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April 2026

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The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



NATIONAL ASSOCIATION OF LETTER CARRIERS

HEROES OF THE YEAR

—PAGES 16-27



**FIGHT
LIKE HELL!**



Tell Congress to support our priority legislation

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

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Things change quickly in Washington —letter carriers must stay engaged



**Brian L.
Renfroe**

In the weeks since collective bargaining officially opened, NALC's bargaining team has been busy discussing proposals with our counterparts at the Postal Service. NALC has now presented and discussed almost five dozen proposals to make improvements to the National Agreement on a multitude of topics to improve the wages, hours, and working conditions of letter carriers. Each change NALC has put forward came from the bargaining subcommittees, made up of Executive Council members and letter carrier staff at Headquarters. These subcommittees

formed their proposals based on passed national convention resolutions, feedback from NALC's first ever Rank-and-File Bargaining Committees, ideas from branch and state leaders at the 2025 national rap session, and results from an active member survey conducted earlier this year. Each piece of feedback and information was instrumental as the subcommittees formed their bargaining proposals.

On the economic side, we've consistently worked with our counterparts to make clear our economic priorities. As negotiations continue, we will continue to prioritize goals that are most important to our members based on the feedback we've received.

While we've been busy at the bargaining table, last month we were fortunate to welcome nine outstanding letter carriers to Washington, DC, for our annual Heroes of the Year Awards. As always, it was a fantastic event that showcased the very best of what letter carriers do. So often, the public service we provide goes beyond delivering mail, and that's what these stories show. More about their amazing and courageous stories are available on page 16. As you read them, I hope you'll feel the same sense of pride in how our members show up for our communities in countless ways every single day.

These moving stories are just a few examples of what sets letter carriers apart. The Postal Service is the only delivery company with a universal network. Letter car-

riers go to every home and business in the country, so we're often there and are the first to notice something is wrong. That's why the network, and the critical service we provide, must be protected.

As this magazine was going to print, the Senate had spent two weeks debating the SAVE America Act, a voter suppression bill that passed the House in February. Meanwhile, Congress continues to struggle to agree on much of anything. As this issue was going to press, significant portions of the Department of Homeland Security haven't been funded since mid-February. While lawmakers continue a standoff over ICE agents in communities, Transportation Security Administration agents—hardworking union federal employees—haven't been paid. Congress's priorities and dysfunction remind us that our democracy is fragile, but it's something that NALC will always fight to save.

“In today's world, things are happening fast and can change on a dime. I encourage every letter carrier to stay informed and engaged on the issues most important to us.”

In today's world, things are happening fast and can change on a dime. I encourage every letter carrier to stay informed and engaged on the issues most important to us. Attend your branch meetings, read this magazine, check nalc.org, and follow us on social media to stay involved as we continue to fight like hell for you.

A handwritten signature in black ink, appearing to read 'Brian L. Renfroe', written in a cursive style.



National Association of Letter Carriers, AFL-CIO

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News from Washington

House subcommittee holds hearing on financial future of the Postal Service

On March 17, the House Subcommittee on Government Operations held a hearing titled “Oversight of the U.S. Postal Service: The Financial Future Under Postmaster General Steiner.”

The subcommittee called Postmaster General David Steiner and David Marroni, director of physical infrastructure at the Government Accountability Office, to testify. Since Congress oversees the Postal Service, it is customary for the postmaster general to be called to testify. This was Steiner’s first opportunity since assuming the position last summer to lay out his vision for the agency before the subcommittee.

In his opening remarks, Chairman Pete Sessions (R-TX) acknowledged that addressing the agency’s financial situation was critical.

Ranking Member Kweisi Mfume (D-MD) recognized the recent threats facing the Postal Service, including President Trump threatening to put the agency under the Department of Commerce and fire the USPS Board of Governors (BOG) last year. “The last thing we want is a privatized system,” he said. He also recognized postal employees’ dedication and emphasized that no postal employee should ever fear for their safety while at work.

In his opening statement, Steiner said that if the “status quo” continues, the Postal Service will run out of cash in 12 months. He referenced declining mail volume, the agency’s unfair Civil Service Retirement System (CSRS) pension obligations, USPS’s frozen borrowing authority that has not been lifted in decades, the Postal Service being prohibited from responsibly investing its retiree and health pension funds, and USPS not control-

ling its workers’ compensation claims for the current financial situation. He called on Congress to act now by raising the borrowing authority. “One easy action—increasing our borrowing authority—buys us time. Time that we can use to best determine what the Postal Service should do to best serve the American public,” he said.

First, he told the subcommittee that if nothing was done to financially help the Postal Service, service cuts would be inevitable. While NALC will continue to lead efforts to urge Congress and the administration to make necessary financial fixes, we will never tolerate or accept service cuts. Service cuts would drastically harm letter carriers, customers, and the entire economy.

Following the hearing, NALC submitted comments to the record to the subcommittee. In his comments, NALC President Brian L. Renfroe reiterated that NALC supports and has advocated for several of these commonsense financial solutions for years. However, Steiner made suggestions that NALC fully opposes and will not accept, and “Service cuts are unacceptable under any circumstance,” Renfroe wrote.

Along with the harmful threat of service cuts, Steiner also suggested modifications on federal workers’ compensation for postal employees.

In NALC’s comments, Renfroe fully opposed this request. “A recent OIG report found that the Postal Service spent more than \$800 million on grievances in a three-year period. Giving an agency that struggles to uphold the basic provisions of a collective-bargaining agreement sole control over something as critical as workers’ compensation claims is unacceptable, irresponsible and disrespectful to the workforce. The Postal Service can-



Postmaster General David Steiner testifies before a House subcommittee.

News from Washington (continued)

President Renfroe briefs the House postal caucus.



not be given an opportunity to use this as an out to fix its financial problems. Any attempts to reduce costs by harming the dedicated public servants who provide this service will not only harm employees but ultimately impact the level of service for Americans,” Renfroe said.

While the hearing centered on the Postal Service’s finances, the undertones of potential threats were clear. Even the mention of service cuts or changes to workers’ compensation benefits are major red flags that cannot be ignored.

“We’ll keep fighting like hell for a secure future for the Postal Service,” Renfroe said in a statement following the hearing. “But we’ll fight even harder against those who push any changes that would diminish the critical service we provide or harm our dedicated, hardworking members,” he said.

House postal caucus briefed on pressing issues

On March 5, prior to Steiner’s testimony, President Renfroe and other

postal union and association leaders briefed the House postal caucus on the most pressing issues facing letter carriers and all postal employees.

President Renfroe addressed the unprecedented crimes and assaults letter carriers continue to face and urged the caucus to advance the Protect Our Letter Carriers Act (H.R. 1065).

He also explained necessary changes needed to improve the agency’s finances. These include a new investment strategy for USPS retiree health and pension funds, a fair recalculation of the agency’s CSRS pension obligations, and an increase in the agency’s borrowing authority, which hasn’t been increased in decades. He emphasized that if the caucus seeks to improve service, these changes are essential.

“For service to improve, the Postal Service must modernize and have the ability to invest in its infrastructure. That infrastructure includes facilities, vehicles, technology and—most importantly—its employees,” he said, and

added, “These policy changes will give them that ability.”

With Postmaster General David Steiner testifying for the first time before Congress on his priorities for the Postal Service, it is essential for the caucus to centralize these polices and avoid any proposals that undermine service, the network, or employees’ safety, benefits and job security.

Representatives from the American Postal Workers Union, the National Postal Mail Handlers Union, the National Rural Letter Carriers’ Association, the National Association of Postal Supervisors, and the United Postmasters and Managers of America also addressed the caucus.

The postal caucus is a bipartisan group of 26 representatives focused on employee safety, improving service, and the Postal Service’s financial future. The caucus is co-chaired by Reps. Jack Bergman (R-MI), Nikki Budzinski (D-IL), Andrew Garbarino (R-NY) and Chris Pappas (D-NH).

Reps. Nick LaLota (R-NY), Emily Randall (D-WA) and James Walkinshaw (D-VA) also attended the roundtable.

Congress considers legislation to curb mail-in voting

Over the past several months, Congress has considered legislation that would limit voting rights and the accessibility of voting by mail. In February, the House passed the Safeguard American Voter Eligibility (SAVE America) Act, a voter suppression bill that would make it more difficult for U.S. citizens to vote in person or by mail.

After the administration repeatedly indicated this legislation was a top priority, the Senate was pressured to begin work on it last month.

As this magazine was going to print, dozens of Senate amendments had been introduced. While they vary in severity, an amendment from Sen. Eric Schmitt (R-MO) includes the major priorities of the administration, including requiring all voters to show ID, requiring proof of citizenship to vote, and eliminating mail-in voting, with exceptions for military service, illness, travel and disability. This amendment also includes other non-voting related partisan priorities of the administration, like banning transgender athletes from women’s sports and gender-affirming surgery for minors.

NALC sent opposition letters to both the House and the Senate and put out a call for NALC members to contact their senators ahead of a potential vote.

As debate over the legislation continues, it faces an uphill battle in the Senate, where 60 votes are needed for passage. However, it makes clear that attacks on vote-by-mail and voting rights are expected to be central in the months to come.

“NALC fully opposes any legislation that attacks the validity and accessibility of mail-in ballots and all Americans’ voting rights,” NALC President Renfroe said. “NALC will fight like hell against any efforts to undermine vote-by-mail or suppress Americans’ votes.”

Supreme Court weighs outlawing late-arriving mail-in ballots

On March 23, the Supreme Court heard arguments on a case from Mississippi involving the legality of states allowing mail-in ballots to arrive after Election Day, if postmarked by Election Day. If the court bans the practice, it could affect

News from Washington (continued)



Jeffrey Brodsky



Robert Steffens



William Gallo

practices in 14 states and the District of Columbia just a few months before the 2026 midterm elections. An additional 15 states that allow for late ballots from military and overseas voters could also see their rules changed.

Lawyers for the Republican and Libertarian parties, as well as Trump's administration, are asking the justices to affirm an appellate ruling that struck down the Mississippi law that allows ballots to be counted if they arrive within five business days of the election and are postmarked by Election Day.

The case is part of the White House's attempts to restrict most mail balloting, which critics say allows for widespread fraud despite strong evidence to the contrary and years of experience in numerous states, including Republican-leaning Utah.

There are broader issues at play if the justices strike down the legality of late-arriving ballots. If ballots must be cast on Election Day, could early voting and absentee ballots be in jeopardy? What about military and overseas ballots?

The court is expected to rule on the case by late June.

President Trump sends USPS BOG nominees to Senate

President Trump nominated Jeffrey Brodsky, Robert Steffens and William Gallo, three Republican nominees, to serve on the U.S. Postal Service Board of Governors (BOG).

The BOG is structured to include the postmaster general, deputy postmaster general and nine seats, with no more than five from the president's party. Currently, there are four sitting governors—two Democrats, one Republican and one independent—with five vacant governor seats.

Jeffrey Brodsky would fill a vacant seat for a term ending in 2029. Brodsky is a co-founder of Quest Turnaround Advisors, LLC, a management consulting firm that advises companies experiencing financial and operational difficulties on turnaround and crisis management. Brodsky has overseen the bankruptcy and restructuring of many major companies, including Adelphia Communications Corporation, mortgage lender Residential Capital and Premium TV.

Robert Steffens is nominated to fill a vacant seat for a term ending in 2032. Steffens is an entertainment executive currently serving as chief financial officer at FloSports. Steffens spent most of his career at Marvel Entertainment, serving in various operational and financial oversight roles from 2002 to 2023.

William Gallo would fill a vacant seat for a term ending in 2030. Gallo is a retired commodities broker and entrepreneur from New York.

In addition to these three nominations, earlier this year, President Trump resent Anthony Lomangino's nomination to the Senate for a term that would expire in 2031 for a Republican seat. No additional Democratic names have been sent to the Senate.

Customarily, the Senate advances postal-related nominees in bipartisan pairs following Senate Committee on Homeland Security and Governmental Affairs vetting, interviews, hearings and committee passage of the nominations before the full Senate votes on them.

NALC is closely monitoring these unknown nominees and will actively work to ensure they have the best interests of the employees and the network before they are confirmed. **PR**

Shut Down Hunger effort donates more than \$525,000 to food banks



Augusta, GA Branch 263 President Athena Franklin (c) and Secretary-Treasurer Melisa Deans (r) make a donation on behalf of the branch to the Golden Harvest Food Bank.

In November, NALC organized a Shut Down Hunger campaign. The initiative called on branches to make monetary donations to local food banks during the longest federal government shutdown in history. NALC committed to matching all donations that were submitted by Jan. 31, 2026.

There were 142 branches and state associations that donated \$263,269 to food banks across the country (see list below). With NALC's match, the Shut Down Hunger effort raised \$526,538 for food banks nationwide. According to Feeding America, this amounts to 5.26 million meals for those in need.

Delivering to every neighborhood and community in the country, letter carriers know when people are

struggling. That struggle heightened last fall as letter carriers continued working uninterrupted during the shutdown. In communities, letter carriers are often the first to notice when something is wrong and take action.

"When we saw the prolonged effects of the government shutdown, we knew we had to step up," NALC President Brian L. Renfroe said. "And we knew that if asked, our members would chip in to help those in need.

