

The Postal Record

Volume 138/Number 9

September 2025

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue

President's Message	1
National Officers	32
Branch Items	50
Branch Election Notices	56

WITH BACK PAY DELIVERED PREPARATIONS FOR NEXT YEAR'S NEGOTIATIONS ARE UNDERWAY



—PAGE 1

Pursuing opportunities in Congress to improve USPS finances

—PAGES 10-16



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Bargaining power and fighting like hell to protect it



Brian L. Renfro

Last month was a powerful reminder of NALC's collective-bargaining power. On Aug. 29, letter carriers received full retroactive back pay that was included in the Nolan Award. More information on back pay and what it covered is on page 4.

For many of our new members, this is their first time receiving back pay. With that in mind, it's worth noting that back pay is not guaranteed. NALC fought like hell to get it included in the Nolan Award. Unsurprisingly, USPS typically asks arbitrators to reject retroactivity. In fact, in the 2013 Das Award, NALC's last contract settled in interest arbitration before the Nolan Award,

we didn't receive back pay. Other contracts in past years have reduced back pay by paying cost-of-living adjustments (COLAs) through lump sums. Looking at previous rounds of negotiations and interest arbitrations, we knew we'd have to fight for the full back pay we deserve. The fight paid off, and letter carriers now have full back pay in their pockets.

NALC is moving full steam ahead, preparing for next year's collective-bargaining negotiations. The Executive Council met at NALC Headquarters in August to begin forming bargaining committees. These committees, which cover a variety of topics in the National Agreement, are made up of Executive Council members and NALC Headquarters staff.

These committees are, and always have been, a crucial part of our bargaining efforts. Bargaining committees meet regularly to review NALC's official bargaining positions, which have been set at each NALC national convention since 1970. The committee members combine their own experience with these official positions to create proposals that will be submitted during negotiations. These committees create a diverse and collaborative approach to collective bargaining, and they are something that our union has used for years. When the committees are finalized, a full list of committee members will be published in *The Postal Record* and on nalc.org.

In mid-September, a few dozen rank-and-file letter carriers from all over the country will spend nearly a week in the Washington, DC, area to provide their valuable insight and input during our bargaining preparation. We are conduct-

ing surveys and polling NALC members in multiple ways on collective-bargaining topics and priorities. Further opportunities will be available for all members to participate this fall.

I am personally appreciative of our members' input and opinions on our bargaining priorities and process. Many of them come through calls or letters to NALC Headquarters or our social media channels. Others come from the regional trainings, state conventions and branch events I am privileged to attend all over the country throughout the year.

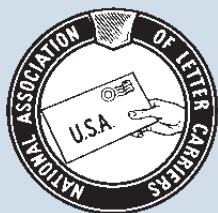
In November, NALC will hold a national rap session in Cleveland, OH. Branch and state leaders from all over the country will attend. By the time the rap session takes place, a substantial amount of collective-bargaining preparation as I've described here in this month's column will be completed. We intend to utilize a significant amount of time at the rap session to have productive collective-bargaining discussion with all of our union's leadership in anticipation of officially opening negotiations in February 2026.

While we can't predict the exact landscape we'll enter into when negotiations begin next year, we know what we'll be fighting for. An all-career workforce, further improving pay for all letter carriers at every step, defending and improving our COLA clause, defending the ban on contracting out our work, and defending layoff protections will be top priorities, consistent with the official bargaining positions of NALC.

As we continue to prepare for collective bargaining, we must remember that we never take our right to bargain for granted. We must be ready to fight like hell to defend our right to bargain at all times. In 2025, we have seen attacks on our brother and sister federal employees and their unions that are unprecedented in American history. Most recently, the Department of Veterans Affairs terminated all collective-bargaining agreements with its employees, affecting more than 350,000 public servants. They are civil servants, just like us. We stand in solidarity with these fellow public servants in their fight for their rights, and we stand always ready to fight like hell like to defend ours.

Thankfully, our collective action and unified message have been successful at stopping each and every threat to the Postal Service and to us thus far. We've had to fight back the administration's intentions to ruin USPS and attempts in Congress to gut our retirement benefits as part of the One Big Beautiful Bill Act that passed this summer. More threats will come, but letter carriers have more fight than whoever tries to attack us next.

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



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Contents

The Postal Record

Volume 138/Number 9 September 2025

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 16 **Proud to Serve**
- 26 **Veterans Group**
- 32 **Executive Vice President**
- 33 **Vice President**
- 34 **Secretary-Treasurer**
- 35 **Assistant Secretary-Treasurer**
- 36 **Director of City Delivery**
- 37 **Director of Safety and Health**
- 38 **Director of Retired Members**
- 39 **Director of Life Insurance**
- 40 **Director, Health Benefit Plan**
- 41 **Contract Talk**
- 43 **Staff Reports**
- 44 **Annuity charts**
- 45 **MDA Report**
- 47 **Honor Roll**
- 48 **State Summaries**
- 50 **Branch Items**
- 55 **Cost-of-living adjustment**
- 56 **Election Notices**
- 63 **Nalcrest Update/In Memoriam**
- 64 **Mutual Exchange ads/
Retiree Reports**

Features

- 4 **Carriers receive back pay**
Retroactive payments highlight the unique structure of the NALC National Agreement
- 9 **Mailman's best friend**
After the death of his former customer, a Texas carrier adopts the man's dog that he had bonded with
- 10 **News from Washington**
NALC pursues opportunities in Congress to improve USPS finances and to urge passage of the Protect Our Letter Carriers Act
- 19 **New carrier experience**
The New Employee Experience, Retention and Mentoring Program gives new city letter carriers help in succeeding
- 24 **The Spoonman**
A Tennessee carrier tells us about his decades-long musical career playing the spoons

A tale on two levels



Philip Dine

This is a story of years-long collaboration between two letter carriers that resulted in the rescuing of an 86-year-old customer, which in turn allowed her daughter to travel from another state and see her mother one more time.

But it's a tale of teamwork on another level as well, with one of the carriers endeavoring to draw attention to the conscientious actions of the other, along with the broader aim of inspiring and promoting the ethos of selfless actions that make letter carriers essential to the well-being of the communities they serve.

When Brandon McCabe began delivering Route 14 out of Beaverton Main in Portland, OR—coincidentally

on his birthday in June 2020, after transferring from California where he'd carried mail since 2014—one of the customers he got to know well was Janet. She lived in a trailer park, had no nearby relatives, and her few local friends were unable to make the trek in times of need.

Janet was a "hardship delivery" on Brandon's route, which meant that despite the CBUs at the trailer park, he delivered directly to her trailer because she couldn't walk more than a few feet.

During his years on the route, the Branch 82 shop steward and Oregon State Association recording secretary/publications editor shared laughter and conversation with Janet. "I was able to help her out when I could," Brandon says, "and she would impart wisdom through stories of her life and things she had done to work through adverse times."

January of this year brought a rezoning of routes and Brandon's new Route 13 did not include Janet, whose mail would now be delivered by Peter Limbaugh, whom Brandon describes as "our safety captain and an outstanding, caring carrier."

To better serve the customers, Peter queried Brandon about his old route and the kind of help some folks might need. That information proved vital one June day when Peter spotted Janet lying on the ground outside her trailer, looking exhausted and somewhat out of it.

He helped her sit up on her steps, but "she seemed very confused, and she didn't know where she was, despite being right in front of her home," Peter recalls. Sensing that she needed medical help, even though she wasn't requesting it, he called 911.

The EMTs took Janet to the hospital, where doctors determined she had had a major stroke.

In real time, Peter informed Brandon, who was able to get ahold of Janet's daughter, who made the trip from California. Brandon also quickly visited Janet in the hospital. She was confused about who Brandon was, but when her former carrier informed Janet that her daughter was on the way, "she perked right up and started to chat with me about her daughter."

A week later, Brandon recalls, "we lost Janet."

Because Peter had prepared for residents' potential needs, Brandon says, then "trusted his instincts and did the right thing ... Janet's daughter and I got to spend more time with her and were able to say our goodbyes. Janet will always hold a place in my heart. I will remember her as being selfless and kind. And Peter will always be my hero for being attentive to Janet and calling for help when she needed it. He is a perfect example of a good human being and an excellent carrier."

Talking to Peter, a letter carrier since January 2021, two things are clear. For starters, he never would have reached out to us about his actions. "When Brandon said he wanted to write something about me, I thought he meant in our local publication. This isn't going to be just my local union," Peter noted with some bemusement, "this is going to be a national article!" Any credit, he insists, goes to Brandon for being able to immediately reach out to Janet's daughter.

Second, it is evident how much Peter cares about customer service, about the importance of the mail, and about the "hardship customers" because those are the people who need help and attention "the most."

Brandon, meanwhile, was motivated by more than a desire to shine light on his route successor. He wants to emulate "the senior carriers" he learned from and who "inspired me to do what is right," while also doing his part to inspire new generations to carry on the legacy in neighborhoods across this nation.

What strikes me about this tale is not that these two letter carriers are unique, but on the contrary—that they reflect so well what is unique about the letter carrier craft and those who ply the trade.

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

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

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

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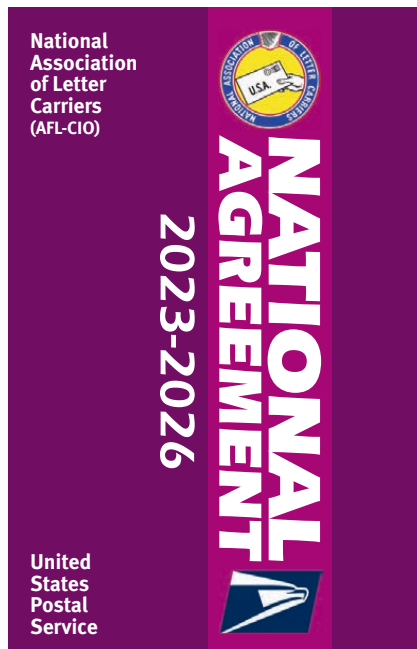
Circulation: 287,000. Union-printed using soy-based inks.

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Retroactive payments highlight the unique structure of the NALC National Agreement



Earlier this year, America's city letter carriers once again witnessed the value and power of collective bargaining when the Postal Service implemented the first six wage increases called for in the 2023-2026 National Agreement. These consist of four cost-of-living adjustments (COLAs) and two general wage increases (1.3 percent and 1.4 percent), which were secured in the interest arbitration award issued by Arbitrator Dennis R. Nolan on March 21 of this year.

Under the terms of the Nolan Award, the top pay of letter carriers, Step P, increased by \$4,758 annually, or 6.3 percent, on April 19—a percentage increase that every carrier in other steps of Table 2 also received. City carrier assistants (CCAs), who do not receive COLAs under the contract, received pay increases of 4.7 percent, which reflects the two general wage increases plus an additional 1 percent for each one. On June 14, a \$1,000 annual increase in the salary of Step P (in both Tables 1 and 2), to a level of \$81,057 annually, was implemented. Additionally, on July 12, Steps AA and A in the Table 2 wage schedule were eliminated, boosting starting career pay by about 4.5 percent to \$51,133 annually.

But that demonstration of collective bargaining was only part of the story. At the end of August, career letter carriers received full back pay resulting from the six wage increases between Aug. 26, 2023—the effective date of the contract's first COLA—and April 18, 2025. CCAs received full back pay for their two increases, 2.3 percent and 2.4 percent, respectively. (See the sidebar on retroactive pay on page 5.)

And the back pay was scheduled to arrive just before the fifth COLA of \$790

(at Step P) is scheduled to take effect on Sept. 6. (The COLA will be applied proportionally to other Steps in Table 2, an increase of about 1 percent.)

This flurry of pay raises and salary changes won through collective bargaining reveals the structure of the NALC contract developed over NALC's 54 years of collective-bargaining history with the Postal Service. As the union begins its preparations for a new round of contract talks early next year, now is a good time to consider the unique and complex structure of our National Agreement.

NALC's collective-bargaining agreement

The Postal Reorganization Act of 1970 (PRA) transformed a 200-year-old government department into an independent government agency structured like a corporation. The PRA extended private-sector labor law to postal employees with a number of unique features, such as the continued coverage by federal employee health and retirement plans, a ban on strikes, and the use of binding interest arbitration to resolve contract disputes. This background and 54 years of collective-bargaining history have combined to shape the NALC's unique labor contract—most notably, the structure of the city carrier pay schedules, the stable pattern of contract settlements, and the importance of the contract's COLA clause.

Pay schedule structure

The basic structure of letter carrier pay schedules reflects the pre-1970 status of the Postal Service as a Cabinet-level department of the federal government. Postal employees were covered by the General Schedule (GS)

for federal civil servants—mostly as GS Grade 5 employees—before 1970. At the time, there were 10 steps in Grade 5 and it took 21 years to get to top step pay. The PRA mandated a “pay compression,” reducing the time to reach the top step from 21 years to eight years, a demand made by the NALC and other unions during the Great Postal Strike.

Of course, once the era of direct postal bargaining began, every detail in the letter carrier pay schedule—the step levels, the waiting periods, the promotion pay slotting rules—became subject to bargaining and/or interest arbitration. Over time, mostly through arbitration awards, the number of steps increased (usually with new lower steps) and the time to reach the top step of the letter carrier pay schedule increased—reaching a high of 13.3 years with the 2019-2023 National Agreement.

The most consequential and painful changes in the structure of letter carrier pay came from the Das Award in 2013, when we bargained during the worst economic crisis since the Great Depression. The collapse of the global financial system devastated the mailing industry and threatened the solvency of the Postal Service. The Das Award created two new tables: Table 2 for career carriers hired after Jan. 12, 2013, with lower starting pay, but the same top pay as carriers hired before then (covered by a new Table 1 schedule); and Table 3 for CCAs, a new, larger class of non-career carriers with much lower pay and benefits.

On the other hand, NALC also won pay schedule upgrades in the Fleischli Award in 1999 (moving regular carriers from Grade 5 to Grade 6 and carrier technicians from Grade 6 to Grade 7) and in the voluntary agreement that set the terms of the 2016-2019 National Agreement. That agreement “consolidated”

Retroactive pay included in Aug. 29 paychecks

The Nolan Award provides for full retroactivity for the first two general wage increases (for Tables 1, 2 and 3 and the first four COLAs for Tables 1 and 2). This required the Postal Service to recalculate the pay for every paid hour—including all work hours (straight time, overtime, penalty overtime and other premium pay) and all paid leave hours—between Aug. 26, 2023, (the effective date of the first COLA) and April 19, 2025, when the new contract’s wage rates were implemented.

For career city carriers in Tables 1 and 2, the back pay periods covered are:

- **First COLA**—\$978 at Step P: Aug. 26, 2023, to April 18, 2025
- **First General Increase**—1.3 percent: Nov. 18, 2023, to April 18, 2025
- **Second COLA**—\$353 at Step P: March 9, 2024, to April 18, 2025
- **Third COLA**—\$978 at Step P: Sept. 7, 2024, to April 18, 2025
- **Second General Increase**—1.4 percent: Nov. 16, 2024, to April 18, 2025
- **Fourth COLA**—\$416 at Step P: March 8, 2025, to April 18, 2025

For CCAs in Table 3, the back pay periods are as follows:

- **First General Increase**—2.3 percent: Nov. 18, 2023, to April 18, 2025
- **Second General Increase**—2.4 percent: Nov. 16, 2024, to April 18, 2025

As with all interest arbitrations, back pay is not guaranteed, and NALC had to fight to get full retroactivity in the Nolan Award. USPS has typically asked arbitrators to reject retroactivity—a policy it follows with its managers and supervisors covered by the so-called EAS schedule. NALC always argues for full retroactivity, which we have usually achieved—but not always. In a couple of previous awards, COLAs were either deferred or “cashed out” (i.e., converted to one-time lump-sum payments that do not permanently raise wages). In others, USPS was allowed to use back pay “estimations” to save on administrative expenses. Like every provision and article in the National Agreement, retroactivity must be fought for and won.

Two other notes on back pay:

- The changes in the city carrier pay tables (the \$1,000 increase to Step P in June and the elimination of Steps AA and A in Table 2 in July) were prospective wage improvements; therefore, they were not subject to the retroactivity provisions.
- Letter carriers who have retired after working under the terms of the 2023-2026 National Agreement receive retroactive back pay and have their retirement annuities recalculated after USPS recertifies/adjusts their high-3 averages with the Office of Personnel Management. **PR**

Retroactive payments (continued)

the two city carrier grades into the higher grade and created a new carrier technician premium (of 2.1 percent) instead of maintaining a separate grade for such carriers.

Our current contract, the Nolan Award, reversed the trend of adding steps and increasing the waiting time to reach top step. We fought hard and won the elimination of Steps AA and A and achieved a time reduction from 13.3 to 12.4 years to reach top step. Step increases below Step O now raise pay by at least 2.7 percent every 46 weeks.

One other note: In the rest of the federal government, where federal unions have no right to negotiate wages, the General Schedule system remains in place. It now takes federal employees in other agencies 18 years to reach top step. If you want to know the real value of collective bargaining for letter carriers, look up the pay rates of GS 5 federal employees today.

Stability of NALC settlements

One of the more remarkable qualities of NALC contracts over the 16 rounds of bargaining is the relative stability of the agreements reached. This is particularly true when compared to private-sector labor contracts, which have a boom-and-bust quality. In most years since 1972, the NALC's contract featured two COLAs and one general increase each year. In a handful of years, we had two COLAs and two general wage increases, but the pattern remains consistent. The most notable exception was the Das Award, which set the terms of the 2011-2016 National Agreement, when two years went by with no general wage increases. Otherwise, the two COLAs and one general increase pattern has been remarkably strong.

Increases in top step city carrier annual salary (Step O/P) by national agreement

National Agreement	General Increases in Base Wages (G.I.s)	Cost of Living Adjustments	Total Increases in Base Wages	Percent of Wage Increases from COLAS
1971-1973	\$1,250	\$166	\$1,416	12%
1973-1975	\$1,100	\$1,310	\$2,410	54%
1975-1978	\$1,500	\$1,518	\$3,018	50%
1978-1981	\$1,510	\$3,619	\$5,129	71%
1981-1984	\$900	\$1,643	\$2,543	65%
1984-1987	\$1,959	\$1,269	\$3,228	39%
1987-1990	\$1,848	\$2,517	\$4,365	58%
1990-1994	\$1,841	\$1,997	\$3,838	52%
1994-1998	\$854	\$1,373	\$2,227	62%
1998-2001	\$1,740	\$2,038	\$3,778	54%
2001-2006	\$2,984	\$3,556	\$6,540	54%
2006-2011	\$4,356	\$2,933	\$7,289	40%
2011-2016	\$1,978	\$1,373	\$3,351	41%
2016-2019	\$2,765	\$2,413	\$5,178	47%
2019-2023*	\$4,008	\$6,698	\$10,706	63%
2023-2026*	\$4,162	\$4,015	\$8,177	49%
Totals: 1971-2026	\$34,755	\$38,438	\$73,193	53%

* Notes: The G.I. figures of the last two contracts include Step P raises of \$444 annually in 2022 and \$1,000 annually in 2025.

The COLA figure for the 2023-2026 contract includes a projected annual COLA of \$500 in March 2026, based forecasted inflation (CBO).

Over the past half century, the NALC's record in negotiations, often in the face of economic turmoil, has been impressive. We've won or negotiated 149 wage increases since 1971, which comprises 88 COLAs, 59 general wage increases, two pay upgrades, the elimination of two steps at the beginning of Table 2, the addition of one step (Step P) at the end of Tables 1 and 2, and an increase to the annual salary of Step P.

There was only one year, 2012, in which we did not have at least one wage increase of any kind, not counting step increases. At the same time, we fended off outsourcing threats and resisted most givebacks. We have taken our share of lumps during economic recessions—most notably on health benefit contributions and on non-career workers—but we continue to battle on all fronts to defend the interests of letter carriers.

The importance of COLAs

Over the years, NALC has made protecting our COLA clause the highest priority in collective bargaining. We did so, even as other unions in the private sector negotiated away their COLA clauses or weakened them in return for higher general increases or other gains. This protected us from inflation surges in both the 1970s and 1980s and then again in the first decade of the new century and in 2022-2023. In the 2019-2023 contract, for example, our COLA clause generated \$6,698 in annual wage hikes and accounted for more than 10 percent of the wage increases we received during that contract. Nobody in 2019 could have predicted the pandemic or the post-pandemic surge in inflation. Our COLA clause protected us against that risk.

Over the years, we rejected USPS proposals to eliminate our COLA clause. We also opposed proposals for a COLA “trigger”—applying the COLA clause only if inflation exceeded a certain level. The Teamsters’ contract with the United Parcel Service (UPS), for example, was downgraded with a less generous COLA formula than ours, which kicks in only if inflation exceeds 3.0 percent. As a result, our COLA clause raised top-step salaries by \$14,299 annually between 2012 and 2025 while UPS’s COLA generated \$2,558 in annual increases over the same period. Our general wage increases have been somewhat lower, but we preferred the reduced risk of having greater protection against inflation.

In 2013, the Das Award did provide the Postal Service with savings on COLA costs by implementing the proportional application of COLAs in Table 2. This ended the practice of giving greater inflation protection to workers in lower steps than those in higher steps—by raising all wages by the same amount of dollars. Now, every letter carrier in Table 2 gets the same percentage increase in pay from COLAs as those in the top step. As discussed below, this change was not welcomed; however, it was made in the context of fighting to preserve other important aspects of the city carrier pay schedule structure.

The bottom line is this: Our COLA clause accounts for more than half of the wage increases negotiated for letter carriers since we won collective-bargaining rights in 1970. That is why we fight so hard to protect it.

The agenda for 2026 bargaining

In less than a year, we will once again return to the collective-bargaining table to hash out the terms of our

17th National Agreement with the Postal Service. Like the negotiations for our last four contracts, they will take place in a period of great uncertainty about the future of the USPS. The past 15 years have been among the most difficult in the 250-year history of the Post Office. Bracketed by the Great Recession and the COVID-19 pandemic and its inflationary aftermath, and shaped by a technological revolution that has dramatically changed the volume and mix of the mail, this period has been especially challenging for our union. It was made dramatically worse by the crushing retiree health pre-funding mandate imposed by Congress between 2007 and 2022.

The painful changes in our contract mandated by the Das Award in 2013 have largely set the agenda for our recent rounds of negotiations. That award, implemented amid a global financial crisis, froze wages for a period, created the CCA position, altered the city carrier pay schedule with lower starting pay, and implemented proportional COLAs. But having the right to collective bargaining and access to binding interest arbitration allowed the NALC to avoid much worse outcomes that tens of millions of workers suffered at that time. We fought off a proposal to permanently lower top step pay (and future pension benefits) with a pure two-tier wage structure, and we convinced Arbitrator Das to create a path to career jobs for CCAs that did not exist for casuals and transitional employees in prior years. The changes to lower starting pay and the implementing of proportional COLAs were painful, but securing top pay to maximize career earnings and long-term retirement benefits was crucial.

Over the past three rounds of negotiations, we focused on addressing the problems created by the Das Award: improving CCA pay and health benefits, implementing the automatic conversion to career after two years, and reducing (by nearly half) the size of the CCA workforce with our MOU for direct career hiring. We have also raised both top pay (with Step P) and starting career pay with the elimination of Steps AA and A in Table 2—reducing the time to reach top step for the first time since 1971.

In our negotiations next year, we will fight to make more progress to minimize or eliminate the CCA category altogether, to raise Step P to match the step increases of lower steps and to further improve pay for all letter carriers. At the same time, we will aggressively defend our most important contract protections: the COLA clause, the ban on subcontracting and our protections against layoffs. As always, our unity and solidarity will be essential to our success. **PR**

Fifth COLA is \$790

The fifth regular cost-of-living adjustment (COLA) for career letter carriers under the 2023-2026 National Agreement was \$790 annually following the release of the July consumer price index (CPI). This increase was added to every step in Table 1 and Step P in Table 2, and then applied proportionately to Steps B through O in Table 2. The increase has been applied to the pay chart on the following page, and will take effect Sept. 6. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Sept. 6, 2025 (July 2025 COLA)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	\$790
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	TBD

City carrier assistant increases

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

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

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

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

Table 1: City Carrier Schedule

RSC Q (NALC)

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

Basic Annual Salaries																	Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	67,269	71,828	71,933	75,195	75,668	76,144	76,613	77,082	77,558	78,020	78,498	78,973	79,441	79,924	80,391	81,847	476
Carrier Technician*	68,682	73,336	73,444	76,774	77,257	77,743	78,222	78,701	79,187	79,658	80,146	80,631	81,109	81,602	82,079	83,566	486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	33.77	36.06	36.11	37.75	37.99	38.22	38.46	38.70	38.93	39.17	39.41	39.65	39.88	40.12	40.36	41.09	
Carrier Technician*	34.48	36.82	36.87	38.54	38.78	39.03	39.27	39.51	39.75	39.99	40.23	40.48	40.72	40.96	41.20	41.95	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.34	34.53	34.58	36.15	36.38	36.61	36.83	37.06	37.29	37.51	37.74	37.97	38.19	38.43	38.65	39.35	
Carrier Technician*	33.02	35.26	35.31	36.91	37.14	37.38	37.61	37.84	38.07	38.30	38.53	38.76	38.99	39.23	39.46	40.18	
Step Increase Waiting Periods (In Weeks)																	YRS.
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P		13.3
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46		

* Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

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

Basic Annual Salaries																Prev. Step
	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	51,631	53,841	56,051	58,263	60,471	62,681	64,893	67,103	69,312	71,521	73,731	75,944	78,150	80,360	81,847	2,210
Carrier Technician*	52,715	54,972	57,228	59,487	61,741	63,997	66,256	68,512	70,768	73,023	75,279	77,539	79,791	82,048	83,566	2,256
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.92	27.03	28.14	29.25	30.36	31.47	32.58	33.69	34.80	35.90	37.01	38.12	39.23	40.34	41.09	
Carrier Technician*	26.46	27.60	28.73	29.86	30.99	32.13	33.26	34.39	35.53	36.66	37.79	38.93	40.06	41.19	41.95	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	24.82	25.89	26.95	28.01	29.07	30.14	31.20	32.26	33.32	34.39	35.45	36.51	37.57	38.63	39.35	
Carrier Technician*	25.34	26.43	27.51	28.60	29.68	30.77	31.85	32.94	34.02	35.11	36.19	37.28	38.36	39.45	40.18	
Percent Step P																
	63.08%	65.78%	68.48%	71.19%	73.88%	76.58%	79.29%	81.99%	84.68%	87.38%	90.08%	92.79%	95.48%	98.18%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4
* Carrier Technicians receive an additional 2.1%																

* Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

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

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

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

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

Carrier adopts dog after customer dies

Ian Burke met a very outgoing furry friend named Pretty Boy Floyd three years ago on his route in Denton, TX, when he was bowled over by the 70-pound service dog. That's also when he met the dog's owner, Ken Meyer, a disabled Vietnam veteran who used a wheelchair.

"He got out the door and he charged at me, right like a little puppy," Burke told the local ABC affiliate, WFAA-TV.

The carrier loved stopping by to deliver and check in with Meyer and Pretty Boy Floyd. After about a year and half, however, the Dallas Branch 132 member's route changed.

Burke's co-worker, who now has his old route, told him over Memorial Day weekend that Meyer had died, leaving Floyd without a home. The pup had been surrendered to the City of Denton Animal Shelter. Remembering the bond he had with Floyd, the carrier rushed on Monday morning to the shelter 10 minutes before it opened its doors that morning to be "first in line" to see the available animals.

"I'm taking this guy home with me," Burke told WFAA after officially adopting Floyd. "I don't take it lightly, [this isn't] some random dog I'm adopting."

The carrier's story resonated with many people, and was picked up by multiple media outlets, such as the ABC affiliate in Austin, TX, and nationwide outlets including CBS news, *People* magazine and USPS Link.

Burke, who began delivering mail in 2021, said that his former customer had "loved and cherished" his pet, and that the carrier was honored to continue that tradition of care.

"I kind of felt responsible to take care of him," he said. "I think [Meyer] would be pleased to know that his for-

mer mailman is taking good care of his dog."

Burke doesn't exactly know what sort of breed Floyd is, but he thinks there's a mix of German shepherd and border collie in there. "He's a very handsome boy. So well-behaved, very kind to everybody, never met a stranger. Just the ideal dog," Burke said. "He likes to herd his toys and patrol around the house. I don't know what his mix is, but he's 100 percent dog."

One person who wasn't shocked to hear about Burke's good deed is Dallas Branch 132 President **Kimetra Lewis**. "I met Ian when our branch merged with the Denton branch about a year ago. Ian has always appeared to be a kind and concerned individual," she said, adding, "His strong connection and devotion to his co-workers showed in every conversation we were engaged in; therefore, it did not surprise me that those same characteristics would be a natural part of who he is. I am sure Pretty Boy Floyd has a good home with Ian."

Burke hopes others who hear about his and Floyd's story will be inspired to consider adoption of shelter animals. Taking on Floyd, he said, was "probably one of the best things the Postal Service inadvertently issued me."

The carrier doesn't regard his actions as anything out of the ordinary, though. "I think what I did is just the normal thing for letter carriers to do, which is to help people," he said. Or, in this case, their dogs. **PR**



Ian Burke and his dog, Pretty Boy Floyd

Correction: In the list of branch food drive totals in the July *Postal Record*, the names of Knoxville, TN Branch 418 and Morristown, TN Branch 1256 were swapped.



News from Washington

The three-legged stool—pursuing opportunities in Congress to improve USPS finances



In 2022, NALC celebrated a major victory when President Joe Biden signed the Postal Service Reform Act into law. After an intense 12-year battle, the law codified six-day mail delivery, fully integrated postal employee health insurance with Medicare and, perhaps most importantly, finally repealed the crushing pre-funding mandate that required the Postal Service to pre-fund retiree health care costs decades in advance, costing the agency billions of dollars annually.

Repeal of the pre-funding mandate had immediate positive impacts on the Postal Service's balance sheet, but from the start, NALC knew this was only the first step. Two more steps are needed to stabilize the Postal Service's finances to secure our jobs and retirements: reallocating the Postal Service's Civil Service Retirement System (CSRS) pension liabilities and authorizing the Postal Service to implement a new, higher-yielding investment strategy for future contributions to its retiree health and pension funds.

Pension liabilities between the pre-1970 Post Office Department and the current, independent USPS have been misallocated for more than 50 years. Multiple analyses by the USPS Office of Inspector General (OIG), the Postal Regulatory Commission, and the independent Segal Group have found that the methodology used by the Office of Personnel Management (OPM) placed unfair responsibility on USPS. This unfair responsibility comes at a cost of \$3 billion annually and has shifted at least \$90 billion in unjust financial obligations onto the independent agency. In the third quarter of 2025, USPS announced a \$3.1 billion loss.

This necessary change would negate the losses the agency faces.

The Segal Group's 2010 audit recommended immediate reforms, and Section 802 of the Postal Accountability and Enhancement Act authorized OPM to enact them. However, OPM has refused to take action for 15 years, citing dubious legal obstacles and practical implementation problems. Unfortunately, OPM's inaction has significantly harmed postal finances. This change, along with an improved investment strategy for the agency's retiree health and pension funds, is needed to ensure the financial stability of the Postal Service.

Currently, USPS retiree health and pension funds are required to be invested solely in low-yield Treasury bonds, essentially causing the agency to forfeit billions of dollars in annual returns. NALC is pursuing a solution that will allow the Postal Service to diversify its investments and put money into higher-yielding assets, enabling the agency to capture these lost returns. NALC supports diversifying the postal investment portfolio with stocks and bonds by purchasing Thrift Savings Plan-style index funds.

As recently as 2023 the USPS OIG reinforced its conclusion that if the funds had been invested differently the returns would have been much greater and that the current strategy is risky and overly cautious.

While NALC has worked to persuade every presidential administration since 2010 to direct OPM to fix the glaring pension misallocation, no action has been taken. While we continue to pursue this option, we are engaging Congress to correct this issue and pursue a commonsense investment strategy for

future retiree health and pension fund contributions.

NALC already has a robust legislative agenda. So, why is improving the Postal Service's finances through Congress a top priority? In short, to secure the future of our jobs and retirements. A better financial position for the Postal Service could improve our position in collective bargaining and interest arbitration, which is always top of mind for NALC.

President Renfroe testifies on crime against letter carriers

In July, the House Subcommittee on Government Operations held a hearing titled "An Update on Mail Theft and Crime." The hearing was a direct result of NALC's engagement with lawmakers to bring attention and action to addressing crime against our members.

President Renfroe delivered a clear message. "To protect America's mail, we must start with protecting the people who deliver it," he said.

