L. Weeks	Clearwater, FL	Br. 2008
Herman D. Cline	Moline, IL	Br. 318
Elmer E. Peel Sr.	Moline, IL	Br. 318
Andrew M. Ferreri	Naperville, IL	Br. 1151
Kenneth J. Garhan	Naperville, IL	Br. 1151
Robert E. Gerdorn	Fort Wayne, IN	Br. 116
Lester Burton	Indianapolis, IN	Br. 39
Robert R. Ringlespaugh	Indianapolis, IN	Br. 39
Robert W. Adams	Cedar Rapids, IA	Br. 373
Robert A. Anderson	Cedar Rapids, IA	Br. 373
Paul A. Ealy	Cedar Rapids, IA	Br. 373
Laverne Jackson	Cedar Rapids, IA	Br. 373
Robert R. Jared	Cedar Rapids, IA	Br. 373
William E. Lane	Cedar Rapids, IA	Br. 373
Earnest H. Topness	Cedar Rapids, IA	Br. 373
Leroy E. Lister	Topeka, KS	Br. 10
William E. Manion	Topeka, KS	Br. 10
Jimmy E. Ferguson	Lake Charles, LA	Br. 914
Ralph A. Murray	Lake Charles, LA	Br. 914
James R. Gorski	Grand Rapids, MI	Br. 56
Eddie G. Taylor Jr.	Grand Rapids, MI	Br. 56
Joseph B. Carter III	Royal Oak, MI	Br. 3126
Robert E. Dunn	Royal Oak, MI	Br. 3126
Frederick S. Sabaugh	Royal Oak, MI	Br. 3126
Michal A. Castaldo	Flushing, NY	Br. 294
Walter A. Oppermann	Flushing, NY	Br. 294
Joseph F. Quinn	Flushing, NY	Br. 294
Edward J. Harrison	Greensboro, NC	Br. 630
Michael J. Bakos Jr.	Cambridge, OH	Br. 634
Ronald S. Petersen	Toledo, OH	Br. 100
Dewey R. Peters	Youngstown, OH	Br. 385
John Riedmann	Youngstown, OH	Br. 385
James Spanos	Youngstown, OH	Br. 385
Lanny J. Bogenoff	Medford, OR	Br. 1433

Terry L. Foster	Medford, OR	Br. 1433
James L. Kelley	Medford, OR	Br. 1433
Robert W. Foy	Philadelphia, PA	Br. 157
William J. Gibbons	Philadelphia, PA	Br. 157
Gerard J. Gleeson	Philadelphia, PA	Br. 157
John J. Gresko	Philadelphia, PA	Br. 157
George T. Hanagan	Philadelphia, PA	Br. 157
Eugene M. Heasley	Philadelphia, PA	Br. 157
James M. Jackson	Philadelphia, PA	Br. 157
Livingston T. Johnson	Philadelphia, PA	Br. 157
John B. Klose	Philadelphia, PA	Br. 157
Raymond A. Lahmann Jr.	Philadelphia, PA	Br. 157
Charles J. Lockhead	Philadelphia, PA	Br. 157
Ronald M. Maxymuik	Philadelphia, PA	Br. 157
William R. Rennix	Philadelphia, PA	Br. 157
Titus J. Thomas	Philadelphia, PA	Br. 157
Frederick J. Weiler	Philadelphia, PA	Br. 157
Robert D. Wall	Victoria, TX	Br. 1221
Gary A. Bowley	Northern VA	Br. 3520
Harry G. Lutz	Northern VA	Br. 3520

60-year pins

Paul C. Davis	Little Rock, AR	Br. 35
Clarence W. Jensen	Boulder, CO	Br. 642
Walter F. Connor	New Haven, CT	Br. 19
Donald J. Corcoran	New Haven, CT	Br. 19
Richard J. Laden Jr.	New Haven, CT	Br. 19
Ralph J. Staiano	New Haven, CT	Br. 19
Robert L. Burghardt	Aurora, IL	Br. 219
David E. Kunkel	Aurora, IL	Br. 219
Philip R. Koehlhoeffer	Moline, IL	Br. 318
Patrick J. VandeKerckhove	Moline, IL	Br. 318
Edward A. Adamson	Naperville, IL	Br. 1151
Patrick J. Oreilly	Naperville, IL	Br. 1151
Maurice A. Cox	Indianapolis, IN	Br. 39
John E. Coy III	Indianapolis, IN	Br. 39
John C. Schmitz	Indianapolis, IN	Br. 39
Willie C. Wells	Indianapolis, IN	Br. 39
Gary J. Kramer	Cedar Rapids, IA	Br. 373
William E. Manion	Topeka, KS	Br. 10
Richard M. Verst	Northern KY	Br. 374
Robert J. Brankline	Lake Charles, LA	Br. 914
Farnell G. Lafleur	Lake Charles, LA	Br. 914
Raymond H. Bielecki	Grand Rapids, MI	Br. 56
Robert T. Daniel	Grand Rapids, MI	Br. 56
Ralph Vanderheide Jr.	Grand Rapids, MI	Br. 56
Dan J. Verberg	Grand Rapids, MI	Br. 56
Aime E. Brabant	Royal Oak, MI	Br. 3126
Wayne L. Neff	Royal Oak, MI	Br. 3126
J. Butler	Flushing, NY	Br. 294
Vincent L. Contorno	Flushing, NY	Br. 294
John J. Covino	Flushing, NY	Br. 294
J. W. Hall	Flushing, NY	Br. 294
Edgar T. Osborn	Flushing, NY	Br. 294
W. R. Rehren	Flushing, NY	Br. 294
Jerry R. Ashmore	Cincinnati, OH	Br. 43
Donald R. Duderstadt	Cincinnati, OH	Br. 43
Richard E. Keller	Cincinnati, OH	Br. 43
Gerald P. Knight	Cincinnati, OH	Br. 43
Charles J. Schweppe	Cincinnati, OH	Br. 43

George E. Taylor	Cincinnati, OH	Br. 43
Ernest Vanover	Cincinnati, OH	Br. 43
Robert L. Bruns	Toledo, OH	Br. 100
Richard G. Day	Toledo, OH	Br. 100
Bernard C. Green	Toledo, OH	Br. 100
Larry A. Gulaw	Toledo, OH	Br. 100
Thomas W. Ring	Toledo, OH	Br. 100
Joanne M. Slaymaker	Toledo, OH	Br. 100
Robert D. Holzer Jr.	Youngstown, OH	Br. 385
Andy F. Leone	Youngstown, OH	Br. 385
Cecil L. Thomas	Youngstown, OH	Br. 385
Jerry V. Lassen	Medford, OR	Br. 1433
Larry C. Brentano	Portland, OR	Br. 82
Leonrd R. Berman	Philadelphia, PA	Br. 157
James E. Bohr	Philadelphia, PA	Br. 157
Angelo J. Defeo	Philadelphia, PA	Br. 157
Thomas A. Haney III	Philadelphia, PA	Br. 157
Thomas R. McCarroll	Philadelphia, PA	Br. 157
John N. Scipione	Philadelphia, PA	Br. 157
Joseph R. Trotter	Philadelphia, PA	Br. 157
Melchor R. Welsch	Philadelphia, PA	Br. 157
Robert C. Garrett	Houston, TX	Br. 283
Holland R. Gibson Jr.	Houston, TX	Br. 283
Jon E. Justice	Houston, TX	Br. 283
Eugene C. Kohler	Houston, TX	Br. 283
Jesse G. Martinez	Houston, TX	Br. 283
Daniel Mendoza	Houston, TX	Br. 283
Raymond E. Mican	Houston, TX	Br. 283
Jose J. Pina	Houston, TX	Br. 283
Robert D. Wall	Victoria, TX	Br. 1221
Dennis M. Bulowicz	Milwaukee, WI	Br. 2

55-year pins

Erik Ellefsen	Tri-Valley, CA	Br. 2902
Rodney R. Hill	Tri-Valley, CA	Br. 2902
Michael R. Lapaglia	New Haven, CT	Br. 19
Anthony R. Maiorino	New Haven, CT	Br. 19
Alphonse Manna Jr.	New Haven, CT	Br. 19
Ralph F. Mannochi	New Haven, CT	Br. 19
Joseph A. Mauri	New Haven, CT	Br. 19
Francis J. McCarthy Jr.	New Haven, CT	Br. 19
George W. Mellor Sr.	New Haven, CT	Br. 19
William L. Murphy Jr.	New Haven, CT	Br. 19
Aldora Nelson	New Haven, CT	Br. 19
Alphonse M. Panzo	New Haven, CT	Br. 19
David J. Pelkey	New Haven, CT	Br. 19
Vincent E. Pergolotti	New Haven, CT	Br. 19
Frederick J. Pierson	New Haven, CT	Br. 19
Michael E. Plano	New Haven, CT	Br. 19
Joseph J. Pucillo Jr.	New Haven, CT	Br. 19
Anthony J. Santagata	New Haven, CT	Br. 19
Vincent A. Squeglia	New Haven, CT	Br. 19
Michael J. Vastola	New Haven, CT	Br. 19
Frank G. Vumbaco Jr.	New Haven, CT	Br. 19
George S. Weted Jr.	New Haven, CT	Br. 19
George E. Daniels	Stamford, CT	Br. 60
Ralph S. Mackenzie	Stamford, CT	Br. 60
Michael K. Kenjorski	Newark, DE	Br. 1977
Ann P. Brown	Washington, DC	Br. 142
Kenneth W. Ford	Washington, DC	Br. 142
Ronnie L. Martin	South FL	Br. 1071