"I am extremely proud and appreciative of every single branch and state association that donated. Our results are remarkable and will undoubtedly have a lasting impact on communities across the country," he added. **PR**

Branches and state associations that participated in NALC's Shut Down Hunger effort:

Milwaukee, WI Branch 2
Buffalo-Western NY Branch 3
Nashville, TN Branch 4
Lynn, MA Branch 7
Minneapolis, MN Branch 9
Worcester, MA Branch 12
Louisville, KY Branch 14
Scranton, PA Branch 17
Southeast MA Mgd. Branch 18
New Castle, PA Branch 22
Kansas City, MO Branch 30
Little Rock, AR Branch 35
New York, NY Branch 36
New Jersey Mgd. Branch 38
Cleveland, OH Branch 40
Springfield, OH Branch 45
Western MA Branch 46
Denver, CO Branch 47
Fall River, MA Branch 51
Grand Rapids, MI Branch 56
Newport, RI Branch 57
Sioux City, IA Branch 69
Springfield, IL Branch 80
Galesburg, IL Branch 88
Maine Mgd. Branch 92
Lima, OH Branch 105
Salt Lake City, UT Branch 111
Wilkes-Barre, PA Branch 115
Paterson, NJ Branch 120
Baton Rouge, LA Branch 129
Tacoma, WA Branch 130
Sacramento, CA Branch 133
Monroe, LA Branch 136
Belleville, IL Branch 155
Philadelphia, PA Branch 157
Dayton, OH Branch 182

Santa Rosa, CA Branch 183
Wichita, KS Branch 201
Springfield, MO Branch 203
Rochester, NY Branch 210
Jackson, MS Branch 217
Aurora, IL Branch 219
Fort Worth, TX Branch 226
Canton, OH Branch 238
Southwest MI Branch 246
Tidewater VA Branch 247
Denison, TX Branch 251
Bennington, VT Branch 252
Reading, PA Branch 258
Houston, TX Branch 283
Erie, PA Branch 284
Bradford, PA Branch 293
Joliet, IL Branch 305
Council Bluffs, IA Branch 314
Pensacola, FL Branch 321
Lynchburg, VA Branch 325
Boise, ID Branch 331
Central IA Mgd. Branch 352
Northeastern NY Branch 358
Clarksville, TN Branch 364
Northern KY Branch 374
Plainfield, NJ Branch 396
Waukesha, WI Branch 397
Knoxville, TN Branch 419
Hamilton, OH Branch 426
Spokane, WA Branch 442
Hagerstown, MD Branch 443
North Sound, WA Branch 450
Oklahoma City, OK Branch 458
Winston-Salem, NC Branch 461
Huntsville, AL Branch 462
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Valparaiso, IN Branch 753
Columbia, MO Branch 763
New Castle, IN Branch 814
Billings, MT Branch 815
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South Central IN Branch 828
Cape Atlantic, NJ Branch 903
Bux-Mont, PA Branch 920
Freehold, NJ Branch 924
Hattiesburg, MS Branch 938
Abilene, TX Branch 950
Amarillo, TX Branch 1037
South FL Branch 1071
Ames, IA Branch 1081

Central FL Branch 1091
Vancouver, WA Branch 1104
Wichita Falls, TX Branch 1227
Hickory, NC Branch 1250
Corpus Christi, TX Branch 1259
Coeur d'Alene Branch 1260
Murfreesboro, TN Branch 1402
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Fairfield, CT Branch 2313
Las Vegas, NV Branch 2502
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DeLand, FL Branch 2591
Spacecoast FL Branch 2689
Virginia Beach, VA Branch 2819
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Palatine, IL Branch 4268
South Macomb, MI Branch 4374
Spearfish, SD Branch 4711
Naples, FL Branch 4716
Roswell, GA Branch 4862
Santa Fe Springs, CA Branch 4941
Levittown, PA Branch 4973
Apopka, FL Branch 5192
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Venice, FL Branch 5480
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Tennessee State Association

You're a part of your state association

If you are new to NALC, you may not realize that you automatically belong to your state association. State associations exist in every state except Alaska, and they play a key role in NALC's legislative activities. State associations work closely with branches, national business agents and NALC Headquarters on legislative and political issues. These efforts are important to our efforts in the halls of Congress to secure both the future of the Postal Service and our jobs.

While state associations have been in existence since 1892, 20 years ago the NALC voted that state associations should reprioritize their activities to focus on legislative and political matters that affect letter carriers. In 2006, the delegates to the 65th Biennial National Convention in Las Vegas amended Article 1, Section 2 of the *NALC Constitution for the Government of State Associations* to read as follows:

Sec. 2. The objects of this Association are to assist the National Association of Letter Carriers in maintaining a more perfect organization and improving the Postal Service; to organize all letter carriers within the State; and to guide and direct all activities relating to legislation within the State. This Association shall have the authority to coordinate with the National Business Agent regarding seminars and training schools on State, District, and Branch levels, which shall be financed by the NALC and directed by the National Business Agent. Effective September 1, 2006, State Association financial resources previously expended on seminars and training shall be expended in pursuance of and consistent with the object stated above: 'to guide and direct all activities relating to legislation within the state.'

Prior to this change, training and education were the primary functions



of the state associations. Of course, a change like this required many states to make internal adjustments to best position each association for its new primary objective. In the years since the 2006 constitutional amendment, our state associations have made these necessary changes and continue their efforts to meet these important constitutional goals.

Let's look at how state associations fit into our legislative and political network. Headquarters officers and the Executive Council oversee everything our union does from the national level, including legislation. Branches engage in legislative activities as well, but typically prioritize other representational responsibilities.

State associations are the entities within NALC whose primary focus is legislation. State associations work on developing valuable, positive relationships with each member of Congress within the states. There is

no better way to educate and influence members of Congress to support letter carriers than having lawmakers hear our message from letter carriers who live and vote in their states or congressional districts.

To accomplish this, state associations have letter carrier congressional liaisons (LCCLs) in place. In some states, these positions are elected, and in others they are appointed. Regardless of how these individuals are chosen, our legislative and political network—primarily the state association—provides LCCLs and other members with the knowledge and resources needed to develop and foster relationships with their members of Congress and their staff at the local level.

The NALC president also appoints legislative and political organizers (LPOs) to assist state associations in promoting and protecting letter carrier interests on Capitol Hill. LPOs

help develop and implement plans specifically designed for the legislative challenges within each state. They assist with the education and training of other letter carriers, officers and rank-and-file activists to help carry out the plans.

Spring can be a busy time for NALC's state associations, as some of them schedule lobbying trips to visit their congressional representatives in Washington, DC. Typically, during these trips, the LCCLs and other state association representatives will attend meetings on Capitol Hill to discuss important issues that may affect letter carriers and the Postal Service. These meetings are another opportunity to encourage our members of Congress to introduce or support legislation that has a positive impact on letter carriers, or to persuade them against voting for pending legislation that could hurt letter carriers or USPS. There is no one better to explain to Congress what's important to letter carriers than a letter carrier.

In 2027, most of our state associations will be holding conventions. These conventions usually include education on pending congressional resolutions or bills, on how letter carriers can participate in legislative activities, and on how the overall political environment affects our jobs, the workplace and the Postal Service. However, the primary purpose of these conventions is to chart the course for the state association until the next convention, just as the national convention does. All state officers and delegates to each state convention should view it as an opportunity to improve their association. One example is taking a close

look at a state association's bylaws. If changes are needed to better position the state association for success, use the process and the convention to propose, debate, and ultimately decide what changes are needed.

Over the last two decades, our state associations have worked relentlessly to educate lawmakers on the urgent need for postal reform to improve the financial stability of the Postal Service. With frequent visits to congressional leaders, phone and text-messaging initiatives, and letter writing and social media campaigns, as well as interaction with the media and letters to the editor, state association members have labored to convince representatives in Congress to support legislation to accomplish this goal. As a culmination of those efforts, in April 2022, the Postal Service Reform Act of 2022 was signed into law. This law was a victory for letter carriers and for all Americans who depend on the Postal Service for affordable and high-quality universal service. As you can see, NALC state associations are crucial to our legislative efforts.

State associations were also instrumental in the January 2025 passage of the Social Security Fairness Act. The Social Security Fairness Act repealed the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). The WEP and GPO were a part of Social Security law that unfairly reduced, or sometimes eliminated, Social Security benefits of certain Civil Service Retirement System (CSRS) federal annuitants, including letter carriers. The fight for the repeal of these unfair CSRS annuitant provisions began more than four decades ago and NALC has been there every

step of the way. The tireless work of our state associations—coupled with NALC members' years of activism calling, writing and meeting with their members of Congress to educate them on this issue—was the reason this bill became law. The advocacy, involvement, and commitment of letter carriers and other federal annuitants who were affected by WEP and GPO were key for why this bill ultimately succeeded.

NALC members vary widely in our political views. This is a strength of our union and has allowed us to develop relationships with members of Congress in both parties, in the nation's capital and at the local level. Letter carriers have a strong voice on Capitol Hill because of the work done over the years in Washington, DC.

You can be a part of that voice; participation with your state association will provide you with training and information on local and statewide political efforts. New members bring fresh perspectives, renewed energy and unique ideas to these activities. Reach out to your local branch or state association to see how you can get involved. **PR**



EAP offers help when you need it most

Stress from work, school or home can make coping difficult for a letter carrier or a family member of a carrier—that’s just life. Fortunately, it’s easy for letter carriers to find help facing life’s many challenges. Article 35 of the National Agreement calls for an Employee Assistance Program (EAP) at no cost to carriers. Fulfilled by a contracted service provider, the EAP is a confidential program that offers assessment, consultation, counseling (up to 12 sessions), life coaching or training for any postal employee who needs help. Family members of employees living under the same roof are eligible as well. The EAP can even provide advice for a concerned employee on how to help a co-worker.

EAP is jointly administered by NALC, the American Postal Workers Union, the National Postal Mail Handlers Union and the Postal Service. All EAP counselors have at least a master’s degree in counseling or social work, are licensed in their state, and have experience in dealing with a wide range of personal and workplace concerns.

Reasons a postal employee might seek help from EAP include difficulties with family, children, marriage, divorce, care of an elderly person, child care, depression, anxiety, grief or loss, substance abuse, job performance problems, or personal or work relationship problems.

Discussions with EAP professionals are protected by strict federal and state confidentiality laws and regulations, and by professional ethics standards for counselors, even when they relate to work. EAP services are provided by an independent contractor.

“EAP is an incredible resource for all sorts of problems letter carriers may face,” NALC President Brian L. Renfroe said. “If you need it, just use it.”



One NALC member, who asked to remain anonymous, told *The Postal Record* that he had turned to EAP to get help for himself and his family when his wife was diagnosed with cancer. “It was just a matter of calling the 1-800 EAP number and then talking with someone,” he said. Sometimes he talked on the phone with counselors, other times he visited therapists whom EAP had referred him to in his area. He also went to EAP counselors located in postal facilities, using measures that ensure privacy. His wife, who also sought help from EAP to deal with her health crisis, later recovered from her illness.

In addition to helping a postal employee or family members, EAP also can help postal employees support each other or deal with the repercussions of other people’s challenges. If you notice a co-worker who appears to need help, you can contact EAP for assistance. An EAP counselor will help you size up the problem and help you decide how to approach that person to offer help, including the option of referring the co-worker or family member to EAP.

Technology has opened up opportunities for communicating with EAP. In addition to person-to-person or phone communication, employees or family may use video counseling or even messaging through a phone or tablet using the EAP’s privacy-protecting portal. The EAP’s website, eap4you.com, is also a rich resource for getting help—you can

find articles, locators, assessment tools, training, webinars, calculators, advice, videos and recipes there.

Letter carriers seeking EAP services can call 800-EAP-4YOU (800-327-4968), TTY 877-492-7341 or visit eap4you.com.

NALC’s Emergency Response Team is ready for critical incidents

Another tool for helping letter carriers in crisis is NALC’s Emergency Response Team (ERT).

When a critical incident happens at a station or affects a member who works there, the ERT is ready to help all the members who need help handling it. In its third year, the ERT has already deployed at more than 110 events throughout the country.

ERT members are specially trained to provide peer-to-peer support. Team members are there to listen, understand and help. They talk to members on the workroom floor or in private, and may meet with family members of the affected carrier. Their role is to assist members and family by providing “emotional first aid” and guiding them to the available resources in the aftermath of a traumatic event.

For an in-depth look at the ERT and how it works, see the March 2026 issue of *The Postal Record*.

“Letter carriers aren’t immune from the hazards of life, including the increase in violent crimes targeting them,” President Renfroe said. “The ERT is another way our union looks out for our brothers and sisters. When they face the aftermath of a traumatic event, the ERT responds very quickly to provide support.”

If your post office experiences a traumatic event, NALC members can reach out to the ERT through their branch president or by contacting their national business agent’s office. **PR**

Food Drive Day is Saturday, May 9

The nation's largest single-day food drive is almost here. The Letter Carriers' Stamp Out Hunger® Food Drive is Saturday, May 9.

Letter carriers have teamed with other postal employees and volunteers to collect food since the first national food drive in 1993. Donations are collected from postal patrons who leave a bag of nonperishable food next to their mailbox on the second Saturday in May.

One in 5 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The Stamp Out Hunger Food Drive helps to replenish food pantry shelves in spring and summer, when holiday food donations are depleted and schools are closing for the summer.

"Letter carriers know the struggles that people in their communities face—they see it every day," NALC President Brian L. Renfroe said. "For more than three decades, we've helped to meet their needs each May, and it's time to pull off this annual miracle again."

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

NALC's communications team at Headquarters and our national partners will continue spreading the word and raising awareness for the Stamp Out Hunger Food Drive. Remember to follow



the food drive's official social media accounts on Facebook at facebook.com/StampOutHunger and on X at [@StampOutHunger](https://twitter.com/StampOutHunger) to stay up to date and learn more about NALC's national partners. To find or send messages about the food drive on either platform, use [#StampOutHunger](https://twitter.com/StampOutHunger).

Food Drive Day doesn't end until we weigh the donations to measure our

success. Branches must report the pounds of food they collect via their Members Only portal by June 7.

Letter carriers who have questions about the food drive should contact their local branch coordinator. Regional and state food drive coordinators are available to assist; a contact list can be found on the Food Drive Tool Kit page at nalc.org/toolkit under the heading "Important information for coordinators." More information about the Stamp Out Hunger Food Drive can be found online at nalc.org/food. **PR**

Deadlines approaching for national convention

Deadlines for the 74th Biennial National Convention Aug. 3-7 in Los Angeles, CA, are approaching.

Delegate eligibility lists for the convention were mailed in February. The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 3 for branch representatives to be registered as delegates to the convention.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by June 3

as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 3 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 3 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's



office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 3 as well.

Go to nalc.org/convention for more convention news. **PR**

Indiana AFL-CIO chapter names award after letter carrier

The Northeast Indiana Chapter of the AFL-CIO in February named its Lifetime Achievement Award after late letter carrier **Allen Lauer** of Fort Wayne, IN Branch 116, who was a 2023 recipient of the award.

After serving in the U.S. Air Force for five years, where he received the U.S. Air Force Outstanding Unit Citation, Lauer was hired by the Postal Service as a city letter carrier in May 1967 and was a letter carrier for 31 years. A gold card member of NALC, he served as Branch 116 president for 11 years, a congressional district liaison starting in 1974, served on the Indiana State Association of Letter Carriers board for 25 years (six as president), coordinated the branch's food drive for many years, and was also a Muscular Dystrophy Association volunteer.

Indiana State Association of Letter Carriers President **Yatzie Roysden** had known Lauer for 20 years and went to Washington, DC, with him on lobbying trips. "We are very proud of him," he said. "He's always been one to lend a hand—always."

Lauer, who died in June 2025 at 84, was described by colleagues as a dedicated union member known for his advocacy, for which he received many accolades and awards, including the Circle of Corydon in 2019, which recognizes community advocacy throughout Indiana.

In addition to postal endeavors, Lauer served on the board of directors for United Senior Action of Indiana, two as state president. He also served as president of the local chapter National Active and Retired Federal Employees (NARFE) since January 1998 and served as the NARFE state legislative chair for state and federal legislative issues for eight years. Lauer



Allen Lauer receives the 2023 Lifetime Achievement Award.

served on the Senior Advisory Council for Area 3 Aging and In Home Services from 2008.

"I think I've known Allen my entire postal career," said Branch 116 member **Robbie Gardiner**, who had been friends with Lauer for 50 years. "He was a great leader, and he was a great

mentor." During the decade that Lauer was branch president, Gardiner served as branch secretary and trustee.