Renfroe went on to testify that while these crimes and assaults used to be rare, they have been on the rise in recent years. He urged Congress to pass the bipartisan Protect Our Letter Carriers Act (H.R. 1065/S. 463), referencing the five letter carriers who have been tragically murdered on the job in the last few years, the thousands of other letter carriers who have been victims of crime, and the alarmingly low conviction rates for these cases.

Renfroe was asked about the Postal Service and USPS's joint Project Safe Delivery plan, an initiative launched in May 2023 to enact enhanced security measures, improve investigations and raise public awareness. Renfroe said that NALC supported the initiative

and the work of the Postal Inspection Service, but he added that "the scope of the problem has severely outgrown their capacity to protect us."

"We can't wait for another letter carrier to be murdered or more violent federal crimes against civil servants who serve the American people every day to decide it's finally time for legislative action. The time is now," he told the subcommittee.

Renfroe reminded lawmakers that this is "not a partisan or political issue" or "a finger-pointing exercise or blame game."

"It is a problem that everyone should recognize and be 100 percent behind addressing. No one wants violent crime in their neighborhood," he added.

Renfroe emphasized that protecting letter carriers must be a top priority. "Letter carriers want nothing more than to serve our people, but we must be protected. And the people who commit these crimes must be arrested, prosecuted, convicted and sentenced."

The subcommittee's other witnesses were Brendan Donahue, inspector in charge at USPS; Julius Rothstein, deputy inspector general at the U.S.



President Renfroe testifies before the House Subcommittee on Government Operations at a hearing on mail theft and crime on July 23.

News from Washington (continued)

Postal Service Office of the Inspector General; Frank Albergo, president of the Postal Police Officers Association; and Anthony Holloway, chief of police at the St. Petersburg, FL, Police Department.

During the hearing, Ranking Member Kweisi Mfume (D-MD) emphasized that mail theft is about more than data. “It’s also about human beings who are on the other side of the equation. We refer to them as letter carriers. They work day in and day out to make sure that the service that we’ve come to take for granted is still there,” he said.

The hearing came as the Protect Our Letter Carriers Act (POLCA) continues to gain bipartisan support. At press time, H.R. 1065 had 139 co-sponsors and S. 463 had seven. As a reminder to letter carriers, POLCA was first introduced last Congress by Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) and Sens. Josh Hawley (R-MO) and Kirsten Gillibrand (D-NY). The co-leads reintroduced the legislation at the beginning of the 119th Congress in February.

The bill includes three components to deter these criminal acts and protect letter carriers:

- Allocating \$7 billion in funding (appropriated over five years) to re-

place and modernize all collection boxes, Arrow Keys and associated locks.

- Designating an assistant district attorney in each judicial district to prioritize in a timely manner, cases involving an assault against a letter carrier.
- Standardizing sentencing guidelines for those who are found guilty of committing these crimes.

Crimes committed against letter carriers have continued to climb—a majority of which involve a weapon and an assailant in pursuit of an Arrow Key.

One such incident occurred in April 2022 when a letter carrier was delivering at an apartment complex in Oklahoma City, OK. An assailant approached him from behind, held him at gunpoint, and forced him to give up his Arrow Key. Fearing for his life, the carrier complied—properly so. The assailant then demanded the carrier’s cell phone and crushed it on the ground. Fortunately, after the assailant fled, the carrier was able to call 911 from his smart watch. The carrier was traumatized and could not sleep for a month. He never went back to that apartment complex and transferred to a different route.



Three months later, a different carrier was at the same Oklahoma City apartment complex when he was robbed at gunpoint for his Arrow Key. Less than three months after that, that same carrier was robbed a second time at gunpoint in the same vicinity. Yet again, the assailant was in pursuit of the sensitive equipment that letter carriers carry. In only a few months, three armed robberies of letter carriers occurred in the same complex.

“Each assault and threat at gunpoint is directed at a person,” President Renfroe said. “They are directed at public servants, our members, who work hard every day to serve the American people.”

In January 2023, a Pittsburgh, PA, letter carrier was delivering mail when a man aggressively confronted the carrier, demanding to know the location of the man’s mail. The carrier did not recognize the man as a customer from his route, so he politely asked for the man’s address and said he would assist him once he finished his current delivery.

As the carrier headed to his next customer’s porch, the man opened fire at him, shooting three rounds. Fortunately, the carrier was not physically injured and was able to use nearby vehicles as shields, but he suffered the anguish of experiencing such an attack.

Later that year, in August, an Orlando, FL, letter carrier was delivering from her postal vehicle on a cul-de-sac when a car pulled up behind her. Three assailants exited the car and surrounded the delivery truck. One stood at the passenger side with an assault rifle, while another appeared at the driver’s side with two handguns, and the third stood guard. Three guns were pointed at a letter carrier in broad day-

light while the perpetrators demanded her Arrow Key. The carrier spent the next several days at home, away from work, attempting to recover from the unimaginable attack.

Another grievous attack occurred in November 2024, when a letter carrier was delivering on her route and a hooded assailant approached her at gunpoint and attempted to sexually assault her in her postal vehicle. She was able to persuade the assailant to let her go and fled to safety in a customer’s home, where she called 911.

“These stories, and thousands of others like them, are shocking and repugnant,” President Renfroe said. “Although these are horrible stories, fortunately, these letter carriers survived. However, some of these violent crimes have tragically ended in death.”

In the last three years, five letter carriers have been murdered on the job. Aundre Cross from Milwaukee, WI; Jonte Davis from Youngstown, OH; Jay Larson from Rockford, IL; Octavia Redmond from Chicago, IL; and Ray Hodge from Bronx, NY, lost their lives to senseless acts of violence while on the job.

As these crimes have persisted, the number of arrests and convictions has remained unconscionably low. In Fiscal Year 2023, USPIS reported that it responded to 6,729 reports of violent crimes or threats, which resulted in only 289 arrests for assault and 193 arrests for robbery. These cases often sit untouched on district attorneys’ desks. According to USPIS, between 2016 and 2023, only about 40 percent of robbery and assault cases resulted in arrests and approximately 26 percent led to convictions.

Even when an alleged perpetrator is convicted, the sentence does not always



NALC President Brian L. Renfroe (above) leads a rally (opposite page) in Austin, TX, on July 29 and explains the need for the Protect Our Letter Carriers Act (H.R. 1065/S. 463).

News from Washington (continued)

match the severity of the crime. Under current law, the sentencing guidelines for these crimes committed against federal employees in uniform and on the job are overly weak and permissive.

For example, in 2024, a San Francisco, CA, defendant was convicted of robbing a letter carrier at gunpoint and sentenced to only 30 days' imprisonment. Meanwhile, the assailant who murdered New York letter carrier Ray Hodge earlier this year was convicted and received only a 15-year sentence for ending the life of a young father, brother, friend and co-worker.

Even though the Postal Service is aware of the severity of these crimes and has taken steps to devalue the Arrow Key infrastructure, progress is

moving slowly and immediate action is needed.

POLCA is critical legislation that will provide necessary modernization of postal infrastructure, and deter these crimes from happening, ultimately keeping letter carriers and the mail safer.

As NALC branches have continued to mobilize and host rallies nationwide to raise awareness, President Renfroe's testimony before the subcommittee was a major step to bring continued attention to the legislation.

NALC members can visit nalc.org/ action to take action on H.R. 1065/S. 463 and NALC's other priority legislation.

In other news

House establishes bipartisan postal caucus

In July, Reps. Nikki Budzinski (D-IL), Chris Pappas (D-NH), Andrew Garbarino (R-NY) and Jack Bergman (R-MI) announced they would lead the House bipartisan postal caucus in the 119th Congress.

"NALC appreciates these representatives leading the bipartisan postal caucus," NALC President Renfroe said. "Protecting letter carriers, strengthening the Postal Service's universal network, keeping USPS a public, independent agency, and pursuing commonsense financial reforms are critical to our daily service to nearly 169 million homes and businesses that rely on us.

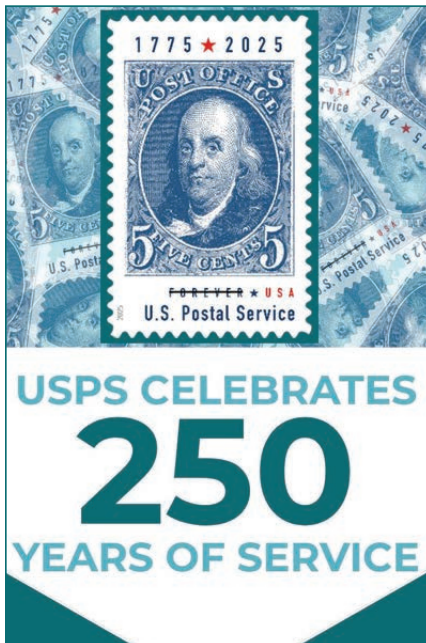
"NALC looks forward to working with these leaders and encourages all House members to join to postal caucus," he added.

Resolution recognizing USPS 250th anniversary introduced in Senate

On July 24, Sens. Gary Peters (D-MI) and Dan Sullivan (R-AK) introduced a

Chicago, IL Branch 11 members rally on July 8 at Roseland Station to remember Octavia Redmond, who was murdered on the job on July 19, 2024.





resolution recognizing the 250th anniversary of the Postal Service. S. Res. 337 was introduced with eight other bipartisan co-sponsors: Sens. Richard Blumenthal (D-CT), Lisa Murkowski (R-AK), Maggie Hassan (D-NH), Thom Tillis (R-NC), Elissa Slotkin (D-MI), Mike Crapo (R-ID), Susan Collins (R-ME) and Jeanne Shaheen (D-NH).

The resolution recognizes the historical significance of the Postal Service, honors the public servants who have served and continue to serve the agency, and invites the public to commemorate this milestone by recognizing a postal employee, sending a letter, or purchasing stamps.

“NALC thanks Ranking Member Peters and Sen. Sullivan for leading this resolution that celebrates one of the most important and beloved institutions in America, the Postal Service,” President Renfro said. “Letter carriers have always been what make

the Postal Service strong, carrying out its universal service obligation every day. On this anniversary, NALC members should be proud of everything we’ve accomplished since the establishment of our nation’s post office.”

Congress introduces bill to provide workers paid time off to vote

On Aug. 6, the 60th anniversary of the Voting Rights Act, Congress reintroduced the Time Off to Vote Act (H.R. 4908/S. 2549). Sen. Mazie Hirono (D-HI) led the Senate version with 17 Democratic co-leads, and Rep. Nikema Williams (D-GA) led the House version.

The bill would require employers, including the Postal Service, to provide at least two consecutive hours of paid leave to vote in federal elections. This time could be used for in-person voting, returning a mail-in ballot, or other voting-related activities.

“Whether you’re voting in person, early or by mail, every American deserves a convenient and fair way to participate in our democracy,” President Renfro said. “As more Americans choose to vote by mail, letter carriers make it easier for millions of people to access the ballot box. NALC supports this bill, which would expand that access for letter carriers and all working Americans, and urges Congress to pass it.”

NALC is closely monitoring this and the many other bills related to voting rights and vote-by-mail that have been introduced this Congress. Check the “Government Affairs” section of nalc.org for any future updates. **PR**

NALC hires Swartz as director of legislative and political affairs

Paul Swartz joined the staff of the National Association of Letter Carriers in August. Prior to coming to NALC, Swartz spent 22 years with the National Rural Letter Carriers’ Association, first as a governmental affairs representative. In 2007, he was promoted to director of governmental affairs.

A 2002 graduate of the Catholic University of America, Swartz earned a Bachelor of Arts degree in Politics, and was inducted into two honors societies: Pi Gamma Mu and Pi Sigma Alpha. Swartz spent two years interning for former Sen. John Breaux (D-LA),

assisting in the Press Office, Projects Office and with the legislative staff. Swartz served on the Board of Governors to the National Democratic Club until his term expired and he is also a member of the Congressional Management Foundation. **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.



Rafael Pozo (above) alerted residents near a burning garbage truck (below) minutes before the truck exploded.

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.

Carrier sounds alarm before garbage truck explodes

Smoke coming from a garbage truck alerted Arlington Heights, IL Branch 2810 member **Rafael Pozo** of a fire as he was delivering his route on the afternoon of Dec. 6, 2024. The 13-year letter carrier saw the driver get out of the truck and attempt to put out the flames with a small fire extinguisher, but the fire had already

reached about 15 feet high, so it was of little use.

After making sure that the driver was all right, Pozo called 911. Worried about the children who were leaving school for the day and going onto the residential street where the fire was raging, Pozo warned students and administrators.

Within minutes, firefighters arrived. They had only started setting up to fight the fire when the blaze reached the compressed natural gas the truck ran on, causing it to explode. Shrapnel flew everywhere, injuring three of the emergency responders, including a firefighter whose leg was hit with shrapnel.

"Those guys are the heroes in this situation," Pozo said of the emergency responders.

One teacher was about to drive up to her house when Pozo warned her, and she was able to avoid the shrapnel from the explosion.

"She would have been standing in her living room when the truck exploded," Pozo said. "Shrapnel flew through her living room window, destroying the interior of her house. She says that I saved her life."

The shock wave from the explosion caused substantial property damage in the immediate area. Sections of roof and siding were blown off onto nearby houses and windows were shattered. Parts of the truck were found several blocks away.

Although Pozo was far enough away from the explosion to avoid getting hit with shrapnel, he said, "My ears were definitely ringing for a couple of days after that," due to the extremely loud noise that came with the explosion.

This wasn't the last time this happened. Exactly six months later, on



June 6 around the same time of day and in the same part of his route, Pozo again called 911 about a garbage truck that was on fire. There were hundreds of kids outside for their end-of-the-school-year party. Pozo described the situation as being a lot “scarier,” so he made sure to warn them of the fire.

“If that thing blows up, you’re talking about dozens of kids getting hurt,” he said. “I was worried that it was going to fall on one of the kids.”

This time the truck driver avoided the explosion by dumping the truck load onto the pavement, preventing the fire from reaching the natural gas.

The fire department determined that the fires had been caused by a lithium battery, which are not supposed to be disposed of in the regular pickup due to their tendency to ignite if damaged or crushed.

Carrier applies first aid after customer is shot

Sydney Billingsley, a Dayton, OH Branch 182 member, was delivering her route on June 28 when she heard a man screaming for help along with dogs barking. Initially, the four-year letter carrier was unsure whether she was hearing correctly, but quickly realized she was, so she approached the house. She asked the man whether there were any dangerous dogs, and he said there were not.

When she entered the house, she found him lying in a pool of blood, having been shot eight times.

“I used to be a firefighter, so I’m no stranger to danger,” Billingsley said. “It was just an instinct. I just saw a man call for help, and I have some medical experience.”



She called 911 and used towels she found in the house to apply pressure to his wounds.

“I was lying across this man’s body,” Billingsley said. “I had my right arm over the top few wounds ... and then I had my left hand pressing on his left thigh.”

The ambulance came in about five to 10 minutes, while the carrier stayed on the phone with the 911 operator and asked the man questions.

“I knew exactly what to do: put pressure, keep him conscious and talk to 911 thoroughly,” Billingsley said.

The man survived the shooting, but after being released from the hospital, he was taken to rehab due to the loss of feeling in his legs.

“The person who heard the male calling for help and ultimately called 911 likely saved the victim’s life by getting him the medical attention he needed in a timely manner,” Dayton Police Sgt. Andrew Zecchini told the *Dayton Daily News*.

The Dayton police investigation led them to a suspect who, as of July 11, was facing two counts of felonious assault and one count of aggravated robbery.

Letter carrier calls 911 for fallen customer

Jennifer Carter, a one-year letter carrier, was finishing up her route on March 21 when she saw one of her elderly customers, Jim Reinert, losing his balance. The Salina, KS Branch 486 letter carrier was about 6 to 8 feet away from him and rushed to him, attempting to break his fall.

She didn’t make it in time, and Reinert hit his head on the ground. She started to ask him questions to see whether he was OK, then remembered that he was non-verbal, thus unable to answer.

“I felt so bad. I didn’t know, because he couldn’t tell me,” she said. “Is he having a stroke, a heart attack or does it hurt?”

He had fallen on the ground where sharp stickers from a plant had accumulated. They were stuck to his clothes, hat and head.

“I was trying to get his head off the ground to put my mail bag under it and pull the stickers out so at least he could be comfortable, because he couldn’t move,” Carter said.

She called 911, then comforted him for nearly 20 minutes until the ambulance arrived. Once emergency services and her postmaster arrived, seeing the situation was in good hands, she headed home.

Reinert did not sustain any major injuries, and Carter has seen him since.

“Every time he sees me, he gives me a thumbs-up,” Carter said. “He’s just the sweetest thing ever.”

Carrier performs CPR on unconscious driver

On her way back to the station after a long day of work including overtime,



Kerry Hurd

Heroic carriers (continued)

Kerry Hurd, an 11-year letter carrier, witnessed a commotion at an intersection. The Wichita, KS Branch 201 member saw a man pulling a child from a car and was worried that a kidnapping was in progress. She quickly realized that what was actually happening was that the child's mother was having a medical emergency at a stoplight.

Bystanders pulled the woman out of the car and called 911, but none of them knew CPR, so she was lying on the ground and not breathing.

Hurd stepped in and got to work on chest compressions, which she continued for 15 to 20 minutes. During the process, the woman intermittently lost and regained her pulse.

Despite fatigue and physical discomfort, Hurd continued, motivated by the sight of the woman's child.

"My knees were on fire, and I'm just like, 'It's OK, you know, they'll be here soon,'" Hurd said.

Emergency personnel soon arrived and took over, and Hurd returned to the station.

Since the incident, Hurd has not seen the woman and is unsure of her condition, but she has heard from another letter carrier at the scene that she seemed to be alive and moving while on the gurney.

"That's the only thing I really want," Hurd said. "I don't care about awards or anything. I just wanna see her [be OK]."

Letter carrier comes to stroke victim's aid

Lynn Juist, a Branch 3688 letter carrier, was walking her route one winter day in Willoughby, OH. The 20-year letter carrier was in a mobile home park when she found an elderly woman partially inside her trailer with her legs

hanging out of the door. At first, Juist thought she could have been cleaning, but upon asking if she was OK, the woman replied, "No, I need help."

"I immediately called 911," Juist said, and added that she thought to herself, "I'm gonna sit with her till the ambulance comes."

When the emergency responders arrived, she directed them where to go to reach the trailer.

The woman had apparently suffered a stroke while carrying in groceries and had been there for about half an hour. Since the incident, the customer has undergone rehab and returned home.

"I just had to help her," Juist said. "I'm just really grateful I was there."

The woman's family expressed gratitude for Juist's help by sending a heartfelt note "Their card made me cry: 'You saved our mom's life,'" she said.

Letter carrier comforts CCA attacked by dog

Toma Cook, a seven-year letter carrier, received a call from his supervisor one day in the spring of 2024 telling him that the new city carrier assistant at the station had been attacked and bitten by two dogs while she was delivering mail. The Sioux City, IA Branch 69 letter carrier was nearby and arrived at the scene quickly, where he saw that her legs were bleeding.

"I grabbed an extra shirt in the truck and took it to her real quick," Cook said.

He used it to clean and wrap her bleeding legs, which later needed stitches.

Cook was glad that he had been there to help, saying, "I believe if we want to keep carriers, that we should encourage them and help them out." **PR**

Toma Cook



New Employee Experience, Retention and Mentoring Program

Giving new city letter carriers the chance to succeed

New city letter carriers face a variety of obstacles as they adapt to their new workplace and environment delivering the nation's mail. Challenges such as navigating unfamiliar routes and territories, workload and time management, the physical demands of the job, navigating USPS procedures and policies, and handling the social and emotional challenges of their new position can be overwhelming, especially if the carriers are left to deal with these issues alone.

New city letter carriers face the significant hurdle of memorizing and efficiently navigating unfamiliar routes, streets, addresses and delivery points, which can be particularly challenging in densely populated urban areas. Routes can encompass diverse terrain, from bustling city sidewalks and high-rise buildings to more suburban or even rural areas, which can vary greatly from what the carrier may be accustomed to. Each route might have unique delivery requirements, such as special instructions for mailboxes, specific locations for parcels, or addresses with animals.

Carriers also are often responsible for delivering large quantities of mail and packages, especially during peak season, which can be physically demanding and time-consuming. As letter carriers, we routinely operate under tight delivery schedules that often can be a source of stress. Carriers must efficiently manage their time on the street to complete deliveries in a timely manner, which can be especially challenging on unfamiliar routes or during periods of heavy mail volume.

The job involves significant physical exertion, including standing and

walking for long periods, lifting and carrying heavy mailbags and parcels, bending, twisting, stooping and climbing stairs—all which city letter carriers must do regardless of weather, including extreme heat or cold, heavy rain, snow and icy conditions. In addition to weather hazards, carriers also face risks like avoiding the threat of vehicle or pedestrian accidents, dog bites, and even crime in some areas.

The social and emotional challenges of the job can be tough to overcome for a new city letter carrier as well. They are faced with navigating a new work environment, meeting new colleagues, and dealing with new supervisors. They must quickly learn about local procedures for handling mail, parcels and customer inquiries, as well as reporting issues and seeking support from supervisors and union representatives. This can be mentally exhausting for a new employee.

Addressing these challenges so that new carriers can thrive requires a combination of effective training, comprehensive support systems and personal resilience. While the Postal Service offers training programs such as Carrier Academy and on-the-job instruction, new carriers may face situations or challenges that require support beyond those initial trainings.

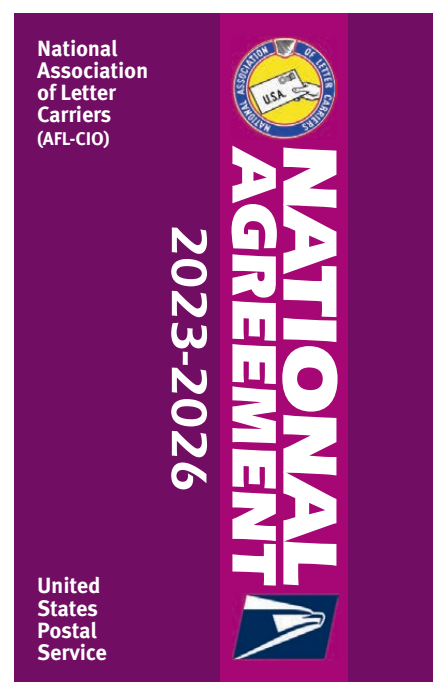
With the implementation of the 2023-2026 National Agreement, a nationwide program called the New Employee Experience, Retention and Mentoring Program began. The new program was designed with the intent of improving communication between new letter carriers and their managers and co-workers, providing work experiences that give new letter carriers

the ability to learn their jobs at a more moderate pace, and providing them with continuing education beyond the Carrier Academy and the on-the-job instruction stages. It also provides new city letter carriers with the resources they need to successfully navigate their new careers.

New Employee Experience and Retention

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

- Contact information for their employing office, including the direct phone number and email



New Employee Experience, Retention and Mentoring Program (continued)

address of the employee's immediate supervisor, the office phone number, the address of the delivery unit, building access information, and the employee's reporting date and time.

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

No later than the first day in the employing office following completion of the Carrier Academy, or as soon as administratively possible, all newly

hired letter carriers receive:

- A new USPS-branded reflective vest, mail satchel and hat. They also receive dog spray and other items regularly supplied to new employees.
- An introduction to and familiarization with the employing office, including a facility tour, introduction to union steward/officials, management staff and other key personnel, along with locations of communication/bulletin boards. The introduction and tour are performed jointly by USPS and NALC representatives.

Additionally, the following policies must be followed:

- All city carrier assistant (CCA) and part-time flexible (PTF) city letter carriers are guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period.
- Following completion of the Carrier Academy, work hours and work locations for CCAs and PTFs are limited as follows (Week 1 begins

the week the new carrier reports to their delivery unit following Carrier Academy and begins OJI training):

- Weeks 1 through 8—restricted to working only in their employing office. This includes restricting these employees from working in hubs outside of the employing office.
- Weeks 1 through 4—limited to a maximum of eight work hours per day and 40 work hours per week, including OJI training.
- Weeks 5 through 8—limited to a maximum of 10 work hours per day and 56 work hours per week.
- Weeks 9 through 11—limited to a maximum of 11.5 work hours per day (consistent with *Employee and Labor Relations Manual [ELM]*, Section 432.32), and 60 work hours per week.
- Effective beginning week 12—limited to a maximum of 11.5 work hours per day (consistent with *ELM*, Section 432.32).
- All CCAs and PTFs receive a defined work schedule, identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule is to be posted by the close of business on the Wednesday of the preceding week.
- All newly hired city letter carriers must receive training on Sunday/Dynamic Delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Progress reviews for newly hired city letter carriers are to be conducted at 30-, 60- and 80-day intervals in accordance with cur-



rent guidelines. Copies of these reviews must be provided to the local union.

- Employees should have access to updated route books and maps. Prior to delivering a new route assignment, employees must be provided with reasonable time to review the route book and, if desired, converse with another carrier familiar with the assignment.
- To the extent possible, newly hired letter carriers will be provided with consistent route assignments to help promote confidence, route knowledge, quality of service and familiarity with the employing office.

Mentoring Program

Research concerning mentoring programs has shown that mentoring relationships increase retention rates and help employees adapt to new workplaces. Employees who have workplace mentors have been found to be likely to experience greater job satisfaction, and mentoring relationships can help eliminate the obstacles, difficulties and stumbling blocks that new employees may encounter. Additionally, mentoring programs provide opportunities for new employees to freely ask questions, gain information necessary to successfully perform their jobs, and help build effective and diverse organizations.

With the implementation of the New Employee Experience, Retention and Mentoring Program, new city letter carriers are paired with experienced city letter carriers who volunteer to serve as mentors to help guide new employees during the early stages of their careers. Mentors participate in a training program to provide them with the skills



necessary to properly mentor new letter carriers. From the first day of the new employee in their delivery unit, mentors will assist them with navigating the challenges of becoming a city letter carrier.

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

Mentor and mentee participation in the program is voluntary. Mentors con-

duct their duties on the clock and are paid at their normal pay rate. While NALC and USPS have a joint expectation that mentoring relationships will last for a period of four calendar months, the mentorship can be terminated by either the mentor or mentee at any time. In these circumstances, when practicable, efforts will be made to jointly assign a new mentor to the newly hired employee.

Prior to this program being implemented nationally, it was tested in hundreds of delivery units throughout the country. This program was a huge success with the test locations that complied with the requirements. Retention rates, employee satisfaction, workplace culture and employee availability rose steeply, positively affecting all employees in those delivery units.

All CCAs and PTFs should expect to receive each of the benefits described above. If they do not, then they should speak with their local NALC representatives to investigate further and possibly file a grievance if necessary. **PR**

Cecil Roberts

and the United Mine Workers

Cecil Roberts fires up the delegates at the 2022 NALC convention in Chicago.

With a unique combination of working-class humility, unyielding resolve and electrifying speeches, Cecil Roberts has led the United Mine Workers of America (UMWA) for three decades. Roberts, who will retire as UMWA president next month, expressed unwavering pride for unions and a fierce determination to empower the powerless.

Roberts, a sixth-generation coal miner, took the helm of the UMWA in 1995 and would go on to serve six more full terms as president.

Over the years, he forged and maintained close ties with NALC and America's letter carriers.

Roberts grew up on Cabin Creek in Kanawha County, WV, in the core of coal country, in a family with a strong union legacy. Among his family members active in the union was his great-uncle Bill Blizzard. Roberts understood on a personal level the dangers involved in his craft: Both of his grandfathers were killed in the mines.

After serving in the Vietnam War, Roberts mined coal while rising steadily in the ranks of the UMWA, and was elected national vice president in 1982 on the ticket of presidential candidate Richard Trumka.

Shortly after taking office as UMWA president, Roberts reopened the

UMWA's national wage agreement and gained significant improvements. By the highest percentage in the union's history, UMWA members ratified a new national agreement he negotiated in 1998. The agreement included a historic 20-year-and-out pension provision, regardless of age.

Roberts also led the charge for passage of a trio of bills in Congress to secure the health care and pensions of more than 92,000 retired miners—the Miners Protection Act in 2017, the Bipartisan American Miners Act in 2019 and the Miners Pension Protection Act in 2020.

Standing on the shoulders of giants

Roberts follows in the footsteps of a long line of inspiring leaders of UMWA, all of whom worked to bring better wages, benefits and working conditions to workers who go deep into the earth to help the country meet its energy needs, while risking their bodies and lives each workday.

In the early days of the labor movement, miners risked their lives standing up for their union as well, as violence was all too often part of the struggle. A few years after two smaller unions merged to form the UMWA in



Roberts and other members of the UMWA attend the 2019 commemoration of the Battle of Blair Mountain.

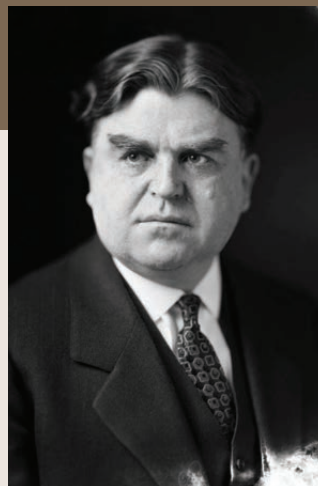
1890, 10,000 members from Illinois, Indiana, Ohio and Pennsylvania—mostly immigrants—called a strike that culminated in the death of 19 miners in the Lattimer Massacre, with miners marching peacefully shot down by local police and coal company hired thugs near Hazleton, PA. It was not the first violent incident targeting coal miners and would not be the last. Coal fields across the country would sometimes resemble battlefields. But the UMWA remained determined.

UMWA President John Mitchell, who had risen rapidly in the ranks to leader of the union in 1898, negotiated an end to the strike that included gains for miners, most notably an eight-hour workday. Under Mitchell's watch, UMWA membership grew tenfold.

In 1914, Colorado National Guardsmen and coal company employees attacked a striking miners' camp in Colorado, killing an estimated 20 people, an event known as the Ludlow Massacre. Families of striking miners were living in the camp—the dead included two mothers and 11 children along with several miners.

John L. Lewis took the helm of the UMWA in 1919, an office he would hold for four decades, the only tenure longer than that of Roberts. The era of violence in the coalfields was far from over, but Lewis was undeterred.

Lewis was forced to confront the most militant labor activists in 1921, when influential West Virginia miner Bill Blizzard (Roberts's relative) led 7,000 striking miners on a march that culminated in the Battle of Blair Mountain. When a union activist was assassinated by coal company agents, tensions boiled over and the battle raged for nearly a week. After an estimated 16 deaths, U.S. President



Former UMWA presidents (from l.) Richard Trumka, John L. Lewis and John Mitchell

Warren Harding sent troops to restore order. Believing that Blizzard had pushed the violence too far, Lewis expelled him from the union.

It wasn't until 1946, when President Harry Truman ordered the seizure of coal mines to break a nationwide strike, that the violence began to subside. Truman's actions led to an agreement between Lewis and Interior Secretary Julius Krug, known as the Promise of 1946, that led to the creation of UMWA's health and retirement funds and called for federal regulation of mine safety. Over the following decades, the adoption of regulations moved at a slow pace, though. It often took a deadly mine disaster to force the hand of Congress or federal regulators.

Over the following years, the violence continued to wane, but the strikes did not. Under the leadership of UMWA President Richard Trumka, the union turned to civil disobedience tactics in the Pittston Coal Strike to press for the safeguarding of health care and retirement benefits for workers nationwide. The strike involved miners in 11 states in 1989 and 1990. The 10-month strike against the Pittston Coal Co., which had cut off health benefits to retirees, widows and disabled miners and stopped contributing to a retirement fund, led to a settlement that restored most of the cuts.

A coal miner born into a Pennsylvania coal-mining family, Trumka earned a law degree that he put to work for his fellow miners, becoming a staff attorney for UMWA. He rose in the leadership to become president in 1982. In addition to the Pittston Strike, Trumka's accomplishments included a

successful strike against the Peabody Coal Company in 1993.

Trumka lived the non-violent confrontation style for which he advocated. He was arrested several times during UMWA strikes and again when standing up for workers in other unions when he left UMWA in 1995 to serve as an elected leader of the AFL-CIO, which he later served as president. Trumka was succeeded as UMWA president by Roberts.

Roberts and NALC

Cecil Roberts's accomplishments were many. But it was his stirring oratorical skills that set Roberts apart and made him a sought-after guest at labor gatherings. He left union halls full of fired-up workers confident in their mission and ready to take action. In his infectious Appalachian vernacular, he hammered home his words like a miner pounding solid rock, confident and unyielding.