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

Steven Tudor	South FL	Br. 1071	Harold L. Lester	Lake Charles, LA	Br. 914	Kenneth S. Hodnicki	Toledo, OH	Br. 100
Patrick J. Oreilly	Naperville, IL	Br. 1151	Jerome A. Perlongo	Lake Charles, LA	Br. 914	Johnnie M. Johnson	Toledo, OH	Br. 100
Michael H. Wilson	Naperville, IL	Br. 1151	Vories Perron	Lake Charles, LA	Br. 914	William L. Johnson	Toledo, OH	Br. 100
John W. Baumann	S. Suburban Mgd., IL	Br. 4016	Charles F. Petee	Lake Charles, LA	Br. 914	Cheryl K. Jones	Toledo, OH	Br. 100
Robert M. Block	S. Suburban Mgd., IL	Br. 4016	Leon C. Regan	Lake Charles, LA	Br. 914	Thomas A. Kerr	Toledo, OH	Br. 100
Sally A. Bradley	S. Suburban Mgd., IL	Br. 4016	Jimmie P. Renard	Lake Charles, LA	Br. 914	Albert L. Leonard	Toledo, OH	Br. 100
Richard E. Brow	S. Suburban Mgd., IL	Br. 4016	William E. Rodgers	Lake Charles, LA	Br. 914	Daniel J. Mathews	Toledo, OH	Br. 100
Daniel P. Colonnelli	S. Suburban Mgd., IL	Br. 4016	Harles E. Smart	Lake Charles, LA	Br. 914	Ronald P. Mettert	Toledo, OH	Br. 100
Katherine E. Jacobs	S. Suburban Mgd., IL	Br. 4016	Johnny D. Trahan	Lake Charles, LA	Br. 914	Ronald G. Michael	Toledo, OH	Br. 100
Randall J. Kamper	S. Suburban Mgd., IL	Br. 4016	Calvin R. Vallette	Lake Charles, LA	Br. 914	Eugene S. Michalski	Toledo, OH	Br. 100
William H. Loos	S. Suburban Mgd., IL	Br. 4016	Melvin L. Vincent	Lake Charles, LA	Br. 914	Thomas Michalski	Toledo, OH	Br. 100
William J. Murray	S. Suburban Mgd., IL	Br. 4016	Floyd J. Young	Lake Charles, LA	Br. 914	Cordell M. Miller	Toledo, OH	Br. 100
John R. Zimmerman	S. Suburban Mgd., IL	Br. 4016	Dallas A. Ashbay	Grand Rapids, MI	Br. 56	Michael Miskiel	Toledo, OH	Br. 100
Thomas M. Herr	Fort Wayne, IN	Br. 116	Melvin J. Bajema	Grand Rapids, MI	Br. 56	Richard E. Myers	Toledo, OH	Br. 100
Lynn G. Oetting	Fort Wayne, IN	Br. 116	David R. Baldwin	Grand Rapids, MI	Br. 56	Robert T. Newbold	Toledo, OH	Br. 100
Neal R. Rekeweg	Fort Wayne, IN	Br. 116	Gary L. Beemer	Grand Rapids, MI	Br. 56	William V. Nichter	Toledo, OH	Br. 100
Woodrow M. Adams Jr.	Indianapolis, IN	Br. 39	John J. Chrystan	Grand Rapids, MI	Br. 56	Ronald J. Parkins	Toledo, OH	Br. 100
Stephen L. Baker	Indianapolis, IN	Br. 39	Richard S. Cox	Grand Rapids, MI	Br. 56	Charles D. Pauken	Toledo, OH	Br. 100
Mary T. Barbarich	Indianapolis, IN	Br. 39	Richard C. Gregory	Grand Rapids, MI	Br. 56	Burton E. Paulson	Toledo, OH	Br. 100
David J. Bogard	Indianapolis, IN	Br. 39	Daniel B. Hojnacki	Grand Rapids, MI	Br. 56	James N. Peterson	Toledo, OH	Br. 100
David R. Dunn	Indianapolis, IN	Br. 39	Patrick L. Irish	Grand Rapids, MI	Br. 56	Nelson K. Pflieghaar	Toledo, OH	Br. 100
Jon J. Ferguson	Indianapolis, IN	Br. 39	Thomas C. Maciejewski	Grand Rapids, MI	Br. 56	Susan T. Przybylski	Toledo, OH	Br. 100
Sandra S. Franklin	Indianapolis, IN	Br. 39	Lawrence E. Maki	Grand Rapids, MI	Br. 56	Henry J. Puhl	Toledo, OH	Br. 100
Robert H. Gregory	Indianapolis, IN	Br. 39	Lars O. Ohrn	Grand Rapids, MI	Br. 56	James J. Puhl	Toledo, OH	Br. 100
George R. Mayo	Indianapolis, IN	Br. 39	Peter B. Ondersma	Grand Rapids, MI	Br. 56	Gerald L. Quick	Toledo, OH	Br. 100
Prentice E. McGinnis	Indianapolis, IN	Br. 39	Thomas H. Reens	Grand Rapids, MI	Br. 56	Carolyn R. Rankin	Toledo, OH	Br. 100
Marvin D. Persinger	Indianapolis, IN	Br. 39	James L. Rittersdorf	Grand Rapids, MI	Br. 56	James Repka	Toledo, OH	Br. 100
Kenneth R. Rawlins	Indianapolis, IN	Br. 39	David D. Rozga Jr.	Grand Rapids, MI	Br. 56	Melvin F. Rinker	Toledo, OH	Br. 100
Charles E. Rosetto	Indianapolis, IN	Br. 39	Daniel E. Van Oeffelen	Grand Rapids, MI	Br. 56	Sandra L. Ritchey	Toledo, OH	Br. 100
Debra J. Rosing	Indianapolis, IN	Br. 39	Robert J. Vivian	Grand Rapids, MI	Br. 56	James N. Rober	Toledo, OH	Br. 100
David E. Sedam	Indianapolis, IN	Br. 39	Michael R. Bennett	Royal Oak, MI	Br. 3126	Charles E. Schultz	Toledo, OH	Br. 100
Howard S. Stevenson	Indianapolis, IN	Br. 39	Edmund C. Earlin	Royal Oak, MI	Br. 3126	Dale C. Sharp	Toledo, OH	Br. 100
James R. Bartels	Cedar Rapids, IA	Br. 373	Richard R. Rogers Jr.	Royal Oak, MI	Br. 3126	Gary L. Shull	Toledo, OH	Br. 100
Dennis K. Bowers	Cedar Rapids, IA	Br. 373	Steven H. Wallace	Royal Oak, MI	Br. 3126	Frank L. Smith	Toledo, OH	Br. 100
Kenneth W. Brayton	Cedar Rapids, IA	Br. 373	Anthony Antonellis	Flushing, NY	Br. 294	Timothy W. Stookey	Toledo, OH	Br. 100
Kathleen M. Cariens	Cedar Rapids, IA	Br. 373	D. P. Biangason Jr.	Flushing, NY	Br. 294	Tim A. Tester	Toledo, OH	Br. 100
Kenneth L. Cariens	Cedar Rapids, IA	Br. 373	Brian Crook	Flushing, NY	Br. 294	Harold A. Throne	Toledo, OH	Br. 100
Kenneth L. Deerberg	Cedar Rapids, IA	Br. 373	Frank J. Delmonico	Flushing, NY	Br. 294	James R. Tibboles	Toledo, OH	Br. 100
Larry G. Degroot	Cedar Rapids, IA	Br. 373	Walter P. Epps	Flushing, NY	Br. 294	Walter Tkaczkyk	Toledo, OH	Br. 100
Richard C. Dobson	Cedar Rapids, IA	Br. 373	Samuel M. Joyner	Flushing, NY	Br. 294	David E. Venzke	Toledo, OH	Br. 100
Robert F. Ebeling	Cedar Rapids, IA	Br. 373	Michael J. Kraucunas	Flushing, NY	Br. 294	Candy L. Williams	Toledo, OH	Br. 100
Beryl E. Eller	Cedar Rapids, IA	Br. 373	Joseph J. Lampasona	Flushing, NY	Br. 294	Michael G. Windau	Toledo, OH	Br. 100
Earl L. Ernst	Cedar Rapids, IA	Br. 373	R. C. Lavacca	Flushing, NY	Br. 294	Robert A. Zapiecki	Toledo, OH	Br. 100
Robert E. Godwin	Cedar Rapids, IA	Br. 373	K. J. McDermott	Flushing, NY	Br. 294	James A. Ziger	Toledo, OH	Br. 100
James E. Hanson	Cedar Rapids, IA	Br. 373	D. J. Moore	Flushing, NY	Br. 294	Nelson L. Thomas	Grants Pass, OR	Br. 1349
Roger L. Hindman	Cedar Rapids, IA	Br. 373	George Puckhaber	Flushing, NY	Br. 294	Terry W. Waier	Grants Pass, OR	Br. 1349
Robert E. Horne	Cedar Rapids, IA	Br. 373	J. A. Rivera	Flushing, NY	Br. 294	Kathleen D. Wooldridge	Grants Pass, OR	Br. 1349
Gary L. Kaplan	Cedar Rapids, IA	Br. 373	E. Rosado	Flushing, NY	Br. 294	Robert C. Gilkey	Medford, OR	Br. 1433
Gene D. Knight	Cedar Rapids, IA	Br. 373	Michael J. Scarano	Flushing, NY	Br. 294	Jeffery C. Werlich	Medford, OR	Br. 1433
Francis G. Labarge	Cedar Rapids, IA	Br. 373	Fred Schlagel	Flushing, NY	Br. 294	Arthur L. Bryant	Portland, OR	Br. 82
Dallis D. Meier	Cedar Rapids, IA	Br. 373	Thomas A. Torres	Flushing, NY	Br. 294	James A. Carlson	Portland, OR	Br. 82
Richard L. Morgan	Cedar Rapids, IA	Br. 373	R. S. Trezza	Flushing, NY	Br. 294	Hewell M. Connell	Portland, OR	Br. 82
R. E. Newton	Cedar Rapids, IA	Br. 373	Vito Venezia	Flushing, NY	Br. 294	Roxie J. Rossi Jr.	Portland, OR	Br. 82
Howard J. Olney	Cedar Rapids, IA	Br. 373	Howard F. Wurtz Jr.	Flushing, NY	Br. 294	Michael F. Salladay	Portland, OR	Br. 82
Richard L. Pike	Cedar Rapids, IA	Br. 373	Emanuel Zepnick	Flushing, NY	Br. 294	Louis P. Altomari	Philadelphia, PA	Br. 157
John C. Rhatigan	Cedar Rapids, IA	Br. 373	Donald Ziegler	Flushing, NY	Br. 294	Chester Baugh	Philadelphia, PA	Br. 157
John R. Shelman	Cedar Rapids, IA	Br. 373	Richard M. Lindblom	Long Island Mgd., NY	Br. 6000	Harry L. Bell	Philadelphia, PA	Br. 157
Donald L. Simmons	Cedar Rapids, IA	Br. 373	James M. Blancett	Cambridge, OH	Br. 634	Timothy M. Bennett	Philadelphia, PA	Br. 157
James V. Smith	Cedar Rapids, IA	Br. 373	Gary B. Boyer	Cambridge, OH	Br. 634	Walter E. Bethea	Philadelphia, PA	Br. 157
Gene Vineyard	Cedar Rapids, IA	Br. 373	Richard B. Fisher	Cambridge, OH	Br. 634	Joseph J. Bloomfield	Philadelphia, PA	Br. 157
Danny G. Walker	Cedar Rapids, IA	Br. 373	Joel L. Styer	Cambridge, OH	Br. 634	Frank C. Borges	Philadelphia, PA	Br. 157
Kenneth E. Warren	Cedar Rapids, IA	Br. 373	David O. Baldwin	Toledo, OH	Br. 100	Lonnie Bristol	Philadelphia, PA	Br. 157
Daniel W. Weaver	Cedar Rapids, IA	Br. 373	James A. Billings	Toledo, OH	Br. 100	Herbert B. Carter	Philadelphia, PA	Br. 157
William F. Yansky	Cedar Rapids, IA	Br. 373	Luther G. Bonnough	Toledo, OH	Br. 100	Larry G. Charleston	Philadelphia, PA	Br. 157
William E. Burke	Topeka, KS	Br. 10	Edward J. Bour	Toledo, OH	Br. 100	Walter Christian Jr.	Philadelphia, PA	Br. 157
Ward A. Downey	Topeka, KS	Br. 10	Thomas L. Braun	Toledo, OH	Br. 100	Wayne M. Couper	Philadelphia, PA	Br. 157
Ralph E. Foster	Topeka, KS	Br. 10	Clifford J. Campbell	Toledo, OH	Br. 100	Richard L. Deloatch	Philadelphia, PA	Br. 157
Michael J. Maloney	Topeka, KS	Br. 10	Charles G. Childers	Toledo, OH	Br. 100	Emelio A. Diacovo	Philadelphia, PA	Br. 157
Lynn A. Meyer	Topeka, KS	Br. 10	David M. Duerk	Toledo, OH	Br. 100	Alexander C. Dilario	Philadelphia, PA	Br. 157
Gilbert Moreno Jr.	Topeka, KS	Br. 10	Ronald J. Duris	Toledo, OH	Br. 100	Riccardo R. Dilario	Philadelphia, PA	Br. 157
Anthony Armentor	Lake Charles, LA	Br. 914	Ralph J. Emerson	Toledo, OH	Br. 100	James P. Doyle	Philadelphia, PA	Br. 157
Joseph C. Banken	Lake Charles, LA	Br. 914	Glena M. Eversole	Toledo, OH	Br. 100	John E. Fioravanti	Philadelphia, PA	Br. 157
James A. Beaugh	Lake Charles, LA	Br. 914	Lenny D. Fetterman	Toledo, OH	Br. 100	Anthony Fortuna	Philadelphia, PA	Br. 157
Wilmer J. Broussard	Lake Charles, LA	Br. 914	Dennis W. Finke	Toledo, OH	Br. 100	Jeffrey C. Fowlkes	Philadelphia, PA	Br. 157
James A. Chauvin	Lake Charles, LA	Br. 914	Kim A. Frederick	Toledo, OH	Br. 100	Paul M. Gary	Philadelphia, PA	Br. 157
Bob D. Duplechin	Lake Charles, LA	Br. 914	Theodore G. Freytag	Toledo, OH	Br. 100	Nicholas J. Giordano	Philadelphia, PA	Br. 157
Charles J. Francois	Lake Charles, LA	Br. 914	Patricia A. Hall	Toledo, OH	Br. 100	Arthur Green III	Philadelphia, PA	Br. 157
Clarence G. Fults	Lake Charles, LA	Br. 914	James L. Hart	Toledo, OH	Br. 100	Robert L. Guano	Philadelphia, PA	Br. 157
Wilfred Guillory	Lake Charles, LA	Br. 914	James P. Heyman	Toledo, OH	Br. 100	Bernard T. Hayward	Philadelphia, PA	Br. 157
Curtis W. Lambert	Lake Charles, LA	Br. 914	Frank A. Hinkle	Toledo, OH	Br. 100	James W. Hemple	Philadelphia, PA	Br. 157

Honor Roll

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

Edward E. Hueber Philadelphia, PA Br. 157
Edward D. Jankauskas Philadelphia, PA Br. 157
Michael F. Keough Philadelphia, PA Br. 157
Alvin King Philadelphia, PA Br. 157
Leon F. Lanzilotta Philadelphia, PA Br. 157
Raymond J. Lees Philadelphia, PA Br. 157
Ernest Lewis Philadelphia, PA Br. 157
Roger J. Marucci Philadelphia, PA Br. 157
James F. McCloskey Philadelphia, PA Br. 157
James J. McGarvey Philadelphia, PA Br. 157
James B. Moody Philadelphia, PA Br. 157
Edward J. Moore Jr. Philadelphia, PA Br. 157
Harry G. Munz Philadelphia, PA Br. 157
Ephis Nesmith Jr. Philadelphia, PA Br. 157
Timothy C. Omalley Philadelphia, PA Br. 157
Lawrence C. Pannell Philadelphia, PA Br. 157
Thomas G. Pender Philadelphia, PA Br. 157
Thomas W. Powers Philadelphia, PA Br. 157
Martin L. Pugh Philadelphia, PA Br. 157
George W. Reed Philadelphia, PA Br. 157
James L. Reilly Philadelphia, PA Br. 157
Charles F. Rizzo Philadelphia, PA Br. 157
Luis Rosales Philadelphia, PA Br. 157
Gerald C. Russ Philadelphia, PA Br. 157
Alexander A. Santino Jr. Philadelphia, PA Br. 157
Joseph Saraceno Philadelphia, PA Br. 157
Willie T. Smalls Philadelphia, PA Br. 157
Harry R. Smith Philadelphia, PA Br. 157
Richard T. Smith Philadelphia, PA Br. 157
Frank R. Stranieri Philadelphia, PA Br. 157
Leonard Thomas Philadelphia, PA Br. 157
Robert W. Tooley Philadelphia, PA Br. 157
Carmen D. Valentino Philadelphia, PA Br. 157
David J. Walsh Philadelphia, PA Br. 157
Emil Wenzel Philadelphia, PA Br. 157

Jerome B. Wilkins Philadelphia, PA Br. 157
Myron Williams Philadelphia, PA Br. 157
Thomas J. Wolicki Philadelphia, PA Br. 157
Roger V. Gladu Manville, RI Br. 3501
Marcel A. Menard Manville, RI Br. 3501
Wayne E. Brinegar Aiken, SC Br. 1569

50-year gold cards and pins

Richard F. Palmer Stamford, CT Br. 60
Mayo A. Best Jr. Washington, DC Br. 142
Ronald J. Nowodzelski Aurora, IL Br. 219
Frank P. Zieche Aurora, IL Br. 219
Nancy M. Neumann Moline, IL Br. 318
Stephen K. Chapleau Naperville, IL Br. 1151
Edward W. Drafce Naperville, IL Br. 1151
Edward G. Kohout Naperville, IL Br. 1151
Ronald J. Lynch Naperville, IL Br. 1151
Michael D. Mays Naperville, IL Br. 1151
Joseph Toman Naperville, IL Br. 1151
John G. Bouzios S. Suburban Mgd., IL Br. 4016
Gregory S. Gervais S. Suburban Mgd., IL Br. 4016
Terry L. Pankow Indianapolis, IN Br. 39
James M. Flack Indianapolis, IN Br. 39
Gary J. Patterson Indianapolis, IN Br. 39
Richard C. Stevenson Sr. Indianapolis, IN Br. 39
Gerald F. Nevil Fort Wayne, IN Br. 116
Gary E. Dlack Cedar Falls, IA Br. 719
John G. Greazel Cedar Rapids, IA Br. 373
Richard P. Reihman Cedar Rapids, IA Br. 373
David L. Ricklefs Cedar Rapids, IA Br. 373
Jon J. Stolfus Cedar Rapids, IA Br. 373
Thomas E. Allen Topeka, KS Br. 10
William D. Barkemeyer Topeka, KS Br. 10
Joseph Grace Topeka, KS Br. 10