"He was active at the branch all the way up to the month before he died," Gardiner said, adding that Lauer attended all the AFL-CIO meetings and gave a report to the branch. "He

worked the polls for every election—primary and general election. He was instrumental on our food drive [and] chaired the food drive probably four of the last seven years of the food drive.”

Lauer was part of the Northeast Indiana AFL-CIO labor chapter of the Hoosier Heartland Labor Federation. About eight years ago, the federation decided to start an annual awards banquet to recognize what labor does in the community all year long.

“At the time that we started working on it, we decided to do a Lifetime Achievement Award. And we didn’t really have a specific person or name in mind when we first developed the award,” said Lloyd Osbourne, president of both the Hoosier Heartland Labor Federation and its Northeast Indiana AFL-CIO chapter. “So, we just, year after year, gave it out to certain people that would come to mind, and the executive board would vote on it.”

Lauer won the AFL-CIO Hoosier Heartland Area Labor Federation’s local chapter’s 2023 Lifetime Achievement Award at its Excellence in Labor Awards dinner. “He was very, very, very moved by it,” Branch 116’s Gardiner said. “We were sitting at the table with him, and it was all he could do to basically maintain his composure. It was quite an honor. We’re a small union in that Hoosier Heartland Area, and it ... made us feel proud that we were recognized by the AFL-CIO.”

Osbourne said that Lauer was an easy choice. “What happened was, is when everybody realized how many times and how year after year Allen Lauer’s name came up, we were in a spot where we were like, ‘Wow, we could almost give this to Allen every year,’” he said. “He never stops achieving new things.”



Jean Lauer spoke in her husband’s honor at the 2026 banquet.

Though Lauer had been retired for years, he never missed a meeting, even immediately after surgery. Following his death last year, Osbourne said the board was moved to honor Lauer’s commitment to the labor movement further.

“The whole chapter and the executive board, the committee, everybody was like—it’s almost like at the same time we started talking about renaming the Lifetime Achievement Award to the Allen Lauer Lifetime Achievement Award,” Osbourne said. “And it went over very well at our annual meeting. It went over very well at our fundraiser, which is the labor dinner. And then his wife, she accepted on his behalf. And it was just the best moment of the last nine years, to be honest.”

The Allen Lauer Lifetime Achievement Award was officially given out for the first time at the February 2026 dinner to Leroy Jackson from Laborers Local 213. A plaque was also posthumously given for Lauer, which was accepted by his wife, Jean, and a standing ovation was given for Lauer.

Branch 116 Director of Retired Members **Rebecca Riley** remembers Lauer fondly as her mentor. “I was president for six years, and if I had not known Al, I probably wouldn’t have been that. But he was president when I first started, and a couple years in, he—I don’t know, he must have saw something in me that I did not,” she said.

She described him as a respectful and giving person. “He respected

people, and even though he was my mentor when I became president, we may not have always agreed, but he always, always respected the position, and he respected me. And, you know, we’re getting older, and new people come in, which should be happening, things change. And I know he didn’t always agree with the changes, but ... he respected what was going on in the branch. He was a good friend of mine for all these years.”

Because of Lauer’s efforts over the years, Branch 116 has also voted to name its union hall after Lauer.

Riley added that Lauer was always supporting other local labor organizations. “This is a pretty good community for people to support other unions within the city. Him and his wife, Jean, did so much,” she said. “He just gave his all for everybody and everything. ... He won awards that none of us ever even knew about.”

As a legislative liaison for many years, politics was a point of focus for Lauer. “All the local politicians knew him, and he could walk into any office and start a conversation,” Riley said, adding that they may not have always agreed, but they “respected him and he respected them.”

The AFL-CIO’s Osbourne said Lauer’s impact on the Indiana labor movement is massive. “The guy just never quit. He never gave up. He never stopped educating people and helping people understand not just the labor movement, but why we fight legislation, how it affected the Post Office, the letter carriers. It was unbelievable,” he said of the late carrier. “He was well known, well loved in this area for all he gives. I don’t think if I spent the rest of the day on the phone I could cover all of his accomplishments.” **PR**



The Seattle Branch 79 Letter Carrier Band, then and now



THE LETTER CARRIER BAND PLAYS ON

Before there was streaming music, before there were CDs or records or tapes, there were letter carrier bands. Live music still thrills listeners—and letter carrier bands like the Seattle, WA Branch 79 Letter Carrier Band have carried on the tradition.

Letter carriers have been picking up instruments to entertain other carriers and their communities almost as long as NALC has existed. One of the first was formed in Cleveland, OH, in 1890, a year after NALC was formed, and at least 26 more were formed afterward. Though their numbers have dwindled to less than a dozen today, they are still a treasured tradition.

“One need but read the branch items [in *The Postal Record*] ... to note how the finished and altogether admirable work of these bands feature in many demonstrations held under the auspices of this Association,” NALC Secretary Edward J. Cantwell wrote in the magazine in 1922. “They grace banquets, entertainments and social sessions. They enliven a smoker.... And on the occasion of our great national conventions where, happily, many

Letter Carriers’ Bands invariably lend their presence, they give zest and color to the gathering....”

Letter carrier bands once performed in parades at state and national conventions, but today, most play concerts, often in their local communities. In the early days, letter carrier bands would show up to celebrate the opening of a post office, entertain at letter carrier picnics, march in local parades, or even lead guests from a letter carrier’s wedding to a reception.

For a time, a band composed of members from several branch bands performed as a national letter carrier band.

Until 2016, funding for bands was provided by NALC to bands that attended and played at NALC’s biennial conventions. At that time, there were eight remaining bands in the country. However, several of the bands featured few or no playing active or retired letter carriers as members, only outside community members, and the delegates to the 70th Biennial National Convention ended the funding.

Seattle’s band, which plays at state-wide events as the Washington State Letter Carrier Band, formed in 1892. The heyday of letter carrier bands may have passed, but bands like the Seattle group continue the tradition with the help of other postal employees or members of the community pitching in—and they still put on a show at letter carrier rallies, parades, meetings, conventions and concerts.

Ken Eline has directed the Seattle band for decades. The retired Branch 79 member joined the band in 1973 and took the helm around 1975.

“It’s the oldest concert band in the state,” he said. “I started out on



Left: A city letter carrier pictured with his flugelhorn
Below: The Memphis, TN Branch 27 Band, circa 1926





trumpet, then a baritone horn, and a fugalhorn and trombone.”

“We play waltzes, marches—just about anything we can play, we’ll play,” Eline said.

The band has played at national and Washington state conventions, rallies and other special events, and along with a weekly rehearsal, performs at local retirement centers each week.

Every band member is a volunteer who plays just for the joy of it, he said.

“We like to play for the community, and it’s surprising that we don’t get paid and that everybody still shows up,” he added.

The membership has dwindled, though. “We used to have quite a few people, but now we’re down to 14, 15 people,” Eline said. “We practice, but we’re not out so much now because COVID did a number on us. Things haven’t built back up yet.”

Even after most of the world has reopened following the pandemic, nursing homes are still nervous about outsiders, said band member Judy Logen.

Trombonist Logen was one of the first members to join who is not either a letter carrier or the family member of a letter carrier. She and her husband, Lynn, who plays baritone horn, joined the band about the same time as Eline. She began as a substitute player when another trombonist couldn’t make it to a performance.

“And we were hooked,” Logen said, “because they were nice people, and [it was a] great opportunity to play and represent the band in the community.”

The Logens have performed with the Seattle band at many NALC national and state conventions, other union events and just for fun at local venues. They became so fond of letter carriers



and NALC that they joined the local NALC Auxiliary #99.

“Everyone was very friendly and very knowledgeable, and great group of people,” Logen said. “Of course, conventions are fun, but we worked really hard in conventions. We had to go around the community and play.”

Though the band has shrunk over time—when she joined, it had about 50 or more members—the Logens’ daughter and grandson have participated in the band, continuing the family tradition. When she joined the Seattle band, bands were not only part of a tradition at NALC but also an overall union tradition, she said.

“In those days, all unions had bands,” Logen said. “Firemen had bands. Steelworkers had bands. Everybody had bands. And so, they were quite popular.”

Live bands can still thrill in a way recorded music can’t, and letter carrier bands continue to bring their magic to their local communities. After a recent concert at a senior center, a staff member wrote to the band: “Your presence brings peace, calm, and joy to our residents in such a meaningful way. Your cheerful melodies, energetic rhythms, and professional talent awaken the spirit of every person in the room.” **PR**



The Seattle Branch 79 Letter Carrier Band is led by retired NALC member Ken Eline (above) and recently played at the fair contract rally held on Feb. 22 (top).

NATIONAL ASSOCIATION OF LETTER CARRIERS

HEROES OF THE YEAR



“**O**ur union, the National Association of Letter Carriers, very proudly represents over 300,000 active and retired city letter carriers who proudly work for the United States Postal Service,” NALC President Brian L. Renfroe said as he welcomed a large audience to the NALC Heroes of the Year Awards luncheon held in Washington, DC, on March 25. “Our members are public servants. And as

all postal employees do, we devote our professional lives to serving our communities. And as we’ll hear today, not only is that service provided in the form of delivering mail and packages, essential services, but also in our role as the eyes and ears of our communities.”

Renfroe emphasized that letter carriers look out for their communities because they are proud of their efforts and of the role they play. “Letter carriers take a lot of pride in the work that we do,” he said. “And very often, as we celebrate here every single year, the service that we provide goes far beyond delivering the mail.”

Because letter carriers are out in the community, the NALC president pointed out, carriers often are the first to notice when something is out of the ordinary on their routes. “There’s really no other people across America that know all of our communities like letter carriers do,” Renfroe said. “We’re out there six days—and often seven days—a week, and we get to know our customers. We also know when something is not right. We know when something is not normal and are often in a position to be the first to step up. And today we are honored to have the opportunity to recognize a special group of people as our Heroes of the union.”

Renfroe thanked the panel of independent judges who selected the nine Heroes from numerous nominees, whose stories of heroism and com-

munity service were published over the course of 2025 in this magazine, as has been done since 1974. This year’s judges were Brea Ellis, union service representative at Union Plus; Don Havard, business manager at the International Union of Operating Engineers Local 99; and Kayla Warner, executive assistant to the international secretary-treasurer at the Amalgamated Transit Union.

The annual ceremony highlighted the special acts of courage and compassion performed by NALC members to save or improve lives along their routes. Attendees included the union’s resident national officers, NALC Headquarters staff, U.S. Postal Service leaders, members of the Postal Regulatory Commission, a representative from the USPS Board of Governors, journalists, and many others from the labor and postal community, including the presidents from the American Postal Workers Union, the National Rural Letter Carriers’ Association, the National Postal Mail Handlers Union, and the United Postmasters and Managers of America.

Renfroe invited AFL-CIO President Liz Shuler to the stage, where she lauded the letter carrier heroes for their inspiration. “This past year, our letter carriers and federal workers have been tested in unimaginable ways,” Shuler said. “So, these stories bring us hope and so much pride. I know that’s how I feel. My heart is just swelling when I read of the incredible contributions,

NALC
President
Brian L.
Renfroe





because we as workers, yes, we do our day jobs, but we are a part of the fabric of this country.”

She continued: “The work we do is indispensable, and the care that we bring should never be taken for granted. And I think about the critical work that our letter carriers do every day, making sure our neighbors get their medications, get those Social Security checks delivered, and our ballots, packages, so much more. But it goes well beyond that. We are deeply enmeshed in our communities.”

Shuler noted that carriers take the time to get to know and connect with the customers they serve, and in moments when someone needs help, union workers step up in heroic ways. “Our mantra in the labor movement—say it with me—is, ‘An injury to one is an injury to all.’ And the heroes we’re honoring today are shining examples of that.”

President Renfroe next invited Deputy Postmaster General Doug Tulino to the lectern.

“It is my privilege to be here today with our employees who represent the absolute very best of what the United States Postal Service stands for,” he said, adding that carriers are in every neighborhood daily and bind communities together. “Because of that, you are aware of and witness more than most people can ever imagine.”

Tulino pointed out that carriers’ daily service means that they’re often the first to notice and also the first

to help. “That is why letter carriers are the most trusted public service in our country. You give new meaning to the word hero, because you don’t just serve, you protect. You don’t just observe, you intervene. And you don’t just pass by, you stop. Sometimes heroism looks like saving a life. Sometimes it looks like preventing a tragedy. And sometimes it looks like steadfast support and giving back by raising money, supporting families, and helping a community in need. It takes many forms and happens frequently, but it always comes back to the same thing in my mind: a letter carrier’s instinct to care and a sense of service to their customers.

“So, on behalf of the Postal Service, I want to thank you for that service. And to today’s honorees, I want to give you a sincere and heartfelt congratulations. We are proud of you. We are certainly grateful for you, and we are honored to recognize you. And in honoring you today, we also honor every letter carrier and all our employees across our country who serve with courage, compassion and professionalism every day.”

Returning to the podium, President Renfroe then individually invited each Hero to the stage to sit with him and have a conversation about their incredible stories—stories that included letter carriers helping those in medical distress or in danger from crimes or fires, as well as watching out for lost children.

He then presented each honoree with an award certificate; they also received a lapel pin. The stories of the Heroes are found in the following pages of this issue of *The Postal Record*.

“One thing has been consistent over the many years that I have attended these lunches,” Renfroe said in concluding the event, “and that is that our heroes, while performing incredibly brave and courageous acts that often result in saving lives, every one of them views themselves and views what they did as really no big deal, and said just anyone would have done it.”

He said that feeling is representative of the spirit of service that letter carriers and postal employees as a whole have. That spirit has made the Postal Service successful and trusted among the people that they serve. That’s “why we continue to have the opportunities to serve our communities well beyond delivering the mail in special ways, ranging from very small good deeds to the heroic acts that we’ve been able to honor those winners for here this afternoon,” he concluded.

Video of the Heroes of the Year event is available at youtube.com/ThePostalRecord—NALC’s YouTube channel.



CHRISTOPHER PEREZ

NATIONAL HERO OF THE YEAR

WESTCHESTER MERGED, NY BRANCH 693

“I was on my park-and-loop, running in my truck, delivering mail, just a regular day, and I noticed to my right that there was a big plume of white smoke,” **Christopher Perez**, a four-year letter carrier, said. “That’s how it started.”

He had just finished one section of his route in Yorktown Heights, NY, on March 28, 2025, when he saw the smoke coming from an area he had just delivered to. At first, the Westchester Merged Branch 693 letter carrier thought that maybe someone was putting leaves in a fire pit, which is not allowed in this development.

He kept his eye on the smoke. “It went from super white to very dark black, started to black out the sky,” he said. “That’s when I started to panic.”

Perez got in his truck and drove back to the area. “Everything started to change as I was getting close,” he said. “I started to shake, I started to worry, because I care about every single one of my customers as they do for me.”

As he pulled up, he saw flames 10 to 15 feet high and several neighbors of the 55-plus senior community gathered.