Roberts spoke at three NALC conventions, leaving the delegates thrilled each time. Noting in his speech at NALC's 2010 convention in Anaheim, CA, that unions have solved so many economic and social problems, Roberts implored workers everywhere to unionize with the following words:

You want higher pay?
Join a union!
You want more health care?
Join a union!
You want better pensions?
Join a union!
You want more democracy?
Join a union!
You want a better America?
Join a union! **PR**

THE SPOONMAN

Lucius Talley Jr. has played spoons for nearly 70 years, long enough to earn the nickname “Spoonman.” The Nashville, TN Branch 4 member first picked up and played the spoons way back in high school in the 1950s.

Talley played clarinet in the marching band while his friend and high school marching bandmate, Bobby Hebb, played trumpet. During their time together in the high school band, Hebb taught Talley how to play the spoons.

Hebb ended up being an influence on not only Talley, but also on musical history. Hebb was an R&B and soul singer, musician, songwriter and performer who is best known for his song “Sunny.” The single, released in 1966, is one of the most performed and recorded songs and was listed as No. 25 on Broadcast Music, Inc.’s “Top 100 songs of the century.” The chord progressions used in the song influenced many later compositions.

The spoons are a makeshift percussion instrument that has been played in several ways in folk music in various countries across the world. In the United States, the spoons are associated with folk music along with jug and spasm bands. Talley plays the spoons by placing two spoons in one of his hands with their backs facing each other and by hitting the spoons on various parts of his body.

Once Talley completed his service in the Air Force, which he had joined after high school, he went back to Nashville and performed with Hebb. While he was there, Hebb was discovered and was offered a position playing in a nightclub in New York City. A few months went by, and Hebb sent for Talley to come join him to play

the spoons and the drums, both percussion instruments.

In 1962, Talley decided to apply to the Post Office after a letter carrier he knew advised him to try his hand there for steady work. He carried mail for three or four years in New York, marking the beginning of his 29-year career as a letter carrier. He joined NALC while working in New York and has been a member ever since.

“My biggest influence was my daddy, who was the only mailman who didn’t know how to drive in Nashville [during a time when driving became required of letter carriers],” Talley, a second-generation NALC member, said.

Despite the end of his stint in the New York band, Talley said, “I would take my spoons everywhere.” For customers on his route, he would play the spoons while singing the song “Please Mr. Postman,” which was released in 1961 by the Marvelettes and became the first Motown song to reach the No. 1 position on the Billboard Hot 100 singles chart.

“A lot of people got a lot of joy out of that,” he said. “You’d be surprised what the spoons can do.”

Talley, who retired in 1992, loved being a letter carrier. “When the clock rang for me to go to work, I was happy to go to the post office,” he said. “It didn’t even feel like a job.”

After all these years, Talley enjoys connecting with letter carriers no matter where he is. “Whenever I see a mailman, I stop and talk to him—even today,” he said.

Professionally, he never stopped playing the spoons. As a side gig he played at nightclubs in New York and in Nashville after he returned in 1965. In Nashville, his popularity grew and “my telephone was ringing all the time. I just picked where I wanted,” Talley said.



Although his focus is on drums and spoons, percussion isn't the only group of instruments Talley has experience in; he also learned to play clarinet and saxophone in high school. At the very beginning of his career, he used to tap dance, too, which he did in coordination with playing the spoons.

In the '90s he started taking his grandson with him to gigs at nightclubs. His grandson danced while Spoonman played, and they became known as "Spoonman and grandson."

Since his retirement from USPS in 1992, Talley has had more time to perform. He has had gigs across the United States, on cruise ships, and even at the Apollo Theater, which has been a significant cultural institution for Black musicians since 1914 and is located in New York City's Harlem neighborhood. Additionally, he likes to teach the spoons to young people at schools and museums.

In June, Talley was featured in a video created by the Country Music Hall of Fame and Museum on playing the spoons. Talley and Blanco Brown—an American country rapper, singer, songwriter and record producer who wrote the song "The Git Up"—explain to viewers how to play the spoons.

On the Country Music Hall of Fame and Museum's website, the organization refers to Talley as "legendary Nashville musician Lucius 'Spoonman' Talley."

Before playing any show, Talley makes sure to "tune" his spoons, meaning that he hits the spoons on different parts of his body to get himself familiar with the sound.

"The cheapest spoon that you can get is the best sound that you can get," he said. He prefers to buy "two for a dollar" metal spoons. However, Talley says

that each spoon's shape and material offers a unique sound.

"The key to the sound is on your body, on your clothes, on your feet, on your legs, going all the way down," he said. "Like if I'm sitting down, playing spoons, I hit my shoe on the back of the heel and come all the way up."

When he teaches, he gives the kids plastic spoons so that they don't hurt themselves.

"I hit my knee one time," he said. "You gotta stay away from that knee."

Teaching is important to him to ensure that future generations can have as much fun as he has.

"What I was trying to do was to let the world know that this was a dying art," he said. "Whole generations that come along [have] never heard or never seen [it], and I was just trying to bring it back."

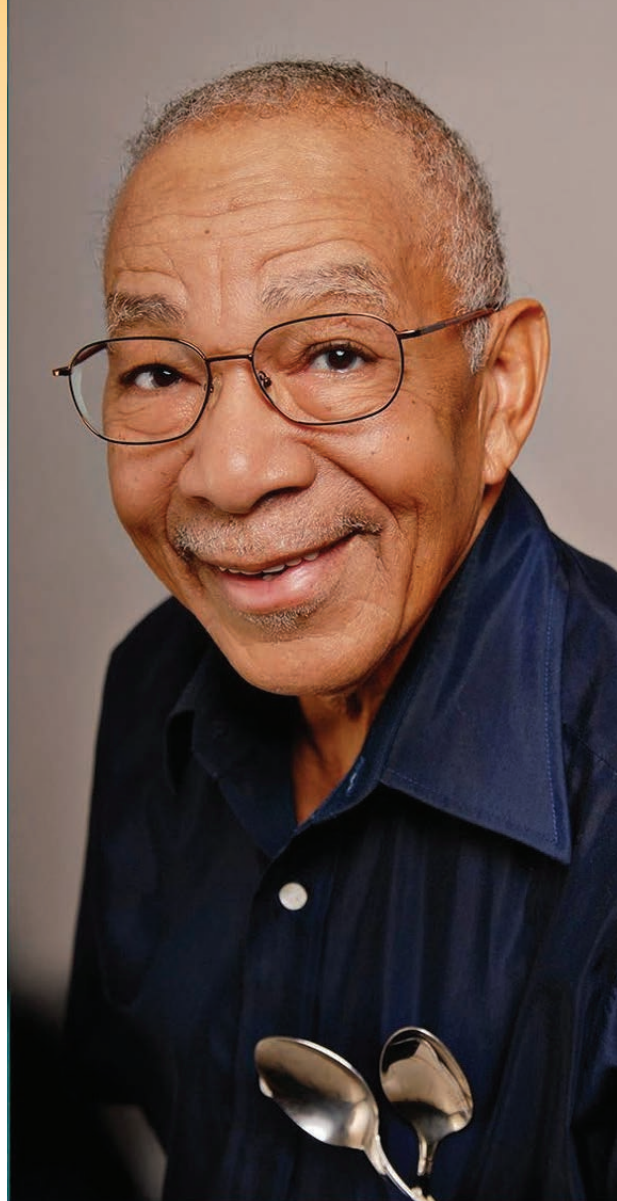
Talley likes to tell the youngsters, "There's a lot of fun, a lot of show, a lot of magic, a lot of techniques, but put it all together, it's a harmony that you can make some money with."

Expanding his talents, Talley has taken some small acting roles in the last decade. Among them is his role as a janitor in Charles Kelley's music video for the song "The Driver" in 2015 and as a background character in a 2015 Smirnoff commercial with Instagram influencer Baddie Winkle.

With a laugh, he said he "certainly enjoyed it."

He continues to bring spoons everywhere he goes and plays them every Sunday at his church.

"Anywhere you go, you can have fun with it," Talley said. **PR**



Lucius Talley Jr.

Veterans Group

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

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.

Join the NALC Veterans Group today

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have more than 18,273 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

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

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

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It also is intended to give veterans a sense of family and more brotherhood/sisterhood. It seeks to provide all NALC members who are also military vet-

erans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

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

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

Don't forget about the Veterans Group memorabilia that is available to purchase if you are a member of



The screenshot shows the NALC website's 'MEMBER BENEFITS' section. It features the NALC logo at the top, followed by navigation links: 'About NALC', 'News & Research', 'Government Affairs', 'Workplace Issues', and 'Union Administration'. Below these is a section titled 'MEMBER BENEFITS' with the subtext 'Join the NALC Veterans Group'. A large circular emblem with an American flag and the text 'ASSOCIATION OF LETTER CARRIERS NATIONAL VETERAN' is displayed. At the bottom, there is a form titled 'To join the NALC Veterans group, click here to send an email. Please provide:' with fields for Name, Address, Branch number, Military branch and, and Any affiliated veterans groups.

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

the Veterans Group. These items would make a great gift from a branch to its veterans; check out nalcstore.org to order. All proceeds go toward future Veterans Group projects.

Veteran profile: Tammy Dawson

Tammy Dawson, a Madison, WI Branch 507 member, was a leader from a young age. Growing up on the family farm 30 minutes north of Madison, she had a rocky relationship with her mother. So, being the eldest daughter, she took care of the household and looked after her siblings, including doing laundry beginning at the age of 7. This strong sense of leadership and duty to others eventually drove her to join the military and later the Postal Service and NALC.

Dawson remembers clearly the moment she decided she would be in the

Army. She was in her seventh grade English classroom when she saw a magazine advertisement to sign up.

“It just clicked, like, that is what I’m going to do,” she said. “I just knew I was gonna do it. I decided right then, and I told everybody.”

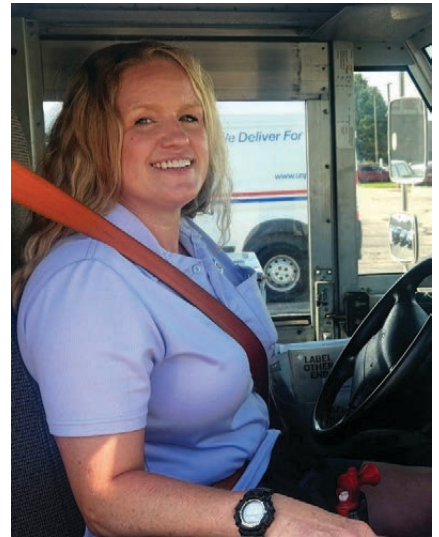
She wanted to get out of her house and felt inspired by the opportunities to lead that the Army offered, so she thought it would be the perfect choice for her.

When she was 18 years old and in high school, she went to a Military Entrance Processing Station and enlisted in the service. Only two weeks



Dawson joined the Army in 1994.

Dawson is a member of Madison, WI Branch 507.



after graduating from high school in 1994 she was on her way to basic training, where she thrived.

During her time in the Army, she was stationed in Bamberg, Germany, in the First and Third Infantry Divisions. There she worked as a wire systems installer and as a signal support systems specialist.

Also, as part of the Bosnia and Herzegovina Stabilisation Force, which was a NATO-led multinational peace-keeping force that was deployed after the Bosnian War, she went to Bosnia and Herzegovina in July of 1996. There, she changed out Single Channel Ground and Airborne Radio System (SINCGARS) radios and drove a multiple rocket launcher. Her work as a driver earned her an Army Achievement Award.

Her military experience brought her close friendships that have endured long past her service.

“Being in the military, it bonds you for life,” Dawson said. “Those friendships will last until I die.”

During her service in Germany, she met Joe Dawson, who became her husband. Due to his subsequent service in the Persian Gulf War, he was diagnosed with Gulf War Syndrome—a chronic illness with varying symptoms including fatigue, headaches, muscle and joint pain, gastrointestinal issues, respiratory problems, sleep disturbances and cognitive difficulties. Gulf War Syndrome affected about 250,000 of the 697,000 U.S. veterans who served in the 1991 Gulf War. The syndrome is thought to have been caused by exposure to chemical agents, pesticides and smoke from oil well fires. Due to her husband’s illness, Dawson decided not to reenlist after her four years were up in 1998.

She worked as a security guard in

the Madison area before starting her postal career. Her husband had suggested applying to USPS because he knew it would allow her to continue to receive federal benefits. Once hired in 2000, she didn’t begin as a letter carrier but rather as a postal clerk.

While working as a clerk, she completed her associate’s degree, with the help of the GI Bill. She planned to work toward her bachelor’s degree but stopped when her husband’s illness became more severe, leading to his death in 2004.

The Postal Accountability and Enhancement Act went into effect in 2006, restructuring the Postal Service and causing job displacement and loss for the clerk craft. This motivated her to become involved in her local of the American Postal Workers Union, becoming a shop steward and from 2009 to 2012 serving as president of the local.

Many postal clerks ended up quitting their jobs due to the restructuring of the Postal Service, which made her notice the resilience of her fellow military veterans who worked at the Postal Service.

“When things got really hard, the only people left were veterans,” she said.

To protect the job of a fellow clerk who had less seniority and was at risk of being excessed to a new station far from her home, Dawson chose to switch crafts. “You know what,” she thought, “I’m just going to be a carrier.”

Since 2012, Dawson has worked as a letter carrier. She’s involved in NALC, regularly attending Capitol City Merged Branch 507’s meetings.

When it comes to being a letter carrier, she enjoys the “freedom of working outside,” along with the space

to be “a super independent person” that the craft provides. But, Dawson says, her favorite thing about her job is “helping people.”

To that end, as a letter carrier, she has shown the same dedication as in her previous positions, especially when it comes to her customers. For example, in a single week last year, she performed two heroic acts. Dawson found a toddler wandering around her route and helped bring him back to his home right before the child was about to wander into the road. Another day that week, she talked to a customer who was having a mental health crisis and called 911 so that he could get the help he needed.

In her words, she “went above and beyond [in all her positions following the Army] and I think that goes back to my foundation, which is the military.”

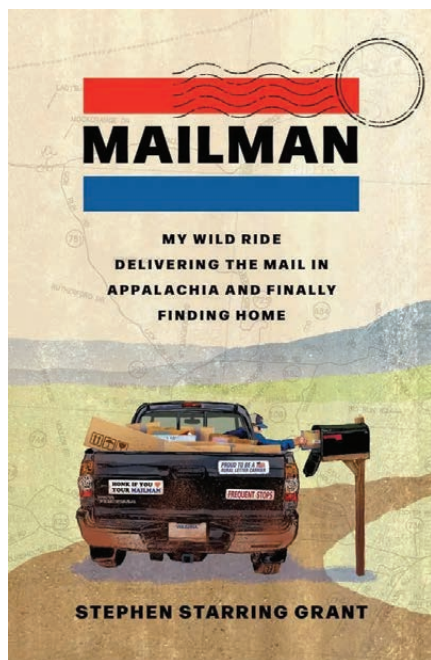
Join the NALC Veterans Group

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.

Carriers and the mail make news online



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.

Letter carrier writes memoir

This summer Stephen Starring Grant released a memoir—*Mailman: My Wild Ride Delivering the Mail in Appalachia and Finally Finding Home* about his experience as a rural letter carrier and life in general.

In March 2020, when he was 50 years old, Grant was laid off from his job as a marketing and consumer strategy consultant in New York City. Only a few months earlier, he had been diagnosed with prostate cancer.

"My cancer was as benign as cancer gets," Grant wrote in the first chapter of his memoir. "But what had seemed manageable—treatable—now loomed as an existential issue. I was about to become one of the undoctored in America while I knowingly carried a disease that could kill me.

Looking for health insurance, he found himself back in his hometown of Blacksburg, VA, delivering mail as a rural carrier associate.

His late-in-life career switch led him to become a source of support for his customers, tackle new challenges and find purpose in doing small things for his community. His memoir provides a glimpse into the work letter carriers do for their communities and explores the idea of home.

His time driving and delivering gave him ample time to think.

As he says in one part of the memoir, his time as a letter carrier emphasized to him that "our job is to love and protect each other ... and that when we are alone, we are still together, joined by ideas, history, correspondence, chicken feed, and refrigerators. Out of many, one."

His book is the No. 1 best seller on Amazon in the Sociology of Rural Areas category and has received high praise from well-known authors and publications such as *The New York Times*, *The Washington Post* and *The Atlantic*.

Jonathan Safran Foer, *New York Times* bestselling author of *Everything is Illuminated*, said, "'Mailman' pulses with humor and the beauty of simple, everyday courage. In the heart of a small mountain town, Steve Grant's route as a rural mail carrier becomes a journey of personal redemption, of finding purpose and dignity."

Another *New York Times* bestselling author, David Von Drehle—who wrote *The Book of Charlie*, called the book "a love song to America's least understood treasure. I will never take my mail carrier for granted again."

USPS celebrates 250 years of history with new stamps

The founding of the postal system was in 1775, prior to even the signing of the U.S. Constitution. To celebrate its 250th anniversary, USPS unveiled two stamps on July 23.

"For the United States Postal Service, today is a milestone 250 years in the making," Postmaster General and Chief Executive Officer David Steiner said at the ceremony. "These stamps will serve as a window into our shared history. They represent enduring values that I—and every American—can learn from: perseverance, trust and imagination. As we unveil these stamps today, I ask all



The 250 Years of Delivering stamps

of you to use the mail to stay connected, especially when we feel ourselves starting to drift apart.”

In a time when the main form of virtual communication was by mail, the postal system was key for the United States in gaining independence.

The Forever stamps come in two new designs. For the first, award-winning cartoonist Chris Ware designed a 20-stamp pane, titled “250 Years of Delivering.” The stamps depict a letter carrier’s route across the four seasons while incorporating postal icons and tools.

The other shows Benjamin Franklin, the first postmaster general, depicted in an old stamp style in blue. Franklin was one of the most frequently used figures on USPS stamps, appearing on more than 100 stamps in the 178-year history of American stamps.

TikToker shares grandparents’ love story fueled by letters

Crew Doyle and his father found more than 150 letters exchanged by Doyle’s grandparents, Bill and Helen, during World War II. Bill was in the Navy and Helen was in the Red Cross. They were stationed on a small island in the Pacific when they first met on a blind date. It went well and they promised each other that they would meet again *mañana* (tomorrow) but were forced apart when Helen was unexpectedly shipped out the next day as part of her Red Cross duties. Through their correspondence, they fell in love.

Deciding to share his grandparents’ story, in January, Doyle started reading one letter every few days on his TikTok account.

Despite their lack of an in-person relationship, the pair consistently wrote about their love and longing for *mañana*. In a time when there wasn’t video calling and long-distance phone calls were difficult and expensive, Bill

and Helen still found a way to date long distance.

After exchanging dozens of letters, they began a virtual coffee hour. Although they were thousands of miles apart, at the same time each day they wrote to each other and enjoyed coffee.

In one letter Helen said, “To know you are thinking of me is all the happiness I need.”

After exchanging almost 100 letters, Bill wrote, “Life together, of course, means marriage. I don’t intend to propose by letter. I wanna put the question to you while you are actually in my arms, darling, and if you should accept, I should be the happiest man in the world.”

His grandparents have since died but had a 50-year marriage. Doyle continues to share the letters with his more than 638,000 followers. At the end of May, he purchased a scanner, which he is using to digitize their letters.

To immortalize their love, Doyle created *Mañana: A Pacific Romance*, a coffee table book that compiles letters, photos and transcriptions of their letters.

New York letter carrier retires after 36 years of service

Scott Simas, a Brooklyn, NY Branch 41 letter carrier, delivered his final letter on May 24. He started his postal career in 1989, and while working at a post office he met his wife, Gina, a window clerk at the time.

All but three of his 36 years were spent on a single route.

“I was always asked, ‘Why not get an easier route?’” Simas told the *Staten Island Advance*. “But it was the people who made it easy for me to stay. [They] made it so that this wasn’t just work for me.”

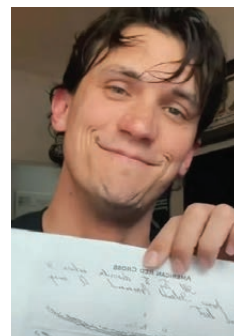
His customers shared that Simas would always go the extra mile when he delivered mail. He rang their door-



Crew Doyle (r) has been sharing his grandparents’ (above) love story through letters on TikTok.

Below: Scott Simas’s customers threw him a retirement party to say thanks.

Photo by Kayla Simas for the Advance/SILive.com

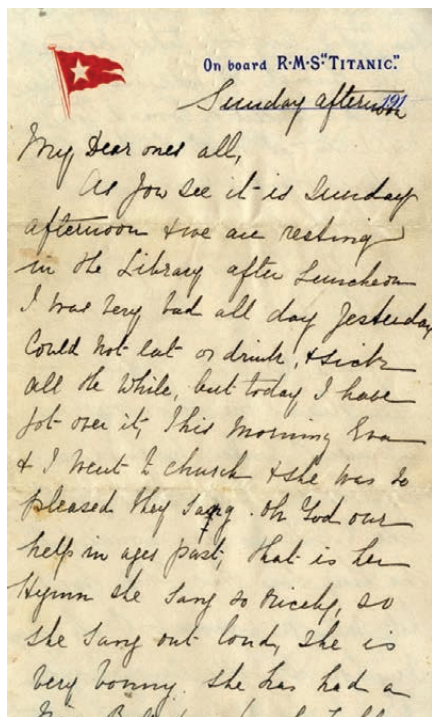


Carriers and the mail make news (continued)



Annalee Beck shows off the artwork for her Alaska stamp.

Colonel Archibald Gracie's letter from the Titanic sold at auction for \$399,000.



bells and placed mail inside elderly customer's homes.

"Scott's not only our mailman, but a great friend," Debbie Parisi, one of his customers, told the publication. "I always looked forward to talking to him when he came. We'll miss him very much."

As a tribute to his time as a letter carrier, his children made a video that featured his customers wishing him well. One of his customers coordinated a small celebration with balloons and cake, during which people from the neighborhood came together to commemorate his time as their letter carrier.

Artist showcases her take on state stamps in weekly series

About six months ago, starting with her home state of Idaho, Annalee Beck began a series on her TikTok account (@annaleebeckart) where she creates a stamp using paper, watercolor and gouache (a type of water-based paint). Each stamp features the state flower and something unique to that state. The price marked on each stamp represents the order that each one became a state.

She painted a potato for Idaho, a car for Michigan because it's home to Detroit, the automobile capital of the world, and maple syrup for Vermont. Beck plans to continue to paint one state a week until she completes all 50.

Her videos have garnered the attention of more than 49,000 viewers and show the process of painting and cutting the paper into the stamp shape from the background to the fine details of the stamp.

When Beck isn't putting her own take on state postage stamps, she likes to paint other postage stamps frequently—including of fruit, vegetables, animals, pie and various other motifs.

Titanic passenger's letter sells for \$399,000

On April 10, 1912, Colonel Archibald Gracie boarded the *Titanic* for a trans-Atlantic voyage. As he was settling in, he sent a letter to a friend. The letter contained his first impressions of the ship: "It is a fine ship, but I shall await my journey's end before I pass judgment on her."

His hesitance to pass judgment until the end of the journey ended up being warranted. On April 14, the ship sank, and Gracie was one of the 706 survivors of the 2,240 total passengers. A year later he wrote a book, *The Truth About the Titanic*, about his experience.

In his book, he wrote about how he had helped women and children onto the lifeboats and how, after space ran out, he had helped the crew retrieve collapsible boats. As Gracie went under the waves, he was able to make it onto an upside-down collapsible lifeboat. He was rescued by a ship and made his way to New York City, where he quickly started writing his book.

The letter was postmarked that day in what is now Cobh, Ireland, and also in London on April 12. It features the logo of the company that owned the *Titanic*, White Star Line, along with the words "On board RMS Titanic."

This is the only letter in existence from Gracie while he was on the ship, according to the auction house. The auction was held by Henry Aldridge and Son in Wiltshire, England, where it was sold on April 26 for \$399,000.

Successful artist and father by day, postal worker by night

Kermit Oliver told journalist Jason Sheeler of the *Texas Standard* that he didn't believe he could make a living as an artist. Despite that statement, he has forged a successful career as



One of Kermit Oliver's Hermès scarves

an artist, designing scarves for French fashion house Hermès and selling paintings for up to \$150,000.

Seeking a stable career he knew would support his family, Oliver worked for the Postal Service as a mail sorter in Waco, TX, from 1984 until his retirement in 2013. He often worked the midnight shift, giving him time throughout the day to focus on his family, as well as his art.

"So it [painting] was always [a] role that took [the] position after my family life," he told the *Texas Standard* in 2021.

Although his chosen occupation wasn't directly correlated to what he studied in school—fine arts and art education—he still managed to find art in mail sorting.

"European countries used art on their stamps. And I was seeing works I couldn't imagine," he said. "I would go where they would sweep up on the floor, I would go through there and pick up stamps. I have books of stamps from European countries of paintings and things that I couldn't imagine ever seeing."

From the year his postal career began until 2004, Oliver designed 17 scarves for Hermès. The carrés, as they are known, are high-quality silk scarves, featuring intricate designs and hand-rolled edges that can sell for as much as \$1,000 and sometimes more. Oliver was the only U.S. artist to design for the French luxury fashion house.

His designs were unique because he traded the motifs and details typically included in Parisian scarves for ones

that represented his life in Texas, incorporating local flora and fauna.

All of Oliver's 17 scarf designs and a selection of his original paintings were recently displayed at an

exhibit at the Bryan Museum in Texas, which is home to one of the world's largest collections of artifacts and artworks related to the American West.

Students still anticipate mailed college acceptance letters

Before the internet, the college admissions process was done by mail. High school seniors frequently checked their mailboxes nervously awaiting universities' decisions.

As was illustrated in a 2003 episode of "Gilmore Girls," main character Rory repeatedly and anxiously checked her mail for what she called "the big one." This referred to the thick envelope sent to high school students when they were accepted into colleges and universities, as opposed to the small one, indicating rejection.

Though most universities now notify their incoming class of their application status via online portal or email, some schools still use the time-honored tradition of the mail to inform students of their accepted, denied or waitlisted status or use a combination of physical and virtual methods.

Since 2019, McDaniel College in Maryland has sent an envelope that appears even bigger than Rory Gilmore's. Included in it is an acceptance letter, confetti, balloons, keyboard stickers and blank thank-you cards.

"We are proud of our mailed acceptance packet," Jill Centofanti, the college's admissions dean, told USPS Link. "We hear from students who have been admitted and who ultimately choose us—as well as some who may

not choose us—how impactful it was and how much they appreciated how it was personalized and stood out to them."

A recent graduate of Northeastern University in Boston, Jamira Collins, told the Link that she had gone through the application process during the COVID-19 pandemic, so she appreciated the connection that her mailed acceptances gave her to the universities that sent them. She even scrapbooked her mailed acceptance letters.

"I remember looking forward to the physical letters in the mail, and I still have every one of them," she said. "I appreciated the online portal messages, too, but a letter is more exciting."



Who lives in a pineapple under the sea and is now on a stamp?

On Aug. 1, the Postal Service released a pane of 16 "SpongeBob SquarePants" stamps with two designs. The TV show's first episode came out in 1999. It featured a sponge man who "lives in a pineapple under the sea" in the town of Bikini Bottom.

The idea for the cartoon stemmed from marine biologist and animator Stephen Hillenburg's two passions. By the early 2000s SpongeBob became a cultural fixture and by 2004 the first SpongeBob movie came out in theaters. The show continues to release new seasons, with its newest airing on June 27. **PR**

Branch elections—campaign fundamentals



Paul Barner

As we look to the fall, many branches will begin the planning phase for conducting branch nominations and elections. As such, I routinely receive calls concerning questions about election procedures. The August *Postal Record* included an article providing an overview of NALC branch election regulations and procedures. In this column, I will review some of the more common questions and the regulations addressing specific campaign provisions.

One such frequently asked question by candidates and branch officers concerns whether the NALC logo can be used on campaign material in branch elections. Past

presidential rulings have stated:

Consistent with federal law, the NALC Regulations Governing Branch Election Procedures (RGBEP) generally prohibits the use of union funds and resources to support or oppose candidates in Branch elections. (See Sections 9.4 and 9.7 below.) The NALC logo is the intellectual property of the NALC. Therefore, Branches should treat the use of the logo by candidates as a prohibited practice and should try to prevent it. However, the mere fact that a candidate has included the logo on campaign material does not necessarily invalidate a branch election, or require that a re-run election be conducted. The question of whether the use of the logo may have affected the outcome of the election would have to be considered in light of all relevant circumstances in the context of a post-election appeal under Section 21 of the RGBEP.

Let's take a look at the *NALC Regulations Governing Branch Election Procedures* regarding campaigns. The handbook is available online at nalc.org and from the NALC Store. It should be a handbook readily accessible in every branch. As previously written, this handbook is a great resource for branch officers and particularly the election committee. It covers all necessary procedures and timeframes.

NALC REGULATIONS GOVERNING BRANCH ELECTIONS

9.0 CAMPAIGN

9.1 The branch must treat all candidates equally; any and all privileges extended to one candidate by the branch must be extended to all candidates.

Comments: An example of equal treatment: If a branch permits one candidate to copy a membership list, all other candidates must be allowed to copy it.

There are no exceptions to the requirement of equal treatment. The Department of Labor scrutinizes this aspect of elections very closely and will set aside elections based upon even minor violations.

9.2 A branch must honor all reasonable requests to distribute campaign literature at a candidate's expense.

Comments: This provision is often troublesome for local branches, primarily due to different interpretations of the term "reasonable." If at all feasible, branches should distribute campaign literature when asked to do so. For example, a branch should not refuse to distribute literature merely because it has a small staff that cannot handle the extra work. Instead, the branch could hire temporary help to prepare and mail the literature, and charge the cost of the temporary help to the candidates. Treating all candidates the same by refusing to distribute campaign literature does not fulfill the intent of the law.

In the event a candidate cannot afford to distribute literature, the branch does not have to distribute literature free of charge. However, if a branch distributes literature for one candidate without charge, then it must do the same for all candidates.

In order to avoid complaints of unequal treatment, branches should advise all candidates **in advance** of the conditions under which it will distribute literature, and should promptly advise all candidates of any change in those conditions.

9.3 A branch can neither censor campaign literature nor require that branch representatives be permitted to read the literature before it is distributed.

9.4 A branch may not use branch dues, assessments or similar levies or contribute anything of value to promote one candidate over another, or discriminate against any candidate. Branch funds, however, may be used for all notices and for all other expenses necessary for conducting the election.

Comments: This provision is commonly violated in branch elections. The bottom line is that a branch is **absolutely prohibited** from criticizing or endorsing **any** candidate in a union-financed newspaper, publication or letter. On the other hand, publication of information sheets with biographical data is permissible, providing all candidates are given an equal opportunity to submit data and the data for each candidate are given equal space and prominence. Similarly, providing newspaper space for candidates to present their views is permissible, providing all candidates are given an equal opportunity to submit their statements and are given equal space and prominence in the branch paper. Branches can also sponsor a debate at a branch meeting. However, all candidates must be informed of the time and date of the debate and must be given an equal opportunity to express their views at the meeting.

9.5 The United States Postal Service may not contribute money or anything of value to the campaign of any candidate.

9.6 Branch officers and candidates may not campaign on union time.

9.7 Branch officers and candidates may not use branch funds, employees, office space, telephones, facilities, equipment or materials to campaign.

9.8 No campaigning is allowed within a polling place during voting.

I hope this helps clarify some of the campaign issues that might arise during branch election periods. Remember, the intent of this article is to educate our members, not to create problems, especially since any objection to an election must be based on the fact circumstances in that particular election.

Join the fight



**James D.
Henry**

“Fighting against the odds” refers to overcoming significant challenges and obstacles to achieve success. This often involves facing adversity, setbacks and seemingly insurmountable difficulties, yet persevering with determination and resilience. It’s a testament to the carrier spirit’s capacity to endure and triumph, even when the situation appears bleak. Having well-defined objectives provides direction and a sense of purpose, helping to stay focused and motivated. Self-doubt, fear of failure and lack of motivation can also be significant

hurdles that we must overcome.

Battles against injustice and financial inequity can lead to positive changes and a more equitable work environment. Ultimately, fighting against the odds is not just about achieving a specific outcome; it’s about the journey of growth, resilience and the unwavering committed can-do spirit that can triumph over even the most daunting circumstances. I believe in fighting against all odds to reach your goals.

The fight for your rights and entitlement is not only over immediate needs and desires, but also over advantageous positions in future power struggles. When incumbency yields an extra inch, the opposition attempts to make a door out of it. We can’t afford to give the impression that we the union (which are the letter carriers) will accept anything if it’s too difficult to obtain.

Rather, the message that must be sent is, we will not accept anything that is not worthy of our labor. We will not accept a workroom floor devoid of dignity and respect. We will not accept our safety concerns being ignored. We will not accept grievance settlements being ignored. We will not accept the collective-bargaining agreement being flouted by management. We will not accept anything less than a living wage for all letter carriers. None of the aforementioned are acceptable without a fight, even when the odds are stacked against us!