Robert J. Powell Topeka, KS Br. 10
Michael C. Rusher Topeka, KS Br. 10
Samuel N. Burris Northern KY Br. 374
Stephen P. Richter Northern KY Br. 374
Daniel J. Rooney Northern KY Br. 374
Thomas A. Schweitzer Northern KY Br. 374
Robert G. Czarnopys Grand Rapids, MI Br. 56
Arthur B. Daniels Grand Rapids, MI Br. 56
John A. Gregory Jr. Grand Rapids, MI Br. 56
Richard S. Scanlon Grand Rapids, MI Br. 56
Daniel L. Serba Grand Rapids, MI Br. 56
Phillip J. Symko Grand Rapids, MI Br. 56
Willard W. Wiersma Grand Rapids, MI Br. 56
Robert A. Jankow Royal Oak, MI Br. 3126
Kimberlee H. Jankowski Royal Oak, MI Br. 3126
Gary A. Stadler Royal Oak, MI Br. 3126
Karl W. Westra Southwestern MI Br. 246
Randall A. Edinger Toledo, OH Br. 100
Marclay E. Hetrick Toledo, OH Br. 100
William L. Johnson Toledo, OH Br. 100
Gary L. Shull Toledo, OH Br. 100
Nelson L. Thomas Grants Pass, OR Br. 1349
Terry W. Waier Grants Pass, OR Br. 1349
Kathleen D. Wooldridge Grants Pass, OR Br. 1349
Robert L. Carson Medford, OR Br. 1433
Jack A. Varner Medford, OR Br. 1433
Charles R. Caputo Portland, OR Br. 82
John W. Mattson Portland, OR Br. 82
Allan D. McDonald Portland, OR Br. 82
Troy T. Morris Portland, OR Br. 82
Mark V. Thomas Portland, OR Br. 82
John E. Wells III Portland, OR Br. 82
Matthew Leffall Dallas, TX Br. 132
David M. Tidwell Houston, TX Br. 283

In Memoriam

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

Samuel F. Edwards Br. 530 Birmingham, AL
Robert M. Romano Br. 530 Birmingham, AL
Chandra N. Carter Br. 1096 Tuscaloosa, AL
Glenn T. Gregory Br. 3099 Jasper, AL
David H. Massie Br. 3671 Springdale, AR
Thomas D. Wells Br. 4494 Carmichael, CA
Richard Orona Jr. Br. 1100 Garden Grove, CA
Robert L. Remington Br. 1100 Garden Grove, CA
Min Zhou Br. 1100 Garden Grove, CA
Benedict B. Anicete Br. 1111 Greater E. Bay, CA
Verle G. Craven Br. 1111 Greater E. Bay, CA
Donna J. Scott Br. 1111 Greater E. Bay, CA
Wilmer R. Hagar Br. 2901 Hemet, CA
Edwin A. Bocobo Br. 133 Sacramento, CA
Alex S. Feller Br. 133 Sacramento, CA
Donald F. Harmon Br. 133 Sacramento, CA
Jess S. Razo Br. 133 Sacramento, CA
George A. Ortiz Br. 47 Denver, CO
William S. Babcock Br. 32 Bridgeport, CT
Jessica T. Dowdy Br. 32 Bridgeport, CT
Lawrence V. Busnardo Br. 86 Hartford, CT
R. F. Shiver Br. 1779 Lakeland, FL
Tiffany Jones Br. 73 Atlanta, GA
James C. Taylor Br. 73 Atlanta, GA
James A. Moss Br. 1119 Marietta, GA
Robert S. Nishimura Br. 860 Honolulu, HI
Gary A. King Br. 1857 Burley, ID
Kenneth L. Petersen Br. 219 Aurora, IL
John R. Huff Br. 155 Belleville, IL
Earl Baskin Br. 11 Chicago, IL
Glenn A. Hemphill Br. 11 Chicago, IL
Louis B. Hoffman Br. 11 Chicago, IL
Wayne King Br. 11 Chicago, IL
Major Lacy Jr. Br. 11 Chicago, IL
Robert J. Mikrut Br. 1870 Downers Grove, IL

Juan Medina Br. 88 Galesburg, IL
William H. Collisi Br. 2183 Melrose Park, IL
Curtis Hairston Br. 39 Indianapolis, IN
Vicki J. Halstead Br. 98 Muncie, IN
Terry L. Reynard Br. 98 Muncie, IN
Richard N. Vachon Br. 116 Fort Wayne, IN
Don W. Cheslic Br. 194 Arkansas City, KS
Joseph Grace Br. 10 Topeka, KS
Paul N. Frederick Br. 361 Lexington, KY
Hashim Allah Br. 92 ME Mgd.
Steven J. Rodetsky Br. 176 Baltimore, MD
Paul E. Bernard Br. 443 Hagerstown, MD
David Moorer Br. 1 Detroit, MI
Richard J. Lobsinger Br. 4374 South Macomb, MI
Wayne A. Gorman Br. 717 Austin, MN
Howard J. Grover Br. 114 Duluth, MN
John G. Bailey Br. 9 Minneapolis, MN
Gordon M. Balfe Br. 9 Minneapolis, MN
Charles L. Friend Br. 9 Minneapolis, MN
John M. Shull Br. 9 Minneapolis, MN
Owen Vogel Br. 815 Billings, MT
Wilbur C. Dakan Br. 8 Lincoln, NE
Ernest R. Scheffert Br. 8 Lincoln, NE
Charles L. Margulies Br. 425 Bergen Co. Mgd., NJ
James F. Rickes Br. 425 Bergen Co. Mgd., NJ
Kevin H. Sherlock Br. 272 Morristown, NJ
John P. Viola Br. 272 Morristown, NJ
Frank Francisco Br. 38 NJ Mgd.
J. J. Bruno Br. 3 Buffalo-Western NY
P. E. Kane Br. 294 Flushing, NY
James F. Gersbeck Br. 6000 Long Island Mgd., NY
Angelo Antolino Br. 36 New York, NY
Salvatore L. Cali Br. 36 New York, NY
John S. Hall Br. 36 New York, NY
Tyrone L. Thompson Br. 36 New York, NY

Khaled H. Chowdhury Br. 693 Westchester Mgd., NY
John F. Hedrick Br. 545 Charlotte, NC
John C. Cole Br. 630 Greensboro, NC
David C. Hendrix Br. 461 Winston-Salem, NC
Leroy P. Payne Br. 78 Columbus, OH
Donald F. Wisel Br. 458 Oklahoma City, OK
Raymond E. Perkins Br. 1358 Tulsa, OK
John Hnatishin Br. 254 Bethlehem, PA
William A. McCommons Br. 284 Erie, PA
Lloyd L. Shampoe Br. 284 Erie, PA
Joseph A. Talarico Br. 284 Erie, PA
James E. Ruth Br. 500 Harrisburg, PA
Leroy A. Brown Jr. Br. 157 Philadelphia, PA
Anthony J. Travaline Br. 157 Philadelphia, PA
Leonard C. Cichowski Br. 84 Pittsburgh, PA
Katrina Y. Dargan Br. 1666 Darlington, SC
Carl A. Sante Jr. Br. 1673 Redfield, SD
Rayburn E. Raymer Br. 4 Nashville, TN
Paul E. Albrecht Br. 181 Austin, TX
Ronald N. Wright Br. 181 Austin, TX
Manuel Torres Br. 1259 Corpus Christi, TX
Mianca Wright Br. 132 Dallas, TX
Lonnie Wyse Jr. Br. 132 Dallas, TX
Alvis R. Barnett Br. 1227 Wichita Falls, TX
Marsha L. Marsh Br. 567 Alexandria, VA
James G. Green Br. 609 Newport News, VA
Isrell Hall Br. 609 Newport News, VA
Harold Joyner Br. 609 Newport News, VA
Charlie R. Smith Br. 609 Newport News, VA
William H. Washington Br. 609 Newport News, VA
Timothy J. Browning Br. 531 Charleston, WV
Robert T. Swisher Br. 481 Parkersburg, WV
Patrick A. Currie Br. 337 Superior, WI
Carl E. Thomas Br. 66 Wheeling, WV
Gary W. Mann Br. 2 Milwaukee, WI

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.

*Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
- The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

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

Branch Items

Albany, New York

Management will always protect its own. They wrap themselves in policies, slogans and posters about “respect” and “zero tolerance.” But when a letter carrier is harassed and humiliated by management, those promises turn to dust.

One of our sisters did everything by the book. She filed complaints with the OIG. She reported the harassment to management. She reached out again and again to the very people who were supposed to keep her safe. What did she get in return? Silence, excuses, more harassment and fear. Her abuser was a manager, and when the boss is the problem, management does what it always does—circles the wagons, closes ranks, and protects its own.

Here’s what they forget: This isn’t their house. This is our house! And in our house, when one of us is attacked, the union stands up. When the steward stood up, every level of management, from supervisors to the district manager, tried to throw up roadblocks. They wanted her to give up, they counted on her breaking, but she didn’t break or even bend. She held her ground with the full weight of her integrity.

Where management deals in cover-ups, stewards deal in truth. Where they push fear, stewards push solidarity. It wasn’t a USPS executive, a district manager, or even the inspectors or OIG who finally said “enough.” It was a shop steward, a letter carrier who stepped into the fire, stood tall and declared, “Not in my house!” That’s the power of solidarity. A steward is the line in the sand that says we will not be bullied, silenced, or left unprotected.

This fight is bigger than one carrier. It’s about every worker who’s ever felt powerless against management’s abuse. Solidarity means when they come after one of us, they take on all of us.

Norris Beswick, Branch 29

Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy Halloween. We would like to also thank all our members who were able to attend our retiree dinner this month. This marks a joyful occasion where we can celebrate not only our retirees for the last three years, but all those retired members whose hard work has helped to keep our union strong for many, many years. This dinner also serves as our installation ceremony for the newly elected officers on our executive board. Thank you to all the officers for stepping up to help shape Branch 545 for the future.

We would like to congratulate our fellow carrier, Marlyn Tivera Garcia, on her recent retirement. Marlyn was assigned to Concord Station with 32 years of service. We thank you for your service and want to wish you 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 of 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

Cincinnati, Ohio

Branch 43 carriers, are you ready for fall? And then, before you know it, Christmas will be here.

Fall inspections are well underway in the Queen City, and as always, please remember to do everything by the book. It will only help you out in the end. We are losing way too many routes from carriers running and/or not taking their breaks and lunch, along with their comfort stops when necessary.

As I have said before, one of the greatest sayings that I have learned over my 10 years here at the Post Office is that those houses are not going anywhere. The great Michael R. has done a full investigation, no need to work any faster than we already do; take your time and enjoy the day. Nothing like getting paid to work outside in this great country and meeting some very interesting people every day.

Speaking of inspections, I was talking with a station manager because I had seen he had put in a hold for his mail for a few weeks. So, being a nosy person, I texted him and asked where he was going on vacation. He texted back and said he wasn’t, he was going out of town to do inspections in another big city. This right here is a good indication of how much money the Post Office as a whole throws away, good money which could be used for better raises and benefits instead of hotel stays and per diem.

So, the next time they try to say that they don’t have the money for us, just remember what is thrown away every spring and fall and ask yourself, “Why should I work any harder than I already do?” This 1.3 to 1.5 just won’t cut it; second jobs are being sought by many in our profession just to make ends meet, and that shouldn’t be.

Always be aware of your surroundings every time you step into and out of your vehicle. Not only are they watching us from afar, they could be right down the street watching every move you make, so do it safely and professionally at all times.

Remember, meetings are every second Thursday of the month in Forest Park, and there is knowledge is power.

In solidarity—

Chris Rought, Branch 43

Emerald Coast, Florida

Every day at the beginning of our tour, management has allowed me to brief the carriers on the things I feel the carriers need to know, and I thank the management for allowing me to do this.

I have been doing this through several postmasters, but the more I talk, it appears that carriers are not listening. I have warned them that management is *not* your friend. I have told

the carriers this in front of management, and not once has management corrected me on my statement.

Now the carriers are receiving discipline for the most minor offenses. Example: Carriers are receiving seven-day suspensions for missing a SMP scan, seven days for attendance with no discipline in their files. Real crazy stuff, but they continue to be in management’s faces.

I have repeatedly asked the carriers to, when they get paper (discipline), let the steward know that they received discipline so that we can act on it immediately. Again, this has been in front of management, and it appears it goes through one ear and out the other.

Today I had a carrier come to me to tell me that they received a seven-day suspension for AWOL, after telling management that they were going to be late reporting to work and said that they thought I knew. Well, I didn’t, and told them to go to their steward ASAP.

I try to warn carriers of how to protect themselves, and it shows that they don’t listen to what I am saying. We must pay attention to what is going on in the office and protect ourselves. I have heard that the carriers are refusing to follow the instructions, a sure write-up. Follow the instruction first, then ask for your steward.

Percy Smith Jr., Branch 4559

Fresno, California

The American dream. We all want it. Knowingly or not. So, what is it? Walking down a public street in a free country. To vote freely. Freedom of speech in any language. To join a union for better benefits. To be able to buy a home for your family. To get affordable medical care when needed. To have a good-paying job. To be innocent until proven guilty. Being able to retire comfortably. The sick and needy being helped. There are other things.

Each and every one of the above is under attack. With the current White House, it could get worse. Some of his supporters actually want a civil war. Cancer/medical research is also on their hit list. Facts, science and the truth are continuous targets. Those on the right say, “If you do not like it, go live in another country.” They also say, “You have no rights.” Why? Why would we move, when we live and have rights here? Perhaps they should move to North Korea. Seems like they would be in hog heaven over there.

We must unite and fight back at the ballot box. Join, or become better union members. We are all connected in keeping our democracy strong and healthy. Many of the protests and marches have people from all walks of life. That is a good thing. Citizens and undocumented are all targets. I choose to be in the fight to live the American dream. So should all working people, family and friends.

Jesse Dominguez, Branch 231

Hagerstown, Maryland

By the time this magazine is released, it is possible our new postmaster will have been introduced in Hagerstown. While at the

time of this writing I am still unaware whom the new postmaster shall be, I can promise every member that no matter who takes over, our contractual rights will not be tread on.

We have worked exceedingly hard for years to ensure that every carrier in our branch is fully represented, and this will never change if we all stick together. It is of the utmost importance to keep each other informed of anything that is going on, and if you ever suspect something is amiss, whether it is happening to you or another person, please be sure to alert one of the union officials. Every union official volunteers to represent carriers for one reason: to protect each other.

As I have previously written, this year we will have branch elections. The election process will begin next month at the November meeting for nominations. If you are interested in running for any position within our branch, please do not hesitate to ask any questions.

Moreover, if we are to have contested elections this year, remember that the reason to seek election should be to benefit the membership. Win or lose in an election, if you are interested in becoming a more active member of the branch, there is always a position available. As the adage goes, "many hands make light work," and this is especially true in a union. Ultimately, we are all in this together, and together we are so much stronger.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

As the summer of '25 comes to an end, the Branch 30 entertainment committee, led by Terry "Party Poo-bah" Myers, definitely ended it with a bang. The entertainment committee did an outstanding job with the branch cook-out. Attendees should be ready for the upcoming holiday shipping season. Held again at the IBEW Local 124 union hall, the bouncy house, inflated obstacle course and ice cream kept the children and a few carriers occupied. DJ911 did her part by keeping the groove on point as a line of well-fed dancers reveled in the sun. Robert Brown's barbecue (tender and delicious), the two varieties of chicken prepared by retiree Michael (Ronni) Childs, and the grill master-worthy talents of Financial Secretary Byron Townsend did the rest. Hopefully, Halloween and Thanksgiving will hold everyone over until the Branch 30 Christmas party, which is a real doozy.