“There was no police, no firemen, nobody,” the carrier said. “Just a little old lady who had a little walker. She looked me in my face and was like, ‘Christopher, there’s a man in the house.’”

Perez knew his route well, and knew that the homeowner, a snowbird from Florida, was currently having their mail forwarded. “Come to find out it was actually her son who was house-

sitting at the time, but nobody knew,” he said.

Perez first ran around the four-unit building, knocking on everyone’s doors to make sure that they knew about the fire and were getting out.

The woman insisted that she had seen a man in the unit. Perez walked to the back of the building and saw the man come out onto the second-floor balcony in the back of the house.

“I’m telling the gentleman, ‘Hey, I don’t know if you know, but the house is on fire. You need to get out of the house,’” Perez recounted. “He looked at me and goes, ‘Oh, I gotta get my keys and my phone.’ And I’m like, ‘OK, you better hurry up. You better hurry up. Come on, get out of the house.’”

Within minutes, the house was starting to go up in flames. “So, now I’m getting pretty antsy,” Perez said. “I’m like, ‘Dude, you really gotta get out of there, sir.’ He kept saying that he can’t find his keys. He kept continuing to go in and out of the house. I’m thinking, ‘You know what? I’m going to go to the front door, kick in the door and bring him out, and that’ll be the end of the story.’”

Little did Perez know that he wouldn’t be able to get within 20 feet of the front door because it was covered in flames. “At the time, I had a big beard that went down to, like, the middle of my chest,” he said, “and when I ran to the front where the fire was at, it literally curled my beard on my face. Now that plan is completely out, because there’s no way I’m run-

ning through a door that’s completely engulfed in flames.”

The carrier tried to keep his cool and figure out his next steps.

“The first thing that came to my mind was, ‘I’m about to witness someone pass away in front of my eyes in one of the most horrific ways,’” he said. “So panic, adrenaline pumping, I’ve run back to the other side.”

The flames at this time were at least 20 feet high, Perez recalled. “I’m like, ‘My God, this guy’s not going to be able to get out, and the only way he’s going to be able to get out is if he jumps,’” he said.

He continued: “So, I run to the back, and I’m like, ‘Sir, listen, there’s no way you can get out this front door. Can you please jump? If you jump, I’ll catch you somehow. We’re both going to get hurt, but I can guarantee you that’s probably going to be the best-case scenario, because you will die if

Firefighters inspect the damage caused by the fire at a house on Perez’s route.





Perez tells his story in his own words at the event.



Christopher Perez

you stay in this house.’ He was like, ‘No, I’m not jumping.’ ”

The man was in his 50s, and Perez remembered him saying that he couldn’t “afford” to jump due to the possible effects it could have on his body. Despite the man’s refusal to comply, Perez knew he had to do something.

“It was like a fight-or-flight situation, and I chose to fight,” Perez said. “And I backed my mail truck underneath the porch, jumped off the front of the hood, jumped onto the roof, Spider-Man’d over the balcony.”

He made his way into the house and found the man in the kitchen, still looking for his keys and phone.

“I was like, ‘Forget about your keys and your phone. That’s replaceable, but you are not,’ ” Perez said. “Then, I dragged him and pulled him out the door. He did not want to put his leg over the banister. He’s like, ‘No, no, I have a bad hip, I have broken ankles, I’m 200 pounds, you can’t lift me.’ And I’m just like, ‘Too many excuses, you need to just go, you’re gonna die.’ ”

To urge him to jump, Perez said, “I have a family, and I’ve got to make it home to them, and there’s no way that I can go home to my family and say that I left you behind. So, we both have to go,” and he just looked me in my eye and said, ‘Fine.’ ”

Finally agreeing to leave the building, the man let Perez help him over the banister. “After what felt like forever, maybe 15 minutes, 10 minutes tops, we got that leg over that balcony,” he said. “You could just hear things cracking in his body as he’s doing it.”

He eventually gets the second leg over. “He turns around, looks at me, he’s like, ‘You expect me to jump?’ ”

Perez said he needed to get a little aggressive with the man, but he convinced him to jump to the LLV’s roof. As he and a few others helped get the man from the vehicle, fire and police vehicles arrive, with one chief telling him, “Great job, young man; you did a great deed.”

After finishing his route, the carrier returned to the scene to give a statement.

Although the building was severely damaged, none of the residents sustained any serious injuries. After being demolished, the building is now in the process of being rebuilt.

The carrier has received some media attention for his actions, but he’s brushed off any praise. “I feel like it’s something that anyone would do, you know?” he told News 12 New York.

In selecting Perez as National Hero of the Year, judges noted his persistence despite the man’s hesitance. “Christopher just didn’t give up on anyone, even with the stakes getting higher and

higher,” they said. “He clearly went above and beyond to try to forcefully but kindly get the man out.”

Perez was simply glad he could help. “It was a blessing,” he told the crowd at the Heroes of the Year ceremony, “to be in that position, to be able to do something, to be healthy enough to do something.”



KYLE QUILLEN

EASTERN REGION HERO

CAMDEN, NJ MERGED BRANCH 540

“So I’m not one to believe in divine intervention, but it quite felt like that that day,” Kyle Quillen, a two-year letter carrier, said of April 23, 2025. “I found somebody’s lost dog, I met a new customer, so I was a little bit behind where I was supposed to be at the time. Also, it was a nice day, so I wanted to get my longer relays out of the way and save my shorter ones for the end of the day.”

Quillen was on his route in Cherry Hill, NJ, turning from one street to the next when he smelled smoke that was coming from the direction of a home he had just delivered to. When the Camden Merged Branch 540 member turned his head back, he said he saw “a plume of smoke coming from the house.”

Quillen started running back to the house as he called 911. He saw that the home was now engulfed in flames.

“I was going to go to the neighbor’s house, because these houses are very close together, to make sure that nobody else was home,” he said.

He knocked on the door, then turned to knock on the neighbors’ doors—but as he turned the corner, he saw a woman, a baby and a dog all on the side porch. The woman was “petrified” by the fire when he found her, the carrier added, as the fire was progressively getting worse inside the house.

He hung up with the emergency dispatcher to help. “As I was approaching the property and approaching the lady, I saw her holding the toddler,” Quillen said. “There was a baby gate in the porch in between us. I couldn’t figure

out how to get it open, so I just told her to hand me the baby.”

The woman was worried about the dog getting loose. “I asked her where the dog’s leash was. It was in the front porch,” the carrier said. “And I told her, well, that was already gone. It’s completely engulfed by that point.”

Quillen thought quickly. “I take my Arrow Key and I make a makeshift collar, and I take my bags from my satchels and strap, and I use that as a leash,” he said. “And the whole time I’m running after this big Chow Chow, I’m like, ‘Please don’t bite me, please don’t bite me.’”

Eventually the carrier gets the dog under control and brings him out, handing him off to a neighbor to secure him before running past the fire and smoke going back to the back yard for the woman and her child.

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

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

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



In bestowing the honor of NALC Eastern Region Hero of the Year on Quillen, the judges commended the carrier for his ingenuity. “It was just triage in the situation,” they said. “You hold the baby, you take the dog, make a makeshift leash out of a part of his uniform. He involved a neighbor, too. He was aware of his surroundings, asking, ‘What can I use around me and on me to fix this?’”

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



SYDNEY BILLINGSLEY CENTRAL REGION HERO DAYTON, OH BRANCH 182

A man screaming for help along with dogs barking alerted **Sydney Billingsley**, a Dayton, OH Branch 182 member, as she was delivering her route on June 28, 2025. 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, “I found him lying on his stomach in a pool of his blood,” she said, “and he had told me that he had been shot and that he had been robbed.”

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

As she called 911, she looked for something to plug up his wounds, and used towels she found hanging on a door to apply pressure to a few of his eight gunshot wounds.

“I was lying across this man’s body,” Billingsley said, “sprawled out trying to hold pressure on—I think I had about three gunshot wounds that I was putting pressure on. One on his shoulder, one in the middle of his back, and on his left thigh.”

Police and an ambulance came about five minutes later, 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.



Sydney Billingsley

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. Billingsley kept in touch with him throughout.

“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 had recently served prison time for killing a person, and he was soon arrested on two counts of felonious assault and one count of aggravated robbery. Billingsley testified in court for the case.

The judges, impressed with the carrier’s knowledge about what to do in the situation, as well as her willingness to get involved, named Billingsley NALC’s Central Region Hero. “A lot of people would not take a chance to go into someone’s house to help, not knowing what they were going to find in there,” they said. “Thank goodness she did.”

The carrier was modest about her actions. “I’m just very grateful that I was able to just be there,” Billingsley said at the Heroes of the Year ceremony. “Right time, right place.”



President Renfro thanks Billingsley for her heroic service.



JAIRO LOPEZ

WESTERN REGION HERO

OKLAHOMA CITY, OK BRANCH 458

Hheavy smoke coming from a customer's trailer windows and loud smoke alarms got the attention of **Jairo Lopez** of a possible fire as he was working his Midwest City, OK, route on March 13, 2025. The Oklahoma City Branch 458 member had worked on his current route for about two years and knew that an elderly woman who was deaf lived there and that she wouldn't have been able to hear the alarms.

The eight-year letter carrier parked his postal vehicle and knocked on the door. He tried to open it along with the windows, and also to scream for her, but it was to no avail. So, he searched for help.

"I drove around to the other street where I had seen some maintenance workers," Lopez said. "I notified a

maintenance worker, and he drove with me back to the lady's house."

The maintenance worker had a spare key to the woman's home, so they went into the trailer together. They found the woman toward the back of the trailer. She was unaware of the fire, because she didn't hear the alarms or see a sign of the fire. When Lopez reached her, she was "unconscious or asleep." Lopez said, "We took her out," explaining that they lifted her "shoulder to shoulder" and carried her outside.

The fire was minor and resulted from a faulty wire in the oven. It was contained in time, leaving only smoke damage. The woman was fine afterward and hadn't sustained any injuries. Lopez has seen the customer on several occasions since, and she often greets him when he is delivering mail.

Lopez never told anyone about the incident. His actions became known only after the property manager informed the post office about the carrier's good deeds about two months later. "I'm not really a person that likes attention," the carrier said.

"You're a hero, brother," NALC President Brian L.

Jairo Lopez



Renfroe told him at the Heroes of the Year ceremony.

The judges agreed. "He actually had to go take the extra step to get the maintenance worker to get the key, because he knew that banging on the door wouldn't do any good, and that's because he knew the customer. And he didn't just alert the woman, but he actually physically got involved in the situation," they observed before naming Lopez NALC's Western Region Hero. "Not everyone would go into a smoke-filled house, and not everybody pays enough attention to their neighbors."

Lopez explained his actions simply. "If I can help out, I'll help out," he said.

Lopez tells of rescuing a deaf woman from smoke and fire.





MEAGAN MURRAY HUMANITARIAN OF THE YEAR WATERLOO, IA BRANCH 512

“It was it was a beautiful day in Iowa,” Meagan Murray, a carrier in New Hampton, said of a day in late September 2024 on the route she had been on for three years. “I was getting ready to park, start my next walking loop, and I looked out and I was like, ‘Gosh, there’s a lot of smoke, like, coming from the foundation of this house.’”

New Hampton is super small, the Waterloo Branch 512 member said: “I know everybody. So this was an elderly lady and her son lived there, but he was at work.”

She called 911 right away and started walking to the door. Knowing that the woman was usually home at that time of day, Murray banged on the doors.

With smoke, “you don’t realize, I guess, how quickly it starts to get worse in a short amount of time,” she said. “And so by the time I was on with 911, I’m like, ‘The house is on fire.’ I go to the door—everything’s locked. Go to the garage—it’s locked. I’m knocking, I can’t see in at this point.”

At this stage Murray said, “smoke was really coming out all through the roof and the foundation,” adding, “But I’m like, I know she’s in there, she doesn’t drive much. I was just really worried.”

She knocked on a few windows. “I’m banging, banging—nothing,” Murray said. “And it’s getting bad at this point, like I should probably step away, but I told the dispatcher, ‘I just want to try one more time. I’m going to bang as hard as I can on this front window.’ And on my last attempt, she knocked back from the inside. And so I’m like,

‘She’s in there! I heard it.’”

The carrier went to the doors to see if she could open them, but they were all locked.

“I have no idea if it was adrenaline or what, but I just was, like, banging on the door, like, wiggling the door-knob as much as I could,” Murray, a three-year letter carrier, said. “Jerking it, pushing it. I don’t know if it was God or what, but I got it.”

Murray walked into the smoke-filled house and yelled for the woman. “I was like, ‘Come here, honey; I’m here, I’m gonna help you,’” she said. “So she came, she embraced me, and I got her out the front door.”

Firefighters arrived about four minutes later, and Murray comforted her customer until her family arrived.

As it turns out, the homeowner had just returned home from an errand and started the stove. A few minutes later, she heard a “pop” in the basement and then started to smell and see smoke. She couldn’t get the door between the kitchen and garage open, so she instead made her way to the living-room door. She had begun banging on the window when she spotted Murray.

A fire department investigation found that the electrical cord of a dehumidifier in the basement was likely the source of the fire. The woman had also been trying to call 911 from a landline that wasn’t working due to the electrical part of the fire.

“If you drive by the house, you wouldn’t think anything had happened,” the fire chief told the *New Hampton Tribune*, “but there’s pretty serious damage. If you think about it, when you have a fire in a basement,



Meagan Murray

it’s going to cause damage to the floor joists for the first floor.”

The home was deemed a total loss, but the resident is still living in the same neighborhood while she waits for it to be rebuilt.

The letter carrier has seen the resident since, and she seemed OK.

In selecting Murray as NALC’s Humanitarian of the Year, the judges noted that she put herself in harm’s way. “By going in the house that she already knew was filled with smoke, we feel like that’s what made her take that extra step to humanitarian, because she was thinking of the person and not really thinking of herself because they were both in danger.”

Murray said that God put her there that day for that reason. “I know had I been four minutes later, four minutes earlier, I maybe wouldn’t have seen it. She would not have gotten out,” she said.



THEODORE MAY

THE VIGILANT AWARD

BUFFALO-WESTERN NEW YORK BRANCH 3

“I was getting to my next park point on my route, and as I got out, I heard, like, crying coming from somewhere,” said Buffalo-Western New York Branch 3 member **Theodore May** as he was walking his route on Oct. 21, 2025. “I couldn’t really pinpoint it because I was looking on the sidewalks. And then I looked into the middle of the road, and there was a kid crying for his mom, telling me he wants to go home.”

The child had been walking down the middle of a side street near the busy Main Street in Buffalo when May heard the toddler.

“I’m searching for a parent or an adult, and there’s no one around,” the three-year letter carrier recalled. “I was shocked. You see a 3-year-old, you’re not thinking he’s unsupervised. ... It was just him in the road ... so I was kind of in shock for a minute.”

May got into his truck and asked the boy where home is. “He just kept pointing toward, like, a very busy intersection like Main Street,” the carrier said. “So, I’m like, ‘You know, buddy, you can’t go anywhere without, you know, an adult.’”