We can keep going against all odds because we’ve proven repeatedly that we are greater than our odds ev-

ery day. So, have the courage to prove to yourself and others that we deserve better.

Author Oscar Bimpong wrote that “Wishing is a form of inspiration for the lazy mind but taking action, persisting and finding alternative routes to your destination against all odds is the definition of a successful venture.” Therefore, this is a call to action for all letter carriers. You must—if you are not already—get involved, participate in the union, and make your voice heard even when you think nobody is listening or cares about what you have to say. Do not allow the odds to determine your engagement and level of activity. Despite being tempted sometimes to succumb to apathy, and feeling as your efforts are in vain, fight for what truly is important. Don’t lose faith. The rank-and-file letter carrier—you are the difference maker. No matter what the odds are against us, together we can accomplish anything and be successful fighting for and with each other.

“Ultimately, fighting against the odds is not just about achieving a specific outcome; it’s about the journey of growth, resilience and the unwavering committed can-do spirit that can triumph over even the most daunting circumstances. I believe in fighting against all odds to reach your goals.”

With all the threats and rumors of threats to strip the Postal Service of its autonomy and to attack the collective-bargaining agreement, we must stay vigilant and committed to preserve the USPS and NALC. It may appear to some that we are fighting against all odds to achieve all that which letter carriers are deserving of, while simultaneously preserving the USPS institution and our beloved NALC. Simply put, we must fight against the odds and never, ever give up the fight!

You are not defined by your past, your struggles or your circumstances. You are defined by your strength, your kindness and your ability to overcome. Keep pushing forward and know that you are never alone in this fight.

CSA numbers, retiree membership constitutional change reminder



**Nicole
Rhine**

Yes, newly issued Civil Service Active (CSA) numbers look different.

The Office of Personnel Management (OPM) is now issuing CSA numbers that incorporate both letters and numbers in their structure.

Effective March 31, the format was changed to ensure that OPM could “continue issuing new claim numbers without disruption.”

The most significant change is that Fields 4 through 8 of the CSA number now will consist of randomly assigned alphanumeric characters instead of just numbers.

OPM’s format change did not affect NALC’s Form 1189, which newly retired members must complete to continue membership into retirement, as the length of the CSA numbers remain the same.

Reminder of constitutional change

At the NALC’s 2024 Biennial National Convention held in Boston, the delegates voted to approve a proposed change to Article 2 of the *NALC Constitution*, which contains the provisions concerning membership in the NALC.

The change that was adopted by the delegates was to Article 2, Section 3 (e), which addresses retiree membership in the NALC. This section of the *Constitution* will now read:

(e). a Form 1189 (Dues Check-Off Provision) must be signed by all retiring members within the NALC who wish to retain their membership in said organization. An annuitant that was a member in good standing at the time of retirement may also sign this Form and have their membership reinstated.

This change adopted by the delegates now allows a member who failed to fill out a Form 1189, Request and Authorization for Voluntary Allotment from Annuity for Payment of Organization Dues to NALC at the time of retirement, and subsequently was canceled for failure to timely complete an 1189, the opportunity to have their membership reinstated by completing a Form 1189.

Prior to this change, there were no provisions in the *NALC Constitution* that allowed a member who had retired and who did not complete the 1189 at the time of retirement the ability to complete an 1189 once their membership was canceled for failing to join the NALC as a retiree.

As a reminder, in order to be eligible to become a retired member of the NALC, you must first be an active member of the NALC at the time of retirement.

Former active members who did not retain membership in the NALC as a retired member are now able to complete an 1189 if they desire to be reinstated. Please note that payment of retiree dues back to their retirement date will be collected from the member’s annuity at the time of reinstatement upon completion of the Form 1189.

The constitutional change will not alter the process in place at NALC concerning new retired members. Letters and 1189s will still be mailed out to members from NALC Headquarters upon their retirement, including letters with a deadline for returning the completed form. If the form is not received, the member will be canceled, per the *Constitution*. Again, the change will now allow a member who has been canceled for failure to complete the 1189 at retirement the ability to be reinstated.

Membership pins

Article 2, Section 5 of the *NALC Constitution* contains information on membership pins available to NALC members. Per the *Constitution*, the branch secretary must notify the office of the national secretary-treasurer that a member will complete the necessary years of membership, and the pin will be sent to the branch to present to the member.

The notification can be made two in ways—either in writing to the office of the national secretary-treasurer or by the branch secretary through the Members Only portal. The pin request program on the Members Only portal sends the branch’s request directly to Headquarters electronically.

Membership pins are provided to branches at no charge beginning at 25 years and for each five-year increment thereafter. Membership pins for Years 5, 10, 15 and 20 are available for purchase by branches from the NALC Store.

NALC members who have completed 50 years of membership are awarded a Life Membership Gold Card that entitles them to all privileges of membership in the NALC without payment of dues. Again, all requests for gold cards must be made by the branch, per the *Constitution*.

Please be aware that gold cards are a special order and must be engraved by an outside union vendor—so branches should allow four to six weeks for delivery.

Branches should also be aware that special recognition is given to members who reach 70 years of membership, and at each five-year increment thereafter, with a suitable plaque.

Amending bylaws



**Mack I.
Julion**

This month we have officers training in Boston, and one of the many topics we will cover is amending state association or branch bylaws. If you didn't secure a spot early, you would likely have to wait until the next training, but I thought it would be good if I shared some key points about submitting bylaw changes. I have written several articles in the past on bylaw submissions, so I will cover some of the information provided in those articles that should be helpful if you are currently in the process of submitting changes. First, it all starts with the requirements set forth in Article 15 of the *NALC Constitution*. It provides

guidelines for making, altering or rescinding bylaws.

Some branches may have additional requirements for amending bylaws, but the following is required per Article 15:

- The amendment must be submitted in writing at the previous regular branch meeting prior to the vote.
- Suitable notification must be provided to all members at least 10 days prior to the regular meeting at which the vote will take place.
- Submission to the chairperson of the Committee of Laws for approval by the committee before the bylaws take effect. (Except for bylaws and amendments fixing the amount of initiation fees, dues and reinstatement fees, or time and place of meetings. Those become effective at the time determined by the branch or state association and need not be submitted to the committee for approval.)

Note that this is the same process required for "rescinding" or deleting bylaws. It must go before the membership per Article 15 and be submitted to the committee for approval. Often when we render a decision that includes denials that are in conflict with the *NALC Constitution*, branches or state associations think they can just delete or erase the provision; but the process must be followed.

As for submissions, they can either be mailed directly to me as the chair of the Committee of Laws, or they can be uploaded into the portal in the Members Only section of the NALC website. This can be accessed only by

the president or the secretary; that's why it's important to notify the NALC Membership Department when there is a change in leadership with the state association or branch. Those that are mailed in should be done using the template provided on the assistant secretary-treasurer's page on the NALC website. When using that template, just like the feature in the portal, all information requested must be provided. That includes the date of first notification (meeting that members were notified of) and the date the members voted on the amendment.

Both the portal in the Members Only section and the template require the article and section of the bylaw change, as well as the current and proposed language. It is important that this be completed correctly, because we sometimes receive proposals with the minutes of the meeting in which the vote occurred, or an explanation for the change. Neither is required or needed. The section for current language should include only the current provision by each article and section, and the proposed language by each article and section, just as it would appear in the bylaws. Anything else can create unnecessary confusion and delay the approval process and our return of the requested changes.

We also require a complete copy of the current state or branch bylaws with the changes submitted for approval. This allows us to make sure there are no other provisions of the current bylaws that conflict with the *NALC Constitution*. The copy of the bylaws should be mailed in with the changes or provided as requested in the portal. Sometimes we receive the PDF copy of the template in the portal, and that's OK, but you must include the attached bylaws as one file with the proposals. Failure to provide the bylaws will produce delays in receiving your decision.

As for the content of your bylaws, I always refer to the *NALC Constitution*. In it you will find five constitutions: the national *Constitution*, the *Constitution for the Government of Subordinate and Federal Branches (CGFSB)*, the *Constitution for the Government of State Associations (CGSA)*, and the constitutions for the Mutual Benefit Association and Health Benefit Plan.

The *CGFSB* should be used as a template for what is required for branches, while the *CGSA* should be used as a template or guideline for state associations. Branches or state associations may have additional provisions and officers other than those cited in the *Constitution*; they just cannot conflict with the *Constitution*.

For assistance prior to or after submission, I am always willing to help. Just email me at ajulion@nalc.org, or give me a call directly at 202-662-2865.

Red Line Policy



Christopher Jackson

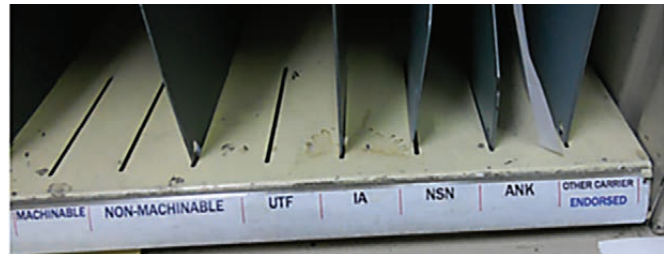
In some offices, postal management has attempted to implement a policy unilaterally changing the way letter carriers process undelivered mail when returning from the street. They call this the “Red Line Policy.” The main objective of the policy is to require carriers to process undelivered mail at a designated area of the office instead of at carrier cases. To prevent carriers from taking any mail to their cases at the end of the day, a line of red tape is placed along the office floor separating the cases from a designated mail sorting area. Carriers are not allowed to cross the red line until all mail has been

processed and sorted into designated equipment.



The Red Line Policy isn't new; however, it is inconsistent with postal handbooks, specifically *Handbook M-41, City Delivery Carriers Duties and Responsibilities* and *Handbook M-39, Management of Delivery Service*. Union representatives have successfully ended the use of the policy in many offices over the years through the grievance process. Recently, it's come to my attention that there are offices where the policy is being enforced again. In this month's column, I will review handbook provisions which detail the appropriate steps for processing undeliverable mail.

Section 24 of the *M-41* directs carriers to case undeliverable mail into specific separations. The mail



is then withdrawn, bundled and endorsed before it is taken to a designated location in the station:

24 Undeliverable as Addressed (UAA) Mail

242.1 Letter-Type Mail

242.11 Casing

242.111 Case removals to appropriate separation by size and type. Separations are COA's entry mail, machinable, and non-machinable.

242.112 Case removals to proper separation for mail pieces which are:

- Undeliverable As Addressed (forwarding order expired)
- Attempted, Not Known
- No Such Number/No Such Street
- Other Carrier Endorsed

242.12 Bundling CFS Mail

242.121 Withdraw mail in the separations.

242.122 Deposit in designated location by exit for transport to CFS.

242.2 Periodical Mail

242.21 Process in similar manner to letter-type mail which is undeliverable as addressed. Place in non-machinable separation.

242.22 Place in designated location by exit for transport to CFS.

Section 44 of the *M-41* makes it clear that the steps for processing undeliverable mail listed in Section 24 apply not only to mail identified when preparing a route for delivery, but also to undeliverable mail identified throughout the day.

44 Undelivered Mail

441 Processing Undelivered Mail

Follow procedures listed in 24 to process forwardable and undeliverable mail (1) that you didn't process before leaving the office and/or (2) that you picked up on route. After processing, place this mail in throwback case, as explained in 24.

(continued on page 42)

Vehicle fire—a union investigates



**Manuel L.
Peralta Jr.**

Greetings! This month I am using an arbitration award as the basis for my column.

In January 2020, I wrote about vehicle fires plaguing our LLV fleet as well as a ProMaster recall that had been brought to my attention by an officer of Long Island Merged, NY Branch 6000. That recall involved the cooling fan. I browsed the National Highway Traffic Safety Administration website (nhtsa.gov) and discovered that the recall indicated that the cooling fan “may seize and cause fire” on the affected ProMaster.

I asked management at the headquarters level what they were going to do to keep our carriers safe until the recall fix was developed and implemented. Management responded with gibberish that I shared in my March 2020 column, that they “remain confident that the ProMaster vehicles in our fleet will continue to operate safely...”

Well, it didn't turn out that way. The following information is from an arbitrator's award issued on June 25, 2025 (C#37263):

On the morning of February 7, 2023, [The grievant] arrived at work to learn that her [ProMaster]...was having repairs performed at the Vehicle Maintenance Facility (VMF). [She] testified that she assumed it had something to do with prior engine issues she had brought to Management's attention. She got a ride to the VMF with a coworker and learned that they had been repairing the rear door, which had apparently had issues staying closed. When the repairs were completed, she got in the vehicle and began to leave before being stopped by a VMF technician, who noticed one of her headlights was out. That, too, was repaired, and she was finally able to leave for the streets.

The grievant carried mail to the first four blocks on her route and returned to her vehicle. When she turned the ignition, however, the engine caught fire. The grievant testified that fire came billowing through the windshield. She stated that the doors would not open for her either. She tried the driver's side door, the passenger door, and the rear door, but could not get out of the vehicle. She was understandably terrified, testifying that she began to realize that she was going to die in that vehicle. Fortunately, a ‘Good Samaritan’ was there and busted through the win-

dows. He then manually unlocked the door, allowing [her] to escape the burning vehicle.

The arbitrator explained that, following the event, the “fire investigators” contracted by the USPS did their job in attempting to determine the cause of the fire. The arbitrator noted that: “Whether intentional or not, the record also shows that the cooling fan module, the supposed cause of the fire, had been thrown away in a VMF dumpster prior to Mr. Meyers coming in to conduct his investigation...”

The arbitrator addresses the multiple requests for information by the union, including the request for the Vehicle Identification Number (VIN) so the union could determine if the vehicle was affected by the recall. Management claimed that the vehicle was not serviced by the USPS, but rather that the servicing was done by the dealership and that they had no records of the service.

The arbitrator's opinion included this:

There was a vehicle that had a recall on the cooling fan module. The vehicle, with an employee inside of it, burst into flames spontaneously. The technical consultant hired by the Postal Service, who is an expert in such matters, concluded that the fire likely emanated from the cooling fan module. He noted that there were no records of the recall repair actually being performed. No record of the repair being performed was ever shared with the Union at the lower steps of this dispute. If the repair did take place, there is no proof of it in the record before me. The VMF Manager told Mr. Meyer the work was done and Supervisor Davis testified that, to his knowledge, it was done, but there is no documentary evidence to support those claims. At best, the Service violated the Handbook PO-701's instruction to ‘obtain a copy of the repair order, nocharge invoice, or other form of documentation and place it in the VMF vehicle jacket for reference.’ At worst, they simply ignored the recall notice and a carrier nearly lost her life because of it. This was clearly a violation of Articles 14 and 19...by failing to ensure the safety of the vehicle driven by the grievant.

We hope the best for our carrier as she continues her recovery from the trauma of the event.

I also send a shout-out to Tyronne Valdez, director of safety and health for Chicago Branch 11 for the good work done by him as well as by the shop stewards and our arbitration advocate.

I continuously ask that you keep an eye on each other. I also remind you that safety depends on you because we cannot depend on management.

The erosion of trust in Social Security



Dan Toth

The Social Security Administration (SSA) recently sent an email to tens of millions of Americans that risks eroding trust in the agency by making partisan statements and misrepresenting the recent passage of H.R. 1 (the “Big Beautiful Bill”). A letter¹ from the Democratic members of the House Ways and Means Committee to the SSA commissioner states:

Dear Commissioner Bisignano,

We write with alarm about the unprecedented, factually incorrect email you recently sent to tens of millions of current and future Social Security beneficiaries. We urge

you to immediately contact those who received this misinformation to correct the record, and to refrain from any future mass emails that appear to our constituents more like campaign messages than official communications from the Social Security Administration (SSA).

SSA has a proud tradition of being a reliable source of clear, useful information, and has spent years earning the American people’s trust, in part so that it can educate vulnerable seniors to avoid phishing email and other scams.

Your July 3rd email shattered this well-earned trust.

More than 90 million people have created mySSA accounts to receive information about their Social Security benefits and services. Instead, you emailed account holders incorrect statements about H.R. 1 which might negatively affect their personal financial planning, in support of a partisan, controversial political agenda. As you well know, **the bill does not eliminate taxes on Social Security benefits**. It is, however, expected to eliminate health insurance coverage for 17 million people, force the closing of one in four long-term care facilities, reduce nutrition assistance to very poor seniors and families, and add trillions of dollars to our national debt – while providing an average tax cut of nearly \$309,000 for the wealthiest .1% of Americans in 2027. H.R. 1 does nothing to protect Social Security, despite your assertion, and if anything will weaken Social Security’s revenue.

Unsurprisingly, our offices have been flooded with questions from constituents who are confused and frustrated to have received what looked to them like political spam from SSA. We know you are aware that your original email was false, because you subsequently quietly updated the most blatantly erroneous claim in a press release posted to your website. However, you have not issued a correction to the

tens of millions of individuals with mySSA online accounts who received your email. We expect that the email will generate increased calls and questions for both SSA and the Internal Revenue Service, at a time when both agencies are understaffed due to the Trump Administration’s extreme workforce cuts.

Judging from our constituent calls, it may also lead to many workers and beneficiaries opting out of mySSA communications to avoid what appears as spam in the future. As you know, we are highly skeptical of your claims that thousands of trained SSA staff forced out by the Trump Administration can be fully replaced by technology, particularly for seniors, people with disabilities, and rural communities with unreliable Internet service, but misusing mySSA will certainly make that challenge worse.

Social Security has been the bedrock of Americans’ financial security since President Franklin D. Roosevelt signed it into law nearly 90 years ago. Social Security’s earned benefits help millions of seniors, people with disabilities, survivors, and their families to put food on their table, pay for rent, heat their homes, cover medical bills, and more. Social Security’s importance to the American people and its approximately 70 million beneficiaries cannot be overstated, nor can the critical role SSA plays in administering this essential program.

We demand that you immediately issue a correction and an apology to the millions of current and future beneficiaries who received your inappropriate email. We also urge you to refrain from damaging SSA’s hard-earned public trust by using it for political communication in the future.

WEP/GPO

On a different matter, after the repeal of the Windfall Elimination Provision and the Government Pension Offset in early 2025, SSA began adjusting monthly benefit payments to those affected by the repeal effective January 2024. SSA reports that they have now completed 100 percent of these adjustments, including the one-time payments for retroactive benefits.

It is always a personal choice when one decides to start receiving their Social Security benefits, but it is important to remember that if you do not apply for benefits, you will not receive any. Everybody should prepare for retirement by reading the *Questions & Answers on Federal Employees Retirement System* or *Civil Service Retirement System* booklets by the NALC. These booklets can be obtained through your national business agent’s office. Online versions are available at nalc.org under “Retirement.”

¹ larson.house.gov/sites/evo-subsites/larson.house.gov/files/evo-media-document/letter-to-ssa-on-hr-1-release-and-email-07.15.25.pdf

Outside insurance companies and their solicitations



**James W.
“Jim” Yates**

In solidarity, the delegates 134 years ago at NALC’s second national convention passed a resolution to form the United States Letter Carriers Mutual Benefit Association (MBA). The MBA is a fraternal benefit society serving NALC members and their families. This solidarity seems to be wavering and needs to be restored if the MBA and NALC are to be successful in their future endeavors. MBA has protected letter carriers and their families for decades and will continue to do so. With low cost, easily accessible insurance options, the MBA and letter carriers can only benefit from improved solidarity and increased participation.

Recently a letter was mailed by the NALC to all branch presidents regarding Article 8 of the *MBA Constitution and General Laws of the MBA*. This provision of the *Constitution* applies to all members of the NALC.

Article 8 of the *MBA Constitution* states:

No state association or Branch of the NALC, or officer or member of the NALC, shall take any action or make any statement whose purpose is to undermine the MBA, encourage a rival to it, or bring about a violation of its legal or contractual obligations.

The MBA sells a variety of products to NALC members and their families, including term and whole life insurance, hospital confinement insurance, and annuities. Additionally, MBA offers short-term disability insurance to active carriers who are members of the NALC.

While there are insurance products sold by other companies that MBA does not offer, these companies most likely also sell the same or variations of products offered by the MBA. This would make them a rival of the MBA. Even if the salesperson limits the scope of their pitch to only products that are not offered by the MBA, the branch allowing access to their membership is an endorsement of that company. Once insurance companies gain access to potential clients, they can offer all types of insurance products, even those that are offered by the MBA.

While our *Constitution* does not apply to the Postal Service, their own manuals and federal law do apply to USPS. It is the obligation of local Postal Service management to prohibit solicitations on postal premises.

Solicitations of this type on Postal Service property are prohibited by *Postal Operations Manual (POM)* 124.54 a., which states:

a. Soliciting alms and contributions, campaigning for election to any public office, collecting private debts, commercial and nonprofit soliciting and vending (including, but not limited to, the vending of newspapers and other publications), the display or distribution of commercial advertising and soliciting of signatures on petitions, polls, or surveys on postal premises (except as authorized by 39 CFR part 259) or impeding the access to or egress from Post Offices are prohibited. This prohibition does not apply to the following:

1. Commercial or nonprofit activities performed under contract with the Postal Service or pursuant to the provisions of the Randolph-Sheppard Act.
2. Posting notices on bulletin boards as authorized by 39 CFR 243.2(a).
3. The solicitation of Postal Service and other federal military and civilian personnel for contributions by recognized agencies as authorized by the Manual on Fund Raising Within the Federal Service, issued by the Chairman of the United States Civil Service Commission under Executive Order 10927, March 13, 1961.

The three exclusions regarding solicitations are not applicable to these outside insurance companies. The first exclusion cites the Randolph-Sheppard Act, which allows licensed blind persons to operate vending facilities on any federal property. The second exclusion is covered by Article 22 (Bulletin Boards) of the National Agreement. The third exclusion allows for fundraising through the Combined Federal Campaign.

The prohibition against solicitations conducted on postal property is also referenced in the U.S. Code of Federal Regulations, specifically at 39 CFR 232.1 (h)(1), and can also be found on USPS Poster 7, *Rules and Regulations Governing Conduct on Postal Service Property*, which must be posted on postal property for all those entering to view. Poster 7 is a mandatory posting required by the *POM* Section 125.342.

More often, letter carriers are solicited by mail at their employing office. This type of solicitation also is prohibited and should not be allowed by local management. *POM* 124.54 c. states:

c. Solicitations and other actions that are prohibited by 124.54a when conducted on Postal Service property should not be directed by mail or telephone to postal employees on Postal Service property. The Postal Service will not accept or distribute mail or accept telephone calls directed to its employees when such contacts are believed to be contrary to 124.54a.

Again, this prohibition comes directly from federal law, at 39 CFR 232.1 (h)(2).

If these solicitations are happening in your location, please notify your national business agent’s office.

For more information about any of the MBA products, call the MBA at 202-638-4318 Monday through Friday, 8 a.m. to 3:30 p.m., Eastern time.

Answering more of your questions



Stephanie Stewart

As we move closer to Open Season, I would like to continue the question-and-answer format; however, within this article I would like to pivot the topic slightly away from day-to-day benefit questions and further explore why the NALC Health Benefit Plan (the Plan) is a great choice for our union members.

While I firmly believe that our health plan is a great choice, I also know there's more within my statement than the Plan just being a choice for your health insurance. When you choose the NALC Health Benefit Plan, you also choose to support unions and the labor move-

ment across the country.

Did you know the employees of the NALC Health Benefit Plan are fellow union members? They're not postal employees, but nonetheless, they are union, just like us. They are represented by the Office and Professional Employees International Union, which represents employees in nonprofit organizations, technology, credit unions, hospitals, insurance agencies, colleges and universities, hotels, administrative offices and more.

So, this Open Season, while you review health care options, I urge you to consider all factors—including the choice of unions versus corporate interests.

Q: When will the 2026 rates and benefit information be released?

A: The Office of Personnel Management (OPM) typically releases the benefits and rates for each program by the end of September or early October. However, should we receive approval sooner than the anticipated time frame, the information will be released without delay.

Q: Do I have to be a member of the NALC before I can enroll in the NALC Health Benefit Plan?

A: No. However, you must become a dues-paying member to maintain coverage. After enrollment, NALC Headquarters will send non-members information to join the union. Keep in mind, you must return your completed NALC membership form in a timely manner, or your enrollment in the Health Benefit Plan will be canceled.

Q: As a postal employee, how much are my union dues?

A: Active postal employees, regardless of craft, must

pay dues to the local branch. Branch dues can vary by state and branch, so it's best to reach out to the local NALC health benefit representative or other branch officers to inquire. Although enrollment in our plans requires subsequent NALC membership, the NALC Health Benefit Plan is a separate entity that does not handle any dues-related information or issues. If you have questions that you cannot get answered locally, you can contact the NALC secretary-treasurer's office.

Q: As a city carrier assistant, am I eligible to enroll in the NALC Health Benefit Plan?

A: After an initial appointment for a 360-day term and upon reappointment to another 360-day term, any eligible non-career CCA employee who wants to pay health premiums to participate in the Federal Employees Health Benefits Program on a pre-tax basis may do so. It is important to understand that if you enroll in the NALC Health Benefit Plan, or any federal health plan under this provision, you will be responsible for the entire premium (employee and government share).

Q: I have only one dependent on my health insurance policy. Must I enroll in Self Plus One, or can I choose to enroll in a Self and Family option if it is cheaper?

A: You do not have to enroll in a Self Plus One plan if you have only one dependent. You may choose to enroll in the Self and Family option.

Q: How do I enroll in the NALC Health Benefit Plan?

A: Despite its shortcomings and related issues, I strongly recommend that all postal employees take the time to use the Postal Service Health Benefits System enrollment portal that was launched in 2024. While a hard copy SF2809 is available and can be faxed or mailed to USPS or OPM, depending on employment status, using the portal provides the most expeditious approach. The portal can be found at health-benefits.opm.gov/pshb.

Q: I want to make a change during this Open Season to support my union health benefit plan. How can I learn more about the benefits and programs?

A: Open Season will be held from Nov. 10 to Dec. 8 this year. While the benefits for 2026 have not yet been released, I encourage you to reach out to one of our knowledgeable customer representatives to learn more about our mission and current plan structure or visit our website at nalchbp.org.

It's never too early to start planning. We're here if you need help, and we're looking forward to continued growth of the NALC Health Benefit Plan family.

NACI national arbitration award

On Dec. 12, 2024, NALC joined the American Postal Workers Union, the National Postal Mail Handlers Union and the National Rural Letter Carriers' Association in a national-level arbitration over National Agency Check with Inquiries (NACI) background-check separations. NACI is the background check performed by the Postal Inspection Service (PIS) on newly hired postal employees.

The dispute escalated to the interpretive step after management argued that the separations, due to an unfavorable NACI, were "administrative" and not subject to the grievance procedure. Management claimed the separations were based on failure to meet a condition of employment rather than a disciplinary action.

The unions took the position that all post-probationary employees must be given due process and grievance appeal rights consistent with the National Agreement. The NALC specifically proposed that the following interpretive issues be answered at the arbitration hearing:

1. Whether, when the Postal Service terminates an employee based on an unfavorable NACI report after the employee has completed probation, is a grievance challenging the termination arbitrable?
2. If such grievance is arbitrable, does the Postal Service have the burden of proof to establish cause in the arbitration?

During the arbitration hearing, the unions made it clear they were not challenging the right of the Postal Service to set eligibility criteria and determine suitability under its established standards. The testimony presented by the unions dealt mostly with the history of the issue of criminal background checks and how they have been dealt with by the parties over the last 30-plus years. In her award, the arbitrator said it appeared that prior to 2020, the Postal Service never challenged the arbitrability of grievances arising from a problem with background checks, which mostly appeared in cases involving falsification of job applications. Those cases were heard on the merits regionally and ended in differing results depending on the individual circumstances.

The unions also contended that there is no contractual language that excludes non-probationary employees from filing grievances over their removal for an unfavorable NACI rating, or from arbitration, and that the only explicit prohibition in the contract for access to the grievance procedure is Article 12.1(A) covering probationary status. The unions also maintained that Article 3 is not a limit on arbitration, and management rights

must be exercised in compliance with other provisions of the National Agreement, including Articles 15 and 16 Article 19, incorporating provisions of handbooks, manuals and published regulations that directly relate to wages, hours, or working conditions of employees, including the *Employee and Labor Relations Manual (ELM)* and *Handbook EL-312 Employment and Placement*.

The NALC asserted that the Postal Service's statutory right to set hiring standards in the Postal Reorganization Act (PRA) does not give it free rein to discharge employees who have completed probation, noting that the PRA requires the Postal Service to exercise its rights (including hiring and discharging employees) consistent with applicable laws, regulations and collective-bargaining agreements (CBAs).

The unions also noted that there is no reference to "conditional employment" in the CBAs, and that the language in the postings and job offers were not negotiated with the unions and cannot amend the interpretation of the CBAs. The NALC also asserted that whatever the PIS's appeal process involves, it is not a substitute for the arbitration process, which involves a hearing before a neutral arbitrator with representation.

The Postal Service raised a threshold issue that this dispute is not substantively arbitrable, since an arbitrator's jurisdiction is contractually derived, and the arbitrator's authority is limited to interpreting or applying CBAs.

Arbitrator Margo R. Newman rejected the Postal Service's threshold claim and found the matter to be arbitrable. She wrote:

A review of the express language used by the parties in the National Agreement with respect to the Grievance-Arbitration Procedure, reveals a very broad definition of what constitutes a grievance - a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment - and some examples (although not comprehensive) such as a complaint of an employee which involves the interpretation, application of, or compliance with provisions of this Agreement or any Local MOU not in conflict with it...Absent any clear prohibition against filing a grievance protesting a non-probationary employee's separation/ termination of employment for receiving an unfavorable NACI, such grievance would fit the definition of a dispute related to conditions of employment which involves the application of, or compliance with, provisions of the Agreement. Thus, Article 15 is susceptible to an interpretation that covers this dispute.

The arbitrator also wrote:

...the only express prohibition to access to the grievance procedure in the National Agreement is Article 12.1(A),

(continued on next page)

NACI national arbitration award (continued)

(continued from previous page)

where the parties negotiated the right of the Postal Service to separate any probationary employee during the probationary period, and such employee “shall not be permitted access to the grievance procedure in relation thereto.”...I find that a complaint by a non-probationary employee with respect to the results of such determination is a dispute related to a condition of employment that clearly falls within the definition of a grievance in Article 15.

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. She wrote:

Even if these separations are not, per se, disciplinary in nature, Arbitrator Das’ analysis that an involuntary separation-disqualification after the probationary period is considered a removal under ELM 365.311, which must be for cause, provides the basis for a cause analysis of the Postal Service’s removal/separation action. That provision notes that the only exceptions to such “removal” are employees who have not completed their probationary period and em-

ployees serving under a temporary appointment.

Arbitrator Newman concluded:

The Postal Service’s notice to applicants/employees that their appointments are “conditional” on them receiving a favorable NACI does not change this fact. The Postal Service is not able to unilaterally create a class of “conditional employees” to avoid the consequences of their becoming regular employees with full collective bargaining rights.

Arbitrator Newman’s award summary stated:

1. A grievance protesting the separation/removal of a non-probationary employee based upon an unfavorable NACI report is substantively arbitrable under Article 15.
2. In such arbitration, the Postal Service must prove that it had just cause for the separation/removal under the principles of Article 16.

The four postal unions and the USPS have agreed that cases held pending the outcome of this issue should be immediately processed and resolved in accordance with this decision.

Director of City Delivery

Red Line Policy (continued)

(continued from page 36)

Although case label separations are useful to carriers when processing undeliverable mail, they are not the only tool the Red Line Policy is denying carriers access to. Carriers rely on PS Form 3982s located at their cases as a reference to accurately forward mail for addressees. Under the Red Line Policy, a carrier is unable to review PS Form 3982s when processing undelivered mail at the end of the day. Section 241.3 clearly explains the form’s purpose:

241.3 Purpose and Duration of PS Form 3982

241.31 Purpose

241.311 PS Form 3982 provides a quick reference for carriers unfamiliar with customer removals from the route so the mail for these customers can be withdrawn from the case and bundled for forwarding by the CFS. (Exception: In a Delivery Point Sequence environment where customer removals may first be identified while performing street duties, they must be withdrawn and returned to the office for processing). Use of a PS Form 3982 or a locally developed policy to identify removals while performing street duties will be used.

Additionally, since the policy does not permit carriers to take any mail to their case at the end of the day, it fails to adhere to the *Handbook M-39* requirement that mail being properly held at the unit should be kept at the carrier case unless there is no space available:

117.1.K. Hold Mail

Instruct the carrier to place hold mail in a central location only when space is not available at the carrier’s case.