For the better part of my career, I've heard literally thousands of NALC letter carriers ask, "What is the union doing?" I'm sure the 150 or so attendees, that any business would classify as established repeat customers, would ask that "they" continue to miss out. After all, there are around 1,292 members in Branch 30. Yet the number who regularly attend Branch meetings, held the second Thursday of the month, and/or the incredible stewards/activist training is lacking. People, participation plus action equals power.

The Missouri State Association (MOSALC) convention was held Sept. 26-28 in Osage Beach. Region 5 NBA David Teegarden's ever-evolving training curriculum, in conjunction

with Missouri State President Patrick Flora's staff, is always top shelf. Branch 30's Auxiliary 4 has served at the state level since 2004. NALC Auxiliary 4 President George Anna Myers paid tribute to Auxiliary 4 Secretary-Treasurer Geneva Robinson, who passed earlier this year.

Calvin Davis, Branch 30



Acting Mid-Michigan Br. 256 President Noel LaBrecque (l) and Region 6 RAA Ronnie Roush (r) recognize Br. 256 member Tara Marsh for donating a kidney to a stranger in need.

Knoxville, Tennessee

Hello, defenders of the mail!

We should always safeguard our mail and Arrow Keys. Where is our guidance? Common sense, but read up on Section 13 (Delivery and Collection Rules) of your *M-41 Handbook*. It provides general guidance on securing mail while working it in the office and on the street.

But the interesting section is Section 131.41, which requires a carrier to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule, or when you will be unable to complete delivery of all mail.

Section 131.42 requires that a carrier inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you as to what to do. Get the approval before clocking to the street.

Other sections give guidance on PS Form 3996 (Carrier-Auxiliary Control) and mail curtailment (PS Form 1571, Report on all Mail Undelivered). This section is especially important because if you comply with Section 13, it will enable a steward to defend you in the event you go into unauthorized overtime. Remember, if in doubt, ask your steward!

Tony Rodriguez, Branch 419

Marrero, Louisiana

I recently received an email from Brother Donald Theriot, who served as Branch 4323 secretary from 1978 until his retirement in 2006, inviting me to a postal retirees breakfast. I'm not sure how I ended up on that list. I still have a little over a decade before I can retire, but it was my weekend off, and I was happy to see old friends and co-workers.

Sitting with letter carriers who started in the 1980s, the 1970s, and even one brother from 1968, it was fascinating to hear their stories. They talked about delivering and casing mail before DPS machines, when it was normal to work multiple trays of letters and flats stacked taller than them.

At one point, my 8 a.m. alarm went off. I told them it's my daily "clock-in" reminder. They laughed and said one thing they don't miss is punching a time clock. When I asked what else they didn't miss, they quickly replied: bad management, overtime disputes on the 3996, and of course, bad dogs. What do they miss? Their fellow NALC brothers and sisters, their customers, and the daily camaraderie.

The conversation eventually turned to Hurricane Katrina, especially since this year marks the 20th anniversary. They remembered delivering mail the Saturday before the storm, hurrying after work to board up their homes, and evacuating hours later. They talked about returning to flood-damaged neighborhoods and delivering mail in devastated areas. They recalled the satisfaction of witnessing the community recover.

Donald reminded me, "City letter carriers are the ground troops of the Post Office. We are the ones who keep this nation moving, no matter what comes our way."

It was a great morning with a great group. I left proud to carry on their legacy, grateful for the foundation they built, and hopeful to honor it for the rest of my career.

Abraham Askar, Branch 4323

Monterey, California

I was shocked to hear there are 32,000 grievances backed up nationwide. *Wow*, that's a lot—32,000 cases and people waiting and wondering. I sure hope they can jump on these and get things moving again. Justice delayed is justice denied.

As I sat in the training, I remembered way back to when I was an infant in the union, eager to learn, jumping in a van full of carriers and going all over California to hear Bill Young teaching us about postal inspectors, route inspections, discipline, building a solid grievance, etc. One class has particularly never left my mind. It was a discipline case out of what was Branch 269 then. They had actors in each of the positions and we, the audience, had to solve the case. I remember Dale Hart, Al Apfelbaum and a couple of others. Through quite a bit of questioning, we found that the copy facility used by the grievant had kept a copy of the information and released it to the press. From that moment on, I learned that grilling supervisors is kind of fun.

At every convention, we always begin with mentioning those who have passed since the last convention. When Al Apfelbaum's name was read, I paused and thought of what a great union man Al was. When management tried to fire me and our steward had to leave due to an emergency, Al stepped in to help. He was such a great teacher, always wanting to help. Thanks, Al; you will never be forgotten.

Nothing changed on the abuse of letter carriers; we file, they go to charm school, they re-

Branch Items

turn to abusing letter carriers. Something's got to give. Maybe a three-times-and-out memo with postal headquarters for management?

United we bargain—divided we beg.

Patty Cramer, Branch 1310

North Florida

In March, President Trump signed an order directing 22 government agencies to ignore union contracts for employees in specific unions. Then, on Aug. 28, he again wrote an order taking away bargaining rights from six more agencies. This totals nearly half a million government union workers who have lost their bargaining power.

I would hope that this is a wake-up call to all of us in the Postal Service. Recently NALC reached two memorandums regarding leave carryover and how much annual leave can be accrued. That would be gone. I can guarantee discipline would be rampant with no right to appeal. The actions by the president are all in litigation, but meanwhile, those employees are at management's directives only. Everyone better pay attention, because we don't know what will be coming. Remember to donate to the Political Fund so we can fight these directives.

Congratulations to Branch 53 EVP Bob Broecker on his recent retirement. Bob served in several positions in the branch and served us well for over 10 years. Thank you, Bob, and enjoy it.

Branch 53 Safety Officer Julius Vickers will now hold the EVP position. Julius is well experienced in all aspects of grievances, including arbitration, as well as other contract issues. Thanks for stepping up.

At the recent FSALC state convention, Branch 53 Health Benefit Officer Frank Marrinacci was reelected as chairman of District 4 in the state association.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

There is a disease running rampant within the NALC: favoritism or cronyism. Those

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.



Letter carriers march in the Labor Day parade in Detroit, MI.

with even a smidgen of power, but not all, are choosing their friends or favorites for various opportunities, rather than the best person for the job. Ever since I became active in the NALC, I have witnessed it firsthand.

Now, some will read this and assume I am jealous, and I cannot stop those assumptions. I wholeheartedly know that I am not the best person for many positions within the NALC and have turned down offers because I thought someone else would be better suited and have said so. Just because you do not like an individual, or you are trying to get someone appointed to a certain position, it should not be a factor in choosing an individual for an opportunity. How many of you have expressed interest in something just for it to fall on deaf ears because that individual does not like you or wants their friend/favorite to be chosen instead?

A great leader looks for the best person for the job, even if that individual may surpass the selecting individual in the future. Mediocre and bad leaders will keep great individuals down due to fear or favoritism. I implore all who read this to do the right thing and always pick the best person for the job.

Eric E. Beu, Branch 458

Pittsburgh, Pennsylvania

As with many areas of the country, Branch 84 is rampant with management's implementation of "Return to Work" packets. These consist of a top sheet checklist, several pages of contractual language and are presented to the employee after an absence. The checklist page contains lines at the bottom for "signature" and "date." *You are not required to sign these forms. In fact, you are encouraged not to sign them.* They are "locally developed forms" that do not possess an official PS Form number at the bottom and are therefore in violation of Article 19.

According to Section 511 of the *Employment and Labor Relations Manual*, management has a responsibility to control unscheduled absences, but they must do so within the confines of the remainder of the National Agreement. This should be done in three ways: attendance reviews, deems desirable and/or restricted sick leave. But, even those have requirements and should only be done "when warranted" and/or "on an individual basis." If none of the above apply to you, remember: Documentation for unscheduled absences is only *required* after three days. See your steward or contact the branch hall in the event you

are given the "Return to Work" experience after an absence.

Salutations—

John Conger II, Branch 84

Portland, Oregon

Branch 82 recently held its annual retiree banquet. I want to thank some people who made it a successful evening.

Firstly, our director of retirees is Sam Smith, and we are so lucky to have him. He prepared and organized for months to guarantee a good night. Thank you to President David Norton, who left the Oregon AFL-CIO conference early to help emcee the evening.

Thank you to John Beaumont, our legislative and political organizer, who joined us to educate our retirees about the importance of the Letter Carrier Political Fund. *Thank you* to all the folks present who signed up! I was rather thrilled with the results.

And a big thank you to NALC Assistant Secretary-Treasurer Mack Julion, who maybe kinda found out about it last minute but (hopefully) had a good time nonetheless. I found his speech to be extremely informative about how things are going in D.C. and what we as letter carriers should all be concerned about. He, too, urged the audience to support LCPF. If everyone gives a little, the NALC will be a very powerful force in the politics that affect us.

The banquet wouldn't mean a thing without the retirees, so my last note of thanks goes to all the retirees and their families who took the time to join us. It is our pleasure to honor you and your history. I hope to see you all again next year!

Suzanne Miller, Branch 82

Providence, Rhode Island

We had two steward resignations in Providence over the summer, Anthony Hernandez in 07 and Corey Lampinski in 19. We want to thank both for their efforts in representing the members of their respective stations. We have a new steward in 07, Mike Valerio, whom the members of his station elected. We would like to wish you the best.

We had two retirements this month in our branch. In Providence, Paul D'Agnenica retired effectively on Aug. 31 after 40 years of service. Also retiring from North Kingstown, Peter Piekola retired, effective Aug. 31, with 41 years of service. The branch congratulates both members on outstanding careers and wishes both well in retirement.

Speaking of retirement, our annual Old Timers brunch is booked and scheduled for Sunday, Oct. 12, at 11 a.m. at the Santa Maria DiPrata Hall in Cranston. The branch sent out invitations, as well as sign-up sheets for active members, to the stations as well.

Additionally, we will have nominations for the 2026 national convention in Los Angeles at the November meeting. For more information, please attend the October meeting.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Sorry, completely slipped my mind about World Elephant Day that took place Aug. 12. Had I known, believe me, it would have been a party.

More than \$700 million worth of aluminum cans are thrown out by Americans every year. Henry! Pay attention, there's money out there, go grab it!

Thanks once again to Vice President Josh Driver for another successful Branch 436 picnic this past August. We should have combined the World Elephant Day and the picnic. Anyway, planning a picnic is hard work and takes a lot of effort and planning. We appreciate it!

Branch 436 celebrates another retirement. Congratulations to Dave Creuziger, who took 4-Mile by storm and called it quits Aug. 31. Dave hung up his satchel, if he wore one, after 32 years on the same route. A point of interest: Dave's dad carried mail for 47 years, working out of our West Racine station. After a combined 79 years of public service, this is the end of the Cruz dynasty. The stories they both could tell.

The following issue is paramount to a vibrant, healthy and viable USPS. Can the CCA program. This was a failed program from the start. This classification just pits carrier against carrier. We all perform the same job and wear the same uniform. Hired on after just one, not multiple, 90-day probationary period. While you're at it, bring back the entrance exam. Make this job a coveted, must-have job for someone who is career-orientated. We all have seen way too many people become discouraged and quit, or just quit for greener pastures. Time to flip the script and rebrand the USPS as a desirable, career-based occupation. Not having to work the day after any more holidays...priceless.

Chris Paige, Branch 436

Rockville, Maryland

Iwant to thank union arbitration advocates Jeannine Gasper, Julie Mitchell and Cindy Connors and RAAs Tonya Detrick and Hugh McElroy, along with our hardworking shop stewards, for winning about \$50,000 for our members in the last several months! This includes settlements from Pre-arb, Informal and Formal A, as well as arbitration decisions. Also, the above union officials have knocked out the last 100 disciplinary actions or drastically reduced the discipline issued by overzealous management. This is a great team effort!

I want to thank our membership for electing me as president of our branch, again. I have now been president for more than 30 years! I also want to thank our members for having confidence in our executive board by returning everyone to office except our trustees. Nine union members are running for five trustee positions. The votes will be counted at our November union meeting, and our installation of officers will be held at our December union meeting.

The back pay that was received on Aug. 29 was huge. In our Potomac unit, many back pay amounts were between \$6,000 and \$7,000!

Back pay had to be negotiated, it is not automatic. In fact, several times in our negotiating history we have not received full retro pay. We should all thank Brian Renfroe and his entire negotiating team for achieving this retro pay.

On Saturday, Oct. 18, there will be another "No Kings" march. In fact, there will be thousands of these rallies all over our nation. More than 5 million people are anticipated to attend these anti-Trump rallies/marches!

When will Congress pass a law that prohibits masked ICE agents and other Trump thugs from attacking people and detaining persons with no identification! How does one know they are not being kidnapped or mugged!?

In the struggle—

Kenneth Lerch, Branch 3825

Saginaw, Michigan

On May 31, all carrier operations returned to the Saginaw Main office, which is now the Sorting and Delivery Center. First problem was parking, as work continued on main lot for EV terminals and parking for employees. Problems continue with the A/C and heat, private companies non-compliant with OSHA rules, and having carriers tote their mail to trucks across the parking lot to load, because the loading dock is off limits. Collectors had to have vehicles moved to unload at the ramps. Management stated that there will be no snow in that parking lot this winter to worry about, but installed a cover on 100 hampers.

The 27th annual Branch 74 golf tourney for the Muscular Dystrophy Association was held at Twin Oaks Golf Course on Sunday, July 27. Golfers raised \$8,200 in donations. Coordinator Dan Ellis and Brad McKenna and many volunteers made this event a great success!

The Branch 74 summer picnic was held on Sunday, Aug. 17, at Olson Park in Saginaw Township, where carriers and retirees came together for fellowship and a good time. Big thanks to Trustee Kristen Duran, Mark Swan and others for organizing this event.

Branch 74 lost another retiree; Brian Jacques has passed away.

Forrest Robison, Branch 74

St. Louis, Missouri

If you feel as though your job with the U.S. Postal Service is secure, perhaps you should look at some recent executive orders issued by the current administration that could directly have an impact on our rights in the workforce.

Several federal agencies have already seen their collective-bargaining rights significantly reduced or eliminated due to President Trump's executive orders issued in March and August.

The executive order in March invoked a narrow legal provision in the Civil Service Reform Act of 1978 (CSRA) that allows the president to suspend collective bargaining for national security reasons.