A woman across from where May’s postal truck was parked came out. The carrier told her the boy is lost and asked her to make a call. “There’s a day care down the road, so I assumed, you know, he maybe got out of there,” he said.

May knew that there was a day care facility about half a mile away because it is part of his delivery route. May stayed with the child while the

woman called the business. “She did get ahold of the person, and she came flying down in her car to come get the kid,” May said.

The day care was unaware of the boy being missing, although May estimated that he had been gone for at least 10 minutes.

Concerned about the day care’s loss of the boy, May reported the provider to the Office of Children and Family Services, the agency responsible for child care in New York state. “I just want to make sure this doesn’t happen again to a kid,” May said.

That resonated with the judges. “The part we liked was that he actually reported it to child services to make sure it didn’t happen again,” they said in selecting May as one of NALC’s Vigilant Award honorees. “He assisted and took the extra step.”

May was certainly at the right place at the right time. “I almost took a break right before I left, but I skipped my time to take it at that next park point,” he said.

Reflecting on the incident, the carrier remembered that there wasn’t anyone around, saying, “If it weren’t for me, he probably would have been gone.”



Theodore May

May tells President Renfroe and the crowd about finding a small child in a busy street.





RAFAEL POZO

THE VIGILANT AWARD

ARLINGTON HEIGHTS, IL BRANCH 2810

“I was out on my route and I was delivering parcels packages, and it was an oversized post, so we had to drive it out,” Arlington Heights, IL Branch 2810 member **Rafael Pozo** said of the afternoon of Dec. 6, 2024. “I see that behind me there is a garbage truck. Nothing abnormal. You see garbage trucks all the time. You’re on the route, you know where they are, they know where you are. It’s a routine.”

But this time, he said, “The garbage truck was smoking, and these things are powered by natural gas. So what ended up happening is that the garbage truck caught fire.”

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. “These flames are 15 feet high in the air. You’re not going to put them out with an onboard extinguisher,” he said.

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

Within minutes, firefighters arrived. They had only started setting up to fight the flames.

“The fire ignited the tanks and there was an explosion,” Pozo said. “Debris flew everywhere and this debris is on fire. It flew for three blocks. The sound was incredible.”

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 who was a customer of Pozo’s for 12 years was about to drive up to her house that looked right out at the scene when Pozo warned her. 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 from the explosion.

This wasn’t the last time this happened. Exactly six months later, on June 6, 2025, 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 caused by a lithium battery.

There were hundreds of kids outside for their end-of-the-school-year party. Pozo described the situation as being a



lot “scariest,” so he made sure to warn them. This time the truck driver avoided explosion by dumping the truck load onto the pavement, preventing the flames from reaching the natural gas.

In selecting Pozo as one of NALC’s Vigilant Award honorees, judges praised the carrier for his situational awareness and care for the community. “He was so concerned about the kids in the area,” they said. “He cleared everybody away from the action, the danger.”

“I was very fortunate to be there at that time in that moment,” Pozo said.





ALEXANDER SKOMRA HONORABLE ACT BUFFALO-WESTERN NEW YORK BRANCH 3

Last summer, Buffalo-Western New York Branch 3 member **Alexander Skomra** had visited Philadelphia, PA, and happened upon a fire station that was handing out free Narcan, a medicine that reverses an opioid overdose. Thinking that he would never know when it might come in handy, the carrier picked up some.

On Oct. 15, 2025, Skomra was on only his third day carrying mail alone.

“I was checking my scanner and noticed I had missed a package, so I had to go back to a place I’d already been,” the carrier said. “And as I’m walking up the street, somebody comes out of the house screaming, ‘Hey, postman, do you have any Narcan?’”

Remembering the Narcan he had in his satchel, Skomra retrieved it and followed the person.

“So I went to the house and the woman was obviously overdosing,” he said, adding that the woman was making “this awful breathing noise.”

Skomra administered the Narcan to the woman by nose.

“Within a couple minutes, she was fine,” Skomra said. “She, like, came around and could answer questions and stuff. Before that, you could just see her eyes moving.”

“I should have already left that area,” he said. “It was kind of weird that it happened in a way for me to be able to be there to help.”

The carrier has seen the woman a few times since



Alexander Skomra

President Renfroe praises Skomra for having the foresight to carry Narcan on his route.



and she seemed to be all right.

The judges were impressed with Skomra’s forethought and effort, awarding him NALC’s Honorable Act award. “It was nice that he saw the Narcan and said, ‘You know what? Let me put this in my bag in case somebody in the community might need it. Let me hold on to it.’”

“Third day,” NALC President Renfroe emphasized at the Heroes of the Year ceremony. “Job’s hard enough when you first start—amazing.”

Skomra was glad he was there. “I really doubt they would have, like, called EMS or the police to come help them,” he said. “So the fact that I was able to be there—I’m really grateful for that.”



TIFFANY McCARTY

HONORABLE ACT

WICHITA, KS BRANCH 201

“I was delivering curbside ... and a young girl came from the opposite direction yelling, ‘Help! He’s got a gun! He’s gonna kill me!’” said **Tiffany McCarty**, a two-year letter carrier in Wichita, KS, of her route on Feb. 26, 2025. “So my instinct was to just throw it in park ... and call 911.”

McCarty felt for the young woman. “She was so scared and crying,” the carrier said. “She was only 21. ... I felt like I had to do something right then.”

She sat the woman on the outside ledge of her LLV and asked her a few questions while speaking to the emergency operator. “While I’m talking to 911, I’m kind of keeping an eye out diagonal, and the guy comes out and he’s got his arm up and there’s a gun,” McCarty said.

After spotting the weapon, McCarty acted quickly. “I squeeze between our little LLV tray and our chair, which is not very big, by the way,” she said. “I squeeze down there to avoid—I don’t want to get shot either. So she’s sitting on the LLV ledge, and then I’m sitting on the floor and we’re, you know, conversating. She’s hysterical.”

The man looked around. “He didn’t even pay attention to the mail truck. Like, it was almost oblivious that I was even there, because it was normal for me to be there every day delivering mail,” McCarty said, adding that he soon went back inside.

The carrier waited with the woman, trying to keep her occupied until an emergency response team got there about 10 to 15 minutes later. After McCarty spoke with them, she returned on her route.



Tiffany McCarty

“I was scared for her. I’m a mom, so I can only imagine [her] being one of my daughters,” McCarty said.

Following the incident, she was still delivering mail to the assailant’s house, which made her worry something would happen to her on her route.

“I was nervous for the simple fact that I was still on that route, and I wasn’t sure if he would find out that the postal worker said something, you know?” McCarty said.

A few days after the incident, the carrier found out from a police report that the man had been arrested for aggravated robbery. He had stolen toiletries, a charger, a debit card and a few other items from the young woman. McCarty is unsure of what has become of the assailant, but she is now working at a different station.

“She showed her bravery even involving herself to help protect this young girl,” the judges said in naming McCarty one of NALC’s Honorable Act Heroes.

The carrier was glad she was able to assist. “I feel like, because Kansas is so flat, there was not many places for her to go,” McCarty said. “And so, had I not been there, you know, who knows what would have happened. She was young, and she needed somewhere to go, and she came to me.” **PR**



McCarty tells of protecting a woman at risk from a man with a gun.

Carriers and the mail make news online



Sanquan Long in his video that went viral

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.

Carrier goes viral for delivering mail to ‘The Ton’

Sanquan Long went viral for delivering mail to “The Ton”—Washington, DC, that is—with a Regency era spring in his step inspired by the “Bridgerton” TV series. As he delivers mail, he moves in the manner that Hyacinth, the youngest of the Bridgerton children, dances in her first recital depicted in the second part of Season 4, which came out on Feb. 26. She and the other characters her age dance in the ballroom to a classical version of Charlie XCX’s “360” with their feet moving in a manner that

gives a bouncy effect.

After it aired, fans started posting videos of themselves doing various things while stepping the way they did in the recital. The Branch 142 member decided to participate in the trend. In the TikTok video it is raining, and his truck door opens to Long getting his mail ready to deliver, then he steps in the same way Hyacinth did with his mail in hand on the way to several customers’ front doors. He then stepped to one delivery and another with mail in his hands.

The post is captioned with “POV: Your mail, always arriving in style #Bridgerton.”

The video had 1.1 million views, more than 204,000 likes and 1,300-plus comments by mid-March.

Long has been posting TikToks for a while and told *The Postal Record*, “I always try to reach for like a million [views]” on his videos, although he was surprised to go viral.

Several of the commenters were national and international brands like Sprite, Drumstick, Audible, Ulta Beauty, Welch’s, Pepsi and many more. Pepsi commented, “Most eligible mailman of the season.” Welch’s commented, “The talk of the ton.” One user commented, “Is your dance card full?” Another said, “The way I’d be Bridgerton dancing out the door to meet you in the driveway for the mail.”

While appreciative of the support, Long still hasn’t actually seen the show and said his mom has been telling him he needs to watch it so that he knows how to reply to the comments. He said he planned to watch it, eventually.

“I’m into sci-fi,” he told *The Postal Record*. “I need some aliens in ‘Bridgerton’ or something like that.”

Despite not being a fan of the show, he said, “When I saw the dance, I was like, ‘I gotta do this dance.’ I’m always dancing.”

USPS issues Bruce Lee stamp

Bruce Lee was the first Asian lead in an American film, a Chinese martial artist, and an actor and filmmaker. He was born in San Francisco, CA, but grew up in Hong Kong, where he often was cast in movies as a juvenile delinquent or street urchin as a child. As a teen, he was in local gangs and learned kung fu to defend himself. At 18, he was sent to the United States,



The new Bruce Lee stamp

where he opened two martial arts schools in which he taught his own technique called *jeet kune do*.

At a demonstration at a Los Angeles karate tournament, he was discovered and cast as the sidekick in the TV show “Green Hornet,” which was canceled after one season. So, Lee moved back to Hong Kong, where he starred in two record-breaking films, “Fist of Fury” and “Way of the Dragon,” then used his success to create his own production company, where he co-produced, directed, wrote and starred in his own film, “Game of Death,” which he never completed. His biggest success, “Enter the Dragon,” was the last he completed, due to his unexpected death at 32 years of age from an allergic reaction to a painkiller.

Lee’s stamp shows his iconic flying kick and is set up against a bright yellow brushstroke meant to be a reference to the iconic yellow tracksuit Lee wore in “Game of Death”—which was pieced together using stand-ins and cardboard cutouts after his death. The stamp was issued Feb. 18 in Seattle, WA.

Video of Illinois letter carrier singing goes viral

Chicago, IL Branch 11 member **Lavonte C. Harvey** decided to sing a song to a grandma, and that video went viral and had 30,500 Instagram likes in mid-March. In the doorbell camera video, he uttered, “Hey Granny” and began to sing part of the “Half and Half” TV show theme song. After finishing, he says, “Happy early birthday,” then is on his way to deliver more mail on his route.

Granny sent the video to her granddaughter Whitney Cumbo, who posted

it on Instagram after it lifted her spirits following her husband’s death.

“I love my grandma,” Cumbo wrote on her Instagram post. “I wanna give her the world so I love when ppl do kind gestures for her.”

Many letter carriers do kind deeds as part of their daily jobs as letter carriers, such as bringing customers’ mail right to their door, checking in on them and even performing heroic acts. Harvey tries to make a positive impact on his route with his voice. He often sings on his rounds and told an ABC affiliate that he “didn’t expect for it to go viral.”

“For me, singing isn’t just music,” he said. “It’s about ministry, it’s about spreading hope and joy.”

Cumbo started a fundraiser for Harvey, which paid for a new truck for him, significantly shortening his commute time. Since, the carrier also started a clothing company, where he spreads messages of joy. **PR**

Lavonte C. Harvey’s song, captured on a doorbell camera, made news on the Chicago ABC affiliate.

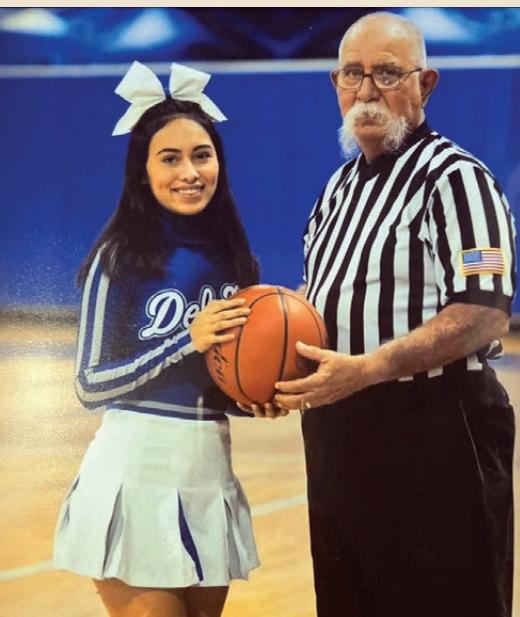


'HEY, REF!'

In 1975, when Lino Hernandez, a now-retired Del Rio, TX, letter carrier, was approached by his brother asking if he wanted to try sports officiating for slow pitch softball, he said, "I'd give it a try." The Branch 2511 member hadn't grown up playing sports but was in the Air Force at the time and had played several intramural sports while in the service. Since that first try officiating softball, he has joined several sports officiating chapters, which enabled him to become certified via state exams to officiate baseball, football, volleyball and basketball.

He works mainly for high school, military and amateur adult leagues—sometimes officiating travel playoff games as far as six hours away by car. Hernandez serves as both referee at basketball and football games and volleyball matches, and umpire at baseball and softball games. He can work in playoff games

Lino Hernandez receives the game ball from his granddaughter Mia, the captain of her high school cheerleading squad.



contingent on how well he and the other officials do on their state exams.

Depending on the game and level in the playoffs they are in, Hernandez said there are from two to four referees or umpires per game. They tend to stand in different areas of the game, basing calls off who was closest to the play when it occurred.

Hernandez became a letter carrier in 1983, carrying mail on the same route in Del Rio for 38 of his 40 years with the Postal Service. Always staying active, one of the things he enjoyed the most about it was that he "did a lot of walking." But his favorite thing about delivering the mail was "just the people" on his route, he said.

Throughout his postal career, he normally officiated three to four times a week—balancing his letter carrier duties with sports officiating gigs. For most of his career, he was able to work out his schedule with management, and it was simple to get off work for games. However, in his last few years of carrying the mail there was new management, who made it more difficult, causing him to significantly reduce the number of games he was able to work. When he retired in 2024, he was happy he would be able to work as many games as he liked.

Hernandez's favorite sport to officiate is basketball. In his daily life he seldom goes out for jogs, but still says "basketball is my passion," not despite, but rather, because he does "a lot more running in basketball than I do in other sports." Players run up to 3 miles during a game, and Hernandez is right there with them. He likes to "move with the ball or with the players ... to get better angles and see if there's a violation," he said.

"People tell me I'm too old to do [basketball] now because I'm 73," he said,

but added, "As long as my legs allow me to do it, I'll keep doing it."