NALC has not been provided with notification of any proposed changes regarding these handbook provisions in accordance with Article 19 of the National Agreement; therefore, if postal management has implemented the Red Line Policy in your office, contact your local union representative and request that a grievance be filed.

Be sure to read my monthly column and visit the City Delivery page on the NALC website for all the latest news on city delivery activities.

OWCP and Social Security, Part 1

Wage-loss compensation and regular age-related Social Security retirement income



Regional Workers' Compensation Assistant Coby Jones

Allowing the Department of Labor (DOL)/Office of Workers' Compensation Programs (OWCP) to coordinate and share data with the Social Security Administration (SSA) was one of the few proposals that the NALC supports from the May 6 House Education and the Workforce Subcommittee on Workforce Protections hearing on "FECA Reform and Oversight, Prioritizing Workers, Saving Taxpayer Dollars." Provided there are strong privacy protocols and

protections in place, this proposal would go a long way toward preventing overpayments when injured letter carriers are receiving wage-loss compensation (WLC) and Social Security payments at the same time.

While some at the hearing suggested that the receipt of dual payments under OWCP and Social Security—without the appropriate offsets in place—represented fraud, it's been our experience in almost every case that the recipients of the dual payments are simply unaware of the potential offsets that may apply. Still, it's a huge problem. Dual payments of Social Security age-related benefits¹ and wage-loss compensation generate more overpayments within OWCP than any other source. And because of the lack of coordination between the two agencies, it can take years for the overpayments to be noticed, creating significant debt for injured workers. It is not unusual for the resulting indebtedness to be tens of thousands of dollars, and it sometimes even reaches six figures. This creates huge hardships for working families who have to pay off this debt.

The SSA refers to regular age-related Social Security benefits as "retirement benefits" regardless of whether the recipient has actually retired or is still working. This is also true of individuals on OWCP WLC who have not retired. Injured workers on OWCP WLC may receive Social Security retirement benefits concurrently with

WLC, but OWCP is required to offset (subtract out) that portion of the Social Security benefit attributable to their federal service. The offset applies only to Federal Employees Retirement System (FERS) employees because Civil Service Retirement System (CSRS) employees do not receive any Social Security retirement benefits attributable to their federal service.²

The FECA itself at 5 U.S.C. 8116 (d) requires OWCP to apply this offset:

[I]n the case of benefits received on account of age or death under title II of the Social Security Act, compensation payable under this subchapter based on the Federal service of an employee shall be reduced by the amount of any such social security benefits payable that are attributable to Federal service of that employee[.]

It should be noted that 5 U.S.C. 8116 (d) also makes clear that while the Social Security retirement benefit offset applies to WLC, it does not apply to schedule awards for permanent impairment. Injured employees can receive both Social Security retirement benefits and schedule awards with no offsets.³

The amount of the offset to be subtracted can vary tremendously depending on the length of the employee's federal service, ranging from a small portion of the Social Security retirement benefit of employees with short service to almost all of the benefit for employees with decades of service. And because it can take OWCP years to discover the overpayment, if an injured employee is on OWCP WLC and is either currently receiving or will be receiving SSA benefits, they should send a letter advising OWCP of this fact, along with a copy of their SSA benefit statement. The sooner OWCP applies the offset, the lower the eventual overpayment will be.

Most of our members are blindsided when OWCP eventually discovers the dual payments. Fraud certainly never enters their minds. They merely believe that they are receiving a benefit toward which they

(continued on page 49)

¹ This month's column focuses on overpayments involving the receipt of WLC concurrently with regular age-related Social Security retirement income. The receipt of WLC concurrently with Social Security disability insurance (SSDI) may also result in offsets and overpayments. While OWCP applies the offsets and processes overpayments involving WLC and Social Security retirement benefits, the SSA applies the offsets and processes overpayments in cases involving WLC and SSDI. This will be discussed next month.

² The same holds true for a survivor of a FERS employee who is receiving Social Security spousal benefits. Their OWCP benefits for the death of an employee will be reduced by the amount of Social Security attributable to the employee's federal service.

³ While injured workers on SSDI can receive both a schedule award and SSDI concurrently, the SSA will apply an offset to the SSDI based on the schedule award. Often, it amounts to most of the schedule award. Because of this, the NALC advises its members on SSDI to postpone applying for schedule awards until they are no longer on SSDI.

Monthly CSRS annuity payments for letter carriers who retire on Nov. 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 Nov. 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 O/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 : 77,755				Carrier Technician / High-3 Average ¹ : 79,384		
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	\$2,349	\$212	\$2,136	\$2,398	\$217	\$2,181
21	2,478	225	2,253	2,530	231	2,300
22	2,608	238	2,370	2,663	244	2,419
23	2,738	251	2,486	2,795	257	2,538
24	2,867	264	2,603	2,927	270	2,657
25	2,997	277	2,720	3,060	283	2,776
26	3,126	290	2,836	3,192	297	2,895
27	3,256	303	2,953	3,324	310	3,014
28	3,386	316	3,070	3,457	323	3,133
29	3,515	329	3,186	3,589	336	3,252
30	3,645	342	3,303	3,721	350	3,372
31	3,774	355	3,419	3,853	363	3,491
32	3,904	368	3,536	3,986	376	3,610
33	4,034	381	3,653	4,118	389	3,729
34	4,163	394	3,769	4,250	403	3,848
35	4,293	407	3,886	4,383	416	3,967
36	4,422	420	4,003	4,515	429	4,086
37	4,552	433	4,119	4,647	442	4,205
38	4,682	446	4,236	4,780	455	4,324
39	4,811	459	4,352	4,912	469	4,443
40	4,941	472	4,469	5,044	482	4,562
41	5,070	485	4,586	5,177	495	4,681
41+11 months & over ⁵	5,184	496	4,688	5,292	507	4,786

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Nov. 1, 2022, and Oct. 31, 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 Nov. 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 Nov. 1, 2025. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O/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 : 77,755			Carrier Technician / High-3 Average ¹ : 79,384		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,296	\$130	\$1,166	\$1,323	\$132	\$1,191
21	1,361	136	1,225	1,389	139	1,250
22	1,426	143	1,283	1,455	146	1,310
23	1,490	149	1,341	1,522	152	1,369
24	1,555	156	1,400	1,588	159	1,429
25	1,620	162	1,458	1,654	165	1,488
26	1,685	168	1,516	1,720	172	1,548
27	1,749	175	1,575	1,786	179	1,608
28	1,814	181	1,633	1,852	185	1,667
29	1,879	188	1,691	1,918	192	1,727
30	1,944	194	1,749	1,985	198	1,786
31	2,009	201	1,808	2,051	205	1,846
32	2,073	207	1,866	2,117	212	1,905
33	2,138	214	1,924	2,183	218	1,965
34	2,203	220	1,983	2,249	225	2,024
35	2,268	227	2,041	2,315	232	2,084
36	2,333	233	2,099	2,382	238	2,143
37	2,397	240	2,158	2,448	245	2,203
38	2,462	246	2,216	2,514	251	2,262
39	2,527	253	2,274	2,580	258	2,322
40	2,592	259	2,333	2,646	265	2,382
Each additional year ⁵	64.80	6.48	58.32	66.15	6.62	59.54

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Nov. 1, 2022, and Oct. 31, 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.

In 2025, MDA is thinking local

The partnership between the National Association of Letter Carriers and the Muscular Dystrophy Association is one of the longest-running, most deeply rooted alliances in the nonprofit world. For more than 70 years, letter carriers have raised funds, built awareness and stood up for the families of those living with neuromuscular disease. And as the world has changed, this partnership has adapted, always with a shared goal—making life better for the people we serve.

That spirit of adaptability is behind an important shift in MDA's 2025 fundraising incentives for NALC branches. In 2024, the top fundraising NALC branches in each of the 10 MDA Honor Roll categories earned an incentive trip for one branch representative to attend an MDA Summer Camp session. All 10 representatives came to the same camp at the same time to see the joy, freedom and friendships that camp offers children living with neuromuscular disease.

Beginning in 2025, MDA will change the incentive trip to travel gift cards that winning branches can use toward visiting their closest MDA Summer Camp for a session. Changing the incentive trip means more money for MDA Summer Camp, more money for research for medical innovations, and more money to ensure that the federal government continues to prioritize policy that empowers and protects the families of those living with neuromuscular disease. Rising costs and shifting donor engagement trends have led MDA to refine its approach to make a bigger difference for the families who count on it.

MDA is constantly evolving to meet the changing needs of families affected by neuromuscular disease. Over the past year, MDA has sharpened its focus from generalized programs to more personalized tools and services, from one-size-fits-all experiences to support that reflects regional realities and logistical constraints. MDA is not stepping back from our shared mission. Instead, it's stepping up with more purpose, more flexibility and more local connection.

For example, the introduction of MDA's new Durable Medical Equipment Grants is one of the earliest—and most important—of its new offerings to the community. Affected families need more individual financial support from MDA to fill in the gaps from federal cuts, and MDA is responding. The new grants program also includes expanding camp to ensure that more kids can attend, that more families feel supported and that more communities get involved.

By offering travel gift cards instead of a fixed national trip, MDA and NALC are creating a more equitable, flexible opportunity for branch leaders to engage with camps in their nearby communities, while also using donor dol-

lars more efficiently. The updated incentive model makes it easier for top branches to experience camp without cross-country travel. Visiting your closest camp not only saves resources, it also opens the door to a deeper connection with your own region's neuromuscular disease community.

The winning branches will still meet the campers, talk to the families and see the power of our work in action. That's the kind of experience that sticks with you, and the kind that fuels branches' commitment to fundraising year after year.

NALC has been an anchor for MDA for decades, not just because of the money we raise, but because of what letter carriers represent: reliability, resolve and relationships that last. Since the beginning, NALC's support has helped fuel breakthroughs in research, expand clinical care, and deliver life-changing services such as insurance advocacy and equipment access.

Together, NALC and MDA are not just raising money—we're raising expectations, raising our game and raising each other, because MDA families are counting on us.

How federal cuts are affecting MDA

MDA is a nonpartisan 501(c)(3) organization. As strategic partners with the federal government, MDA works with public officials and administrations regardless of political party to advance policies that protect the rights, inclusion, dignity and agency of people with neuromuscular disease. And that means engaging with the federal government to support the MDA community.

Here are some of the ongoing engagement campaigns:

- MDA is prioritizing its campaign to protect Medicaid.
- MDA condemns the dismantling of the U.S. Department of Education, citing risk of harms to students with disabilities.
- In response to substantial reductions and restructuring announced by the Department of Health and Human Services, MDA released a statement on how the sweeping reforms affect offices, programs and services that play a critical role in research, drug and therapy development, and access to care and services for the neuromuscular disease community.
- MDA condemns National Institutes of Health (NIH) funding cuts on indirect costs, which will be capped at 15 percent in all grants. This arbitrary decision will prove catastrophic to neuromuscular disease research, and MDA called for NIH to immediately reverse this decision.

For more details about MDA's view on these important issues, go to mda.org.

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year plaques

Clayton R. Martin Jr.	Lancaster, PA	Br. 273
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70-year plaques

Ralph H. Friedhofer	Naples, FL	Br. 4716
Jules R. Hennink	Naples, FL	Br. 4716
John Angelosanto	N. Oakland Co., MI	Br. 320
Tony Martinez	N. Oakland Co., MI	Br. 320

65-year pins

Mike E. Coco	Colorado Springs, CO	Br. 204
Bennie E. Barham	Champaign, IL	Br. 671
Donald E. Duvall	Champaign, IL	Br. 671
Floyd R. Fehl	Duluth, MN	Br. 114
Kenneth R. Sweeney	Las Vegas, NV	Br. 2502
Howard Ireland	Cherry Hill/Haddonfield, NJ	Br. 769
Robert H. Jarosz	Trenton, NJ	Br. 380
Elijah Moses Jr.	Trenton, NJ	Br. 380
Robert O. Martinez	Santa Fe, NM	Br. 989
Daniel P. Emanuel	Elmira, NY	Br. 21
Eugene C. Harden	Richmond, VA	Br. 496

60-year pins

Joe K. Kovacs	Pueblo, CO	Br. 229
George Jackson	Savannah, GA	Br. 578
William H. Collisi	Melrose Park, IL	Br. 2183
Charles H. Barnes	Presque Isle, ME	Br. 2394
Harold L. Fisher	N. Oakland Co., MI	Br. 320
Daniel L. Florkowski	N. Oakland Co., MI	Br. 320
Emily J. Newton	N. Oakland Co., MI	Br. 320
Sally A. Wilhelme	N. Oakland Co., MI	Br. 320
Robert A. Porter	Las Vegas, NV	Br. 2502
James H. Burk	Cherry Hill/Haddonfield, NJ	Br. 769
Howard Ireland	Cherry Hill/Haddonfield, NJ	Br. 769
Gennaro L. Dilorio	Trenton, NJ	Br. 380
Dominick A. DiMartino	Trenton, NJ	Br. 380
Michael A. Ostrowski	Trenton, NJ	Br. 380
Louis P. Raymond	Trenton, NJ	Br. 380
John P. Alversa	Flushing, NY	Br. 294
Arvin R. Cutright	Canton, OH	Br. 238
Denver F. Moore	Canton, OH	Br. 238
John J. Toth	Canton, OH	Br. 238
Robert J. Paden	Huntington, WV	Br. 359
John M. Kaczowski	Milwaukee, WI	Br. 2

55-year pins

Ronald A. Bishop	Colorado Springs, CO	Br. 204
Joseph P. Ramaglia	Colorado Springs, CO	Br. 204
Andrew J. Brooks III	Pueblo, CO	Br. 229
Keith R. Cheney	Pueblo, CO	Br. 229
Michael A. Dipaolo	Pueblo, CO	Br. 229
William E. Duprez	Pueblo, CO	Br. 229
Fred V. Fair	Pueblo, CO	Br. 229
Joseph R. Garcia	Pueblo, CO	Br. 229

Frank C. Garrett	Pueblo, CO	Br. 229
John R. Gonzales	Pueblo, CO	Br. 229
Larry D. Hancock	Pueblo, CO	Br. 229
Joe C. Jimenez	Pueblo, CO	Br. 229
Donald R. Krasovec	Pueblo, CO	Br. 229
Pillie A. Lopez	Pueblo, CO	Br. 229
Ralph N. Marco	Pueblo, CO	Br. 229
Luther C. Olivas	Pueblo, CO	Br. 229
Mark V. Pierce	Pueblo, CO	Br. 229
Robert L. Shofler	Pueblo, CO	Br. 229
John U. Silengo	Pueblo, CO	Br. 229
Lynn E. Stotler	Pueblo, CO	Br. 229
Eugene R. Vecellio	Pueblo, CO	Br. 229
E. E. Anderson	Champaign, IL	Br. 671
David W. Spicer	Champaign, IL	Br. 671
Alexander M. D'Andrea	Melrose Park, IL	Br. 2183
William A. Dicanio	Melrose Park, IL	Br. 2183
Dennis G. Duray	Melrose Park, IL	Br. 2183
Vincent Gnofio	Melrose Park, IL	Br. 2183
Joseph M. Golonka	Melrose Park, IL	Br. 2183
Edward M. Gracyas Jr.	Melrose Park, IL	Br. 2183
David A. Lynch	Melrose Park, IL	Br. 2183
Robert Mitchell	Melrose Park, IL	Br. 2183
Waldo B. Pirok	Melrose Park, IL	Br. 2183
Joseph R. Quattrochi	Melrose Park, IL	Br. 2183
Raymond M. Hayes	South Bend, IN	Br. 330
Marvin D. Barton	N. Oakland Co., MI	Br. 320
Raymond R. Gajtkowski	Cherry Hill/Haddonfield, NJ	Br. 769
John L. Garrison	Cherry Hill/Haddonfield, NJ	Br. 769
Dave C. Hartzell Jr.	Cherry Hill/Haddonfield, NJ	Br. 769
Howard Ireland	Cherry Hill/Haddonfield, NJ	Br. 769
Arthur J. Leon	Cherry Hill/Haddonfield, NJ	Br. 769
Robert M. Long	Cherry Hill/Haddonfield, NJ	Br. 769
Charles E. Murphy	Cherry Hill/Haddonfield, NJ	Br. 769
George W. Page	Cherry Hill/Haddonfield, NJ	Br. 769
Frederick R. Perry	Cherry Hill/Haddonfield, NJ	Br. 769
Randall D. Pine	Cherry Hill/Haddonfield, NJ	Br. 769
Thomas Purvis	Cherry Hill/Haddonfield, NJ	Br. 769
Angel Rodriquez Jr.	Cherry Hill/Haddonfield, NJ	Br. 769
John E. Taggart	Cherry Hill/Haddonfield, NJ	Br. 769
Larry Williams	Cherry Hill/Haddonfield, NJ	Br. 769
James A. Douglas	Trenton, NJ	Br. 380
Rodney J. Hageman	Trenton, NJ	Br. 380
John A. Symcak	Trenton, NJ	Br. 380
Patrick Toto	Trenton, NJ	Br. 380
Donald J. Donato	Albany, NY	Br. 29
Michael E. Stallmer	Albany, NY	Br. 29
Robert J. Box	Elmira, NY	Br. 21
William J. Crane	Elmira, NY	Br. 21

Richard M. Demyan	Elmira, NY	Br. 21
Herb G. Draper Jr.	Elmira, NY	Br. 21
Gary G. Hoagland	Elmira, NY	Br. 21
Richard B. Ackerman	Lancaster, PA	Br. 273
Robert H. Adams	Lancaster, PA	Br. 273
C. Henry Beazley	Lancaster, PA	Br. 273
M. R. Bennett	Lancaster, PA	Br. 273
Dennis R. Bentzel	Lancaster, PA	Br. 273
Jere R. Brandt	Lancaster, PA	Br. 273
Robert F. Brown	Lancaster, PA	Br. 273
Theodore W. Campbell	Lancaster, PA	Br. 273
Kenneth E. Cohenour	Lancaster, PA	Br. 273
Larry J. Deckert	Lancaster, PA	Br. 273
Donald V. Engle	Lancaster, PA	Br. 273
Thomas H. Hartman	Lancaster, PA	Br. 273
Fred J. Harvey	Lancaster, PA	Br. 273
Dale R. Kauffman	Lancaster, PA	Br. 273
R. C. Kauffman	Lancaster, PA	Br. 273
Nelson A. Lawrence	Lancaster, PA	Br. 273
J. M. Linard	Lancaster, PA	Br. 273
Robert W. McLaughlin	Lancaster, PA	Br. 273
R. L. Michael	Lancaster, PA	Br. 273
J. E. Miller	Lancaster, PA	Br. 273
B. L. Muth	Lancaster, PA	Br. 273
W. C. Paulsen III	Lancaster, PA	Br. 273
Woodrow H. Ranck Jr.	Lancaster, PA	Br. 273
Michael W. Ribner	Lancaster, PA	Br. 273
Lawrence C. Rongione	Lancaster, PA	Br. 273
Herbert L. Roth Jr.	Lancaster, PA	Br. 273
Robert J. Rutt Jr.	Lancaster, PA	Br. 273
Robert C. Schober	Lancaster, PA	Br. 273
Robert S. Shaw	Lancaster, PA	Br. 273
Fred W. Sigman Jr.	Lancaster, PA	Br. 273
Jay E. Stigelman	Lancaster, PA	Br. 273
Carl A. Storz	Lancaster, PA	Br. 273
Michael F. Sullivan	Lancaster, PA	Br. 273
R. W. Zimmerman	Lancaster, PA	Br. 273
James Massey Jr.	Pittsburgh, PA	Br. 84
Jerry W. Keller	Johnson City, TN	Br. 1110
Arthur F. Bland Jr.	Wenatchee, WA	Br. 1350
Thomas M. Crowell	Wenatchee, WA	Br. 1350
Charles A. Fries	Wenatchee, WA	Br. 1350
Joel J. Hume	Wenatchee, WA	Br. 1350
Joe R. Padron	Wenatchee, WA	Br. 1350
Carl A. Prehm Jr.	Wenatchee, WA	Br. 1350
Donald O. Yeager	Wenatchee, WA	Br. 1350

50-year gold cards and pins

Thomas M. Coyle	Central FL	Br. 1091
Ray D. Zink	South FL	Br. 1071
James D. Danik	N. Oakland Co., MI	Br. 320
Gerald M. Small	Duluth, MN	Br. 114
John C. Frawley	Las Vegas, NV	Br. 2502
Randall D. Pine	Cherry Hill/Haddonfield, NJ	Br. 769
Allen B. Charette	Albany, NY	Br. 29
Duane F. Woodruff	Albany, NY	Br. 29
John T. Herrmann	Canton, OH	Br. 238
David F. Vodarick	Pittsburgh, PA	Br. 84
Charles A. Fries	Wenatchee, WA	Br. 1350
Jon W. Salewski	Milwaukee, WI	Br. 2
Wayne J. Stetter	Milwaukee, WI	Br. 2

State Summaries

California

So, the other day I participated in a Zoom meeting in regard to the rolling out of the New Employee Experience Retention and Mentoring Program (NEERMP). One thing that jumped out at me right away was the figure out of FY2024 that showed that two-thirds of new hires did not make it past their first year, for whatever reason. I thought of all my new hires I've taught as an academy instructor who are no longer with us. It is a different world than the Postal Service I grew up in circa 1992/1993. In the early 1990s, the quit rate among career postal employees was only 3 percent. Yes, 3 percent!

With that in mind, when you see someone new on the workroom floor, please take a moment to welcome that new PTF or CCA to your station. If they don't know who the steward is, point them out to the newbie. Don't assume that the academy instructor gave them that information. A friendly face or voice could make all the difference in whether that person stays or leaves. I know the job seems easy to you or me, but the postal world these people are walking into is scary at times. Dealing with management that sometimes lacks in basic people skills, hostile customers, getting lost on the route, adjusting to a schedule which is not always family-friendly—this is what they deal with.

We cannot count on a stable Postal Service going forward with such an atrocious turnover rate. So please, and I'm writing to all active carriers, take a few moments to introduce yourselves to our newest brothers and sisters. A small act of initiative on your part can make a big difference.

And don't be afraid to invite them to your branch meetings either.

Eric Ellis

Connecticut

It is with a heavy heart and deep gratitude for a life well lived that I announce the passing of Christopher Jennings, former District 4 NALC political liaison, on June 21. Chris gracefully stepped down after 20 years of faithful service while battling health issues in April. He took that position very seriously and formed a great relationship with U.S. Rep. Jim Himes and staff. He made sure, in no uncertain terms, to convey what the letter carriers' position was on any bills that affected us and urged Himes to sponsor them. The only things he took more seriously were his family and beer.

Chris, you will be missed.

Mike Ely

Florida

Florida branches again did an outstanding job for the annual NALC Stamp Out Hunger Food Drive. Together, they reported more than 5½ million pounds of food collected. Congratulations to Branch 599 for being first in its category and first overall, with a total of 1,894,068 pounds. Branches 2008 and 1477 each collected more than 1 million pounds. Additionally, Branches 1071, 2689, 1779, 3367 and 1103 all

placed within the top three of their categories.

Notes of interest from FSALC history, continued: From 1938 until the 1970s, the Miami branch held an annual Letter Carriers Ball that was open to all carriers and their wives from around the state.

The first female delegate to an FSALC convention was Sylvia McGowin of Fort Walton Beach at the 46th annual convention in Cocoa Beach in 1966.

In the 1950s through 1966, there was an FSALC uniform that had to be worn to participate in the opening day parades of the national conventions. The uniform at the 1962, '64 and '66 conventions was a white hat with an orange band and green feather, white duck trousers with orange stripe, white web belt, orange shirt with green flocking on the back, white socks, black shoes and green tie. The uniform cost was \$15.

Council of Postal Employees, AFL-CIO (C.A.P.E.)—This organization was created in the 1960s "to improve the working conditions of all Postal Employees, promote cooperation between crafts and to develop political strengths through unity." These were formed as state and local organizations across the nation. The FSALC had several officers on its state board. Many in these councils were seeking a merger of all postal unions. At the 1971 50th annual FSALC convention in Miami, a resolution passed "opposing any merger of the NALC with other Postal Unions." C.A.P.E. collapsed following the Postal Reorganization Act of 1970.

O.D. Elliott

Kentucky

As I sit at my computer thinking of what I would like to tell my fellow Kentuckians for the September edition, all I can think about is the sweltering heat. I spent my day in 90-plus-degree heat with the index over 100. You will not read this until the September edition, but that will be the perfect time to contact your senators and representative.

As we all know, Congress takes a summer recess and returns to their home states. In Kentucky, along with many other states, we are covered by a heat dome that will not go away. Your congressmen and congresswomen are also feeling the heat. Now that they are returning back to DC, it is the perfect time to contact them about the Asuncion Valdiva Heat Illness and Fatality Prevention Act of 2025. We have lost too many of our brothers and sisters to heat-related illness. Take action while this heat is still on the minds of your representatives. When it cools off, people tend to forget about the lives lost this year due to heat. Keep up the pressure.

When we stand in solidarity, we can move the legislation. You made a difference in the reconciliation bill. Your efforts protected the city letter carriers and the NALC. I ask all of you to do the same thing now. Call and email your representatives. Let them know we are to be heard when it comes to protecting our brothers and sisters from all dangers they face every day. You are witnessing your brothers and sisters being robbed, murdered, assaulted and dying from heat.

We all want to serve the American public, but most importantly, we want to return home to our families.

Lee Lynch

Louisiana

Dear brothers and sisters of the satchel, how you living? We have endured darn near two years without a new contract, and finally back pay and other economic features are being implemented. There are positive changes to this award and a few things that still need addressing. We'll be back at it again in a few months, due to fact that it expires next May. Whether you're happy or p—d off, we'll get another bite at the apple next year.

Our state association executive board has a new member: 1st District Congressional Liaison Adrienne Brumfield, who was elected by acclamation. Brother Cory Champagne, who had this position for many years, was the victim of redistricting. He did a great job in the role, and we are expecting Sister Brumfield to be just as successful. She has her hands full—her congressman is Majority Whip Steve Scalise.

This year is only half gone, but with all the moves this administration is making, it feels like four years has passed already. Keep your eyes open, do your own research and fact-check everything. I want to caution you that this administration is launching a full-frontal assault on middle-class jobs. We are not empty; they're coming for us, too.

I was disappointed that the board of governors chose a new postmaster general who comes from FedEx. He stated in his introductory message that he believed in an independent Postal Service. He also stated that he didn't want to privatize our agency. *We'll see.*

Troy M. Scott

Michigan

Labor Day has come and gone. Thank you to everyone who came out for the Detroit Labor Day March. It was long past time for letter carriers to come back to Detroit on Labor Day. I'm glad we did—and we will build on this year going forward.

As this issue of *The Postal Record* goes to print, Director of Education John Dick and I will be putting the final touches on our new training class for letter carrier congressional liaisons. We will be training our first new LCCL in the third or fourth week of September.

The last class offered by the state (in June of 2024) didn't receive many positive reviews. With the turnover on the state board, the new board decided to set up a whole new class with a new philosophy: hands-on one-on-one or two-on-one training with a mentor to assist the new LCCL with their congressional meeting.

Now we need volunteers to become LCCLs. It doesn't matter if your congressional district has a current LCCL or not. We will train everyone who is interested in representing letter carriers in front of their representative. Whether you'll be the only LCCL in your district, co-LCCL, or an alternate LCCL, it doesn't matter—if

you want to make a difference, we will train and utilize you.

Does this sound like something you'd like to do? Talk to your branch president. After you've talked to them, either of you may contact me at our office number: 734-999-8080.

Ronald Zalewski

New York

Another NYSALC convention in the books—that's 66 of 'em, to be exact. We had 222 delegates from 21 New York state and Puerto Rico branches gathered for two days in Syracuse at the Downtown Syracuse Marriott.

We were joined by NALC President Brian Renfro, NALC Director of Life Insurance Jim Yates, NALC Trustee Charlie Heege, Region 11 NBA Mark Camilli, Region 15 NBA Bruce Didrikson, Region 11 RAAs Dave Kennedy and Mike Brim, Region 15 RAA Orlando Gonzalez, RWCA Dave Picconi, Retired Region 11 NBA Bill Cooke, Retired Region 11 RAA John Walsh, and Past Executive Board members Walter Barton and Larry Kania.

We passed four resolutions and heard firsthand from President Renfro about the problems and threats to our union initiated by the Trump administration, and the explicit failure of the Board of Governors with the new PMG. We were also addressed by LPO Ashmon, had a basic overview of the Emergency Response Team, and had specific breakout training sessions for both Regions 11 and 15. We all took time to respect the passing of Dave Barbuzzi, RWCA for Region 11, and a special acclamation for past LCCL Rabbit (Robert) Riley, whose political acumen directly intertwined us with now-Sen. Kirsten Gillibrand. We were all installed by Director of Life Insurance Yates on Tuesday.

The event was well executed, and I applaud Tom Dlugolenski and the officers of Branch 134 for an exceptional job. My thanks go to the NYSALC officers and executive board for an exemplary experience (special note of V.P. Kenny Montgomery, Recording Secretary Jay Jackson, and Executive Board Member Pascual Ortiz for a fantastic job with the resolutions) and I am

extremely proud that we were all elected by acclamation.

Next stop: NYSALC's 67th biennial convention in the Hilton/Huntington on Long Island in 2027.

George T. Mangold

Tennessee

Hello, sisters and brothers! World War II German General Erwin Rommel was quoted as saying, "The best form of welfare for soldiers is first-rate training." Stewards are soldiers and are entitled to receive the best training available.

Recently, Region 8 NBA Steve Lassan announced steward training, which will be held on Sept. 14 and end on Sept. 19. This is an outstanding class and is open to everyone who wants to brush up or step up and lead their branch in representing their fellow carriers.

One underestimated subject is effective writing. As stewards, one needs to know how to write a "Block 17 – Union's statement" as well as a lawyer and support your contentions with exhibits/evidence.

Along the same line, stewards should provide legislative guidance to their carriers concerning ongoing postal issues. How do you do this? Contact your branch and find out who your legislative liaison officer is and get updated information on bills that are passing through Congress.

Nalc.org has its Government Affairs site, which includes the Legislative Action Center that enables one to send a cookie-cutter letter to our representatives. Stewards can use this site and modify this letter to better reflect what is going on in the communities and workroom floor issues of their carriers. Stewards must educate themselves to educate fellow carriers, who educate members of Congress about issues that affect themselves and their families. Use this form letter and modify it to provide information to your members of Congress to use in their arguments to support NALC postal issues (e.g., anti-privatization).

The best format for letter writing to your rep-

resentatives is a handwritten letter! It packs a punch because it's personal. Get personal with your representatives! After all, they represent you and the community you live in.

Remember, there will be more classes.

Tony Rodriguez

Texas

July was a noteworthy month in Texas. The 112th Texas State Association of Letter Carriers convention took place July 28-30 in Austin. More than 400 delegates participated in the event, demonstrating strong solidarity and unity.

Guest speakers included Reps. Joaquin Castro (D-20), Greg Casar (D-35), and Lloyd Doggett (D-37). The speakers did not stop there; state Rep. "Lulu" Flores (D-51) joined us at the "Hell no" rally held Tuesday morning at the Texas Capitol in downtown Austin. Rep. Flores was not originally scheduled to address the rally; however, upon noticing the gathering from her Capitol office, she chose to join and participate. National President Brian Renfro spoke to the delegates at the rally and again on the convention floor after the event. Thanks for joining us, Brian.

Congratulations to all the new TSALC Board members: Vice President Ryan Raeke of Branch 1227, District 1 Raque Salinas of Branch 283, District 2 Trevor Haas of Branch 132, and District 3 Joshua Smith of Branch 2589.

Texas Gov. Greg Abbott convened a special session at the Texas Capitol, requesting that the Texas Legislature undertake redistricting of the state's congressional map. Texas Democratic state representatives left the Capitol and traveled to other states in protest, drawing widespread attention in Texas and other Democratic-led states. This situation is expected to develop further in the coming months. Ongoing monitoring of any changes will continue.

Thank you for all your support, my brothers and sisters. Let's continue to fight.

Everett Wyllie

OWCP and Social Security, Part 1 (continued)

(continued from page 43)

have been making payments their entire working life. While this belief is understandable, there are practical policy considerations that underlie the requirement of 5 U.S.C. 8116 (d). First, it puts FERS employees on the same footing as CSRS employees who receive no Social Security benefits attributable to their federal service.

In addition, the Social Security retirement benefit is one of the three components of a FERS retirement and employees must elect between FECA WLC and their federal retirement benefit. Here is how the *FECA PM 6-0200(h)* explains it, referencing a decision from the

Employees' Compensation Appeals Board:

The portion of SSA benefits he earned as a federal employee as part of his FERS retirement package and the receipt of benefits under FECA and FERS benefits concurrently is a prohibited dual benefit.