Federal labor unions have filed lawsuits challenging these executive orders, arguing they are politically motivated and a target of protected speech. A federal appeals court initially allowed the administration to proceed with the order, but legal battles are ongoing.

Agencies affected thus far:

—Department of Veterans Affairs (VA): Terminated most of its union contracts.

—Environmental Protection Agency (EPA): Canceled union contracts and halted official time for union representation.

—Federal Emergency Management Agency (FEMA): Ended its collective-bargaining agreement.

—National Science Foundation (NSA): Lost their collective-bargaining rights. Just to name a few.

These actions cite national security as a primary reason affecting more than 445,000 federal workers across various departments. Is the U.S. Postal Service in the crosshairs?

Some would argue that the Postal Service is a quasi-federal agency whose operations are directly governed by Congress. But since Congress no longer takes responsibility for governance by the will of the people, who would we have to turn to?

Do you think that unions are irrelevant? Would you not care if the current administration ended our collective-bargaining rights? If you think working conditions are not great now, imagine not having any rights at all.

Tom Schulte, Branch 343

COLA: Cost-of-living adjustment

- The projected accumulation toward the sixth regular COLA under the 2023 -2026 National Agreement was **\$146** in September following the release of the August 2025 consumer price index (CPI). The sixth COLA will be based on the increase in the CPI-W between the base index month and January 2026, less any previously calculated COLAs, and will be payable the second full pay period following the release of the January 2026 index.
- The 2026 projected COLAs for the Civil Service Retirement System (CSRS) is

2.8 percent, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following the release of the August 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 **2.7 percent** following the release of the January 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

Seattle, Washington

It's not your occupation that makes you *you*. It's not what you do, or the title you're given, but how you perform your task. It's not your level of employment that determines your self-worth. It's how you do your assigned duty, your job, that tells your tale. You become a person of integrity by dedicating yourself to the task at hand, and investing yourself in attention to detail with an intention of doing the job right the first time. Get it? It's not the assignment you've been detailed, but how you execute it.

A person could be given a title, like manager or supervisor; they could basically be gifted a position of authority, but no one can gift a person a sense of integrity. You earn integrity by the degree of honesty and sweat equity you put into your craft. You could even be an elected official, all full of high moral fiber and lofty ideals, and even be given an impressive title, have people call you "honorable," and then fail to deliver anything except disappointment.

That whole electoral process seems to be kind of a slippery slope. No matter who you elect, they end up looking like a crook in the end. They go from a poverty-stricken person of the people, but after a few years in office, they're filthy rich and mired in scandals. Maybe that's why we skipped the mystery this last time and simply elected a filthy rich felon. Why wait and wonder? Just go straight to the end game.

Doing your job with the customer in mind should be a carrier's first concern. People who lack integrity, with low self-esteem, will stoop to threats and lies to coerce people to do their bidding. If you're being bullied, consider the source.

Don Nokes, Branch 79

South Jersey, New Jersey

No more joint route inspection processes! I am asking our national leaders to forget trying to negotiate a joint process with the

Postal Service, since it really isn't interested in being fair in adjusting routes.

The reason I am taking this position is the recent unilateral inspection we are going through in our branch and in our Camden Annex. It appears management hasn't done anything they are required to do as per the M-39, and all this will do is waste the Service tons of money through grievances and having these counts thrown out.



South Florida Br. 1071 member Matty Rose (l) poses with Rep. Maxwell Frost (FL-10) at the Florida AFL-CIO convention in Orlando.

the grievances that are generated by these bogus inspections will be put in the new teams' hands, and they will make the adjustments. I say screw that! Since they didn't want us to be a partner early on, I say now let them sink.

I truly believe they figured they could take a large installation and use a percentage to eliminate routes using COR! After they did this, they would think we would be willing to partner up with them in order to minimize the damage of any future adjustments. I say let's call their bluff and let them see that we don't need them—they need us!

If they want to really do an honest evaluation, then we need them to let us have more of a say on how to evaluate our routes. We have a team from the northern part of the state trying to evaluate an area they have no clue about.

There were no pre-walks prior to this inspection, which tells me they already decided what they were going to do! Without a pre-walk, how can you address issues?

Stay tuned.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Your 2025 shop stewards: Jim Argondezzi, Keith Bailey, Joe Benning, Dan Diillio, Ed Donahue, Phillip Dunfee, Rick Murphy, Gary Smith, Anthony Talton, Nick Thompson, Belinda Tridente, Leslie Villines, Mike Watson, Eric Weible, Frank Winslow, Zahmira Jordan, Yvette Mali, Terea Powell, Mason Williams, Paul Tugwell, Carl Achtert, Ralph Purri, Justice Jones, Colleen Robinson, Candida Swinson, Mark Vital and Angie Bucannan.

The steward is the most important, yet (sometimes) least respected amongst postal employees. They must learn the contract and take shots from both management and our own carriers. But they set the standard on what the office can/should be. They represent people who dissed them just yesterday. They even represent (by law) non-members.

The steward serves as the primary point of contact on the workroom floor. But they never get credit. Yet they take all the blame. However, this union is *nothing* without them. So, we reinforce their work ethic with *training*!

My primary focus is to get our branch the best training possible to serve the best members. I ask you for your patience with a new steward. There is so much that goes into building a quality leader. Our challenge is great. But this branch seeks to meet the challenge. Please join us and get involved. It all starts with thanking your steward.

Many of the supervisors are purposely infringing on our rights. The fight never stops. There is so much incorrect information on social media. There is also good information on social media. Please check with your steward to gain clarification.

How to submit items

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

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

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

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

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

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

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

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

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

Let's also take accountability for our actions. A delivery company cannot survive when employees do not come to work. There are only so many excuses. At some point the union will be fighting for your job and your steward will be there for you.

Eric Jackson, Branch 725

Springfield, Ohio

We're gonna fight like hell/Mad as hell/Save our jobs! We've heard them all over the past year as contract negotiations and arbitration dragged on and on. I don't want to be a Debbie Downer, but if the declining mail volume doesn't change course here soon, it won't matter how much you want to fight or how mad you are. Our office has approximately 75 routes, city and rural combined. Twenty years ago, we had a daily average of 80k pieces of DPS for the office. Ten years ago, we had a daily average of 70k pieces of DPS for the office. We now average 40k pieces of DPS for the office. In the last five years, the flats volume has plummeted.

I cannot emphasize enough to all the younger carriers how important the accurate delivery of every single piece of mail is becoming. We've all seen how poorly mail processing has become at the plants. Service with a smile is all we have left. The P.O. says the future lies in parcels, which has led them to figure out ways to process more parcels faster. Yet we are the only Level 22 office in our area that does not have a parcel-sorting machine on site. There have been several teams in to measure our floor space to determine the feasibility of installing a parcel-sorting machine, but nothing has come of it. Increased parcel volume means larger hampers. These larger hampers take up more floor space. Though we have a basement where the parcels used to be sorted many years ago, I can't imagine that working nowadays. Sending up four hampers at a time via the freight elevator would take forever.

Meetings are the second Thursday of the month on the second floor of the P.O. at 6:30.

Jerry Martens, Branch 45

Staunton, Virginia

I was reading my newsfeed, procrastinating because I hadn't decided what to write about this month when I came upon an article that made me see red. Sen. Lee of Utah indicated that USPS employees can't be trusted to handle ballots because their unions endorse candidates. How dare he insult faithful federal employees like that!

We have been handing mail-in ballots since 1864, when many states allowed soldiers serving in the war to vote absentee. In 1901, Kansas allowed civilian railroad employees to vote by mail when traveling for work. In 1924, President Calvin Coolidge and the first lady voted by mail. In 2000, Oregon became the first state to conduct an all-mail ballot election. During the pandemic, vote-by-mail became essential.

Now I understand that in the last 161 years a tiny number of ballots were tampered with by postal employees who have gone down the wrong path and betrayed the public's trust. But they were caught, because the checks and balances work. The culprits were prosecuted and punished. There is no evidence that the result of any election was affected by the extremely rare instance of mail ballot tampering.

I can think of a couple U.S. senators who have betrayed the public's trust and been prosecuted and punished for breaking the law, but I would never judge the whole group of U.S. senators by the actions of a few.

The USPS successfully processed more than 90 million ballots in 2024 alone. I know that letter carriers take their jobs seriously. When we swore the oath to faithfully discharge our duties, we took that oath to heart. I remain confident that letter carriers will continue to proudly serve this country and its democracy by handling mail-in ballots professionally, regardless of their opinion or union endorsements.

In solidarity—

Cindy Connors, Branch 513

Toledo, Ohio

As Paul Harvey would say, "Page 2." The Ohio state convention reconvened Saturday at 9 a.m. Branch member Carla Johnson, with an amazing voice, sang the national anthem and retired member Dave Hall led the Pledge of Allegiance. Legislative and Political Organizer Mark Ashford made a presentation on the NALC legislative agenda. Two extremely important pieces of legislation are H.R. 70, the anti-privatization bill, and H.R. 1065, the Protect Our Letter Carriers Act.

We use our Letter Carrier Political Fund to gain support for our issues. Roughly 10 percent of our members contribute to the fund. It has been said that if 30 percent contributed, these two bills would have already been passed.

There was a presentation by members of the Emergency Response Team, including Branch 100 steward and Sergeant-at-Arms Tammy Kelley. This program, which is expanding across the country, has members who are trained to respond to crises involving letter carriers.

President Brian Renfro spoke during the afternoon session. He stressed that 800,000 federal government employees have had their right to collective bargaining taken away from them in recent months. The matter is being litigated in court but could take much time to be resolved. He also stressed that this is the largest attack on labor in history. The day ended with the installation dinner in the hotel ballroom where the state officers and board members commenced their new term.

On Aug. 17, the branch hosted our annual gathering for a Mud Hens game at Fifth Third Field. On Sept. 1, our branch was well-represented in the annual Toledo Labor Day parade. Our annual picnic followed later in the day. Our special events committee, chaired by Deb Pipes, did a phenomenal job with the picnic. Thank you all.

Ray Bricker, Branch 100

Tri-Valley, California

What gifts of yours have been called upon? Did a friend or relative need a shoulder to lean on? Have you had to make any important decisions on when, where, how and why you would help someone on any given day? And if so, did it give you moments of sheer joy when you're able to assist? These are examples of care and compassion that some will have for

others. When we open ourselves to others, we are providing hope to those in need.

Participation in the Stamp Out Hunger Food Drive provides hope. Many Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. Letter carriers have helped meet the need by collecting food that postal patrons leave near their mailboxes on the second Saturday of each May since 1993.

NALC branches deliver the food to local food banks, which often face shortages in spring and summer because holiday donations have been depleted. Most school meal programs are not available during the summer months, making the timing of the letter carrier food drive crucial.

I can't name all of you who went above and beyond the call of duty during food drives, but I must give a special thanks to our branch food drive coordinators Mary Stanley and Walter Williams, and volunteers Rochelle Harvey, Ethan Hernandez and Lisje Limpo, just to name a few, for dispatching food drive cards to our local installations.

A special heartfelt thanks goes to each and every one of you who has participated in this yearly event at any time over the past 31 years; without all of your stellar efforts throughout the years, the annual food drive could not succeed like it has for over the last quarter-century.

James C. Perryman Jr., Branch 2902

Wichita, Kansas

Summer has ended and fall is here. A few Branch 201 carriers have received some NALC Hero pins, and there were some career milestones. Kerry Hurd and Tiffany McCarty were honored for their heroism in helping/saving their customers. Tim Cargill and Damon Ross received Million Mile Awards. Russ Fox and Damon Ross were also honored for their service time, and we gave them NALC membership pins to celebrate their time as members.

I understand morale is down within the Postal Service and the union. Life is what you make of it. I would encourage members to take pride in the work they do, even if management doesn't appreciate it. Your customers do. We are a service. We can only control the mail we collect and the mail we deliver and hope the in between is just as speedy.

When it comes to being a union member, just remember that a chain is only as strong as the weakest link. Leaders and stewards are helpful resources, but educating yourself is really the greatest benefit. A knowledgeable carrier and workroom floor can fend off most attacks by management. There are a ton of resources available now through the internet and podcasts that educate the membership on the proper way things should be done. The leaders should be looking out for those who have a hard time speaking out and be their voice.

While there may be political, spiritual or sports team differences, we need to remember that we all wear light blue and need to look out for each other.

Dustin Saville, Branch 201

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.*



Cynthia Martinez
President

National Auxiliary Board

News and updates
from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Greetings, sisters and brothers:
Our guest editor this month—Karen Heil, president of Auxiliary #47—comes to us all the way from Charleston, MD, and has been hard at work to give us this lovely submission.
In solidarity—

Cynthia A. Martinez

Baltimore, MD Auxiliary #47 honors member on 104th birthday

On Aug. 14, members of the NALC Auxiliary #47, NALC Oriole Branch 176 in Baltimore, MD, and the National Auxiliary convened to honor Mamie Foster on the occasion of her 104th birthday. Branch 176 President Tony Vaughn formally acknowledged Mamie Foster's 60 years of exemplary leadership and dedicated service to Auxiliary #47 and the National Association of Letter Carriers. Her outstanding contributions have had a significant and enduring influence on numerous letter carriers and their families.

Region 13 National Business Agent Vada Preston presented Mamie Foster with multiple citations in recognition of this milestone celebration. Maryland state Sen. Cory McCray (D-45) extended personal congratulations and provided a citation from the Maryland General Assembly. Additionally, U.S. Rep. Kweisi Mfume (D-7th) issued a special citation in honor of Mamie Foster's 104th birthday, recognizing her lifelong commitment to community service.

NALCA Secretary Crystal Bragg commemorated Mamie Foster's 60-year membership in Auxiliary #47. Mamie Foster previously served as president of Auxiliary #47 for more than 15 years.

Mamie expressed sincere gratitude for the recognition received from Branch 176, the National Auxiliary and Auxiliary #47. She also shared anecdotes and reflections on her experiences within the NALC and Auxiliary organization.

Karen Heil



Members of Baltimore, MD Branch 176 and Auxiliary #47 come together in August to honor 60-year Auxiliary member Mamie Foster on her 104th birthday.

AUXILIARY OFFICERS

Cynthia Martinez, President
3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
camslm@yahoo.com

Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer
4553 County Road 137
Gibsonburg, OH 43431
419-410-6162
samanthayerg@yahoo.com

Sign up for the Auxiliary



To register to join the NALC Auxiliary, visit nalc.org/auxiliary to fill out the membership form.