There are 500 to 600 people combined in the sports officiating chapters to which Hernandez belongs. Despite the large number, he often ends up officiating with the same people, which gives him a community. Even the officials he doesn't know he has heard of from others in the chapters.

Sports officiating has provided him the chance to "meet different people, and it's always nice to work with different people, because you learn from them, and, I guess, sometimes they learn from you," he says. This especially applies for playoff games, when he meets sports officials from all around Texas.

Officiating each sport presents its own challenges. One of the main differences is whether players make physical contact with one another as part of the sport. This changes the types of violations that are called, like having mainly fouls versus mainly technical violations.

While football and basketball players make physical contact with each other as part of the game, when tensions are high, Hernandez makes sure to "kind of mellow it down" by being assertive and clear with expectations, he said. "If we let you play, then we're going to let you play, but if you start being rough... we can make you play in a safer way or take the game away from you," he said.

Hernandez says that during games, conflicts between players rarely escalate, especially in high school, and conflicts that do occur have never gotten to a serious level. He partially attributes this to the coaches, saying, "They're pretty good about the high school level. The coaches try to keep their kids in line."



Lino Hernandez

He added, “If I see somebody pushing ... I get in the middle and say, ‘Hey, it stops here or we sit you down.’”

Safety is the main change he has seen in sports officiating over his more than five decades of experience when it comes to rules and regulations.

“For example, in softball, now they’re required to wear the helmets,” Hernandez said, “and a lot of them are required to use face masks ... to prevent injury to the face or to the head.”

It hasn’t only been serious, sometimes it is all fun and games. For the past few years, he has refereed an annual teacher versus varsity student basketball game in Del Rio.

“Those are always fun games,” he said.

Several years ago, he had the opportunity to referee a basketball improv comedy team similar to the Harlem Globetrotters, which he described as being “so much fun.”

Although refs wear uniforms, he has also become known for his defining feature, his prominent horseshoe mustache.

“Coaches recognize me for that,” he said. “A lot of players will come up to me and say, ‘Hey, ref, that’s an awesome mustache.’”

Keeping it fun, Hernandez never wanted sports officiating to be what he relies on to survive.

“To me, it’s a hobby, it’s not a job,” Hernandez said. He worries that if it becomes his job, he may lose his enjoyment of it. “If I get to the point where it’s not fun anymore, it’s time to give it up,” he said.

What he says he appreciates the most about it is “watching some of the kids grow up to become better ball players.” He enjoys working with youngsters and even coached Little League for 20 years.

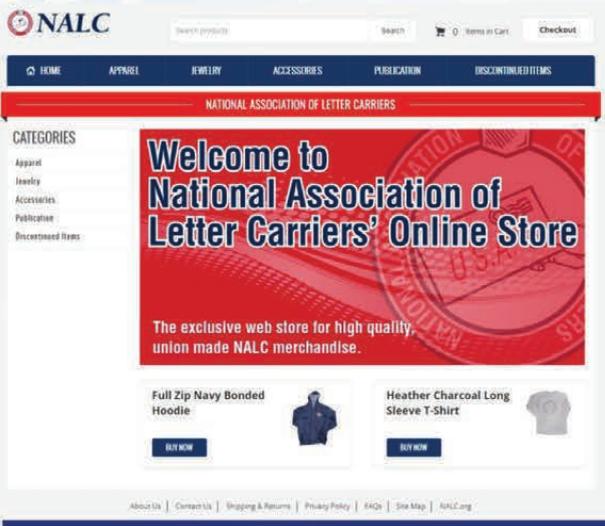
This year he completed 51 years as an official and shared a special

moment with his granddaughter, Mia Hernandez. She is a high school senior and the captain of her varsity squad who was awarded an All-American cheerleading award at a National Cheerleaders Association camp. As a special moment, at the start of a basketball game Hernandez was refereeing, Mia handed him the game ball.

Although he has officiated many state playoff games since 1975, he still has goals he wants to accomplish in his officiating career. He wants to referee more playoff basketball games and what he says has “always been one of my dreams to hopefully someday be able to get there” is being an umpire at the NCAA Women’s College World Series in Oklahoma City, OK.

After a half-century, Hernandez has this advice for anyone interested in being a ref or umpire: “If you don’t enjoy it, you have no business doing it, and that’s always been my philosophy.” **PR**

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Workers' Memorial Day a reminder to fight for workers' rights and safety

On Workers' Memorial Day, Tuesday, April 28, the world will remember workers who have been killed or injured on the job.

This year's commemoration marks the 55th anniversary of the enactment of the Occupational Safety and Health Act. Signed into law by President Richard M. Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthful workplaces for their employees. Workers' Memorial Day is observed on April 28 to remember the day the Act took effect in 1971 and the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

The day is a time to mourn and reflect, of course, but also to renew our commitment to safety in the workplace.

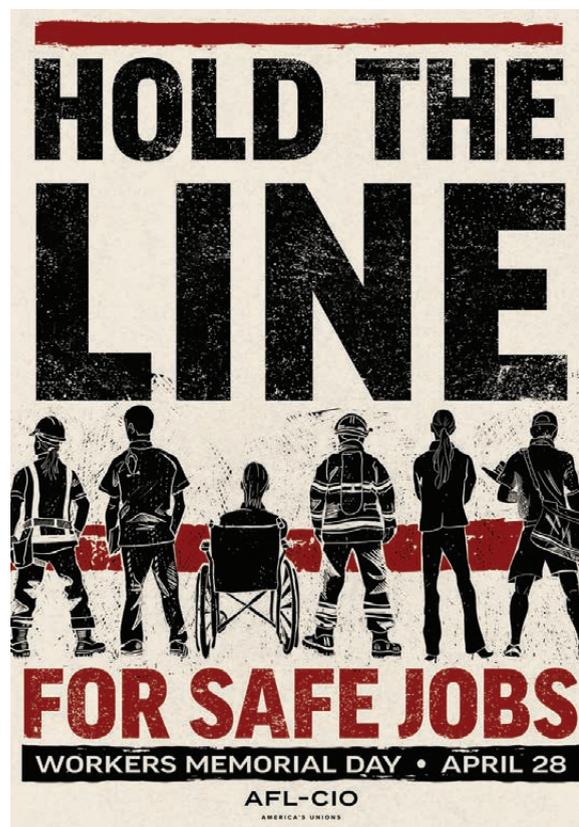
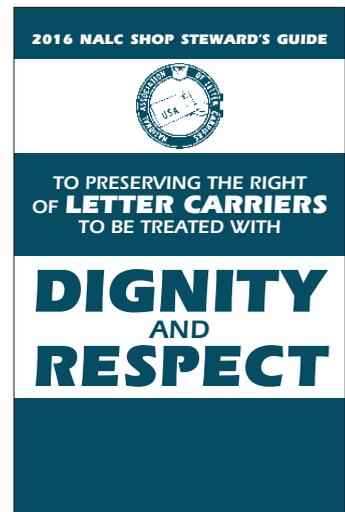
One way to ensure that letter carriers remain safe on the job is to uphold our right to be treated with dignity and respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment or violence.

The *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect* brings together tools, documents and guidance on these matters. The booklet is available to all members at nalc.org through the Members Only portal.

The guidebook contains the Joint Statement on Violence in the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom floor that may later be used

to support grievances. It also walks stewards through the five key elements in handling grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

"There are too many instances of mistreatment of letter carriers," NALC President Brian L. Renfroe said. "It was the intent of the parties to the Joint Statement that all postal employees be able to work in a safe environment where they would receive the respect they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment." **PR**



Strength in numbers and solidarity



**Paul
Barner**

As NALC continues on its path of providing top-notch representation and being the “gold standard” in the labor movement, the future for the city letter carrier craft continues to look bright and filled with optimism. There is no doubt that letter carriers are the face of the Postal Service and create the very brand it relies upon. Simply put, without the letter carrier, there is no Postal Service! That being said, there is still a lot of work to be done and most certainly challenges to face. Unarguably, there are and will continue to be issues that must be addressed moving forward to improve the work-

ing lives of our members. But as our history has shown, with solidarity, no task is insurmountable. We should all pause for a moment, however brief, though, to reflect on past accomplishments and draw strength from recent triumphs knowing full well that this year will bring new challenges. With this article, I will touch on legislation, collective bargaining, organizing and labor relations.

On the legislative front, NALC secured a long-fought victory reversing the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), signed into law in 1977 and 1983, respectively. These absurd provisions affecting Social Security benefits had huge negative financial impacts on many NALC members. The GPO was enacted to align spousal or widow(er) benefits for those with non-covered earnings, while the WEP adjusted benefits for individuals receiving pensions from non-covered employment. On Jan. 5, 2025, the Social Security Fairness Act was signed into law eliminating the reductions, with the change effective for benefits starting in 2024. Despite this major victory, the work never stops, as the issues are ever-evolving. NALC members must remain vigilant and engaged legislatively in the ongoing effort to keep Congress informed on issues that affect the city letter carrier craft, the Postal Service, and working families in general. We must remain mindful that as one door closes, others open, while the work of the union, much like that of city letter carriers, is never done.

The 2026 NALC-USPS collective-bargaining agreement, which was awarded on March 21, 2025, by Arbitrator Dennis R. Nolan, is set to expire May 22, 2026. As such, NALC and the Postal Service officially opened

negotiations on Feb. 25 to begin the task of negotiating a new agreement. However, well before negotiations officially opened, NALC began preparations for the collective-bargaining process. NALC will continue in its long tradition of working toward negotiating an agreement that fairly rewards the city letter carrier craft for the work they perform, in the communities they serve day in and day out on behalf of the American people.

“NALC will continue in its long tradition of working toward negotiating an agreement that fairly rewards the city letter carrier craft for the work they perform, in the communities they serve day in and day out on behalf of the American people.”

NALC is unique in many respects within the labor movement. One example of this is that many unions, unlike NALC, do not retain members once they retire from the craft. Another example is that NALC represents a single group of employees—the city letter carrier craft—with only one employer: the U.S. Postal Service. In many respects, this uniquely positions NALC in its organizing efforts. This fact is evident by the remarkably high percentage of postal employees in the city letter carrier craft who voluntarily commit to membership in NALC. The adage of strength in numbers is not lost on NALC. One need look no further than the Great Postal Strike of 1970 to find the purest of examples. NALC has a robust organizing campaign, much of which was gained through the collective-bargaining process. NALC boasts being one of the largest single craft unions in the United States. Every member should work to build on our house of solidarity and unionism by encouraging those in our ranks to join NALC.

As always, NALC encourages the membership to remain engaged. NALC provides several methods from which information can be accessed. Members can find updates and information through *The Postal Record* (also in audio format), *NALC Bulletin*, the NALC website at nalc.org, and the NALC Member App on phones, to name a few. Whatever your preferred source of information, the most important request is that you stay connected.

Respect



James D. Henry

The NALC has long been regarded as an excellent organization and one of the leading labor unions in the country. When the name “NALC” was heard, both members and management alike knew that the best labor has to offer was present and was about the business of its craft. In fact, when it comes to addressing conflict or tensions in the workplace, none was better. Why? Because the very existence of the NALC commands respect! It is one of the main reasons we’ve been successful in our representation over the decades. That simple seven-letter word: respect. Sure, it is recognized that we must cooperate when we can, but we must not capitulate.

A little respect goes a long way! It is understood that treating people with respect on a daily basis is one of the most helpful things an individual leader can do. And organizations must intentionally build a culture of respect if they want to attract, retain and leverage the contributions of all their talent, and the NALC has an abundance of talent waiting to be mined. Yet, at work at our respective offices or hall, we are often faced with uncertainty or tension around our differences.

It can be a challenge for leaders to establish and nurture respectful relationships among many different viewpoints, but effectively collaborating across diverse opinions is a key leadership skill. It’s important that we continue to work together and build each other up by emphasizing a culture of respect, and that we create a climate where all can thrive. That same mentality must carry over into the dealings with management, i.e., a relationship of respect for what the NALC and its leaders represent, despite competing interests.

Giving and getting respect seems obvious, but it may not be as intuitive as you think. There are multiple factors that indicate when respect is given to one another. Let’s begin with:

1. Respect is about listening. People feel respected when they’ve been heard and understood. Being genuinely interested in and open to others strengthens relationships and builds trust. You do not need to agree with or like the other’s viewpoint; just listen to it closely.

2. Respect isn’t just the absence of disrespect. Eliminating active disrespect, such as rude, insulting, or devaluing words or behaviors, doesn’t create respect.

Respect is an action: We show respect; we act respectfully; we speak with respect. We expect and demand respect.

Leaders need to know that the absence of disrespect doesn’t have the same positive impact in resolving disagreement, conflict or tension as does the presence of respect.

3. Respect is shown in many ways. The perception of respect is influenced by culture and family, peers, and social relationships. Status, power and role all create the context in which respect is interpreted. Leaders need to take the time to understand how respect is given and received in cultures working with others. You may not need to make huge changes in your behavior to be more effective. Just understanding and acknowledging as valid what others expect from you will make a difference.

As a leader in the NALC, I believe that respect is accorded in the following ways:

- Exhibit an interest in, and appreciation for, others’ perspectives, knowledge, skills and abilities. Express recognition and show sincere gratitude for the efforts and contributions of others.
- Openly communicate information about policies and procedures so everyone has access to and is operating with similar information.
- Clarify decision-making processes, and when appropriate, seek input into those processes, erring on the side of inclusive leadership.
- Consider whether you are in a position to serve as an ally on behalf of others. Make sure you understand and focus on advocating with, not just for, others, because advocacy should be done in close partnership with those we intend to serve.
- Take concerns seriously; if someone or a group shares that they feel wronged, show sincere empathy as you seek to better understand that perspective and offer genuine apology. Recognize that empathy and inclusion are imperatives for diversity initiatives to be successful.

At its core, creating a culture of respect is a continuous process of paying attention to people. Leaders must avoid making assumptions that, if unchecked, can lead to misunderstandings and ineffective behaviors. Developing a culture of respect requires intentional actions from every leader and the organization itself. Moreover, leaders must lead by example in their efforts to maintain an atmosphere of respect.

The NALC historically has demanded in the performance of its duties respect by, for and of its representatives to be an organization. To be taken seriously at all times by management, respect is an essential element of good-faith dealing. Make management remember that! Be proud to be an NALC member and tell management and anyone else to “put some respect on our name.”

Branch audits: A guide for trustees



**Nicole
Rhine**

Article 6, Section 9 of the *Constitution for the Government of Subordinate and Federal Branches* states, in part, that:

The Trustees shall examine and report to the Branch the condition of the books of the officers at least once every six months, compare the vouchers and records and see that they correspond with the collections and disbursements.

To assist trustees of small local unions, the Office of Labor-Management Standards prepared a guide called *Conducting Audits in Small Unions—A Guide for Trustees to a 10-Step Audit*. This guide

is available on the Department of Labor’s website at dol.gov and on the NALC website at nalc.org on the secretary-treasurer’s page.