Finally, the dual receipt of SSA retirement benefits and OWCP WLC without the offset applied creates a possible disincentive to either return to work or take the FERS retirement benefit.

Next month's column will continue the discussion on the interaction of OWCP and Social Security benefits.

Branch Items

Arlington Heights, Illinois

As a 23-year-old shop steward, I know I may not look like the traditional image of union strength, but I need you to believe in my ability to protect you. Just like your steward in whatever office you work in will protect you. I'm not here to check boxes or stir drama. I'm here to stand up for you when no one else will. But I can't do it alone. When something unjust happens in our office or your office—whether it's harassment, contract violations or unsafe conditions—I need your voice to back it up.

I get it, signing a statement can feel risky. You might worry about retaliation or being singled out. But that's exactly why we have a union. When you put your name on that paper, you're not standing alone; you're standing with me, with your brothers and sisters, and with the full protection of our contract, which includes whistleblower protections. At arbitration, an anonymous statement is just a whisper. It's easily dismissed. But a signed and dated statement carries real weight. It shows courage and truth. And most importantly, it gives me the power to hold management accountable.

You have every right to expect protection from your steward. And I promise you, I will fight like hell to make sure you're not retaliated against. But I can only protect what's real and documented. A signed statement is your shield, and it strengthens our case more than any anonymous note ever could. So, please, trust in me, trust in our union, and trust in the power of your voice.

When we speak up together—openly, and with conviction—we make real change.

Veronica Ramirez, Branch 2810

Baton Rouge, Louisiana

Hello, Capitol City Branch 129 carriers. We're more than halfway through this brutal summer heat. Keep pushing through; October is coming.

We had a very busy spring and summer at the branch. Our "Fight Like Hell!" rally was a rocking success. I estimate nearly 200 people were out there on Bluebonnet and Perkins. We finished the day with a get-together at the union hall, with red beans and chicken provided by Brother Donald Jones.

In May, we participated with the National Rural Letter Carriers' Association and rallied at the state capitol in downtown Baton Rouge.

In June, we as a group of branch delegates attended the Louisiana state convention in Houma. The convention was well attended, and very informative. Brother Jim Yates, as well as Region 8 NBA Steve Lassan, provided excellent training and insights into National's agenda. Branch 2464, Bayouland put on a heck of a convention.

In July, we hosted Attorney Vickie Jones, candidate for 19 JDC judge. She was very informative, and answered all questions. We will host another candidate, Vernon Thomas, at the August meeting; come prepared to ask questions.

We as a branch are active in local politics; Donald Jones, Robert Chaplin, Carlos Matthews, Lawanna Thomas and I have attended

AFL-CIO conventions, nomination conventions and Central Labor Council (CLC) meetings. Oh, by the way, I was elected earlier this year as a trustee on the board of the CLC.

Brother Michael Caref also paid us a visit in July, as he is running for national president of the NALC. He talked extensively about contract issues, and gave his take on possible solutions. I also joined him on his podcast, "Mike Drop Mondays."

We have our issues, but we will stand together and weather any storm, from within or outside.

T. Scott, Branch 129



Members of Kansas City, MO Branch 30 and other Region 5 offices celebrate their completion of KC Year 1 Steward College held in the Branch 30 union hall.

Charlotte, North Carolina

We at Branch 545 would like to wish all our members a very happy Labor Day, and we thank all our members who were able to make it out to the Labor Day parade. We hope everyone was able to enjoy some much-needed time off and was able to spend some time with family and friends. We also want to congratulate our brother, Candido Diaz, on the successful completion of Step B training and official Step B certification. We are all so proud of you and excited to see you apply your expertise to strengthen our grievance process, uphold our rights, and elevate our collective voice.

We would like to congratulate our fellow carrier, Terry Downing, on the recent retirement. Terry was assigned to our Downtown Station with 31 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 of 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

Football season is here, and by the time you read this article, the Bengals will more than likely already be fighting to stay out of the cellar in the AFC North. I hope I'm wrong, but I'm

not going to hold my breath. Soon the cooler weather will be here, which should be refreshing after the summer we have had. I really don't know how people in the South and out in Arizona can deal with their temps. Texas, no way; I'll stay right here and happily deal with these temps and the supervisors daily.

Safety has been a big topic here lately, like seat belts, which I don't understand why everyone isn't always wearing theirs. Not only is it the law and helps you get home safely at night, but it also slows you down. Curbing your wheels is another thing they are looking at, and I hope you are also using your parking brake. Take your time getting in and out of your vehicle, and make sure these things are always being done. We don't need anybody to get hurt while on the job, and any vehicles doing a rollaway runaway. No earbuds or phone use while driving is even another thing being looked at.

The other day, safety was in our building and following carriers out to and around their routes, and some of these carriers witnessed these so-called safety people not using their turn signals and using their phones and even doing paperwork while the car was in motion. What is that saying? Do as I say, not as I do. Who is policing these people?

Union meetings every second Thursday of the month in Forest Park. Knowledge is power.

In solidarity—

Chris Rought, Branch 43

Emerald Coast, Florida

During many stand-ups and union meetings I have constantly reminded the carriers to do their routes the same way every day. To take their breaks and lunches each day. We should always make the proper clock ring move, even if you are doing a leg on another route to get credit for what you do on your route or others.

I was talking to an officer in one of our sisters branches and was informed that in one of their offices, they were losing three routes due to routes showing fewer than eight hours and territory had to move to adjust for the shortages. Losing the three routes affected the senior carrier on down to the junior carrier. In that office, 41 routes were affected. I was also told that carriers were finishing their routes in less than eight hours, while not taking their breaks and lunches, and using their leave to finish their eight-hour tours. There is no reason for this to have happened. If you demonstrate that you can do it in fewer than eight hours, you can bet they will add to your route, which will affect another carrier in that office.

I always preach for you to do your route the way that it should be done. If you cut mail, per the supervisor's instructions, request a PS Form 1571. If you are requesting overtime, ask for the PS Form 3996 for overtime. We must protect ourselves and our routes by using your tools to protect you. The purpose of the route inspection is to identify and adjust the route as close to eight hours as possible, but management wants to cut routes and make you absorb more with less.

Congratulations to Cliff Greer on his recent retirement,

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Hopefully everyone has had a good summer. Now it's back to school, children out walking and biking to school, and a whole new level of activity in the neighborhoods. We were shown a very disturbing video of a young child getting hit by a vehicle backing out of a driveway. I know this can seem like a broken record, but it needs repeating. Take the extra time for a second look and consider the need for all of your vehicle movements. *Please* be very careful with all of your personal vehicle operations and in your postal vehicle, too.

With our new contract, there is a program being implemented regarding the New Employee Experience, Retention and Mentoring Program. There have been some test programs in the country, which have proven to increase retention rates, help employees adapt, bring greater job satisfaction, and help eliminate stumbling blocks new employees face.

The New Employee Experience and Retention Program takes the carrier from Day 1 and supplies them with all the relevant administrative information, introductions and a defined workweek, along with other necessary information. Early weeks have specific hourly restrictions that need to be adhered to.

The mentoring program, in order to be successful, needs experienced letter carriers willing to serve as mentors. Anyone interested, submit your name to your branch president/steward. Mentors will be an active part of the program for 120 days, unless either party chooses to terminate the arrangement. This should only help with some of the struggles in the office. They will meet regularly and will be available to help and answer questions. A more detailed description can be found in the July 2025 *Postal Record* in the staff reports.

Be safe.

Just a thought—

David Steichen, Branch 205

Fresno, California

Growing up I would hear “honesty is the best policy” and “the truth shall set you free.” All of you have heard these. So why do so many people lie? Others just flat refuse to share information that they should be sharing. Could it be they do not want to share information? Some even grin like jackasses while they are doing it. Actually proud of it. But, oftentimes they are seeking revenge against people they do not like. Somebody disagreed with them, or voted opposite to the way they had voted. Well now, they can't have that. So, they seek revenge. Wanting respect, yet act like the jerk in the White House. Plotting and planning behind closed doors with their posse. Oftentimes acting as if they are the branch president, when they are not. Believe me, they do not walk on water. I know of such people from different branches.

My dear late union sister Jackie White once said she heard a branch officer getting worked up in a hotel lobby. She told me, “If they

can't handle the job, they need to step down.” We are all union brothers and sisters. Nobody should have to put up with childish games. It reflects your entire group. A now retired branch president was having a disagreement with a branch member in the back of the room. Another carrier passed by. When the branch president saw him, he snapped, “And he is never going to go to a national convention.” He had nothing to do with the disagreement. Talk about revenge!

That union brother did end up going to several conventions. Our members should be united. Not lying, plotting, looking for ways to ruin someone's day. There are management positions they can apply for. I am sure they would fit right in.

Jesse Dominguez, Branch 231

Jackson, Mississippi

Branch 217 is proud to announce that Arthur “Peter” Cox has joined the 2 Million Mile Club, without an accident.

During our June branch meeting, senior letter carrier Arthur “Peter” Cox, a 45-year carrier, was recognized for his outstanding driving performance.



Arthur “Peter” Cox

Prior to that celebration, Mr. Cox was recognized at his home station, with members of local management, fellow letter carriers, clerks and several customers from his route present. A route that he served on for 35 years. Also, for those customers who could not attend the in-house celebration, there was an on-route celebration.

Peter started his postal carrier at the old North-Delta Station in February 1980. Peter has served several positions in the union, representing Branch 217 at state and national conventions.

Peter's remarkable milestone is a testament of his unparalleled dedication, professionalism and commitment to safety. Over the years, he has become a cherished figure in the community, known not only for his reliability but also his warm demeanor and friendly interactions. His contributions have set a shining example for both his colleagues and the next generation of postal carriers, embodying the true value of diligence and service excellence.

Glenn E. Greer Sr., Branch 217

Kansas City, Missouri

Congratulations to Branch 30 stewards George Knight (Barry Wood), Gia Hien “Kane” Nguyen (North KC), Kevin Williams (Parkway), Andrea Rodriguez (Waldo), Scott Ragsdale (GPO), Lindsey Beltran (Raytown), Sharon Hudgens (Independence MPO), Emily Bandler (Hickman Mills) and Mike Urnise (Lee's Summit). They, along with 11 stewards from the area, attended and successfully completed the Steward College Year 1 training presented by the Region 5 NBA's office. Led by Region 5 NBA David Teegarden and his staff of Larrissa Parde, Kyle Turner and Sara Schawl, the 3.5-

day course was conducted at the Branch 30 union hall.

The course provided the stewards information, knowledge and opportunities to refine and redirect their efforts in the preparation and submission of contractual and disciplinary grievances. And practical practice in group settings what they'd learned.

Sharon Hudgens, a 10-year steward, said the curriculum was well presented. “The fact that I had homework every night was refreshing. I really enjoyed the daily review sessions we had each morning. The input from the instructors and from the class gave me a new perspective on how I see things now,” Sharon stated.

Likewise, Kevin Williams, a 14-year steward currently serving as a Formal A rep, cited this as beneficial training for dedicated stewards. “The course was intense. It taught me what I should be doing and what I shouldn't be doing when preparing a grievance. Rather than asking questions, the course led me to use the *Joint Contract Administration Manual (JCAM)* and Materials Reference System (MRS) more frequently. I also got a better understanding of ‘protected activity.’”

Most letter carriers have no idea of the amount of personal/family time stewards sacrifice in defending us. If carriers had to write their own grievances with the steward giving approval for submission, would the NALC be stronger/weaker?

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello carriers!

Communication is a two-way street, particularly between a carrier and management. Lately it has been one-way in terms of determining overtime on a route. Carriers are advised not to engage in any discussions involving DOIS numbers as a basis for denial of a request for overtime. *M-41 Handbook*, Section 131.4 informs carriers what to do when requesting overtime and auxiliary assistance. The key point is that carriers must inform management as soon as it is realized that overtime will be necessary to complete the assignment. Management must be given the opportunity of what is to be done. The decision as to what to do is management's responsibility and they are to be followed as given. Obtain clear and concise instruction as to what they are to do. Instructions such as “clean it up and hold it to eight” is not clear and concise.

M-39 Handbook, Section 122.33 identifies numerous options available to them. Refusing to provide a PS Form 3996 is not one of them. If you have uncontrolled situations that will force you into overtime, please call the floor supervisor and let them know your status. Do not go into unauthorized overtime! Pull over, call, and ask them if you should continue to deliver or return to the office with the undelivered mail. If they direct you to stay out and finish the route, upon returning to the office, fill out a PM PS Form 3996 and PS Form 1571 (Cut Slip). If they send you assistance and you are still heading into overtime, call them again! Unauthorized overtime will get you on their PS Form 1017-B

Branch Items

(Unauthorized Overtime), which may mean a trip to the office for an investigative interview. Completion of said forms will keep you out of the office.

Tony Rodriguez, Branch 419

Louisville, Kentucky

Here at Branch 14 we've had some major changes over the last couple of months: new president, executive VP, vice president, treasurer, health benefit/retiree coordinator and trustees. With the changes have come much growth, and lots of members stepping up to fill spots.

In the month of July we were able to host our first Karaoke Nite to raise money for MDA, and followed up with our first Back to School Bash. It was a wonderful time spent with our members, and it felt great to give back to our members and their families. Now that school is back, here in Louisville we know that it's time for the state fair!

Summer weather has been killing us, but the Post Office let us know that, regardless of that, the flavor of this season is Sample Request, LOL. We've been hounded about doing these scans every day, and if you select "already passed," management wants to know why. Not that it's obvious that you already passed the address, and that the scanner's GPS can be inaccurate! They stooped to even giving PDIs. I'll keep you posted on the progress, but somehow I feel they'll mess this up as well, LOL.

Adriane Shanklin, Branch 14

Marrero, Louisiana

As we celebrate Labor Day this September, it's a time to reflect on what the labor movement truly represents and how we, the National Association of Letter Carriers (NALC), are part of that proud tradition.

The labor movement was built by working people standing together for dignity, fairness and respect. From coal miners and school teachers to auto workers and city letter carriers, it has always been about the men and women with calloused hands, who punch a clock, deliver the mail, work in all kinds of weather, and know what a hard day's work really is.

Before labor unions, workers had no voice. Factory owners demanded 12- to 14-hour shifts, seven days a week, with little concern for safety or quality of life. Organized labor changed that.

Because of the labor movement, we now have the eight-hour day, scheduled time off, paid holidays, health care, retirement benefits and legal job protections. The labor movement gave working people power and a voice at the table.

Dr. Martin Luther King Jr. once said, "The labor movement was the principal force that transformed misery and despair into hope and progress."

Republican President Dwight D. Eisenhower understood labor's importance when he said, "Strong, responsible unions are essential to industrial fair play. Without them, the laboring

man would be helpless against the exploitations of the employer."

This year, the United States Postal Service celebrated its 250th anniversary. And we, the city letter carriers of the NALC, will carry that mission forward for the next 250 years and beyond.

On Labor Day, we don't just celebrate a holiday. We honor a movement that built the American middle class and continues to fight for working people today.

In solidarity,

Abraham Askar, Branch 4323



Three Minneapolis Br. 9 stewards stood up for carriers in a dispute over scanner data. Pictured (l to r) are Ken Jambois, Chris Hough and Crystal Spiel.

Minneapolis, Minnesota

There is a popular saying nowadays: "You play stupid games, you win stupid prizes!"

The three people in the photo above are the team of steward leaders at Brooklyn Center Station. They are Ken Jambois, Chris Hough and Crystal Spiel. Recently, they delivered a prize to management with a neatly tied bow on top!

Our story starts with some unnamed management savant coming up with the brilliant idea that every station in the Minneapolis Installation post individual data showing all the time that the carrier's scanner stopped moving. This (of course) is ridiculous, because the movement of the scanner doesn't measure whether the carrier is working. We all know that, but this is a story about stupid games, so just go with me here.

After local management posted the report, Ken took the lead by informing management that they couldn't publicly post individual data. Management didn't care. They believed that posting the data would decrease the total amount of stationary events. They were wrong.

These steward leaders have worked tirelessly serving the carriers, earning their respect. So, when Ken urged everyone to study the report and make sure that the reporting was accurate, everyone listened. The entire station of carriers gathered around the report and began discussing the information. After a few minutes, the morning supervisor realized that this plan to reduce stationary events had just backfired. Every minute that was spent by carriers looking at this report was a lost hour of productive street time. Management's plan

had failed. Eventually, they compromised and hung the report in the manager's office. Not another word was said about the (stupid game) stationary events report.

The moral of our story: Next time management reveals a new stupid game, these three leaders will be prepared to deliver *all* the appropriate prizes.

Together, we're unstoppable!

William Mathes, Branch 9

Monterey, California

Are you all staying safe and keeping cool this summer? The weather has been unforgiving in some areas of our country, and hats off to all who are carrying the mail in these areas!

The threats to the Postal Service are real, here and constantly on my mind. I've written email after email hoping that, at some point, someone will have a lightbulb moment and realize that many will be harmed if the Postal Service is demolished. Rural areas will suffer, costs will escalate and the biggest employer of America's veterans will die an excruciating death.

What's with appointing someone with a major conflict of interest as PMG? I wasn't a fan of DeJoy, but this guy has ties to FedEx. Do we really believe he will have our best interests at heart?

I hope some B Team members can be brought on board to get grievances resolved within the 56-day agreement. Justice delayed is justice denied! What's with management citing DOGE in settlements when money is involved? This is a new twist.

When this is printed, our state convention will be over, old friends seen, and hopefully some great ideas for fighting the good cause. I'm excited to see what's in store.

If you haven't attended a union meeting, you should think about it. The union will tell you the truth about your rights, how to protect yourself and how to deal with abusive management. You won't get that information from management; trust me on that! Have you read the local agreement? It is filled with great information about your rights! If you don't have a copy, ask your steward. Agreements on annual leave, recognized light-duty assignments, and so on. It's great stuff.

United, we bargain; divided, we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

Greetings, brothers and sisters.

I wish to congratulate the elected officers, shop stewards and delegates from Branch 124 on their recent election.

It's been a hot summer. Some days hitting triple digits with the heat index. Do hydrate! Take breaks! Remember, safety first! We have one more quarter and the year is over. September is around the corner.

It certainly was a pleasure seeing new ones attending the convention. Do continue to come to your branch meetings and grow. When you're ready, run for office, shop stewards, or whatever position you would like to attain. You

are the future face of the Postal Service, so by all means, take the reins!

When you attend meetings, bring another member. Share your thoughts with other co-workers who may not attend meetings. Invite your fellow carriers to the meeting. There is great strength in numbers. A house united cannot be divided! It's up to you guys to save the Postal Service from itself. When the going gets tough, the tough get going. Do your best! Endeavor to persevere! Encourage, engage, educate and indulge one another in your quest for the ultimate goal...retirement!

It's been my honor, pleasure and privilege to serve as branch scribe and director of retiree for LSALC! I thank you all for your vote of confidence. Union strong!

Always stand together, never wavering or faltering. Give to LCPFI!

As always, yours in solidarity and unionism—

Marshall Wayne Smith, Branch 124

North Florida

Hopefully this article is timely in nature. On Wednesday, Aug. 6, it was announced that the Department of Veterans Affairs terminated most of its union contracts. This included five unions that bargain with the VA. All this stems from President Trump's executive order issued in March citing the 1978 Civil Service Reform Act to strip most federal workers of their bargaining rights under the auspices of national security. This also happened to TSA workers earlier this year. This action is in violation of OPM's instructions to wait until the conclusion of litigations that are pending.

Imagine what would happen if our contractual rights were taken away. Salaries, rights to representation if disciplined, safety regulations, breaks, etc., would be at management's discretion. There are many of you who are on social media bashing the union and its officers. Wouldn't it be more effective if those efforts were used to contact your representatives about this kind of union busting?

Management nationwide has a program to delay outgoing mail on a daily basis. Outgo-

ing mail is sent to the plants each morning and then does not go out again until the next morning. Recently in our Ormond Beach main office, mail was delayed for two days going out because the driver said his truck was already full. With that kind of customer service, it is only a matter of time before USPS self-destructs.

Bob Henning, Branch 53

Portland, Oregon

Earlier this year, Branch 82 moved into a new building. Who knows if we will ever finish unpacking. However, I recently had the opportunity to sort and organize the old issues of our newsletter, the *B-Mike*. I'm pretty sure this task would have been terribly dull for most people, but it was a thrilling endeavor for me. I discovered newsletters going back to 1954 and convention minutes from 1953, and they are all in great condition. I also found original instructions from our branch for carriers to go back out to their routes in the evening to collect money for MDA. What a special find! (We also have stacks and stacks of *Postal Records*.)

For all of these decades, Branch 82 has used the newsletter to inform and unite the membership. I am proud to have my name on the list of members who have worked as the branch scribe. I take a pile of ideas and turn them into 16 pages of information 11 times a year, and I'm very happy to be sitting in third place in the country for the result of my work.

Communication within a local is vital. A newsletter is the best way to get information to every single member in the branch. Whether it is notification of the time and place of meetings, election announcements, or fights we are having in Congress or on the workroom floor, it is essential for all members to be well informed.

Thank you to the many hands who have kept such good care of all this paper since at least 1953, and thank you to all of you editors out there who stay up late to make that deadline to get the news to their members. Keep sending them out, and carriers—read those newsletters!

Suzanne Miller, Branch 82

Racine, Wisconsin

Hippopotamuses can't swim, they gallop on the riverbed. Hippo bones are too big, can't float.

"I am" is the shortest complete sentence in the English language. Say what? Isn't that a complete sentence? I'll ask Phil Dine. That's my first go-to article I read in the *PR*. Phil's articles regarding word placement, how to properly use nouns, adjectives and verbs to save words is better than my English class in high school. When you're working with 300 words, every word counts.

Been thinking about the "Big Beautiful Bill" that at one time included devastating federal retirement cuts. Fortunately, they were all removed. If those cuts were included, wouldn't representatives and senators be voting against their own self-interest? They are, after all, federal employees. So, basically, they would be

voting themselves a pay cut. You know that wasn't going to happen.

Congress has OSHA in the crosshairs. Some members of Congress are trying to introduce legislation curtailing or eliminating OSHA. OSHA is responsible for ensuring safe and healthy working conditions. Lawmakers believe OSHA oversteps and is burdensome with excessive regulations. Eliminating OSHA could prove devastating. While this is a valid threat, OSHA remains vital, intact and functioning. This is dangerous legislation.

Our incoming PMG comes to us with an anti-union and privatization past. The NALC has moved mountains before. Vigilance and being one step ahead are key.

Moving forward, I'm attempting to make the transition from Branch Items to Retiree Reports in the *PR*. Retiree Reports will be less Branch Item-ish and more the whole picture. Of course, spreading around a little nonsense and "what the?" kinda moments is par for the course. It's moving day.

Chris Paige, Branch 436

Rockville, Maryland

I want to thank RAAs Tonya Detrick and Hugh McElroy for a recent stack of impressive pre-arb wins. Included in this stack of wins were five resolutions paying our members an additional \$14,600! And, these carriers were already paid an additional 50 percent for all hours worked past the maximums. These wins were out of Frederick and the Rockville Main Office. The issues were PTFs and CCAs working past 11.50 hours per day and ODLs working past 12 hours per day or 60 hours per week. The violations occurred in 2022, and the grievances were recently settled. These cases were well documented, so I also want to thank the stewards who put these cases together. This was a team win. Other pre-arb wins were cases from Burtonsville, Gaithersburg, Damascus and Germantown.

The "One Big Ugly Bill," H.R. 1 that Trump has been bragging about, is the worst legislation ever passed in this country! The vast amount of tax breaks goes to people making more than \$10 million per year, and the billionaires made out like Robin Hood in reverse. This legislation destroys the poor and working people in America. The bill also adds \$4.1 trillion to the deficit. That's \$4,100,000,000,000! Every man, woman and child in this country could get a check for \$12,000, and that still would not add up to \$4.1 trillion!

Elon Musk is worth \$421 billion as of today, Aug. 8, according to Google. If he spent \$1 million per day, every day, for 1,153 years, he still would have \$155 million! This is obscene! How much money is enough, while the poor and middle class has to scratch and claw to pay their monthly bills?

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

Actions speak louder than words, as they say, and it's no surprise that the current administration has no use for federal workers.

Notice

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

Branch Items

Musk and his DOGE acolytes took direct aim at federal workers in the early months of this administration.

Keena Smith, legislative and political organizer for the American Federation of Government Employees (AFGE), stated that “this administration has launched a coordinated assault on the federal workforce through a series of executive actions aimed at dismantling federal agencies, silencing unions, stripping away worker protections and privatizing public services.”

She added: “These actions are not about efficiency, they are about profits and power, putting billionaires and private contractors ahead of everyday Americans. The Big Beautiful Bill of tax breaks for billionaires and corporations comes at the expense of federal workers whose jobs are on the line and cuts to federal agencies that serve everyday Americans that are being used to foot the bill.”

David P. Steiner, the president’s choice for postmaster general, is a former CEO of Waste Management (where he bragged about his union-busting efforts) and a board member of FedEx (one of the Postal Service’s primary competitors), which raises serious concerns about his intentions.

Currently, Reps. Nikki Budzinski (D-IL), Jack Bergman (R-MI), Chris Pappas (D-NH) and Andrew Garbarino (R-NY) have formed a new four-person bipartisan congressional caucus aimed at improving the U.S. Postal Service by protecting employees, stopping consolidations in rural areas and improving staffing shortages.

Budzinski said that they plan to push back against postal privatization, improve speed and service to the American public, and protect good-paying union jobs, and added, “I look forward to working together to ensure USPS remains a public good that effectively serves all Americans.” The fight is clearly on, and we need to be prepared.

Tom Schulte, Branch 343

Seattle, Washington

Anyone who might read the things I write could draw the conclusion that I believe management personnel are not completely truthful. And they’d be right. Management will lie to you because it does not serve them to tell the truth.

They will lie to you about how much time the mail will take in the office. They will lie about how much time it will take you to deliver on the street. So, in a nutshell, management personnel are liars. Not filthy liars, as you can usually catch a whiff of them stalking the workroom floor easily enough. Mostly as they’re so hosed down with foo-foo juice they smell like they’re fresh off the boat from Epstein Island. Most probably, they take a bath often enough, but generally they bathe themselves in lies, because that’s what serves them.

Maybe the terms “liars” and “lies” are a bit too harsh. Let’s say management is disingenuous when they deal with the workforce. Who knows? Maybe they lie to themselves about the viability of their numbers, and how unworkable they are, and how woefully they fail to transfer to the workaday world.

But then, what is a lie anyway? A lie repeated often enough can become a new truth. An

alternative fact that transfers from fiction to fact by constant repetition can be hailed as gospel, and its messenger a messiah.

Every route is an eight-hour assignment. Is not! Is so! Is so! Is so! Unfortunately, it’s the carriers who have to swallow these poison pills of misinformation and try to make sense out of it, when they are out on the street, in the twilight, hoping there’s enough daylight left in the day to read a name and address.

Be best!

Don Nokes, Branch 79



Framingham, MA Br. 334 members watch as a pedestrian bridge named for member Richard Walker, who died on his route in 1994, is rededicated with a new plaque. Branch Steward Matt Drapala led the effort to replace the old, worn-down plaque.

South Jersey, New Jersey

Let the games begin! It appears the New Jersey District is beginning to conduct unilateral route inspections this fall, so this should begin the grievance process in all installations chosen. District representatives have notified us they are intending to start doing route inspections, but have already violated the contract by not following all the guidelines required in the *M-39* before conducting any route inspection. I will not divulge those violations here, because I know my articles have been known to be read by those managers in this district.

Let’s be real here; management has never been successful when they try to do unilateral inspections, so what makes them think this time will be any different? We will begin training our offices on the proper way to conduct an inspection, which I thank management for in advance. With all the new carriers coming on board, and those who really don’t understand the process, this will give us a chance to get those carriers up to snuff on what to expect and how to hold management accountable for violating the guidelines of the *M-39*.

If history is any way to determine how this will pan out, I can guarantee you it will end up costing the Postal Service a lot of time and money by doing this on its own. I know they think by looking at data they don’t need us to help them with these evaluations, but you know as well as I do, data is only as good as the person imputing it! When it comes to evaluating offices, it is the NALC representatives who can navigate through the numbers to come up with a true evaluation everyone can live with. I hope they see the problem by doing this on their own and bring us back in ASAP.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Many take the summer grind for granted, but it is not to be messed with. The mail is so light that it brings pivoting and forced overtime in some cases. But every generation of letter carriers has fought through their respective challenges.

But stuff isn’t so funny when the culprit is you. Some of our new employees don’t have the experience to compare. Most of the experienced carriers are quick to judge the next generation of carriers. “They are different.” The reality is that the membership has changed so quickly. So, who can they learn from/watch from a distance? The carriers they mimic are the pandemic babies (carriers who were hired and spent most of their career during the pandemic). That was a time of survival. The rules were not enforced just so that the mail got delivered.

As leaders, we must change our mindset. We must embrace the challenges before us and actively mentor these carriers. It’s easy to criticize, but if we turn the other cheek, we only create worse situations for ourselves down the line. Get involved! Stop crying and help the next letter carrier.

It will take time for the New Employee Experience, Retention and Mentoring Program (NEERMP) to take root. The first challenge is to get volunteers. The same people who cry the most are the first to turn down the opportunity to volunteer and make an impact. Don’t blame the union. The same union leader is the steward/OJL/Custom Connect rep/mentor, etc. And yet, they get criticized!

We are all in this thing together. Management could give two \$%^& about us! They want us to be robots. While we are not perfect, we exhibit character, resilience and intestinal fortitude on the daily. So, stop crying, help your brethren, and feed your family.

#ThereIsNothingLikeALetterCarrier!

Eric Jackson, Branch 725

Springfield, Ohio

A long time ago, in a galaxy far, far away, there was a company called USPS. They were in the business of delivering mail. They had clerks who sorted the mail and carriers who delivered the mail. When everyone did their job and worked together, the mail arrived at its destination in a timely manner. When someone moved, the change-of-address notice came to the carrier and they made a copy of it to keep at the route. Not only did they know who was moving, they also knew where they were moving to. It was a good system.

Then, someone who was paid a lot of money but didn’t have much to do decided there was a better way. Automation was the answer to everything, sort the mail faster, process COAs quicker. As automation took over, it coincided with the rise of the omnipotent internet. Mail volume dropped, yet it kept taking longer to machine sort less mail. The COA system that used to work turned into a game of chance. The carrier didn’t learn of a resident moving until a sticker told them they had moved. Even then, sending the mail to the magnificently malevolent Michigan processing center is risky, as the mail piece may or may not be forwarded. The carrier may see the same mail piece again and

again in a never-ending Groundhog Day loop. Ah, the good old days, when there were letter cases and flat cases and flats galore.

On the bright side, the most awful time of the year, aka summer, is almost over. TGIAF—thank God it's almost fall. Branch meetings are the second Thursday of the month. Pizza and pop at 6:15.

Jerry Martens, Branch 45

Stamford, Connecticut

While delivering his route on Saturday, July 14, Branch 60 member and 32-year veteran carrier Derek Decou encountered a severe pop-up thunderstorm with very heavy winds. The winds were so strong that a cable repairman was blown off his ladder and into the street.

Derek came to his rescue by getting the repairman out of harm's way and off the road so that he wouldn't be struck by traffic. He got him to the vehicle, called 911, and waited for them to arrive.

All in a day in the life of a letter carrier. Way to go, Derek!

Mike Ely, Branch 60

Staunton, Virginia

Our branch's longtime president, Tom Miller, is retiring this September. During his tenure, the branch earned an award for 100 percent organization, delivered tens of thousands of pounds of food to our local food bank, and navigated many tough times like the pandemic. The fact that the carriers in Staunton are a close group has much to do with Tom's leadership. His retirement is well deserved, and we wish him years of enjoyment and time with family and friends! We look forward to celebrating with him at his favorite restaurant in town.

Our new secretary-treasurer, Mike Hammer, is getting up to speed. His conscientiousness is an asset to the branch.

It's been an honor to assist our NALC family in another branch for the past few weeks. I am reminded that these teams of untrained, unorganized and sometimes worse managers who run the carrier operation these days make a heavy workload for stewards. Even experienced stewards can hardly keep up. If you see something, say something, and be as detailed as possible.

Management excels in a couple ways, delay and deflect. Delay steward time, delay providing documentation, delay labor management meetings, delay investigations, delay posting ODL lists, delay approving leave slips and more. Deflect the blame in any way possible: We are short staffed, we didn't know that rule, the union isn't timely, my higher-up boss told me to do it. Anything to avoid taking the time to do their jobs contractually, and then anything to avoid a grievance when they break the rules. Frustrating!