Install the free **NALC Member App** for your iPhone or Android smartphone

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

The app's features include:

- Workplace resources, including the National Agreement, JCAM, MRS and CCA resources
- Interactive Non-Scheduled Days calendar
- Legislative tools, including bill tracker, individualized congressional representatives and PAC information
- Instantaneous NALC news with personalized push notifications and social media access
- Much more

Go to the App Store or Google Play and search for "NALC Member App" to install for free

Adrian, Michigan

This is official notice to members of Branch 579 that nominations for the following branch offices will take place at the union meeting held at 5 p.m. on Thursday, Nov. 6, at the Friendly Village Clubhouse (1100 S. Main St.) in Adrian: president, vice president, steward, secretary, treasurer, sergeant-at-arms, three trustees, health benefit representative, mutual benefits representative and alternate convention delegates. The terms of all the offices will be two years. President and steward shall be delegates to the convention for the term of their office.

Write-in votes are not permitted. If you cannot be present and want to be considered for nomination, you must make your desire known, in writing, stating position you would like to be nominated for and your willingness to accept that position if nominated and elected. Letters of intent must be given to the secretary prior to the Nov. 6 meeting. Any member accepting nominations or voting by absentee ballot or in person must be a member in good standing at the time of the nomination and the election.

The election will be conducted by secret ballot from 7:45 a.m. to 8:15 a.m. on Nov. 25, Dec. 2 and Dec. 3 in the Adrian Post Office break room, and from 4:30 p.m. to 5 p.m. on Dec. 4 at the Friendly Village (1100 S. Main St.), Adrian, before the branch meeting.

Any member who, for any reason, will be unable to vote before Dec. 4 may obtain an absentee ballot by writing to the Election Committee, Branch 579, P.O. Box 413, Adrian, MI 49221. Requests for absentee ballots must be received by the election committee no later than Nov. 17. Absentee ballots must be returned to the election committee by 3:45 p.m. on Dec. 4. Election results will be announced at the end of the meeting.

Katrina Fellabaum, Sec., Br. 579

Alexandria, Virginia

This is official notice to all members of Branch 567. Nominations for delegates to the 2026 national convention will be held starting at 7:30 p.m. on Nov. 4 at the special functions party room at 2059 Huntington Ave. An election, if necessary, will be held during the Dec. 2 meeting.

The president, vice president, secretary, treasurer and recording secretary, by virtue of their office, shall be automatic delegates to the 2026 convention.

Timothy C. Palmer, Rec. Sec., Br. 567

Alton, Illinois

This is official notice to all members of Branch 309 that nominations for all branch officers, as well as convention delegates, will occur at the regular meeting at 6:30 p.m. on Nov. 20 at the Alton VFW Post 1308, 4445 Alby St., Alton.

The election will take place at the regular meeting at 6:30 p.m. on Dec. 18, also at 4445 Alby St., Alton.

Aaron Sneed, Pres., Br. 309

Appleton, Wisconsin

This is the official notice to all members of Branch 822 that nominations will take place at the regular branch meeting at 7 p.m. on Nov. 12 at The Bar, 2435 W. Nordale Drive, Appleton. The following positions are up for

nomination: president, vice president, secretary, treasurer, sergeant-at-arms, health benefit representative, MBA representative, three trustees and stewards in each office, as well as delegates to the 2026 state and national conventions. The term of office will be held for two years, starting Jan. 1, 2026. If you cannot attend the meeting and plan on running for office, you must submit in writing a letter of acceptance for said position to the secretary no later than 24 hours after the meeting.

Elections will be held at 7 p.m. on Dec. 10 at the regular branch meeting at The Bar. You may request an absentee ballot no later than 14 days before the election and must be returned by 4 p.m. on Dec. 10 to: Election Committee, P.O. Box 601, Appleton, WI 54912.

Jeanine Griesbach, Sec., Br. 822

Bay City, Michigan

This is the official notice to all Branch 187 members of nominations for branch officers and delegates for the 2026-2028 term. Nominations will be for the following positions: president, vice president, treasurer, secretary, shop stewards (two), sergeant-at-arms and trustees for the January 2026-January 2028 term. Nominations will be held at the regular monthly meeting beginning at 5:30 p.m. on Oct. 8 at 700 Adams St., Bay City. All candidates must be present at the Oct. 8 meeting when nominations are made or signify in writing to the branch president their intent to serve if elected. All members in good standing who have not served in a supervisory role in the past 24 months are eligible for positions.

Elections will be held via mail-in ballots for all positions with more than one accepted nomination. All ballots must be received via mail to the election committee by 4 p.m. on Nov. 12.

Elizabeth Bowman, Sec., Br. 187

Billings, Montana

Welcoming all members of Branch 815 to join us to nominate our new officers in November. Nominations will be at our regularly scheduled meeting at 7 p.m. on the third Wednesday of the month, Nov. 19. The seats of one-year trustee, three-year trustee and MBA rep are open for nominations.

The election will be held at 7 p.m. on Dec. 17, also at our regularly scheduled meeting. Hope to see you all there!

Sarah Sollars, Sec., Br. 815

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for all officers and trustees as well as delegates to the 2026 national convention will be held at the regular stated monthly branch meeting on Nov. 18 at The Cutting Board.

Elections for officers, trustees and delegates to the national convention will be voted on by secret ballot, if needed, at the regular stated monthly branch meeting on Dec. 16 at The Cutting Board, 2699 Ramada Road, Burlington.

Mark Bare, Pres., Br. 2262

Canton, Ohio

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 238 that

nominations for officers will be held at the regularly scheduled Oct. 14 meeting. The election will take place at the Nov. 13 meeting. Nominations and the election will take place at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7:30 p.m.

The following offices are open for nomination/election for a one-year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, trustee three-year (one three-year term), building manager, director of retirees, health benefits representative, mutual benefits representative, and delegates to national convention and/or seminars. Nominees must have attended six of the last 11 regularly scheduled meetings to be eligible as paid delegates to the convention.

Nominees must accept in person when nominated, or must submit acceptance in writing to the branch secretary by Oct. 14. The election will be by secret ballot on Nov. 13.

Election ads will be accepted for publication in the Branch Reporter at a cost of \$10 per ad and must be in the hands of the editor of the Branch Reporter no later than 10 days after a regular scheduled meeting.

Absentee ballots may be requested from the election committee in writing at 1718 Navarre Road SW, Canton, OH 44706-1667. Absentee ballots must be in the hands of the secretary prior to the commencement of the election night meeting in order to be turned over to the election committee.

Bonnie L. Contrucci, Rec. Sec., Br. 238

Cedar Rapids, Iowa

This is official notice to all members of Branch 373 that nominations for the following offices will be held at 6:30 p.m. on Thursday, Nov. 13, during the regular monthly branch meeting at 1211 Wiley Blvd. SW, Cedar Rapids: president, vice president, recording secretary, treasurer/financial secretary, sergeant-at-arms, collector of the United States Letter Carrier Mutual Benefits Association, health benefits representative, a board of trustees composed of three members, and all union stewards in offices with 25 routes or more. Nominations for delegates to the 74th national convention Aug. 3-7, 2026, in Los Angeles, CA, will also take place.

In accordance with Article 5, Section 16, all candidates for elective office and delegates to national and state conventions shall make every effort to be present at the nominating meeting or have signified in writing their willingness to serve if nominated. Those unavoidably detained shall present in writing to the recording secretary within 15 days of that nominating meeting their intentions to be nominated. The recording secretary will then contact the potential candidate for verification and add their name to the election ballot.

The election for branch officers will be conducted by mail-in voting. The election for delegates to the national convention shall be determined at the December meeting, and shall not be subject to mail in voting.

John Volz, Rec. Sec., Br. 373

Charleston, West Virginia

This is official notice to the members of Local 531 that nominations will be taken for the following positions: three-year trustee and delegates to the national convention. Nominations will be taken at the November meeting and elections will be at the following December meeting. Nominees must either be present for nomination or have written to the local president that they wish to seek nomination. Nominations can be mailed to Local 531, P.O. Box 448, Charleston, WV 25322, and must be received no later than Nov. 1. Any member who wishes to seek nomination must be in good standing and meet all local and national requirements as set forth in the bylaws.

Rob Lloyd, Sec., Br. 531

Cincinnati, Ohio

This shall serve as notice to all members that, pursuant to Article 7 of the branch bylaws, Branch 43 will hold steward elections this year for the term beginning Jan. 1, 2026, through Dec. 31, 2027. Anyone desiring to run as steward in their office must be a member in good standing who has not held or applied for a supervisor position for two years prior to the beginning of the term. Nomination notices shall be posted in each station on Oct. 14 and remain posted through the close of business on Oct. 24.

If necessary, ballots will be distributed, and members shall vote in their respective stations from Nov. 14 through Nov. 29.

Burt Hughes, Sec., Br. 43

Columbia, Missouri

This is an official notice to all members of Branch 763 Merged in Columbia and surrounding areas that nominations for all officers and trustees will be held on Nov. 4 at our normally scheduled meeting. The election will be held at the regularly scheduled meeting on Dec. 9. The location of the meetings is 2111 Burlington St. in Columbia. All nominations and the elections will be in accordance with all branch bylaws and will be for the terms specified within them.

Robert Blackmore, Sec./Treas., Br. 763

Connecticut Merged

This is official notice to all Branch 20 members that nominations for delegates to the 2026 national convention will take place at the regular monthly branch meeting scheduled at 7 p.m. on Wednesday, Nov. 5. All delegates must be present at the branch meeting when nominated and/or signify in writing. Nominations made in writing must be received by the secretary before nominations.

Tonya Currier, Sec., Br. 20

Erie, Pennsylvania

This is official notice to all members of Branch 284 that the nominations for delegates to the national convention to be held in Los Angeles, CA, Aug. 3-7, 2026, will be held at the regular branch meeting on Nov. 18. Candidates must accept the nominations at the time or, if absent, in writing to the branch secretary by 7:30 p.m. on the night of nominations.

Tim Huhta, Sec., Br. 284

Election Notices

Eureka, California

This is to serve as official notice to all members of Branch 348 that the nominations for one of the trustee positions, as well as delegates to the 2026 national convention will be taking place at the regular branch meeting on Nov. 12. All nominees should submit written acceptance of nomination.

The elections will be held at 7 p.m. at the Dec. 10 meeting. There will be a mailing sent out soon with more information.

Danielle Sproul, Sec., Br. 348

Florissant, Missouri

This is official notice of nomination and election of officers of Branch 4839.

Nominations for the election of officers of Branch 4839 will be held at the regular branch meeting at 6:30 p.m. on Oct. 29 at the union hall, 310 Rue St. Francois St., Florissant. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, secretary, treasurer and three trustees. The terms of officer will be three years, beginning Jan. 1, 2026.

The election will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Nov. 26 at the union hall, 310 Rue St. Francois St., Florissant.

Any member who, for any reason, will be unable to vote on Nov. 26 may obtain absentee ballots by writing the Election Committee, Branch 4839, 310 Rue St. Francois St., Florissant, MO 63031. Requests for absentee ballots must be received by the election committee no later than Nov. 12.

Write-in votes are not permitted.

Annette Tolbert, Sec., Br. 4839

Fond du Lac, Wisconsin

This is the official notice to all members of Branch 125 of nominations for the following positions: branch president, vice president/MBA representative, recording secretary-financial secretary/ treasurer and three trustees. Delegates and alternate delegates will also be nominated for the 2026 national convention and the 2026 Wisconsin State Association of Letter Carriers convention; the president, vice president and recording secretary-financial secretary/treasurer are delegates to both conventions by virtue of their office.

Nominations will be held at the regular branch meeting taking place at 6:30 p.m. on Thursday, Oct. 30, at Fond du Lac County Labor Hall, 50 East Bank St., Fond du Lac. All members in good standing are eligible for nomination and self-nomination is allowed. All candidates must be present at the meeting when nominations are made or submit in writing to the branch secretary prior to their nomination their willingness to accept nomination and serve if elected.

If two or more candidates are nominated for a position, the election will take place by mail-in secret ballot. Ballots must be received by the election committee no later than 3 p.m. on Thursday, Dec. 4. Ballots will be counted beginning at 6 p.m. on Dec. 4 prior to the branch meeting.

Bonnie Alsup, Sec./Treas., Br. 125

Galesburg, Illinois

This is an official notification to all members of Branch 88 that we will be accepting nominations from the members at the November meeting. This will be held at 6:30 p.m. on Nov. 20 at the union hall at 1640 N. Henderson St., Ste. A, Galesburg. Elections will be held at the December meeting on Dec. 18 at the same time and place. You must be present to accept your nomination and vote in the election. This includes delegates for state and national conventions and officer positions.

Jessica Stone, Sec., Br. 88

Garden Grove, California

This is official notice to all Branch 1100 members that nominations for delegates to the 2026 national convention will take place at the Nov. 18 regular branch meeting. Election of delegates, if necessary, will take place at the Dec. 9 meeting. The meetings are at 7:30 p.m. at the branch meeting hall, 13252 Garden Grove Blvd., Garden Grove.

Article 5, Section 2 of the NALC Constitution reads: "All qualified regular members shall be eligible to be a delegate or alternate delegate to the National Association Convention or State Convention, except that any regular member who voluntarily or otherwise, holds, accepts, or applies for a supervisory position in the Postal Service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any convention for a period of two (2) years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination."

Article 5, Section 6, of Branch 1100's bylaws reads: "Any elected delegate to any convention must be eligible under the provisions of Article 5, Section 2, of the National Constitution of the NALC, and must have attended a minimum of 70% of the regular meetings during the period of time between delegate elections, in order to be eligible to receive Branch funds for expenses, with the exception of new members, who must have attended 70% of the branch meetings since becoming a member."

You cannot be a delegate if you are not nominated. Come to the November meeting or, if you are unable to attend, give the branch notice, in writing, of your desire to be a delegate and you will be entered into nomination.

Sharon Peralta, Exec. Sec./HBR, Br. 1100

Hartford, Connecticut

Nominations for officer positions for Merged Branch 86 shall take place at the regularly scheduled membership meeting at 7 p.m. on Jan. 14, 2026.

The positions open for nomination are president, executive vice president, first vice president, second vice president, recording/financial secretary-treasurer, assistant recording/financial secretary-treasurer, director of city delivery, compensation director, assistant compensation director, safety and health director, health benefits representative, sergeant-at-arms, MBA/NSBA representative, five trust-

ees and director of retired members.

The recipient of the most votes for trustee shall be the head trustee.

Nominees must inform the secretary/treasurer of their intentions in writing within 10 days following nominations. Those members nominated who do not inform the secretary-treasurer shall stand disqualified from running for any office.

All officers shall serve for a term of three years. The elective officers of this branch, by virtue of their office, shall be delegates to the NALC national convention and the CSALC state convention.

An election, should one be necessary, in accordance with Branch 86 bylaws will be held by mail. Ballots shall be mailed to each member at his/her home by Feb. 12. The elections shall be closed at 1 p.m. on Wednesday, March 4. No ballots shall be accepted after that time. At this time, the election committee will collect the ballots, transport them to the union hall and begin the tally.