I recommend that all trustees, as well as other branch officers, review and consult the DOL’s guide for assistance before, during and after an audit to ensure that the branch’s funds and other assets are safeguarded and expended appropriately for the benefit of the branch and its members.

The planning phase of the audit involves meeting with the other trustees to discuss responsibilities and to assign duties. A letter or other communication should be sent to the president and secretary/treasurer of the branch to advise them of when the audit will be held and which items (e.g., checkbooks, canceled checks, vouchers/warrants, journals, minutes, etc.) the trustees will need to complete the audit. Trustees should review financial forms such as 990s and LM reports as well as the *NALC Constitution*, the branch’s bylaws, and the branch’s most recent audit report before starting.

The following is an abbreviated checklist of the 10 steps to be performed during the audit as listed in the DOL’s guide:

Step 1: Trace canceled checks to the bank statements and disbursements journal.

Step 2: Scan the disbursements journal and record unusual entries.

Step 3: Trace the branch roster’s total dues deposited by NALC Headquarters on behalf of the branch to the receipts journal and bank statements.

Step 4: Confirm that receipts from all other sources (interest, rent, raffles, etc.) have been properly recorded

and deposited. Trustees may need to refer to the branch’s minutes to determine if raffle money was deposited.

Step 5: Identify all bank accounts, verify their ending balances, and review withdrawals and transfers. Verify that all withdrawals during the audit period from savings, money market accounts, or certificates of deposit were used for legitimate union purposes, as approved by the membership. Trustees may need to refer back to the branch’s minutes to confirm expenditures and transfers.

Step 6: Inventory fixed assets such as computers, photocopiers, filing cabinets, etc. If a list does not exist, create one—either indicating their original cost, estimated current value, or value as carried in the branch’s books (if a list exists); and the asset’s location.

Step 7: Confirm that the annual LM report for the latest completed fiscal year was filed on time.

Step 8: Determine whether financial records were properly maintained. (For length of retaining records, see Chapter 6 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information. This guide can also be found on the NALC website on the secretary-treasurer’s page under “Resources.”)

Step 9: Ensure that all officers and employees who handle funds are adequately bonded. (Fiduciary officers may consult Chapter 5 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information.)

Step 10: Confirm that no officers or employees were loaned more than \$2,000 by the branch. Loans exceeding \$2,000 are prohibited by the Labor Management Reporting and Disclosure Act of 1959.

After the audit has been completed, the trustees should review their findings, resolve any loose ends, document their work, and report their findings. This will include determining whether any changes are needed to comply with DOL requirements and making a list of any internal financial-control weaknesses or problem areas. Unless the trustees have found significant discrepancies in the branch’s records and need outside assistance, they should meet with the principal financial officers of the branch and discuss their findings and resolve any concerns. The audit findings should then be reported to the branch.

Please review the entire guide for conducting audits to gain a better understanding of every aspect concerning a branch audit. The guide includes sample letters, checklists, common problems, and indicators of possible misuse of funds.

Thanks to all branch trustees who are diligent and thorough in performing their duties.



Bylaws submission



**Mack I.
Julion**

For those who have gone through the process of updating, amending or creating new bylaws for your branch or state association, I believe the easiest part is the actual submission of your proposals. At least it should be.

Aside from the option of mailing in your changes, you can also upload them via the portal on our website for the quickest possible turnaround for a response from the Committee of Laws. As the chair of the Committee, I can assure you that our goal is to get you the most accurate response or approval as soon as possible. For those who have used our portal before, you

know how simple it is to upload and follow the progress of your bylaws. For those who have not, you will find a new more detailed tutorial in the portal when you are ready to submit your proposed changes.

The first thing, of course, is that branches must follow the process as outlined in Article 15 of the *NALC Constitution*. This provides the requirement of the initial introduction of the proposed amendments at a branch meeting. Next there is the notification to the branch membership of a scheduled meeting for the vote on the proposals. The process then culminates with the vote of membership. If the changes are approved by the members, they must then be sent to our committee before they become effective, unless the changes are for the amount of branch fees or fines; membership dues; or the change of day and/or time of meeting. Those proposed changes become effective as determined by the vote of the members. Everything else becomes effective when approved by the Committee of Laws.

Now, as for the changes in the portal, the new tutorial focuses on inputting the proposed changes into articles and sections. That is the proper way to submit the changes, which allows us to quickly review your amendments and either approve or deny them. If you download the changes on the form that is provided on the assistant secretary-treasurer's page on the NALC website, and just input the article and section headers, it makes it a bit more cumbersome and time-consuming when we are going through your proposed changes.

Remember, the quicker we can get to them and go through them, the sooner you can get a response.

There are a few things that are noted at the beginning of the tutorial that applies to all bylaws submissions, whether done digitally or manually. The lack of this information can significantly slow down a response. They are as follows:

- First read date: The meeting when these changes were introduced to the members.
- Vote on date: The meeting when these changes were voted on by the members
- Copy of your current bylaws

If you follow the process with all the above information provided, you should have a response within 60 days or fewer. Usually fewer, but that depends on the extent of the changes and the schedule or travel of the committee members. Remember, if you need any assistance, I am always here to help.

'I am somebody'

When I heard those words growing up on Chicago's West Side, it was synonymous with the Rev. Jesse L. Jackson Sr. He was a close companion of the Rev. Dr. Martin Luther King Jr., and a visible and active link to the Civil Rights Movement of the '60s. He was the head of Operation PUSH (People United for the Sake of Humanity), which met every Saturday morning on Chicago's South Side, where they would confront issues related to human rights, civil rights and labor rights. He later formed the "Rainbow Coalition" during his multiple runs for president in the '80s, which paved the way for the historic presidency of Barack Obama. Years later, he would open his Saturday platform and bully pulpit to the NALC to advocate on behalf of letter carriers and the Postal Service (as in the photo above). He marched and rallied side by side with us on several occasions when there were threats to the Postal Service. His daughter Santita would often remind me that her grandparents, both maternal and paternal, were postal workers. Thus, they were a part of our broader postal family, and we would always have a space to share our concerns on her radio show and podcast.

The labor community and postal workers were prominently seated in a section at his home-going celebration, which included a broad representation of a rainbow coalition of those affected by his life work—religious leaders, politicians, celebrities, sport figures, activists and, of course, the rest of us common folk, who he always reminded every Saturday morning that we are "somebody," too!



City Delivery updates



Christopher Jackson

In this month's article, I will be discussing a few recent updates, a pilot test involving the Mobile Delivery Device-Technical Refresh (MDD-TR) and a proposed change to the Next Generation Delivery Vehicle (NGDV).

MDD-TR Software update

In a letter dated Dec. 8, NALC was notified that the Postal Service has updated the Mobile Delivery Device-Technical Refresh (MDD-TR) regarding the hold mail process. With this update, carriers will receive an alert on hold mail request while in the office and on the street through the MDD-TR.

As explained by the Postal Service, the carrier will receive reminders through the MDD-TR on upcoming hold mail ending dates while in office and will provide feedback when utilizing the load truck feature that a parcel is part of an active hold mail request. While on the street, carriers will also receive alert notifications through the MDD-TR when breaking the geofence of a delivery address containing an active hold mail request.

Section 241.312 of the *Handbook M-41, City Delivery Carriers Duties and Responsibilities*, states:

PS Form 3982 may be used for entering special instructions such as building vacant, temporary absence-hold, etc. Enter temporary changes of address in the same way, but include inclusive dates. Hold mail held at carrier case should be verified once each week to insure that no mail designated by mailer is kept beyond its retention period. Such mail shall be endorsed, Temporarily Away.

Although this update may provide carriers with an alert while in the office of hold mail end dates, it does not change the right of a carrier to check on their hold mail as indicated in Chapter 2 of the *M-41*.

If local management denies you to check your hold mail, request to speak with your shop steward or branch officer and, if appropriate, request that a grievance be filed on your behalf.

Parcel Delivery Photo Verification—pilot test

In a letter dated Feb. 3, NALC was notified that the Postal Service will be testing a new feature, MDD-TR Parcel Delivery Photo Verification, on the Mobile Delivery Devices (MDD and MDD-TR). The pilot test allows carriers to take photos while delivering parcels as a method for proof of delivery.

This pilot began in February and is being tested across 103 city routes in the following areas and districts: West-

pac, AZ-NM, Atlantic, New York 1, Central, MN-ND and Southern, Texas 1.

This update is in conflict with postal handbooks and manuals, specifically, *Handbook M-39, Management of Delivery Services* and *Handbook M-41*.

Non-DOIS offices

In February, NALC was notified that the Postal Service will be adding 465 Non-Delivery Operations Information System (DOIS) offices into DOIS. USPS indicates that these additions will assist offices in maintaining historical data through technology and make assignments easier to perform and track.

USPS did not provide when these additions will take place but said that it will be conducting a multi-phased approach until all offices have been converted to DOIS.

As agreed between NALC and USPS in an Interpretive step settlement (M-01664), DOIS is a management tool for estimating a carrier's daily workload. However, projections from this tool are not the sole determinant of a carrier's leaving or return time, or daily workload. Additionally, management is responsible for accurately recording volume and other data in DOIS.

Even with this new addition in these offices, the reporting requirements by carriers, as outlined in *Handbook M-39* and *Handbook M-41*, have not changed.

Next Generation Delivery Vehicle

In January, NALC was invited to attend a demonstration of a new driver's side window slider to the Next Generation Delivery Vehicle (NGDV), as seen in the photo above. This mock-up window is a proposed change by Oshkosh Defense to the driver's side window, as reports from carriers out in the field indicated that excessive dust and dirt were entering the NGDV on routes with gravel and/or dirt roads.

NALC attended the demonstration and tested the window slider. USPS was provided with our thoughts and concerns with the proposed driver's window slider. As mentioned to USPS, the proposed slider window is too small and may present a problem to carriers delivering curbside mail or servicing CBU's. Additionally, the locking mechanism added to this made it difficult to open and close the window, this could result in the use of the glass, rather than the locking mechanism, to open and close the window.

As of the writing of this article, USPS and Oshkosh will not move forward with the proposed mock-up window slider.

I will continue to share updates to pilot tests and updates with the membership as they progress. Be sure to read my article each month and visit nalc.org for more information.

2026 HIPP stand-up talks



Manuel L. Peralta Jr.

Last month, I submitted a request for information to the USPS, seeking copies of all Heat Illness Prevention Program (HIPP) stand-up talk materials prepared for the 2026 heat season.

I received the information earlier this week and have since been reviewing the talks and doing some additional research.

In total there were 22 stand-up talks provided. Each of them is identified by number. Some of them have very useful information and others fall short of that. However, I appreciate the USPS continuing to improve the material. I

think of where we started when we lost John Watzlawick to the heat in July of 2012.

Stand Up Talk #2044 is titled “Heat Stress for Supervisors,” which includes the following comment:

The following recommendations should be followed by supervisors to provide assistance to their employees:

Train yourself - Train your employees - Monitor the weather
- Have a plan.

Heat Stroke is a medical emergency.

If medical attention is needed, call 911 and send them to the employee’s location, and meet the employee either at the employee’s location or at the hospital. You should go to the employee’s location, and arrange for first aid assistance as necessary, if the employee is experiencing signs of heat exhaustion, such as:

Heavy sweating; Extreme weakness or fatigue; Dizziness, confusion; Nausea; Clammy, moist skin; Pale or flushed complexion; Muscle cramps; Slightly elevated body temperature; Fast and shallow breathing

There are numerous references to learning the signs and symptoms of heat illness such as the above. It is important that we all learn those symptoms so that we may recognize what is happening to us or to a co-worker, and can promptly respond before it’s too late.

Many of the talks contain tips that we should read, understand and follow. One has a list of things to avoid. There are many cautionary reminders to properly hydrate before you feel thirsty, because once you are, you may already be in trouble.

There is one additional subject I want to touch on that appears in three of the talks. In my May 2016 col-

umn, I referenced a report from the National Institute for Occupational Safety and Health (NIOSH), titled 2013-143 “Preventing Heat Related Illness or Death of Outdoor Workers.” It states:

[The report] presented examples of other factors that may contribute to heat illness. It highlights one case in which an outdoor worker who died from the heat was on medication that had a warning about exposure to heat, and it offers that the medication could have possibly interfered with body temperature regulation.

The U.S. Food and Drug Administration (FDA) recommends that reading the product label is the most important part of taking care of yourself or your family when using over-the-counter (OTC) medicines (available without a prescription). This is especially true because many OTC medicines are taken without first seeing a doctor about them.

Furthermore, if your physician prescribes you any medication, we encourage you to discuss how the medication might affect you while performing your letter carrier duties in extreme heat. In some cases, your doctor may want to limit your exposure to the heat while you are on the medication. If so, have your doctor provide you with these directions in writing so that you can protect yourself from unenlightened managers who would put you in harm’s way just to make budget.

We need your help to protect you from harm, so communicate with your local union leadership, your national business agent or, if necessary, by contacting our office.

I therefore take your attention to the following stand-up talks that make reference to medications you may be taking:

- **2064:** Talk with your doctor about medications you are taking and how they may affect your heat tolerance.
- **2074 and 2079:** Medication—If you are taking medication or following a low-sodium diet, you need to be especially careful when working in hot environments. Diuretics (“water pills”) for high blood pressure or fluid retention cause you to lose water and sometimes electrolytes (e.g., potassium). If you are taking medications and working in a very hot environment, pay attention to any feelings of weakness, dizziness or nausea, and consult your health care provider.

I will be sending these stand-up talks to all of our national business agents and request that they share this information with you. These stand-up talks and any additional HIPP information will be posted on my safety page in the extreme weather section on nalc.org.

Keep an eye on each other.

OPM changes the 1099-R process



Dan Toth

The Office of Personnel Management (OPM) sends Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS) annuitants their monthly pensions. As the administrator of our retirement benefits, OPM is required to provide tax form 1099-R annually by Jan. 31. Without this form, retirees can't complete their taxes. A change at OPM has disrupted this process.

In the past, OPM simply mailed the 1099-R to every annuitant. Annuitants didn't need to do anything. They didn't need to request the form, call OPM, or

download it. And they were sure they wouldn't miss it because of the importance of physical mail. The system worked great.

However, this year, OPM made a change without warning, to the detriment of retirees. OPM decided that it would no longer mail the 1099-R form to anybody who has a Services Online account (OPM's retirement portal). I can only guess the price of a stamp, and therefore supporting another federal agency that provides a living for hundreds of thousands of Americans, was a bridge too far. Instead, OPM is requiring annuitants to receive their form electronically, and the responsibility has shifted to the annuitant to do so.

If you need your 1099-R, go to servicesonline.opm.gov and use the 1099-R tool that does not require a login, or if you do log in, you can download the form. If you don't have access to a computer, you can call the NALC Retirement Department, and we will assist you.

The NALC Retirement Department can be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to noon or 2 p.m. to 4 p.m. (Eastern time), or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4 p.m. (Eastern time) and asking for the Retirement Department.