But many hands make light work. Please step up and fill in the vacancies in your branch. There is a good group of trained reps in Virginia who are more than willing to mentor you. This need is *urgent!*

Solidarity—

Cindy Connors, Branch 513

Toledo, Ohio

The 72nd Biennial Convention of the Ohio State Association of Letter Carriers and the fifth of the state auxiliary kicked off Thursday night, Aug. 7, with a welcome reception for the delegates at Table Forty 4 in downtown Toledo.

Promptly at 1 p.m. on Friday, the color guard from VFW Post 2898, with branch members Patrick Downs and Steven Hayes participating, presented the colors after President Jeff Kranz called the convention to order. Retired member Ron Tremp sang the national anthem and the pledge was led by retired member Wilia Ashford. Pastor Melvin Barnes, also retired, led the invocation. Auxiliary President Sandy Williams conducted a memorial service for members lost since our last convention. The credentials committee reported 300 delegates in attendance, including national and state officers.

Toledo Mayor Wade Kapszukiewicz proudly spoke of Toledo's many improvements and accomplishments, including a detailed accounting of Owney, the postal mascot enshrined in the National Postal Museum in DC. According to the mayor, Owney was shot and killed as ordered by the postmaster of Toledo.

Rep. Marcy Kaptur congratulated the organization on our success in gaining passage of the Postal Reform and Social Security Fairness Acts during her speech.

Nominations were made for officers and board members, with all current members re-elected by acclamation.

On Friday evening, delegates had the options of a boat ride downtown, shuttles to the Hollywood Casino or various locations downtown, a free concert at Promenade Park on the river, and enjoying comradery at the two-story hospitality suite. With so much going on and so much more to say, being limited to 300 words besides, I will have to wait until my next article to cover the rest of the story.

Ray Bricker, Branch 100

Tri-Valley, California

The schedule 2025 local negotiations and implementation period (May 27 through June 26) has passed. In most of our offices, there were little to no changes in the local memorandum of understanding (LMOU). However, there were a few managers who had concerns about their respective LMOU. Nevertheless, our negotiation team for the branch did not intend to open any negotiations to make changes to the current LMOUs with management. And if any of the offices failed to reach an agreement, management may impasse its concerns for a resolution to arbitration. Our team is more than ready to dispute management's assertions that the current LMOUs are inconsistent or in conflict with the National Agreement through the appeal process.

First and foremost, I want to thank Region 1 RAA Jeffery Frazee for providing LMOU negotiation training. I also want to thank NALC's Contract Administration Unit for providing an updated guide to local negotiations. Jeff's training, along with the guide help our negotiation team, including me (lead negotiator), navigate through a time-consuming/intense process of negotiating at the local level in the best interest of letter carriers.

Since the start of full collective bargaining in 1971, letter carriers' contractual rights and benefits have been negotiated at the national level. However, some subjects have been left to the local parties to work out according to their own preferences and particular circumstances. Article 30 of the National Agreement lists 22 subject items that parties may negotiate locally to create an LMOU.

Lastly, a special thanks to our branch team members: Executive Vice President Albert Reyes, Senior Vice President Alex Lopez and Vice President Rochelle Harvey. Without all of your stellar efforts throughout the LMOU negotiations, the branch could have not succeeded like it has for over the last quarter-century during this process. Great job.

James C. Perryman Jr., Branch 2902

COLA: Cost-of-living adjustment

- The fifth regular COLA under the 2023-2026 National Agreement will be **\$790**. The COLA was finalized following the release of the July 2025 consumer price index (CPI). The fifth COLA is based on the increase in the CPI for urban wage earners index (CPI-W) between the base index month and July 2025, less previously calculated COLAs, and will be payable beginning with Pay Period 20.
- The projected 2026 COLA for the Civil Service Retirement System (CSRS) is **2.5 percent**, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following the release of the July 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 **2.4 percent** following the release of the July 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.

Election Notices

Arvada, Colorado

This is an official election notice to all members active and retired of Branch 4405. Nominations will be accepted for the position one three-year trustee. Candidates running for any office may only accept a nomination for one single position. Nominations will also be held for 10 delegates to the 2026 state letter carrier convention and 10 delegates to the 2026 national letter carrier convention held in Los Angeles, CA. All nominations will be held at the regular October meeting on Oct. 15 beginning at 6:30 p.m. at 7985 Vance Drive, Suite 208 in Arvada. The president will be an automatic delegate to the convention by virtue of office. All members in good standing who have not served in a higher-level management position for any period of two years prior to the nomination date are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the elections committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved within the last year. This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 19. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 19. Write-in votes will not be permitted. The election committee will tally the votes at the November meeting on Nov. 19. The results shall be read thereafter.

Pamela Daily, Rec. Sec., Br. 4405

Athens, Georgia

This is to serve as an official notice to all active and retired members of Branch 588 that nominations for Branch 588 officers will be held at the regular branch meeting on Thursday, Oct. 2. The meeting will begin at 7 p.m. and will be held at Athens Clarke County Library on Baxter Street in Athens.

Candidates may accept nominations for only one office. The positions for nomination are as follows: president (automatically delegate for state and national convention), vice president, secretary, treasurer, sergeant-at-arms, health benefits and MBA representative, two stewards, three trustees, up to seven state convention delegates, and up to seven national convention delegates. All nominees must certify by written request or in person that they have not served in a supervisory position or made application thereof in the past two years, whether one day or fraction thereof, in order to be eligible.

Secrets ballots will be mailed to your last known address. If you have moved, please contact the branch and update your address ASAP.

Members who do not receive a ballot by Oct. 23 should contact Branch

588 ASAP.

The mail-in ballots will be counted by the election committee at Branch 588 regular meeting on Nov. 6.

Cynthia Smith, Treas., Br. 588

Augusta, Georgia

This is an official notice to all members of Branch 263 that nominations for president, vice president, secretary-treasurer, health benefits representative, sergeant-at-arms, three trustees and shop stewards will be accepted at the branch monthly meeting on Oct. 14. The meeting will be held at 7 p.m. at CWA Local 3207, 3846 Leigh St., Augusta. Members who wish to be nominated for office should be present to indicate a willingness to serve or to provide written consent to the branch secretary-treasurer prior to the nomination 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 14 days before the election. Requests for an absentee ballot must be in writing and mailed to the secretary-treasurer. The postmark will be used to determine the time limit of 14 days.

Only members within each zone will be permitted to vote for their stewards.

Nominations for the 2026 state and national convention delegates will also take place at the Oct. 14 branch meeting.

Elections of branch officers, delegates to the national and state conventions and shop stewards shall be at the November meeting.

Athena Franklin, Pres., Br. 263

Beloit, Wisconsin

In accordance with Article 5 of the NALC Constitution and Branch 715 bylaws, this is an official notice to all members of Branch 715 that nominations for the offices of president, vice president, steward, secretary, treasurer, alternate steward(s), health benefits representative, MBA representative, sergeant-at-arms and three trustees 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. Any active or retired member in good standing is eligible to serve as an officer or convention delegate. Retired members may not vote for the offices of steward or alternate steward(s).

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 5 p.m. on the day of the Nov. 20 regular branch meeting. Ballots will be counted and results announced at that meeting.

The officers and board of trustees shall serve a term of two years or until their successors are duly elected and installed. Installation of officers will be

held at the regularly scheduled Dec. 18 branch meeting.

Tom Fritz, Sec., Br. 715

Bethlehem, Pennsylvania

This is an official notice to the membership of Branch 254 Merged that the nominations for the following officers for a term of three years will be taken at the regular branch meeting the second Thursday of October, Oct. 9, at the BVFA, located at 6 Hillmond St., Bethlehem: president, vice president, recording secretary treasurer, legislative liaison, health benefits rep, MBA rep, three trustees, social director, sergeant-at-arms, safety officer, and shop stewards allowed according to the National Agreement.

Elections will be held at the Nov. 13 regular meeting in person and by secret ballot.

At the October meeting, nominations will also be taken for delegates to the 2026 national convention and the congressional breakfast for 2026. Nominees must meet the requirements in accordance with Article 5 of the NALC Constitution and the branch bylaws, Article III, Section 6A, at the time of nomination.

Suzanne Perry, Sec., Br. 254

Bossier City, Louisiana

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

Nominations will be held at 6:30 p.m. on Tuesday, Oct. 21, at the regular scheduled meeting at Sissy's Playhouse, located at 2328 Barksdale Blvd., Bossier City. Members should be present to make or accept nominations.

Elections are to be conducted by secret mail ballot. There will be no write-in votes for candidates not officially on the ballot. The last day on which ballots must be received is Nov. 18. Ballots will be counted that night at the regular branch meeting located at Sissy's Playhouse at 2328 Barksdale Blvd., Bossier City.

Mary Somchai, Acting Pres., Br. 4617

Bozeman, Montana

This is to serve as official election notice to all members of Branch 1028. Nominations for delegates and alternate delegates to the Montana State Association of Letter Carriers convention and the NALC national convention will be accepted in person or in writing at the regular October branch meeting on Oct. 8. Willingness to serve must be accepted by the branch secretary within seven days of nomination.

Elections will be conducted by secret mail ballot at the regular November branch meeting on Nov. 12. Any branch member in need of a replace-

ment ballot may request one by writing to: Election Committee, P.O. Box 11315, Bozeman, MT 59719. All ballots must be received by the election committee by 5 p.m. on the day of the election.

Rob Nash, Sec., Br. 1028

Bridgeport, West Virginia

This is an official notice to all members of Bridgeport Merged Branch 4458 regarding nominations for all branch officers: president, vice president, secretary-treasurer, sergeant-at-arms, health benefit representative and board of trustees (three). Nominations will be held at the regular monthly meeting on Wednesday, Nov. 12.

Elections will be held at the regular monthly meeting on Wednesday, Dec. 10. Those elected will serve a two-year term.

Bradley Foster, Sec., Br. 4458

Brooklyn, New York

This is an official notice to all Brooklyn/Staten Island Merged Branch 41 merged members: In accordance with the NALC Constitution and Branch 41 bylaws, nominations for delegates to the 2026 national convention will be held at the regular branch in-person meeting on Nov. 18. The 74th Biennial Convention will be held in Los Angeles, CA, Aug. 3-7, 2026.

John A. Cruz, Pres., Br. 41

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

Central California Coast

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 52, this is the official notice of nominations and election of officers and delegates of Branch 52.

Nominations for the election of officers of Branch 52 will be the first order of business at the regular branch meeting at 7 p.m. on Thursday, Oct. 9, at the Best Western Big America Conference Room, 1725 N. Broadway, Santa Maria. Candidates must accept nominations at the time made or, if absent, in writing by the end of the meeting. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, executive vice president, vice president/health benefits representative, recording secretary, treasurer/financial secretary, legislative liaison/MBA representative, sergeant-at-arms, three trustees, and delegates and alternates to the national and state conventions.

The terms of office will be two years, beginning Jan. 1, 2026. The candidates elected president, executive vice president, vice president/health benefits representative, recording secretary, treasurer/financial secretary and legislative liaison/MBA representative in the forthcoming election, by virtue of their office, will automatically be delegates to the national and state conventions that will take place during their terms of office.

The election will be conducted by secret ballot at the regular branch meeting beginning at 5:30 p.m. on Thursday, Nov. 13, at the Best Western Big America, 1725 N. Broadway, Santa Maria. Any member who, for any reason, will be unable to vote on Nov. 13 may obtain an absentee ballot by writing (no sooner than Oct. 10) to the election committee of Branch 52 via: P.O. Box 5056, San Luis Obispo, CA 93403-5056. Requests for absentee ballots must be received by the election committee no later than the close of business on Friday, Oct. 31.

Write-in votes will not be permitted.

Raymond Pauley, Rec. Sec., Br. 52

Charleston, South Carolina

This is an official notice that Branch 3902 will hold its nominations for branch president, vice president, secretary, treasurer, health benefits rep, director of education and sergeant-at-arms. These officers will automatically be delegates to the South Carolina state and national conventions. The nominations for officers will be during the month of November.

The elections of officers will be held in December at the regular scheduled meeting. The election term is for a period of two years. The remaining delegates shall be elected in accordance with the *NALC Constitution*.

All candidates for officers or delegates shall be present at the meeting when nominated, or signify in writing their willingness to serve if elected. Branch steward will be nominated and elected by the general membership.

Donald Flippen Jr., Sec., Br. 3902

Charlottesville, Virginia

This is official notice that Branch 518 will be holding nominations for the following elected positions at the regular monthly meeting at 7 p.m. on Nov. 20: president, vice president, secretary, treasurer, sergeant-at-arms and trustees. Elections will be held at 7 p.m. on Dec. 19 during the regular monthly meeting. The location of both meetings will be at 1015 Sheridan Ave., Charlottesville.

All Branch 518 members in good standing are qualified to vote. If you are unable to attend the December meeting, please request an absentee ballot by email to electioncommittee518@gmail.com or by mail to P.O. Box 6665, Charlottesville, VA 22906, Attn: 518 Election Committee. Absentee ballots may only be requested after Nov. 20 and must be received by the election committee no later than two weeks prior to Dec. 19.

Clancy Glover, Pres., Br. 518

Chicago, Illinois

This is official notice to all members of Branch 11. Nominations of delegates to the 2026 Illinois state convention June 26-27, 2026, in Peoria and the national convention Aug. 3-7, 2026, in Los Angeles, CA, will be held at the regular Branch 11 meeting at 7 p.m. on Nov. 13 at the Branch 11 headquarters, the James E. Worsham Building, located at 3850 S. Wabash Ave.

Election of delegates to the 2026 Illinois state and the national conventions will be held at the regular Branch 11 meeting on Dec. 11.

Nominations and the election will be held in accordance with the *NALC Constitution* and the Branch 11 bylaws.

Yolanda R. Cavett, Rec. Sec., Br. 11

Cuyahoga Falls, Ohio

This is an official notice to all members of Branch 1629 that nominations for delegates to the 2026 national convention in Los Angeles, CA, in August 2026 will be held at the regular union meeting at 7 p.m. on Wednesday, Nov. 5, at the American Legion Post 281. Per our bylaws, the president, V.P., secretary and treasurer are automatic delegates.

Election for delegates will be held at our regular meeting at 7 p.m. on Dec. 3.

Sarah Uyek, Sec., Br. 1629

Denver, Colorado

This is official notice that the Mile Hi Branch 47 will conduct nominations for the following branch officer positions: president (full time), vice president (full time), recording secretary, financial secretary, treasurer, collector of Mutual Benefit Association representative, NALC health benefit representative, assistant NALC health benefit representative, three (3) boards of trustees, sergeant-at-arms and AFL-CIO delegates (five), as well as all whom wish to be delegates to the 2026 state and national convention(s) and branch stewards.

All members in good standing are eligible for nomination to be delegates. The regular branch meeting is to be held Tuesday, Oct. 21. Officers elected are for a two-year term to start

on Jan. 1, 2026. The meeting is scheduled for 7:30 p.m. at the branch hall, located at 5151 W. 1st Ave., Denver. The nominees must be present to accept their nomination or provide written acceptance of said nomination to the secretary by 7:30 p.m. of October's meeting, per Article 9, Section 1, Paragraph E of Branch 47 bylaws.

Elections will take place by secret ballot in the month of November, which must be received by the election committee by 10 a.m. on Nov. 17, as per Article 9, Section 2, Paragraph D. The results will be announced at the November meeting on Nov. 18.

Reimbursed delegates for the national/state convention must meet the criteria set forth in Article 9, Section 4, Paragraph C.

Elections of stewards will take place by secret ballot in the month of November in station, which must be received by the branch by Nov. 18, per Article 9, Section 5, Paragraphs G. Stewards elected are for a one-year term to start on Jan. 1, 2026. The results will be announced at the November meeting on Nov. 18, if there is an election.

Delegates' names will be read, if there is not an election, at the November meeting.

Cindi Barela, Sec., Br. 47

Derby, Connecticut

This is an official notice to all members in good standing of Branch 109 that nominations will occur at the branch monthly meeting at 7 p.m. on Oct. 1 at the Elks Club, 73 Elizabeth St., Derby. The following officers will be available for nomination: president, vice president, secretary, treasurer, sergeant-at-arms and three trustees.

The nomination results will be discussed at the Nov. 5 meeting. Each officer will serve a term of three years. An election committee will be established at the Sept. 3 meeting.

Voting of officers will take place at the Dec. 3 meeting and elected officers will assume office in January 2026.

Dan Simone, Pres., Br. 109

Detroit, Michigan

This is a notice to all Branch 1 members that nominations for delegates to the 2026 NALC national convention Aug. 3-7 in Los Angeles, CA, shall take place at the general membership meeting on Nov. 13, which shall be virtual. All candidates shall sign in writing indicating their willingness to serve. The acceptance form of a member nominated must be received by the branch secretary no later than at 9 a.m. the following Monday.

Peter Palmer, Sec., Br. 1

Durham, North Carolina

This is to serve as an official notice to all members of Branch 382 that nominations for a two-year term for the offices of president, executive vice president, vice president, treasurer, secretary, sergeant-at-arms, health benefits representative, two trustees, and national and state convention delegates shall take place at the regular branch meetings at 7 p.m. on Sept. 23 and Oct. 28 at 4122 Bennett Memorial Road, Ste. 300A, Durham. All nominees

can accept a nomination for one office and must be present at the time of nomination at the September and October meetings or have written consent on file at the time of nomination.

The election will be held at the regular branch meeting from 6 p.m. to 8 p.m. on Nov. 25 at 4122 Bennett Memorial Road, Ste. 300A, Durham. Absentee ballots can be requested after Oct. 28 and the last day to request an absentee ballot is Nov. 11. Send written request to NALC Branch 382 Election Committee, P.O. Box 12852, Durham, NC 27709.

Carlos Marable, Sec., Br. 382

East St. Louis, Illinois

This is an official notification of upcoming nominations for all officer positions and state and national delegates. Nominations for officers and delegates will begin at 7 p.m. at the Oct. 14 and Nov. 11 general meetings, held at 2897 Falling Springs Road, Sauget.

Elections will be held at 7 p.m. at the Dec. 9 general meeting at the same location.

Amy Lee-Cole, Pres., Br. 319

Emerald Coast, Florida

This notice is to serve as official notice to all members of Emerald Coast Letter Carriers Branch 4559 that the nominations for president, vice president, secretary, treasurer, three trustees, sergeant-at-arms, health benefit representative, and delegates to the NALC national convention will be held at the regular branch meeting at 7:30 p.m. on Oct. 9 at the American Legion located at 105 Hollywood Blvd., Ft. Walton Beach.

Elections of officers and delegates to attend the national convention will be held at the Nov. 13 regular meeting. You must have been present at nine of the 12 regular meetings of the preceding year.

You must be present, and if you are unable to attend the meeting to accept the nomination, you must have a written acceptance letter to the branch secretary prior to the Nov. 13 meeting informing the branch of your willingness to accept the position that you were nominated for.

Percy Smith Jr., Pres., Br. 4559

Fayetteville, North Carolina

This is an official notice to all members of Lewis M. Tucker Merged Branch 1128 that nominations of delegates for the 2026 NALC national convention and nominations for all branch officers and one branch trustee will be held during the October monthly membership meeting. Any person nominated as a convention delegate, branch officer or trustee must be in good standing and shall either be in attendance at said meeting or will have placed in writing their wish to accept or decline said nomination. Voting will take place at the November monthly membership meeting.

Rodney L. Redding, Sec., Br. 1128

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

Election Notices

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

Forest Park, Georgia

This is the official notice to all Branch 4568 members that nominations for the following positions will be held at the at the regular monthly branch meeting on Nov. 13 at the Forest Park Post Office conference room: branch president, vice president, secretary-treasurer, three trustees, sergeant-at-arms, and delegates to the national and state conventions.

Bernice Grooms, Sec./Treas., Br. 4568

Fort Collins, Colorado

Nominations for delegates to the 2026 national convention and the 2026 state convention will be held at the regular branch meeting at 6:30 p.m. on Tuesday, Oct. 21, at the Senior Center (Foxtail 1 Room), 1200 Raintree Drive, in Fort Collins. Any member in good standing may run for a delegate spot. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing.

Elective delegates to the state convention (eight) and terms of office will be for one year, Jan. 1, 2026, through Dec. 31, 2026, in accordance with our bylaws. Please note that according to the bylaws of the branch, the president is a delegate to convention by virtue of their office.

Elections will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Tuesday, Nov. 18, at the Senior Center (Foxtail 1 Room), 1200 Raintree Drive, in Fort Collins.

Any member who, for any reason, will be unable to vote in person on Nov. 18 may obtain an absentee ballot by writing to the Election Committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the Election committee no later than Oct. 31. All absentee ballots must be mailed to the election committee at P.O. Box 270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m. on Nov. 18 in order to be counted.

Frederick Montgomery Morris IV, Sec., Br. 849

Fort Lauderdale, Florida

This is an official notice to all Branch 2550 members that nominations for delegates to the 74th NALC national convention (Aug. 3-7, 2026, in Los Angeles, CA) and for all branch officer positions—including president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA rep, HBR, three trustees, shop stewards and seven holding corporation directors—will take place at 8:30 p.m. on Wednesday, Oct. 8, at the Don McMahon Union Hall at 3062 NW 60 Ave. in Fort Lauderdale. All terms begin in January 2026 and last three years. Candidates must accept nominations in person or to the recording secretary in writing before nominations. The president and vice president are automatic convention delegates. Members may nominate any candidate except shop stewards, who must be nominated by members within their own station or zone.

Elections will be conducted by secret mail ballot, with no write-ins allowed. Ballots must be received by Nov. 10, and results will be announced at the Nov. 12 regular branch meeting.

Grelette Walker, Rec. Sec., Br. 2550

Grand Island, Nebraska

This is the official notice of nomination and election of officers of Branch 390. Nominations for the election of officers of Branch 390 will be held at the regular branch meeting at 6 p.m. on Oct. 8 at 1016 N. Diers Ave., Grand Island. 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, financial secretary-treasurer, sergeant-at-arms, recording secretary, health benefits representative, three trustees, and one steward for each office represented by Branch 390. The terms of office will be two years.

The election will be conducted by secret ballot at the regular branch meeting at 6 p.m. on Nov. 12 at 1016 N. Diers Ave., Grand Island. Any member who, for any reason, will be unable to vote on Nov. 12 may request an absentee ballot by writing to: Election Committee, Branch 390, P.O. Box 2111, Hastings NE 68901. Write-in votes are not permitted.

Oliver Douglas, Pres., Br. 390

Grand Junction, Colorado

Branch 913 will be accepting 2026 national and state convention delegate nominations of current members at the Nov. 5 meeting. Voting will take place at the Dec. 10 meeting.

Jennifer Larsen, Rec. Sec., Br. 913

Grand Rapids, Michigan

This is an official notice to the members of Branch 56 that nominations for all branch officers, as well as delegates to the 2026 national convention and the 2027 state convention, will take place at our regular November meeting.

Following the closing of the nominations, ballots will be mailed out to all members. The deadline for receipt of ballots is Dec. 3, prior to the Dec. 4

meeting. Results will be announced at the end of the December meeting.

Sarah Lower-Marlatt, Rec. Sec., Br. 56

Hagerstown, Maryland

This is official notice to all members of Branch 443 that nominations for the election of officers will be held at the regular branch meeting at 7:30 p.m. on Wednesday, Nov. 12, at 790 Potomac Ave., Hagerstown.

The following positions to be filled are president, vice president, secretary, treasurer, chief steward, shop steward 21740, shop steward 21742, health benefit representative, mutual benefit representative, sergeant-at-arms, three trustees, and delegates for state and national conventions. The terms for all officers shall be two years.

The following officers shall, by virtue of their office, be delegates to the national convention: president, vice president, and treasurer.

All candidates for office or delegate must be present at the meeting when nominated or signify in writing within five days of their nomination their willingness to serve if elected.

Elections will take place at 7:30 p.m. on Wednesday, Dec. 10, at the regular monthly branch meeting.

Julie W. Mitchell, Sec., Br. 443

Hartford, Connecticut

This shall serve as notice that nominations for the position(s) of delegate and alternate delegate to the 2026 NALC national convention will be held at the regular membership meeting of Branch 86 on Nov. 12 in the branch meeting hall at 303 Burnside Ave., 2nd floor, East Hartford.

The election, should one be necessary, shall be by secret ballot and held at the regular membership meeting of Branch 86 on Dec. 10 at the branch meeting hall, 303 Burnside Ave., 2nd floor, East Hartford.

David F. Rooks, Sec.-Treas., Br. 86

Hattiesburg, Mississippi

This is official notice to the members of Pine Belt Merged Branch 938 that nominations for delegates to the 2026 national convention and two board of trustees will take place at the Oct. 16 regular meeting.

The elections will take place at the Nov. 20 regular meeting.

Both the nominations and elections will be held at the Jackie Dole Sherrill Community Center, 220 W. Front St., Hattiesburg.

Stephen Valliere, Sec.-Treas., Br. 938

Holland, Michigan

This is an official notice to all members of Branch 601 regarding nominations for all branch officers. Nominations will be held at the regular branch meeting at 6:01 p.m. on Tuesday, Nov. 4, at First Baptist Church, located at 1066 E. 8th St., Holland. 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 branch offices of president, vice president, secretary-treasurer and two stewards. The terms of office will be two years, beginning Jan. 6, 2026.

If needed, the election will be conducted by secret ballot on Thursday, Dec. 4, and Friday, Dec. 5. Any member who, for any reason, will be unable to vote in person may obtain an absentee ballot by writing to the Election Committee, Branch 601, P.O. Box 601, 190 E. 8th St., Holland, MI 49423. Requests for absentee ballots must be received by the election committee no later than Thursday, Nov. 20. Write-in votes are not permitted.

Donald Paul, Sec.-Treas., Br. 601

Hot Springs, Arkansas

This is official notice to all members of Hot Springs Merged Branch 543 that nominations for president, vice president, treasurer, recording secretary, sergeant-at-arms and three trustees will be held at the general meeting on at 7 p.m. on Oct. 8 at the Hot Springs Hotel meeting room in Hot Springs.

If an election is necessary, it will be held at the same location on Oct. 15.

Nominations for delegates to the national convention in 2026 will be held at the same time and place as nominations for the elected positions.

Anthony Davidson, Rec. Sec., Br. 543

Hutchinson, Kansas

This is to serve as official notice to members of Salt City Branch 485 that nominations will take place at our regular branch meeting on Tuesday, Oct. 14. Nominations will be accepted for the office of trustee (three-year term), as well as delegates to the 2025 state training, the 2025 Region 5 rap session, and the 2025 national convention. Branch meetings begin promptly at 7 p.m. and are held at the Electrical Training Facility, located at 200 W. 2nd, Hutchinson.

Misty K. Hernandez, Sec., Br. 485

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 ab-

sente 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

Lafayette, Indiana

This is an official notice to all members of Branch 466 that we will be accepting nominations for delegates to the 2026 state and national conventions at the October meeting in the main post office break room.

D. Lyn Hairston, Sec., Br. 466

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the *NALC Constitution* and Article 4, Section 2, and Article 5 of the Branch 273 bylaws, nominations for trustee shall be conducted at the monthly branch meeting commencing at 7 p.m. on Sept. 17.

The one trustee position (Dan Miller's position) is a three-year term, commencing on Jan. 1, 2026, after the installation ceremony held at the regular December branch meeting.

If an election is necessary, it shall be conducted by secret mail ballot. The election committee shall mail a ballot to each member's last known address at least 20 days before the Nov. 19 regular branch meeting. The president shall appoint the election committee immediately following the close of nominations. The deadline for returning marked ballots shall be 5 p.m. on Nov. 19.

All election results will be announced after the official opening of the Nov. 19 monthly meeting.

Joanne McNamara, Rec. Sec., Br. 273

Laredo, Texas

This is the official notice to all members of Branch 354 of nominations and elections for national convention delegates, president, vice president, secretary, steward, alternate stewards, sergeant-at-arms, chaplain and one trustee. Nominations will be taken at the regular branch meeting on Nov. 12. The meeting starts at 7 p.m. at the union hall, 3220 E. Locust. Nominee(s) must accept nomination at the time made or, if absent, in writing. The term for trustee is for three years.

Secret ballots will be mailed out and replies must be received at P.O. box no later than 12:01 a.m. on Dec. 10. The tally of ballots will be at the union hall during our monthly meeting at 7 p.m. on Dec. 10.

Angelica Garcia, Sec., Br. 354

Las Vegas, Nevada

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

and national conventions and the state AFL-CIO convention.

Nominations will be held at the regular branch meeting at 7 p.m. on Wednesday, Sept. 3, at the union hall, located at 2620 E. Sunset Road, Las Vegas. Nominations must be made at the branch meeting in accordance with the branch bylaws, *NALC Constitution* and *NALC election procedures*. Acceptance of nominations may be made in person at the branch meeting or in writing in accordance with branch bylaws delivered to the branch secretary prior to the start of the Sept. 3 meeting. All candidates must be in compliance with the *NALC Constitution* and branch bylaws concerning eligibility for holding office. Upon nomination, the candidate must verify that they have not applied for or served in a supervisory capacity for the 24 months prior to the nomination. They will serve the remainder the 2024-2027 term.

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

Jerry W. Penn, Sec., Br. 2502

Lehigh Valley, Pennsylvania

Nominations for the officers of Branch 274 will take place at 7:30 p.m. on Oct. 14 at the regular meeting at the West Coplay Maennerchor, 3326 North Ruch St., Whitehall. Any member in good standing may submit their name in writing to *NALC Branch 274* at 1701 Union Blvd., Suite 210, Allentown, PA 18109. Or you may give your name to the Nomination Committee—Glenn Recker, Eric Godley and Dan Murray. (Please note: You do not have to be present to be nominated.) You also may submit your name when the nominations are opened to the floor at the Oct. 14 regular meeting.

The term of office will be three years, from January 2026 until January 2029.

The election of officers for Branch 274 will be held at 7:30 p.m. on Nov. 11 at the regular union meeting at the West Coplay Maennerchor in Whitehall by secret ballots of those members attending.

Gerald Schlimme, Sec., Br. 274

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for all elected officer positions, 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

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, to be 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 held 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.

Joseph Morelli, Rec. Sec., Br. 6000

Macon, Georgia

This is an official notice for all branch members and retired members of Branch 270 to be present at the Oct. 15 branch meeting at 7 p.m. at 4495 Chapel Hill Road (union hall) to give their nomination for branch officers. These officers include president, vice president, recording secretary, treasurer, HBR/MBA rep, sergeant-at-arms, director of retirees, trustee and financial secretary. Nominations will also be held for state/national delegates and stewards. Members must be present or may send in a written request to accept the nomination. Written request must be sent in to the branch secretary before the start of the Oct. 15 meeting.

There will be a ballot election held from 4 p.m. to 8 p.m. on Nov. 11 at the union hall.

Antonio Banks, Sec., Br. 270

Mankato, Minnesota

This is the official notice to all members of Branch 90 that elections for all branch officers—president, vice president/head steward, steward, secretary, treasurer, sergeant-at-arms, *NALC* health benefits representative, and a board of trustees (three)—will be held at our regular branch meeting on the second Wednesday of November.

Robert Danks, Rec. Sec., Br. 90

Marion, Indiana

This is the official notification to all members of Tri-County Branch 378 that the nominations of delegates to the 2026 Indiana state convention and 2026 national convention will be held at 6:45 p.m. at our Nov. 12 general membership meeting at the Jonesboro Legion, 424 S Main St., Jonesboro. Any member of good standing are eligible for nominations. Members must be present to accept a nomination or have submitted an acceptance letter for nomination to the secretary in advance of the meeting.

Balloting for the nominees will take place at the December general meeting, if necessary.

Patrick McPherson, Pres., Br. 378

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183.

Nominations for election of delegates of Branch 2183 to the 2026 Illinois state convention and the 2026 national convention will take place at the regular scheduled union meeting at 6:45 p.m. on Oct. 15 at the American Legion Hall, located at 9757 Pacific Ave., Franklin Park.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the addresses (of record/on file) of eligible members in good standing. Ballots must be received

to the election committee at designated address by 3 p.m. on Nov. 19.

Results will be announced at the Nov. 19 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Michigan City, Indiana

This is official notice to all members of Branch 455 that nominations will be held on Nov. 20 at Gelsosomo's Pizzeria at 5184 Franklin St. for delegates to both the Indiana state and national conventions. Elections will be held on Dec. 18.

Rachel Wilkey, Sec., Br. 455

Minot, North Dakota

This is the official election notice of Branch 1152 to all members. Nominations for election of all offices will be held at our regular meeting on Wednesday, Nov. 5. The meeting will take place 7:30 p.m. at the Railroad Museum, 19 1st St NE. All positions elected will be for a two-year term, starting Jan. 1, 2026. This will also include nominations for delegates to the national convention.