David F. Rooks, Sec.-Treas., Br. 86

Hazelwood, Missouri

This is official notice to members of Branch 5847 that nominations will be taken for the offices of president, secretary, OWCP rep, health benefits rep, shop stewards, alternate shop stewards and one trustee. Nominations will be at the regular meeting at 6 p.m. on Thursday, Nov. 6, at the Bridgeton Community Center, 4201 Fee Fee Road, Bridgeton. Candidates must be present to accept nominations at the time made, or signify in writing and submit it to a branch officer.

Elections for these offices will take place at the Dec. 7 meeting if needed.

Inekka Whitted, Sec., Br. 5847

Hickory, North Carolina

This is the official notice to all members of Branch 1250 Merged of nominations for branch officers. Nominations will be at 7 p.m. on Nov. 20 in the 204B room of the federal building, located at 231 Government Ave., Hickory, in accordance with Article 5 of the bylaws of Branch 1250. Members willing to be nominated for a branch office must be present or signify so in writing prior to the meeting. Nominations will be for president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, mutual benefits representative (MBA), health benefits representative and trustees.

If needed, elections will take place in December, with the installation of officers in January.

James Russell, Pres., Br. 1250

Hobbs, New Mexico

This is official notice to all members of Branch 3727 that nominations for branch officers, convention delegates and alternate delegates to the national and New Mexico state convention will take place at the regular October branch meeting on Oct. 16, with elections of officers being held at the December meeting, Dec. 18.

Deidre Green, Pres., Br. 3727

Huntington, West Virginia

Branch 359 will be holding a vote to see who is going to the national convention in 2026. This meeting will be held

at 7 p.m. on Nov. 11 at the IBEW union hall at 1848 Madison Ave., Huntington.

Roberta Duffey, Sec., Br. 359

Jackson, Michigan

This is a notice to all members of Branch 232 that nominations for one trustee position and delegates to the 2026 national convention will occur at our regularly scheduled November meeting. Election results will be announced at our December meeting.

Rebecca J. Weaver, Sec., Br. 232

Jefferson City, Missouri

Nominations for the election of officers of Branch 127 will be held at the branch meeting at 6:30 p.m. on Nov. 20 at the Knights of Columbus building at 1822 Tanner Bridge Road, Jefferson City. Nominations can be made at the meeting or, if absent, in writing. Nominations in writing must be received by the secretary not less than 30 days before the date of the election. Nominations will be held for the following branch offices: president, sergeant-at-arms, vice president, secretary, treasurer, director of organization and one trustee.

The terms of office will be two years, beginning Jan. 1, 2026. Office holders of president, vice president, secretary and treasurer by virtue of their elected office shall be compensatory delegates to the regional and state conventions. Office holder of president by virtue of their elected office shall be the compensatory delegate to the national conventions. Candidates may accept nominations for only one office.

The election will be conducted by secret ballot December meeting if necessary. Members will be given a secret ballot upon entering the meeting. Any member who, for any reason, will be unable to vote during the times the polls are open, may request an absentee ballot. Absentee ballots must be requested after nominations have been closed but at least two weeks before the election. At this time, the election committee will collect the ballots and begin the tally. Write-in votes are not permitted.

John Cremer, Sec., Br. 127

Kalispell, Montana

This is a notice to all members of Branch 948 that we will be holding nominations for branch officers at our meeting at 7 p.m. on Dec. 12 at the Dusty Star Saloon. Nominations for the following positions will be held: president, vice president, secretary, treasurer and steward.

Jamie Hall, Sec., Br. 948

Knoxville, Tennessee

In accordance with Article 5 of the NALC Constitution and Branch 419 bylaws, this is an official notice to all members of Branch 419 who are in good standing that nomination for all branch officers, trustees, and delegates to the conventions will be held at the regular monthly branch meeting at 7 p.m. on Nov. 4 at the Elks Lodge, 5600 Lonas Road, Knoxville. The term of office is two years (2026-2028), beginning with the installation of the officers prior to the general membership meeting in January following the election.

The election will take place by mail-

in-ballot. The ballots must be postmarked no later than the last Tuesday of November and will be counted at the December branch meeting. All candidates shall be present at the Nov. 4 branch meeting to accept nominations or have filed a letter of acceptance with the branch secretary before the night of that branch meeting.

Bill Heller, Sec., Br. 419

Kokomo, Indiana

This is the official notice to all members of Branch 533 of nominations and elections for branch officer for the period of Jan. 1, 2026, to Dec. 31, 2027.

Nominations will be conducted at the general meeting held at 6:30 p.m. on Nov. 4 at the Kokomo American Legion located at 2604 S. Lafountain St. All candidates must be present at the time of the nomination or must submit a letter to the recording secretary, which must be received within 30 days prior to the election.

Nominations will be held for the following offices: president, vice president, secretary, treasurer, three trustees, mutual and health benefits officer and sergeant-at-arms. If there are two or more candidates for any office, the election will be conducted in accordance with the *NALC Constitution* for the Government of Subordinate and Federal Branches (Article 5, Section 5.C).

Rachel James, Sec., Br. 533

Lansdowne, Pennsylvania

This is official notification to all members of Branch 1929 that nominations for all officers (president, vice president, treasurer, secretary, trustee, steward and alternate steward) will be held at our regular branch meeting at 7 p.m. on Nov. 18 at 300 N. Glenwood Ave., Clifton Heights.

If an election is necessary, it will be held at our regular branch meeting at 7 p.m. on Dec. 9.

B. O'Doherty, Pres., Br. 1929

Lehigh Valley, Pennsylvania

This serves as official notice to all members of Branch 274. Nominations for the national convention, to be held in Los Angeles, CA, Aug. 3-7, 2026, and the Region 12 rap session, to be held in Atlantic City, NJ, March 8-11, will take place at the November branch meeting at 7:30 p.m. on Nov. 11 at the West Coplay Mannerchor. Elections, if necessary, will be held at the December branch meeting at 7:30 p.m. on Dec. 9.

Nominations are open to any member in good standing except those who are serving in a supervisor position or those that have applied or served in a supervisory capacity in the previous two years. Nominations will be accepted verbally from the floor or submitted in writing to the nomination committee of Glenn Recker, Gerry Schlimme and Eric Godley.

Tom Cser, Pres., Br. 274

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for all elected officer positions for a two-year term (Jan. 1, 2026-Dec. 31, 2028) and delegates to the 2026 national convention (Aug. 3-7, 2026, in Los Angeles, CA) will be held at the regular meeting in November.

The election will be conducted by

secret mail ballot, with ballots to be in before and results announced at the regular meeting in December.

Todd J. Friemuth, Sec., Br. 105

Little Rock, Arkansas

This is official notice to all members of Branch 35 that nominations for the election of one trustee and delegates to the state and national conventions in 2026 will be held at the regular branch meeting at 7:15 p.m. on Nov. 7 at the union office, 10112 Chicot Road, Suite 212, Little Rock. Candidates must be present during the nominations to accept nomination for office or have in the hand of the secretary/treasurer written certification of acceptance for specific office.

The terms of the office of Trustee will be for three years, beginning Jan. 1, 2026.

The election of trustee and delegates to the 2026 state and national conventions will be held during the regular branch meeting at 7:17 p.m. on Dec. 5 at the union hall, 10112 Chicot Road, Suite 212, Little Rock.

Chad W. Dollar, Pres., Br. 35

Long Island Mgd., New York

This is official notice to all members of Branch 6000 that nominations for delegates to the 74th Biennial National Convention, held in Los Angeles, CA, Aug. 3-7, 2026, will be taken at the Nov. 20 membership meeting, with an election by secret ballot, if necessary, to be held at the Dec. 18 meeting. Both meetings will be at 7:30 p.m. at the Bayshore Knights of Columbus Hall. In accordance with Article V, Section 2 (p) of the branch bylaws, all executive board members are automatically paid delegates.

In accordance with Article XI, Section 3 of the branch bylaws, no delegate (or alternate delegate) elected to any national or state convention shall receive any convention expenses allowance from this branch unless they have attended at least 50 percent of the regular scheduled branch meetings during the 12-month period preceding the convention.

Joseph Morelli, Rec. Sec., Br. 6000

Memphis, Tennessee

This is an official notice to all active and retired members of NALC West Tennessee Merged Branch 27 that nominations for the election of delegates to the 2026 national convention will be held at the regular branch meeting on Nov. 6. This meeting will be held at 7 p.m. at the union hall at 584 S. B.B. King Blvd. in Memphis. Nominees shall voice their acceptance at the time of nomination or have submitted a letter signed by the nominee acknowledging acceptance. If you submit a letter, it must state you have not served in a supervisory capacity for the prior 24 months. Upon nomination, every nominee must certify that they have not served as a supervisor for 24 months prior to being nominated. Full-time branch officers shall be delegates to the state and national convention.

Absentee ballots will be made available to those members unable to attend on Election Day. Absentee ballots may be requested through the Election Committee, NALC Branch #27, 584 South B.B. King Blvd., Memphis, TN 38126-3104. Absentee ballots must be

requested after nominations have been closed, but at least by Nov. 20.

If necessary, election of delegates shall take place at the Dec. 4 regular scheduled branch meeting at 584 South B.B. King Blvd., Memphis. Voting will begin at 3 p.m. Any member in line at 7 p.m. will be allowed to vote.

Steven Wright, Fin./Rec. Sec., Br. 27

Modesto, California

This is an official notice to all members of Branch 1291 that nominations for delegates to the NALC national convention in Los Angeles, CA, in August 2026 will take place at the regular branch meeting on Nov. 6 at the Round Table Clubhouse located at 3848 McHenry Ave. in Modesto. The meeting will commence at 7 p.m. Voting will be done at the Branch meeting on Dec. 4.

Stacey Manzano, Sec., Br. 1291

Natchez, Mississippi

This is an official notice to all members of Branch 476. Nominations for all officers and trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination if offered.

The election will be held at the regular November meeting. Installation of officers will be held in December.

Frank A. Patti, Sec., Br. 476

New Hampshire Merged

In accordance with Article 5 of the *NALC Constitution*, this is the official notice to all members of Branch 44 that nominations for officers will be held at the regularly scheduled meeting on Oct. 9. The election will take place at the Dec. 11 meeting. Nominations and the election will take place at the Sweeney Post at 251 Maple St. in Manchester with the meeting commencing at 7:30 p.m.

The following offices are open for nomination/election for a two-year term: president, executive vice president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, workers' compensation benefits officer, health benefits officer, director of retirees, three branch trustees, Retirement Appreciation Fund chairman and two Retirement Appreciation trustees. Nominations for the 74th Biennial National Convention held Aug. 3-7, 2026, in Los Angeles, CA, and for the NHSALC convention held June 4-7 at the Mills Falls at the Lake Resort in Meredith will also take place at the October meeting and voted on at the December meeting.

Nominations may be made by any regular member in good standing present at the meeting, or by a signed and dated statement addressed to and received by the recording secretary no later than 10 days prior to the date of said meeting. All nominees for office shall be present at the October meeting or have submitted dated and signed a statement, which will be turned over to the recording secretary, stating the nominee's intention of acceptance or rejection of their nomination. If no signed intention is filed with the recording secretary at this meeting, the nomination shall be null and void. All nominations shall close after the proper order of business at said meeting. A

list of nominees will be posted on bulletin boards in all branch offices until the December meeting. It will also be placed in the Branch 44 publication of the *Magnum* and/or *Caliber*.

When there are two or more nominees for any elected position in the branch, it shall be by secret ballot. A ballot will be sent to every member of Branch 44 prior to Nov. 1. Election results will be announced at the December meeting. Elections for delegates to the national and state conventions (if there are more nominees than authorized delegates) will be voted on at a monthly meeting, not by mail ballot.

John S. Sigmund, Rec. Sec., Br. 44

North Little Rock, Arkansas

This is official notice to all members of Branch 3745 that nominations will be held during October's regular monthly union meeting. The offices available for nomination are as follows: president, vice president, treasurer and recording secretary. These offices are for a two-year period. Trustee #2 is for a three-year period. The meeting will be held at 6 p.m. on Oct. 9 at American Pie Pizza, located at 4830 N. Hills Blvd., North Little Rock.

An election (if necessary) will be held at November's regularly scheduled meeting at 6 p.m. on Nov. 13 at American Pie Pizza in North Little Rock. Voting will start at 6 p.m. and end at 9 p.m.

Kenny Newsom, Rec. Sec., Br. 3745

Owensboro, Kentucky

Per the bylaws, we will be having a vote at the November branch meeting on Nov. 20 at Feta Pizza, located at 118 St. Ann St., to vote on our delegates for the national convention, which will be in Los Angeles, CA.

Douglas Yocum, Sec., Br. 234

Pasco, Washington

The nominations for delegates to the state convention in Pasco and National convention in Los Angeles in 2026 will be held at 7 p.m. on Thursday, Nov. 13, at the Kennewick Library large room, 1620 S. Union St., and the election of the delegates will be held at 7 p.m. on Thursday, Dec. 11, also at the Kennewick Library on Union Street.

Rebecca Tuthill, Sec., Br. 1528

Peoria, Illinois

This is an official election notice to all members of Branch 31. Nominations for all branch officers, namely president, vice president, recording secretary, treasurer, sergeant-at-arms, mutual benefit representative, health benefit representative, director of retirees, director of training, legislative liaison and two trustee positions will occur at the regular Nov. 13 branch business meeting. The terms of office for all elected positions are for two years, with the term beginning Thursday, Jan. 8, 2026. Candidates may accept nominations for only one office.

Nominations for delegates to the 2026 state and national conventions will also take place at the Nov. 13 branch meeting.

Nominations for all officer positions and delegates to the conventions will come from the floor. Self-nomination is permissible. You must be in attendance to indicate your willingness to accept the nomination. If you are unable to at-

Election Notices

tend the meeting, you must submit in writing to the recording secretary your intent to accept prior to nominations.

Elections, if necessary, will be by secret ballot prior to the branch meeting at 7 p.m. on Dec. 11 at the Navy/Marine Club, 1310 E. Seiberling Ave., Peoria Heights. An absentee ballot may be requested.

Elizabeth Dams, Rec. Sec., Br. 31

Philadelphia, Pennsylvania

This is to serve notice to all Keystone Branch 157 members that nominations for delegates to the 2026 national convention will be conducted at the general membership meeting at 8 p.m. on Oct. 21. In the event you cannot attend the Oct. 21 meeting, please forward a letter indicating you wish to be a delegate to: Joseph Slusarczyk, Recording Secretary, 9607 James St., Philadelphia, PA 19114.