If there is need for a ballot, it will be mailed and done secretly, with the results read at the Dec. 10 meeting.

Joyce Koenig, Sec./Treas., Br. 1152

Monroe, Louisiana

This is official notice to the active and retired members of Branch 136 that nominations for all officers and delegates will take place at the regular monthly branch meeting at 6 p.m. on Oct. 16 at the union hall, located at 113 Cotton St. in West Monroe.

Elections, if needed, will be conducted by mail-in ballot in accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 136. Ballots will be mailed to members' last known addresses. The results will be read at the Dec. 18 meeting, and the installation of officers will take place at the *NALC* retirement banquet in January 2026.

Elizabeth Osborne, Pres., Br. 136

Montgomery, Alabama

Capital City Branch 106 will have nominations for delegates to the Biennial National Convention. Nominations will be held at our October and November meetings, with the voting being held at the December meeting.

Branch 106 will have nominations for one trustee position. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Breonna Jackson, Sec., Br. 106

Nashua, New Hampshire

To all members of Branch 230 Merged: According to branch bylaws, Article 5, nominations for elective office will be held at the regular branch meeting on Oct. 15. All candidates nominated must be present at the meeting or signify in writing their willingness to serve if elected. No member shall be permitted to accept nomination for more than one elected office at any meeting. All branch officers shall be elected biennially and hold office for two years, until their successors are duly elected and qualified.

Election Notices

The election of officers shall take place at the regular branch meeting in November of odd-numbered years. Installation will take place in January of even-numbered years.

Henry Gorman, Sec., Br. 230

New York, New York

In accordance with Article 5 of the NALC Constitution, this is an official notice to all members of Branch 36 that nominations for delegates and alternates to the 2026 national convention will be accepted no fewer than 30 days before the date of the election.

Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Any eligible member in good standing may run for election if they desire. Nominations will be accepted during the general membership meeting on Nov. 13, and an election, if needed, will be held at the general membership meeting on Dec. 11 at the Percy T. McRae Hall of the Vincent R. Sombrotto Building, 347 West 41st St.

Melinda Wilkerson, Rec. Sec., Br. 36

Norfolk, Virginia

This is official notice to inform members of Branch 456 that nominations of all officers and delegates to the 2026 national convention will be held at the October meeting. The election will be by secret ballot in November.

Rules set forth in our bylaws, Article V, Section 6 apply: Those members nominated from the floor and are not present to accept the nomination must furnish a written acceptance letter to the recording secretary within 10 days. Noncompliance will be noted as a denial. Those nominated but not present must be informed of the nomination by the person who nominated them.

Branch meetings are held at the Electrical Workers Corporation, 5307 E. Virginia Beach Blvd., on the third Thursday of each month at 7:30 p.m.

Annezett Edwards, Rec. Sec., Br. 456

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

North Oakland Co., Michigan

This is official notice to all members of Branch 320 that nominations for all elected positions for a two-year term, Jan. 1, 2026, to Dec. 31, 2028, for officers, as well as delegates to the 2026 national convention and the 2027 state convention, will take place at our regular branch meeting at 7:30 p.m. on Oct.

1 at the American Legion Hall, located at 96 Churchill Road in Auburn Hills.

Nominations will be accepted for the following branch offices: president, vice president, financial/recording secretary, treasurer, sergeant-at-arms, HBR, MBA rep, director of retirees and three trustees.

As per Article 9, Section 5 of Branch 320's bylaws, the president, vice president, secretary and treasurer are automatic delegates to the national and state conventions by virtue of their office. All nominees must indicate their acceptance in writing within three days after the official closing of the meeting. Failure to do so will result in the forfeiture of their candidacy.

The election will be held in accordance with Branch 320's bylaws via secret mail ballot to the last known address on file.

Candie Lovelace, Sec., Br. 320

North Sound, Washington

This is the official notice to all members of Branch 450 that, per branch bylaws, nominations for elected officers and convention delegates will take place at the Nov. 13 regular branch meeting at 1155 N. State St., Bellingham. Nominations for president, vice president, financial secretary, recording secretary, mutual benefits representative, health benefits representative, sergeant-at-arms, one trustee, director of retirees and editor/webmaster will be accepted. Nominations for delegates to the 2026 Washington state convention and the 2026 national convention will be accepted as well. Article 5, Section 1 states that nominations for all candidates of the elective officers and delegates will be signed by one member in good standing and must be presented in person or by mail to the Committee of Nominations by the November meeting. Nominations can be mailed to P.O. Box 727, Bellingham, WA 98227.

The election will be conducted at the regular branch meeting on Dec. 11 at 1155 N. State St., Bellingham, by the election committee.

Sarah Hubbard, Rec. Sec., Br. 450

North Tonawanda, New York

This is official notice to all members of Branch 661 that nominations will be accepted for all elected offices at the regular monthly meeting on Oct. 20. Election of officers will take place at the regular monthly meeting on Nov. 17. Term of all offices is two years. Absentee ballots will be available upon request from the branch secretary. All officers, by virtue of their election, will automatically be delegates to state, regional and national conventions and conferences held during their term of office.

Charles Wildt, Sec., Br. 661

Northeastern New York

This is official notice to inform all members of Branch 358 that nominations of delegates and alternates will be held in accordance with the following Branch 358 bylaw: Article VI, Section 3. Nominations for delegates and alternates to conventions shall be held at the regular branch meeting in November.

Election of delegates and alternates to conventions shall be held at the regular branch meeting in December. Election of all delegates and alternates to national conventions and state conventions shall be governed by the provisions of Article 5 of the NALC Constitution and Article V, Section 1 of Branch 358 bylaws.

William L. Ganey Jr., Sec., Br. 358

Oak Park, Illinois

This is official notice to all members of Branch 608 that nominations for delegate to the 2026 state and national conventions will be held at the Oct. 28 meeting. The meeting location is Commodore Barry Post, Berwyn. Candidates for the convention delegates must either be present at the meeting when nominated or signify in writing, to the secretary/treasurer, prior to the nominations their willingness to serve if elected. Per Branch 608 bylaws, the president and secretary/treasurer are automatic delegates by virtue of their position.

If an election is necessary, such election will be by mail secret ballot.

Allison Houha, Sec./Treas., Br. 608

Panama City, Florida

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

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

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

If two or more candidates are 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 and winners announced at the Nov. 20 regular branch meeting.

Linda Kelley, Sec., Br. 3367

Parkersburg, West Virginia

This is an announcement that Branch 481 will be holding nominations for one trustee position, as well as five delegates to the 2026 NALC national convention, at 7 p.m. during the November monthly meeting.

If an election is needed, it will be held one hour prior to the December monthly meeting.

Brett M. Patterson, Sec., Br. 481

Paterson, New Jersey

This is official notification to the members in good standing of Branch 120 that nominations for all branch officers will be accepted at our regular branch meeting at 7 p.m. on Wednesday, Oct. 8. Our meeting will be held at the Lafayette Avenue Fire House, 616 Lafayette Ave., Hawthorne.

Nominations will be accepted for the following offices: president, vice president, secretary/treasurer, three trustee positions, director of retirees, health benefit rep, MBA rep, political liaison, and Letter Carrier Political Fund coordinator. Terms for office are for two years. Nominees must be present to accept the nomination or, if absent, in writing to the branch secretary. Anyone working in a supervisory capacity 24 months preceding nominations are ineligible.

An election, if necessary, will be conducted by secret mail ballot. Ballots will be mailed to the home address of record of each eligible member. Election results will be tabulated and finalized for the Nov. 12 meeting. Terms of office begin in January 2026.

Robert Blancos, Sec.-Treas., Br. 120

Providence, Rhode Island

This is official notice that the nominations for Branch 15 delegates to the NALC's 74th Biennial Convention Aug. 3-7, 2026, in Los Angeles, CA, as well as two building trustees, will take place at the regular branch meeting at 7 p.m. on Tuesday, Nov. 4, and will be held at the Providence APWU #387 Hall, at 1192 Plainfield St., Johnston.

Those nominated must be present to accept the nomination or have submitted prior to the meeting in writing their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be conducted, if necessary, by secret ballot on Tuesday, Dec. 2. Voting will take place from 2 p.m. to 7 p.m. prior to the Branch 15 union meeting at 7 p.m., and will be held at the Providence APWU #387 Hall at 1192 Plainfield St., Johnston. All working carriers will be given the opportunity to vote.

Cameron M. Dilorio, Rec. Sec., Br. 15

Richmond, Virginia

This is official notice to the membership of Branch 496 that nominations will be held during October's regular monthly union meeting. Nominations

for the following positions will take place: president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, health benefit rep., station shop stewards and five executive board members. These offices are for a two-year period. The meeting will be held on Oct. 4 at 2416 Chamberlayne Ave., Richmond.

An election (if necessary) will be held at the November regularly scheduled meeting at 7:30 p.m. on Nov. 1 at 2416 Chamberlayne Ave., Richmond.

Patrick Nelson, Pres., Br. 496

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, to 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. Open for election is 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

Rock Island, Illinois

This is official notice to all members in good standing of Rock Island Met-ternich Branch 292 that nominations for branch officers will be held at the regular monthly meetings on Oct. 9 and Nov. 13. Elections, if needed, will be at the Dec. 11 meeting.

Nominations will be for the following positions for two-year terms: president, executive vice president, vice president, secretary, treasurer, sergeant-at-arms, three trustees, and delegates to the state and national conventions.

James Rangel Jr., Pres., Br. 292

Roswell, New Mexico

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

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

Jose Federico, Sec./Treas., Br. 1069

Royal Oak, Michigan

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

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

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

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

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

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

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

San Angelo, Texas

In accordance with the current Branch 1203 bylaws Article 5 and Article 5 of the *NALC Constitution*, this is the official notice to all members of Branch 1203 that nominations for the following officers and stewards will be held at the regular branch meeting at 5:30 p.m. on Oct. 16 at Hidalgo's West at 3108 Sherwood Way, San Angelo: president, vice president, secretary-treasurer, sergeant-at-arms, three trustees, SWS steward, two MPO stewards and delegates to the 2026 national convention.

Under Article 5, Section 3 of Branch 1203 bylaws, the election of officers will be by secret mail-in ballots that will be mailed out on Nov. 1 and returned by Nov. 17 to be valid.

All nominees must be present to accept the nomination unless written acceptance is received by an executive board member prior to the start of the nomination meeting.

Officer terms are for a period of two years. Trustee terms are for a period of three years. Shop steward terms are for a period of one year.

Voting for shop stewards will begin immediately after nominations via secret ballot. Secure ballot boxes will be placed at each station and will remain there until the close of voting on Nov. 1.

Robert Pittman, Sec.-Treas., Br. 1203

San Bernardino, California

This is an official notice to all members of Branch 411 that nominations for officers will take place at the regularly scheduled Thursday branch meeting at

6:30 p.m. on Oct. 9 at 2055 Elks Drive, San Bernardino, and voted on by a secret ballot election at 6:30 p.m. at our Thursday, Nov. 13, regularly scheduled meeting at 2055 Elks Drive, San Bernardino.

Nominations for the following branch officers will be made: president, vice president, 2nd vice president, secretary treasurer, health benefits representative, recording secretary, sergeant-at-arms, three board members at large and five trustees.

This is official notice to all members of Branch 411 that nominations for delegates to the national convention that will be held in Los Angeles, CA, the week of Aug. 3, 2026, will take place at the regular branch meeting at 6:30 p.m. on Oct. 9 at San Bernardino Elks Lodge, 2055 Elks Drive, San Bernardino, and voted on at our Nov. 13 meeting. Any member in good standing will be eligible to attend. To be compensated from the branch for any expense, the member must have attended 16 out of the last 24 meetings, starting from January 2024 to December 2025.

James A. Clinton, Sec.-Treas., Br. 411

San Juan, Puerto Rico

This is an official notice to all Branch 869 members: In accordance with the *NALC Constitution* and Branch 869 bylaws, nominations for delegates to the 2026 national convention will be held at the regular branch in-person meeting on Nov. 18. The 74th Biennial Convention will be held in Los Angeles, CA, Aug. 3-7, 2026.

Margaret Y. Hall, Pres., Br. 869

Santa Clara, California

This is the official notice to all Branch 1427 members that nominations for delegates to the 74th national convention Aug. 3-7, 2026, in Los Angeles, CA, will be held at the branch meeting at 7 p.m. on Wednesday, Nov. 5.

An election, if necessary, will be conducted by secret mail ballot. Ballots will be mailed on Nov. 12 to the home address of eligible members. To be eligible, a member must be in good standing as of July 1.

If you do not receive a ballot by Nov. 19, notify the union office. Ballots must be mailed back to the election committee in the postage-paid, pre-addressed envelope to be received by 2 p.m. on Dec. 3. At this time, the election committee will collect the ballots, bring them to the branch office and begin the tally.

Write-in votes are not permitted.

Carly Hook, Pres., Br. 1427

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 in a supervisory capacity 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. until 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

Sedalia, Missouri

This serves as official notice to all members of Branch 139 that nominations for the office of president, vice president, recording secretary, treasurer, health benefits representative, sergeant-at-arms and three trustees will take place at the regular branch meeting scheduled for 7 p.m. on Tuesday, Oct. 14, at the Knights of Columbus Hall, 1708 Elm Hills Blvd., Sedalia. All officers nominated and elected will serve a two-year term.

If an election is warranted, such election will take place by secret ballot at our regularly scheduled union meeting on Nov. 11. The results will be announced at the November meeting.

Scott Hunter, Pres., Br. 139

Shreveport, Louisiana

This is to officially notify all members of Branch 197 that nominations for delegates to the national convention to be held in Los Angeles Aug. 3-7, 2026, will be held at the September union meeting. Members need not to be present for the nomination, but the member must submit a written notice of intent to accept nomination at the union meeting. All nominees must be in good standing at the time of nomination. If an election is to be conducted, it will be in accordance with the branch bylaws.

Also, nominations for one trustee position will also be conducted at the September union meeting.

Danny Hatchett, Pres., Br. 197

Silver Spring, Maryland

In accordance with Article 5 of the *NALC Constitution*, this serves as official notice to all members in good

Election Notices

standing of Branch 2611 that nominations for branch officers, to include president, vice president, treasurer, secretary, financial secretary, health benefits representative, sergeant-at-arms and three trustees, as well as branch delegates to the 2026 national convention, will take place at the October branch meeting.

Members of the branch executive board, by virtue of their elected office, shall automatically be delegates to all state and national conventions in accordance with branch bylaws.

Nominees must be present at the time of nomination and accept their nomination verbally or must have submitted their nomination to the branch secretary in advance of the nomination meeting. All nominees not present must accept their nomination and submit their acceptance in writing within three days of the nomination meeting.

All members in good standing shall be eligible to be nominated as a branch officer or branch delegate to the convention, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or for a period of two years after termination of such supervisory status. Upon nomination, nominees must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Robert Babb, Sec., Br. 2611

Sioux City, Iowa

In accordance with Article 5 of the *NALC Constitution*, this is official notice to the members of Branch 69 that the nomination of president, vice president, recording secretary, financial secretary-treasurer, health and welfare representative, one trustee (three-year term) and delegates to the 2026 national convention (number to be determined by the branch at meeting) will be held at the regular branch meeting at 7:30 p.m. on Thursday, Nov. 13, at the UFCW hall, 3038 S. Lakeport. All candidates for office, and the delegates, must be in good standing and present at the meeting when nominated, or if not present, signify in writing their willingness to serve with a signed note turned into the secretary no later than their nomination.

Lorraine Quinn, Sec., Br. 69

Southern Delaware

In accordance with Article 5 of the *NALC Constitution* and Branch 906 bylaws, nominations for delegates to the 2026 national convention in Los Angeles, CA, will take place at the regular meeting at 7:30 p.m. on Oct 8 at the branch hall, 701 N. Walnut St., Milford. Election of nominees, if required, will take place at the regular meeting at 7:30 p.m. on Nov. 12 at the branch hall. Potential nominees should review Article 5 and Article 8 of Branch 906 bylaws before the nominations.

In accordance with Article 6, Section 2 of the Delaware State Association of Letter Carriers (DSALC) bylaws, nominations for two representatives to the DSALC executive board will also take place at the regular meeting at 7:30

p.m. on Oct. 8 at the branch hall, 701 N. Walnut St., Milford. Election of representatives, if required, will take place at the regular meeting at 7:30 p.m. on Nov. 12 at the branch hall.

Norberto Aviles, Sec., Br. 906

Stamford, Connecticut

This is to serve as official notice to all members of Melsopp & Mills Merged Branch 60 that nominations for all elected offices, which includes delegates to conventions, shall be made at the regular meeting at 7:30 p.m. on Nov. 4 at the GAC, 937 Hope St., Stamford.

All nominees must be present or have a signed letter of intent to run and willingness to serve the position for which they are nominated within seven days of nomination.

Elections, if necessary, will be held at 7:30 p.m. at the regular meeting on Dec. 2 at the Ferris Hill Club, 46 Ferris Hill Ave., Norwalk.

Mike Ely, Pres., Br. 60

State College, Pennsylvania

In accordance with Article 5 of the *NALC Constitution* and the branch bylaws of Branch 1495, this serves as the official notice to all members in good standing that nominations for the office(s) of president, vice president, treasurer, recording/financial secretary, one trustee, safety representative, health and welfare secretary, health benefits representative and sergeant-at-arms will be taken at the regular branch meeting on Oct. 14. Additionally, nominations will be accepted for those who wish to serve as branch delegates to the 2026 national convention.

Following the nomination(s), elections will be held by secret mail-in ballot (if necessary). Election results will be announced at the Nov. 11 monthly branch meeting. Members wishing to be nominated must accept such nomination in person or must submit their willingness to be nominated in writing to the branch secretary prior to the October nomination meeting.

Kevin Sommers, Pres., Br. 1495

Temple, Texas

Official notice to all members of Branch 643. Nominations for offices will be held at the regular monthly meeting at 7 p.m. on Oct 28. Elections will be held on Nov. 25 at the regular meeting. Regular meetings are held at Golden Corral, located at 5101 South General Bruce Drive, Temple.

Nominations are for president, vice president, secretary, treasurer, NALC health benefits representative, sergeant-at-arms, trustees (where applicable). All branch members, in good standing, are eligible to vote and hold office within the branch. Any branch member who has applied for, detailed or acting management position, held in any capacity, including 204B status, within 24 months prior to nomination is not eligible to vote or hold office.

Barbara Taylor, Sec., Br. 643

Urbana, Illinois

This is official notice to all members of Branch 784 that nominations for

elected officers will be held at the regular branch meeting on Nov. 5. The offices up for election are president, vice president, recording secretary, treasurer/financial secretary, health benefits representative, MBA representative, sergeant-at-arms and a three-member board of trustees. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the November meeting their willingness to accept the position.

If need be, an election ballot will be mailed to each member, and the results will be announced at the December union meeting.

All regularly scheduled meetings are held at 7 p.m. the first Wednesday of the month at the American Legion, 107 N. Broadway Ave. in Urbana.

Jonathan Gray, Rec. Sec., Br. 784

Vermont

This is an official notice that elections of state officers will take place at our first state convention since COVID Oct. 25-26 at the Delta Hotel in South Burlington. All officers are up for reelection: president, vice president, secretary, treasurer, legislative liaison and several trustee positions. Any member in good standing may run for any position. We will accept nominations prior to the meeting as well as floor nominations at the convention on the 26th. Self-nominations are allowed, as well as absentee nominations. Note: Absentee nominations must be in writing.

Voting will take place at the meeting, with the new officers starting immediately after.

Dinner and brunch will be provided. See your branch officers for details.

Jeff Towsley, Sec./Treas., VSALC

Waterloo, Iowa

This is official notice to the members of Branch 512 that nominations for the following officers will be taken during the monthly branch meeting to be held Nov. 4 at the American Legion located at 728 Commercial St., Waterloo: president, vice president,

one shop steward, one outside office steward, financial secretary, recording secretary, sergeant-at-arms and one trustee. Nominees must be in attendance to accept their nomination or do so in writing to the secretary.

Election is to be held during the Dec. 9 branch meeting.

Linda Anderson, Sec., Br. 512

Westchester Mgd., New York

This is an official notice to all members of Branch 693 that, in accordance with the *NALC Constitution* and the Branch 693 bylaws, nominations for delegates to the 2026 national convention will be held at the regular branch meeting on Nov. 18. The meeting will be held beginning at 6 p.m. at the union office, located at 6 North Division St., Peekskill. The 74th Biennial Convention will be held in Los Angeles, CA, the week of Aug. 3-7, 2026.

Richard Montesarchio, Pres., Br. 693

Westfield, New Jersey

This is official notification to all members of Branch 1492 that nominations will be held on Nov. 11 for the following officers: president, vice president, secretary, treasurer, sergeant-at-arms, HBP rep and three trustees. All are two-year terms. Nominations will also be held for delegates and alternate delegates to the 2026 national convention in Los Angeles, CA. President and vice president are automatic delegates by virtue of their office. Nominations will also be held for the NJSALC seminar in 2026. Those nominated must be present at said meeting to accept or have acceptance written and presented to the secretary prior to the meeting.

Election will be held at the regular Branch 1492 meeting on Dec. 9 by secret ballot. Members in good standing unable to attend may request in writing an absentee ballot to: Election Committee, P.O. Box 152, Westfield, NJ 07091, after Nov. 11 but before Dec. 2. The meeting will be held at 6:30 p.m. at the Garwood Knights of Columbus on South Avenue in Garwood.

Russ Vidal, Sec., Br. 1492

Regarding Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., September's deadline is for the October publication.

To submit items by mail:
Mail to The Postal Record, 100

Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by 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. 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**.



Nalcrest Update

From the Trustees

Fellow committee member Fred Rolando and I have written recent *Postal Record* articles on projects, improvements and upgrades throughout the Nalcrest community. We continue to make improvements; however, this month, I want to write about what makes Nalcrest such a special and popular place in paradise.

What is it? Yes, we have affordable rent, but it's more than that. Let's factor in the amenities, factor in the clubs—this is what brings the community together. There is so much to do, so much to get involved with, that you can stay as busy as you wish. Nalcrest offers softball, pickleball, tennis, cornhole, horseshoes, shuffleboard, bocce ball, putt-putt golf, a driving range, fishing, exercise classes, and water aerobics in our beautiful pool. In addition, we

have clubs galore. There is the card club, the art club, acoustic jam club, ladies club, line dancing, bible study, quilters, travel club, and an entertainment committee, just to name some of them. Nalcrest also sponsors going-away and "welcome back" parties for our seasonal residents, as we have had for the Fourth of July, Labor Day and Veterans Day cookouts. Town Center is decorated for the holidays, and the very popular Holiday Lighting Parade is always a big hit. There is truly something for everyone.

Members, get your name on our waiting list.

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.

There are 400 retired members awaiting the chance to experience Nalcrest. Hope to see you in paradise.

Tony Diaz

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz

In Memoriam

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

Cierra L. Funches	Br. 1100	Garden Grove, CA
Ronald E. Taggart	Br. 1100	Garden Grove, CA
Ronald J. Ravare	Br. 24	Los Angeles, CA
Lewis P. Borg	Br. 193	San Jose, CA
Michael D. Potter	Br. 193	San Jose, CA
Richard L. Dutcher	Br. 2902	Tri-Valley, CA
Harry J. Haselkamp	Br. 32	Bridgeport, CT
Robert G. Higgins	Br. 32	Bridgeport, CT
Edward J. McCormick	Br. 32	Bridgeport, CT
Thomas R. Altieri	Br. 20	CT Merged
John M. Bafuma	Br. 20	CT Merged
James J. Brooks	Br. 20	CT Merged
Theodore S. Gosztyla	Br. 20	CT Merged
Bernard J. Lawlor	Br. 20	CT Merged
Steven M. Macholl	Br. 20	CT Merged
Peter P. Massaro	Br. 20	CT Merged
Rocco S. Prigitano	Br. 20	CT Merged
Jasper R. Etheridge	Br. 599	Tampa, FL
Myron D. Johnson	Br. 11	Chicago, IL
James O. Alsbury	Br. 608	Oak Park, IL
Ronald J. Kiss	Br. 608	Oak Park, IL

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

Edward J. Raupp	Br. 4739	Wheeling, IL
Vincent P. Stanley	Br. 39	Indianapolis, IN
Robert E. Talbert	Br. 466	Lafayette, IN
Donald A. Fortune	Br. 352	Central IA Mgd.
William B. Roberts	Br. 352	Central IA Mgd.
James R. Fendt	Br. 1171	McPherson, KS
Jeremy L. Claussen	Br. 201	Wichita, KS
Dale L. Culbertson	Br. 201	Wichita, KS
Trisha A. Haun	Br. 374	Northern KY
Robert J. Carroll	Br. 25	MA Northeast Mgd.
Ralph E. Wilson	Br. 25	MA Northeast Mgd.
Alexander S. Ferrell	Br. 434	Ann Arbor, MI
Charles Hauck	Br. 5847	Hazelwood, MO
Donna L. Stenshoel	Br. 5847	Hazelwood, MO
Mark L. Avery	Br. 701	Missoula, MT
Clemon L. Chan	Br. 2502	Las Vegas, NV
Tim C. Lineck	Br. 2502	Las Vegas, NV
Brandi A. Shelmon	Br. 2502	Las Vegas, NV
James W. Chin	Br. 38	NJ Mgd.
Edward F. Reilly III	Br. 38	NJ Mgd.
Edward L. Bolden	Br. 36	New York, NY
Charles L. Larson	Br. 238	Canton, OH
David M. Paxton	Br. 78	Columbus, OH
Jason Chapman	Br. 458	Oklahoma City, OK
Charles L. Reding	Br. 458	Oklahoma City, OK
John Hnatishin	Br. 254	Bethlehem, PA
Andrew Polanichka	Br. 500	Harrisburg, PA
Paul E. Keller	Br. 22	New Castle, PA
Marcus U. Brewster	Br. 27	Memphis, TN

Carolyn Connors	Br. 4	Nashville, TN
Jacob Taylor III	Br. 132	Dallas, TX
Alejandro Ortiz Jr.	Br. 505	El Paso, TX
Danny R. James	Br. 226	Fort Worth, TX
Howard N. Pack	Br. 226	Fort Worth, TX
Danny W. Curtis	Br. 2589	Lubbock, TX
James W. Goins	Br. 2279	Lufkin, TX
John C. Havard	Br. 2279	Lufkin, TX
Delbert W. Parrott	Br. 2279	Lufkin, TX
Coy W. Swinney	Br. 2279	Lufkin, TX
Don P. Pryor	Br. 1227	Wichita Falls, TX
Jeffrey V. Bodily	Br. 111	Salt Lake City, UT
Jon A. Iriarte	Br. 567	Alexandria, VA
Robert C. Jones	Br. 3520	Northern VA
Ernest E. Graves	Br. 3520	Northern VA
Kenneth W. McQuinn	Br. 3520	Northern VA
W. R. Peyton	Br. 3520	Northern VA
Armenious J. Jeffers Jr.	Br. 496	Richmond, VA
Landon C. Turner	Br. 496	Richmond, VA
James L. Bryan	Br. 442	Spokane, WA
Patrick M. Coe	Br. 2	Milwaukee, WI
Richard H. Frigge	Br. 2	Milwaukee, WI
Francis E. Hotz	Br. 2	Milwaukee, WI
Jack D. Krystowiak	Br. 2	Milwaukee, WI
Donald F. Lamountain	Br. 2	Milwaukee, WI
Joseph R. Multhauf	Br. 2	Milwaukee, WI
Donald W. Toth	Br. 2	Milwaukee, WI
Paul H. Vandenberg	Br. 2	Milwaukee, WI

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: Miami (6/00) to Knoxville, TN or surrounding areas. Regular city carrier. Great office with a tightly knit crew. Lots of OT and more than 10 stations

to bid into citywide. Mike, 305-331-4603 or zerobenefit@gmail.com.

FL: Pompano Beach Sorting and Distribution Center (7/14) to Wallingford, CT Sorting and Distribution Center, CT 06492. Regular city carrier. Sonia, 347-608-6238 or 347-586-3907 (call or text).

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: 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).

NM: Albuquerque (7/23) to El Paso, TX; Las Cruces, NM or surrounding areas. Call or text with any questions. Forest, 575-740-0761.

UT: Salt Lake City (7/20) to Los Angeles, CA. 626-636-0762 (call or text).

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., September's deadline is for the October publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine.

Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Retiree Reports

Anchorage, Alaska

I recently helped a member with her retirement application as she retired at the end of July. One week before her retirement, she was followed on a Friday and again on Monday. What possible value does a 3999 do for the company when the employee will be gone in a week?

Of course, I advised her to file a harassment grievance. If they want to waste time, then let's use some time to send them a message on how foolish they are doing a 3999 on someone leaving in a week. And of course, there's no data value for this during the summer months. Moreover, the member observed the supervisor holding her phone during the entire inspection. I advised her to file a safety grievance on that issue as well. Had a carrier been observed holding their phone all day, they would have been placed on an emergency suspension.

Another carrier in the same office has reported multiple times about finding large amounts of cash in the mailbox. One of the times there was drugs along with the cash—thousands of dollars. She reported it to the same morons who were following our future retiree. No action was taken. What if some of that money went missing, and the last person the drug dealer saw at the box was the carrier? What do you think might happen, given the violence against carriers happening nationwide?

Aug. 18 was the eight-year anniversary of our branch buying its very own building. This was a huge accomplishment, considering the small size of our branch. We should recognize the vision of the members (mostly retirees) who many years ago started a building fund and then watch their dreams come to fruition. As the saying goes, "we stand on the shoulders of giants."

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

President Biden signs the Social Security Fairness Act, which repeals the Government Pension Offset and the Windfall Elimination Provision, the words that all carriers have been waiting to hear. Finally, certain CSRS federal annuitants, including letter carriers, will now receive the full Social Security benefits they have earned.

The days of our SS check getting reduced are over, and we all know that President Ronald Reagan started both these programs, WEP and GPO, back in 1983, but we can put those days behind us.

Don't forget to contribute to the NALC Disaster Relief Foundation. Follow the branch on our Facebook page and please attend the union meetings.

Yours in unionism—

Dennis Spoto, Branch 425

Centennial, Colorado

One of the greatest parts of my retirement is being able to read for long periods and not feel like I should be doing something else. When I was carrying mail, I would squeeze a chapter in here and there, but was always looking to what needed to be accomplished. The discovery of being able to download library books on my reading device gives me great pleasure. As a retiree, I am always looking for ways to save money, to spend it elsewhere. Creating a life in the 21st century.

Dan Toth's article in the July *Postal Record* caught my attention. He gave a simplified version of how retirees' annuities are stored and paid out. I was optimistic that our fund is strong, and yet alarmed at its robustness. When I was first contemplating retiring, I remember reading about private companies in America raiding retirement funds when they sold and moved overseas. Could that happen to the Postal Service if it privatizes? I realize we can't move, but

couldn't another delivery service take over our mission? Because the current administration is so gung-ho on wringing every dollar out of the working class, we need to stay vigilant when it comes to altering how letter carriers retire.

We had our annual picnic last weekend as I write this, and I'd like to thank Branch 5996 for putting on such a delightful event—where retirees can enjoy food and entertainment for free. We got to hang out with old friends and tell stories that were mostly true and watch the next generation of carriers begin their own journey. Creating a life!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

What is going on with our postal system? Rumors of privatization? Merging of government agencies? Eliminating of waste and fraud? Some ideas seem to be appealing upon first looking at them, but do they serve well for the American public? Our nation has always been served well through six-day delivery, a simplified cost no matter where an item is mailed or shipped, and a universal mail service system. Will this concept be preserved and protected for our nation's population? There are some items that help America of which sometimes need to be left alone and let our government maintain the current system that we currently have.

What the government should not do is dismantle anything that would profit only a select few individuals at the expense of not allowing the communication channel to be universal throughout our nation. Our representatives, whether in the halls of Congress, the Senate, or our executive branch, should keep a close eye on how our postal system benefits our residents and our economy, which provide a middle class and therefore makes the United States Postal Service stronger.

Joseph Murone, Branch 120

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.
- ate degree at an accredited college of recipient's choice.
 - Winners may accept other college scholarship assistance in addition to the NALC award.
 - Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
 - A transcript of grades must be forwarded to the committee at the end of each school year.
 - If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
 - If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
 - If the NALC member is suspended by their local NALC branch or enters supervision, scholarship will be canceled.

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

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter, provided the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations that the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2025-26 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No. _____

Signature of branch officer

Printed name of branch officer

Title _____ Date _____

This form must be returned no later than Dec. 31, 2025, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

Help your NALC family affected by natural disasters

The NALC Disaster Relief Foundation provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



***NALC
Disaster
Relief
Foundation***