If an election is necessary for delegates, the election will be conducted at the general membership meeting on Dec. 9. Delegates must attend six of the 10 regular general membership meetings to share in the convention fund.

Tim Mulvenna, Pres., Br. 157

Richardson, Texas

Nominations for the election of officers of Branch 4784 will be held at the regular branch meeting at 5:30 p.m. on Nov. 13 in the meeting room at 1702 N. Collins Blvd., Richardson. Candidates must accept nominations at the time made, or in writing within three days if absent. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, health benefits representative, sergeant-at-arms and three trustees. The terms of office will be for two years, beginning Jan. 1, 2026.

The election will be conducted by secret ballot at the regular branch meeting at 5:30 p.m. on Dec. 11 at the meeting room, 1702 N. Collins Blvd., Richardson. Any member who, for any reason, will be unable to vote at the Dec. 11 election may obtain absentee ballots by writing to the Election Committee, Branch 4784, P.O. Box 830314, Richardson, TX 75083-0314. Requests for absentee ballots must be received by the election committee no later than Nov. 13. Returned ballots must be received by Election Day, Dec. 11. Write-in votes are not permitted. Any altered ballots will be invalid.

Freddie Jackson, Pres., Br. 4784

Richland, Washington

Branch 3877 will be having nominations in November, and election in December for branch positions at the regular branch meetings held the first Tuesday of the month at 6:30 p.m. at Pizza Hut on G-Way.

David Howard, Pres., Br. 3877

Rochester, New York

In accordance with Article 5 of the NALC Constitution, this is official notice to members of Branch 210 that nominations for the following elected officers (for the term of three years, Jan. 1, 2026-Dec. 31, 2028), will be held at the regular meeting at 7 p.m. on Wednesday, Nov. 5, at International Brotherhood of Electrical Workers (IBEW), 2300 East River Road, Rochester: president (full

time), vice president (full time), recording secretary, financial secretary, treasurer and director of insurance.

Also to be nominated are sergeant-at-arms, three trustees, six delegates to the Rochester and Genesee Valley Area Labor Council, and delegates to the national and state conventions.

Elections will be held at the regular meeting on Wednesday, Dec. 3, at IBEW.

Anthony Polidori, Rec. Sec., Br. 210

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 (OWPC) 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

Salem, Oregon

This is the official notice to all members of Branch 347 that nominations will be open for the following branch officer positions, for a term of two years (2026-2028): president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, health benefits/MBA/legislative Representative, editor, and the board of trustees composed of three members.

Also, nominations will be open for delegates (who meet the criteria of our branch bylaws) to the national and Oregon state convention for the year 2026. Nominations will be held at the regular branch meeting at 6:30 p.m. on Wednesday, Oct. 8, at 345 River St. NE.

All members who want to be an officer or delegate must be present at the meeting or signify in writing to the branch recording/financial secretary prior to the meeting their willingness to be nominated.

The election shall be by secret ballot by mail, or in person, at the regular branch meeting on Wednesday, Dec. 10. Balloting shall be open from 5 p.m. until the start of the regular branch meeting at 6:30 p.m. Ballots shall be mailed out no later than 21 days after the close of nominations. Mailed-in ballots must be received by the election committee by 12 p.m. of Election Day.

Rolaunda Walker, Rec./Fin. Sec., Br. 347

Santa Barbara, California

This is the official notice to all members of Branch 290 of nominations for the following branch positions: president, vice president, secretary/treasurer and sergeant-at-arms. Shop stewards will also be nominated by their assigned work zones/stations. Delegates to the 2026 national convention will also be nominated. Nominations will be held at the regular branch meeting beginning at 6:30 p.m. on Thursday, Oct. 30, at 4880 Hollister Ave., Santa Barbara.

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 and show 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 or serve for a period of two years after termination of such status.

If two or more candidates are nominated 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 at and winners will be announced at the Nov. 20 regular branch meeting.

Jesus Villarruel, Sec.-Treas., Br. 290

Santa Fe Springs, California

This is official notice to all members of Branch 4941 that nomination for delegates to the 2026 national convention will take place at the regular branch meeting on Nov. 19. The election will be at the regular branch meeting on Dec. 17.

Dave Donovan, Pres., Br. 4941

Savannah, Georgia

In accordance with Article VII in the branch bylaws, this is the official notice to all members of Branch 578.

Nominations for branch officers and delegates will be held at the Nov. 6 regular monthly meeting. The meeting place is 600 Highway 80 West, Pooler.

Nominations of officers and delegates shall be made from the floor. All candidates must be present at the time of their nomination or else signify their willingness in writing to accept if nominated. They must also certify that at the time of nomination that they have not served and/or applied to a supervisory position within two years prior to nomination. The officers to be nominated are president, vice president, recording secretary, treasurer, financial secretary, health benefit representative, sergeant-at-arms, Mutual Benefit Association representative and a board of trustees

consisting of three members. The president, vice president, recording secretary, treasurer and financial secretary are delegates to the national and state conventions by virtue of their office.

The election will be conducted on Dec. 4. Voting polls will be open from 6 p.m. to 8 p.m. at the meeting place, 600 Highway 80 West, Pooler.

The election of officers and delegates for a two-year term shall be by secret ballot. In the event any member is incapacitated or whose duty assignment prevents them from voting during the time that the polls are open, they may request an absentee ballot in writing from the election committee. The request for the absentee ballot should be mailed to the branch's meeting place of 600 Highway 80 West, Pooler, GA 31322. The request must be received at least two weeks prior to the election. Absentee ballots must be returned to the election committee prior to the opening of the polls.

Ruben "Reko" Santana, Rec. Sec., Br. 578

Southwest Missouri

This is a notice to all members of Branch 366. There will be nominations for delegates to the 2026 national convention held in Los Angeles, CA, at the November meeting. If a vote is needed, it will take place at the December meeting. To be eligible for reimbursement, you must meet the minimum number of meetings (10) for the 2024-2025 time frame. Also, there will be a nomination and possible election of a trustee to fulfill a three-year rotating term.

Jeremy Carrier, Sec., Br. 366

Staunton, Virginia

In accordance with Branch 513 bylaws, this is official notice of nominations and elections. Nominations will be held at the regularly scheduled meeting on the second Wednesday of November, Nov. 12. The election will be held at the regularly scheduled meeting on the second Wednesday of December, Dec. 10. Nominations and elections shall be for delegates to the 2026 national convention and for branch officers.

Stoney Caricofe, Pres., Br. 513

Torrance, California

This is an official notice to all members of Branch 2207 regarding nominations for all branch officers: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative and a board of trustees (three).

Nominations will be held at the monthly meeting on Thursday, Oct. 9. Election will be by mail, with results to be counted and announced at the monthly meeting on Nov. 13.

Kim Stagg, Pres., Br. 2207

Utica, New York

This is an official notice to all members of Branch 375 that all nominations for the election of officers will take place at the regular meeting on Oct. 9. The following offices will be open for a two-year term: president, vice president, treasurer, secretary, sergeant-at-arms/financial secretary, health benefit coordinator and five trustees. Elections will be held at the regular meeting on Nov. 13. If you wish to be nominated, you must be in attendance at the October meeting or have a letter

of intent on file prior to the meeting.

Absentee ballots may be requested through the elections committee, P.O. Box 4566, Utica, NY 13504. If there are questions, you can leave a message at 315-793-8937. Absentee ballots must be received before the start of the Nov. 13 meeting.

All members are requested to keep their mailing addresses up to date. If you have moved, please notify the branch of your new address.

Willis Farnsworth III, Sec., Br. 375

Valley Stream, New York

This is an official notice to all active members of Branch 2189 that nominations for officers will be held at our branch meeting on Jan. 13, 2026.

Patrick Nugent, Pres., Br. 2189

Venice, Florida

This is official notice to all members of Branch 5480 that nominations for all elected officers will be held at the regular October branch union meeting. The term of office will be two years, beginning with the January 2026 union meeting and ending with the January 2028 union meeting. The election will be by secret ballot. The ballots will be mailed no later than Nov. 15 and must be received no later than Dec. 10th at: NALC Branch 5480, P.O. Box 73, Venice, FL 34284.

Nominations will be held for the following branch offices: president, vice president, recording secretary, financial treasurer, sergeant-at-arms, health benefits/MBA representative and three trustees. The president and vice president shall attend the national and state conventions by virtue of their office.

Megan Owen, Pres., Br. 5480

Vineland, New Jersey

On Nov. 3, Branch 534 will host a meeting involving open nominations for all union official positions. On Nov. 3, we

will conduct a voting system to rename or name our continued union official representatives and/or new union officials for the years 2026 through 2027.

Miguel Alvarez, Rec. Sec., Br. 534

Virginia Beach, Virginia

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 23. Ballots must be mailed back to Election Committee, P.O. Box 64249, U.S. Post Office, Virginia Beach, VA 23464 and must be received by Saturday, Nov. 29. At this time, the election committee will collect the ballots, bring them to the union hall and begin the tally.

Election will be for the following branch officer: president. The term will be for three years, beginning Jan. 1, 2026.

Jamie Drayton-Bey, Sec., Br. 2819

Wausau, Wisconsin

In accordance with Article 5 of the NALC Constitution and Branch 215 bylaws, this is an official notice to all members of Branch 215 that nominations for the offices of president, vice president, secretary, treasurer, MBA representative, one trustee and sergeant-at-arms will take place at the union meeting on Oct. 16. Nominations for the 2026 state and national convention delegates will also take place at the October branch meeting.

Those wishing to be nominated must accept such nomination in person or submit their willingness to be nominated in writing to the branch secretary prior to the October branch meeting.

The election will be held by secret ballot mailed to the member's last known address. If you have not done so, please update your address with the branch secretary as soon as possible. Ballots must be received at the branch election post office box by the Dec. 9 regular branch meeting. Bal-

lots will be counted and results announced at that meeting.

Matthew M. Toldness, Pres., Br. 215

Wilmington, Delaware

This is official notice to all members of Branch 191 that a special election will be held within 90 days after notification by *The Postal Record* and bulletin board due to the declared vacancy of the office of secretary as of Aug. 6.

Nominations for the office of secretary position will be held at the regular branch meeting on Wednesday, Nov. 12, at the branch hall, located at 409 Old Dupont Road, Wilmington. The incumbent secretary shall serve the remainder 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, and results will be announced at the end of the Dec. 10 branch meeting.

Write-in votes are not permitted.

Correction: Reposting correction to nomination of delegates dates and time posted in August 2025.

This is official notice to all members of Branch 191 that the nomination of delegates for the National Convention in Los Angeles, CA, will be held at the regular meeting at 7 p.m. on Wednesday, Nov. 12, 2025, at the branch hall located at 409 Old Dupont Rd., Wilmington, DE 19804.

Delegate election will be held by secret ballot at the branch hall located at 409 Old Dupont Rd., Wilmington, DE 19804, on Dec. 10, 2025, from 4 p.m.-8:15 p.m. and

results will be announced at the end of the Dec. 10, 2025, regular meeting. Write-in votes are not permitted.

David M. Smith, Pres., Br. 191

Youngstown, Ohio

Branch 385 will be having nominations for 2026 national convention delegates and all officer positions for the 2026-2028 term at the Nov. 5 regular branch meeting. Any election(s), if necessary, will be on the day of Dec. 3. Please see the 385 Relay newsletter or call the branch office for more information.

Frederick Woodley, Pres., Br. 385

Branch 385 will hold officer nominations for the 2026-2029 term at 8 p.m. on Nov. 5 at the regular branch meeting. Location of the meeting is 3390 Flo-Lor Drive, Youngstown. Members will make nominations verbally at the meeting. Candidates must accept nomination at the time made or, if absent, in writing. Candidates may only accept nominations for one office and must be in good standing with the branch. Nominated candidates may be active or retired members. Officer positions to be nominated are president, vice president, recording secretary, financial secretary, treasurer, health benefits rep, MBA rep, sergeant-at-arms and three trustees. All will be elected to serve a three-year term. Candidates elected for president and vice president shall be delegates to the national and state conventions during this term, per the bylaws of the branch.

Voting will be held on Dec. 3. Voting may be done in person at 3390 Flo-Lor Drive, Youngstown, or by absentee ballot. In-person voting will be by secret ballot, and the times to vote will be from 6 a.m. to 8 a.m. and again from 4 p.m. to 9:15 p.m. An absentee ballot will be mailed to the current address of each member to be utilized at the member's option should any member not be available to vote in person.

Kevin Bryant, Rec. Sec., Br. 385

Mutual Exchanges

CT: Newington (3/22) to Milwaukee, WI area. Regular city carrier. Hartford bid cluster; overtime available. Close to Boston, New York, beaches. Regulars only. Marcus, 406-531-6483.

FL: St. Petersburg (6/21) to Portland, ME. Regular carrier. Benjamin, 727-463-3001.

FL: Tampa (10/22) to Myrtle Beach, SC area. City carrier. Town and country, FL office 33615, 11 district offices, OT+. Tanner, 706-631-1962.

MI: East Lansing (3/19) to Flint, MI or surrounding area. 810-964-1027 (call or text).

MI: Grand Rapids (1/14 and 4/14) to Biloxi, Gulfport, MS. Two regular city carriers seeking a mutual exchange to the Mississippi Gulf Coast. Also open to mutual exchanges to Pensacola, FL. Brian, 616-719-8989 (call or text).

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, FL, area. Also open to mutual exchanges anywhere along the I-4 corridor (i.e., Tampa, Lakeland, Orlando, Daytona Beach or surrounding areas). Janet, 616-822-4558 (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., October's deadline is for the November publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorse-

ments will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

Union Member Rights and Officer Responsibilities under the **LMRDA**

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS)

enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. Below is a summary of the LMRDA:

Union Member Rights

Bill of Rights—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

Reports—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline—A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's reasonable request to distribute campaign material at the candidate's expense.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.

Restrictions on Holding Office—A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans—A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave. NW, Room N-5616, Washington, DC 20210, or by visiting www.dol.gov.

**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
- Find your representatives and senators, and contact them
- Learn more about the bills in the House and Senate that are being monitored by NALC
- Access NALC's fact sheets on our priority issues and legislation



Scan the QR code to go to the NALC
Legislative Action Center or go to [nalc.org/
government-affairs/legislative-action-center](http://nalc.org/government-affairs/legislative-action-center)



NALC Health Benefit Plan



Your Union Health Plan

Wellness Programs Available to You & Your Family:

- **NEW**** Priority Health Coaching (For Chronic Conditions)
- **NEW**** CVS Rx Weight Management
- Maven (Digital Women's and Family Healthcare App)
- Musculoskeletal MSK (Virtual Physical Therapy)
- Cardiac Care (Virtual Tool for Managing Heart Problems)