I believe this change by OPM is terrible. It should absolutely mail the 1099-R to each and every annuitant. As I always write, federal retirees should be receiving the best customer service possible. Instead of asking how the agency can save less than \$1 per annuitant,

it should be asking how it can better serve America's retired federal workforce for their years of dedicated service to the public. I have written a letter to OPM requesting that it backtrack and return to the old process that worked year after year.

The Retirement Department has been flooded with calls by people who have not received their 1099-R and simply can't get through to OPM when they call. I make sure to tell each member they should call their congressional representative and express their frustration with OPM. If you've been negatively affected by this change or the inability to receive assistance at OPM, I encourage you to do the same. There seems to be some traction on Capitol Hill. Recently, nine House Democrats wrote to OPM regarding this issue and OPM's failure to provide even the most basic service. Let's keep up the pressure until OPM corrects course.

"I believe this change by OPM is terrible. It should absolutely mail the 1099-R to each and every annuitant. As I always write, federal retirees should be receiving the best customer service possible."

Another item we need to keep pressure on is the Federal Retirement Fairness Act (H.R. 1522). This bill would positively affect a majority of our craft by allowing active employees who were employed as casuals, transitional employees or city carrier assistants after 1988 to make a deposit or "buy back" their service to make it creditable service under FERS. Adding months or years to your creditable service can potentially help you retire earlier and retire with a higher annuity. More importantly, this bill would make those years of non-career service mean more than just a paycheck. H.R. 1522 currently has 125 co-sponsors. Make sure you check out the Legislative Action Center on nalc.org and take action.

Life insurance application



James W. "Jim" Yates

MBA offers reasonably priced life insurance policies to all NALC members (including city carrier assistants) and their families. Our member services team is available to answer any questions you have over the phone about our policies.

To expedite the processing of life insurance applications, this article provides important details that are often overlooked when completing a life insurance application. Missing or incomplete information will delay the processing of your application and therefore the date the coverage will begin. Each number below is a section from a life insurance application. The entire application must be completed.

1. Be sure to circle the type of insurance you wish to purchase and under "Coverage Information" place a check or an X under the coverage amount you are applying for. If the coverage amount isn't listed, mark "Other" and write the amount in the space provided. The MBA will issue life insurance for up to \$150,000 per covered individual.

1. Type of Insurance (please, circle one Insurance type)
 Note: A separate application must be completed for each Insurance type selected.

Independence (Single Premium Whole Life Plan)	10 Year Renewable and Convertible Term Plan
20 Pay Whole Life Plan	5 Year Renewable and Convertible Term Plan
<u>Paid Up at Age 65 Whole Life Plan</u>	20 Year Term
Whole Life Plan	Term to Age 65

Coverage Information	\$10,000	\$25,000	\$50,000	\$100,000	Other (Specify)
Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spouse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. As the NALC member, all requested information about you is required, including your Social Security number, NALC branch number, date of birth and gender.

2. NALC Member's Information: (Please print or type)

Name (First, Middle Initial, Last)	Social Security No.
Address	NALC Branch No.
City	Member's Sex: <input type="checkbox"/> M <input type="checkbox"/> F
State	Date of Birth (Mo/Day/Yr)
Zip Code	
Telephone No. (Area Code)	

3. Your spouse's information is only required if you are applying for a policy for your spouse. Please don't forget to list your spouse's gender, Social Security number and their date of birth.

3. Spouse Information:

Name (First, Middle Initial, Last) Sex: M F

Social Security No. _____ Date of Birth (Mo/Day/Yr) _____

4. Children's information is only required if you are applying for a policy for your children.

4. Children Information: (Only complete, if you are applying for child or children coverage)

Name	Sex	Date of Birth (Mo/Day/Yr)	Social Security No.
_____	_____	_____	_____
_____	_____	_____	_____

5. If you want to pay your premium via payroll deduction, there is no need to fill out anything under this section. If you wish to be billed directly, check either monthly or annually for your preferred billing frequency.

5. Payroll Deduction: I hereby authorize the U.S. Postal Service: (1) to deduct from my salary or wages such amounts as may be required by the United States Letter Carriers Mutual Benefit Association (MBA) to pay premiums due from me for insurance; and (2) to pay the amounts thereof on my behalf to the MBA. The authorization shall continue during my employment in any capacity by the U.S. Postal Service or until canceled by me by written notice to the MBA. Note: You do authorize deduction of your premium, unless you check a box below. Payroll deductions will start approximately 28 days after the receipt of your application.

I do not want to use payroll deduction (check one): Bill me monthly Bill me annually

6. Sections 6A through 6E are health-related questions about the proposed insured. Please answer each question completely. Section 6B begins on the back of the application.

6A. Health: Has any proposed insured ever been diagnosed, treated, tested positive for, or been given medical advice by a member of the medical profession for a disease or disorder such as:

	Proposed Insured (s):					
	Member	Spouse	Child(ren)	Member	Spouse	Child(ren)
	Yes	No	Yes	No	Yes	No
1. High blood pressure, coronary artery disease, heart attack, stroke, other heart disease or disorders of the circulatory system?	<input type="checkbox"/>					
2. Emphysema or chronic respiratory disease?	<input type="checkbox"/>					
3. Hepatitis or other diseases of the liver?	<input type="checkbox"/>					
4. Blood disease or disorder?	<input type="checkbox"/>					
5. Cancer?	<input type="checkbox"/>					
6. Diabetes that require insulin?	<input type="checkbox"/>					
7. Have you been diagnosed with or treated by a member of the medical profession for Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), or any other immune deficiency disorder?	<input type="checkbox"/>					
8. Within the past five (5) years been advised to have any diagnostic test (except those related to the Human Immunodeficiency Virus (AIDS virus), hospitalization or surgery)?	<input type="checkbox"/>					

6B. Please list any current medications: _____

6C. Proposed insured height _____ and weight _____

	Proposed Insured (s):					
	Member	Spouse	Child(ren)	Member	Spouse	Child(ren)
	Yes	No	Yes	No	Yes	No
6D. Within the past five (5) years, has any of the proposed insured been: Disabled or claimed disability?	<input type="checkbox"/>					

6E. For any question 6A or 6D above which has a YES response, please explain fully below:

If you need additional space, use a separate page.

7. Only fill out this section if the NALC member does not want to be the owner of the policy. Only the

(continued on page 43)

Health and wellness programs included in the Health Benefit Plan



**Stephanie
Stewart**

Did you know that as a member of the NALC Health Benefit Plan, your benefits include access to a variety of health and wellness programs? Did you know that many of our programs and resources are offered to our members at no additional cost?

If that's not enough to get your attention, did you know our programs are designed to assist our members on their health journey, but we also offer health savings rewards or incentives? Not only is your Plan working to provide options to help keep you healthy, but we're also working to help

put money back into your pocket for participating.

In a recent example, the Plan received a call from a member regarding the need for physical therapy. The member was concerned because he did not have the time for appointments, or extra money for copayments. The Plan's customer service team informed the member about Hinge Health, a virtual physical therapy option, paid for by the NALC Health Benefit Plan (\$0 cost for the member) with flexibility to meet the member's scheduling and cost needs.

Another recent example involved a member who discovered they were paying out of pocket for a program that's offered through the plan as a covered benefit.

While we have made many efforts to send notifications about available resources through mail, portal notifications, training sessions, and other communication methods, we are finding that many are still unaware of programs included within the benefit package.

To help close this gap and raise awareness, this month's article will highlight a variety of these programs.

Programs for ongoing issues or chronic conditions

Hinge Health®—Virtual physical therapy and more. Members can reduce joint and muscle pain with quick exercises, anytime, anywhere.

Hello Heart®—A program that combines a blood pressure monitor with a smartphone app. Track your blood pressure, cholesterol and more with a program designed to support your heart health.

Transform Care for Diabetes Management—Eligible members can receive a connected glucometer, unlimited test strips, lancet, medication therapy counseling from a pharmacist, two annual diabetes screenings at a CVS Minute Clinic®, and a suite of digital resources available through the CVS mobile app.

Oshi Health™—New for 2026, a partnership through Cigna Healthcare® focused on digestive issues. Find access to next-day virtual visits with a team of gastrointestinal (GI) providers, registered dietitians, and gut-brain specialists.

Note: Copayment applies to this program.

Behavioral health programs

Bend Coaching—Bend Health Coaching is a family-first approach to care. From the smallest of questions and concerns to bigger issues, Bend's Behavioral Health Coaching Program through Optum® is a live video-based service that supports children and families in modifying challenging behaviors to achieve their behavioral health goals. Along with age and symptom-specific care programs, the coaching program offers interactive content, resources, parenting tips, tools, and peer community support (for caregivers) that members can access to support their progress.

Calm Health—Get audio and video content written by psychologists, access mental health screening tools and try mindfulness exercises. Find support to help you understand your mental and physical health and how they are connected. Use it at your own pace for no extra cost.

Programs for personal support

Real Appeal—The Real Appeal Program through Optum is a yearlong weight loss program that offers online group coaching, and one-on-one support. The program focuses on weight loss through proper nutrition, exercise, sleep, stress management and motivation.

Quit for Life®—Need to kick the nicotine habit? The Plan offers the Quit for Life® program to help members stop tobacco use.

Maven—This premier women and family health platform offers 24/7, unlimited access to dedicated care navigation and advocacy, virtual provider appointments across 30-plus specialties, clinically validated

Health and wellness programs (continued)

resources, and the ability to connect with other members, all in one digital solution.

Healthy Pregnancies, Healthy Babies®—Enrolling in the Healthy Pregnancies, Healthy Babies® program is an important step toward a healthy future for you and your baby. The program will work together with you and your doctor to develop a plan of care. It provides you

with educational information and support throughout your entire pregnancy and after.

Our programs and incentives may vary depending on the plan option you are enrolled in, High Option or the Consumer Driven Health Plan. For a complete list available in your plan option, or for more details, please visit our website at nalchbp.org.

Director of Life Insurance

Life insurance application (continued)

(continued from page 41)

owner of the policy can access information about the policy.

7. **Ownership:** The NALC member will be the policy owner unless otherwise specified below. The owner must be in accordance with the provisions in the USLCMB Constitution General Laws – LAW 1.

Name (First) (Middle Initial) (Last) _____
 Address _____
 City _____
 State _____ Zip Code _____
 Relationship to Insured: _____ Social Security No.: _____

8. It's always best to choose a beneficiary(ies) immediately. Provide all the information requested, and please include the date of birth for each beneficiary listed.

8. **Beneficiary:** The beneficiary named below of this policy application will receive the proceeds when the insured dies:

Name	Address	Relationship	Social Security No.
_____	_____	_____	_____
_____	_____	_____	_____

If you need additional space, please list on a separate sheet of paper.

9. **Dividends:** MBA will use the Paid-Up Additions Option, unless you inform the MBA otherwise. (Note that the Term Life policies will use the dividends on deposit option if dividends are paid).

10. **Effective Date:** Insurance applied for in this policy application will become effective on the date the MBA receives the first premium payment, provided the MBA approves this application and issues a policy of insurance. If MBA does not approve this application, the full premium payment will be returned. No insurance shall become effective under any policy herein applied for unless the Proposed Insured(s) is (are) alive and in sound health on the policy's effective date.

11. **Replacement:** Do any proposed insureds have existing life insurance or annuity contracts? Yes No
 Is this policy intended to replace or change any existing life insurance or annuity policy(ies)? Yes No
 If yes, please indicate below
 Name of Life Insurance Company _____ Policy No. _____
 Address _____

12. The NALC member must sign all applications, whether or not they are the proposed insured.

If the proposed insured is the spouse or child (age 18 or older) they must sign. If the proposed insured is a child under age 18, their parent or guardian must sign.

12. **Declaration:** I (We) have read this application for insurance. I (We) understand that the MBA will base its decision whether to issue a policy on these answers I (We) have given in this application. I (We) represent that all statements and answers made in this application, which includes any explanations on accompanying pages, are true and complete to the best of my (our) knowledge and belief.

Any person who knowingly presents a false statement in an application for insurance may be guilty of a criminal offense and subject to penalties under state law.

Signature of I/ALC Member _____ Date _____
 Signature of Spouse, if proposed for insurance _____ Date _____
 Signature of any child age 18 or over, if proposed for insurance _____ Date _____
 Signature of Parent or Guardian of child under 18 years of age _____ Date _____
 If proposed for insurance Father Mother Legal Guardian

Washington, DC, and the states of Florida, California and South Dakota require state specific applications. If you reside in one of these locations, please be sure to use the corresponding application. Additionally, if the proposed insured is the member's parent, there are separate parent applications.

All of our life insurance applications can be found on our website at nalc.org/mba.

If you have any questions regarding the process of applying for a life insurance policy, the policies themselves, or any other product we sell, please contact the MBA office at 202-638-4318 Monday through Friday from 8 a.m. to 3:30 p.m. Eastern time.

Route adjustments after a route inspection

In the January Contract Talk we discussed the route count, inspection and evaluation process found in Chapter 2 of *Handbook M-39, Management of Delivery Services*. This article will discuss the route adjustment process.

Once the route evaluation is complete and management determines that adjustments are necessary, they must prepare the reverse side of PS Form 1840, Carrier Delivery Route—Summary of Count and Inspection. Once completed, this form will show the following information:

- Office and street times chosen for the adjustment (evaluated times)
- Addresses added or removed from the route, as well as the office and street times associated with those deliveries
- Adjusted office and street times
- Whether the route has an office break
- The source of the base time selected for evaluation purposes
- Street time used for the adjustment and the reason for the selection of this time
- Method used to transfer office time

Office time

The amount of office time needed for the deliveries is determined by applying Section 243.316.b of *Handbook M-39*, which states:

b. The character of the route more or less governs the method of computing the office time for the territory being transferred between routes. Following are some methods which may be used:

(1) If the deliveries on the route are similar in character, the following simple formula for determining the amount of office time for the deliveries transferred may be used: Divide the average office time of the inspection period appearing on Form 1840 for the route from which territory is being transferred by the total number of possible deliveries. For example: a route has 400 possible deliveries and the average office time for inspection period was 120 minutes: 120 divided by 400 equals .3 minutes per delivery. The total number of deliveries being considered for transfer should be multiplied by minutes or fraction of minutes per delivery.

(2) Another method to determine the office time percentage factor is to divide the average office time for the count week by the average total time. For example: 165 minutes office time divided by 486 minutes total time equals 34 percent. Therefore, the allowance of 34 percent of the total time value of any territory to be

added or taken away from a route must be allowed for office time to prepare the mail for delivery.

(3) Another method when utilizing the hand-held computer is to count the mail by ZIP+4 sector/segment so the number of mail pieces delivered in a segment can be calculated to determine the office time allowance for each segment to be transferred between routes. To calculate the office time allowance when transferring particular route segments, any other of the following three methods may be used:

(a) Apply the current casing standards of 18 (letter size), 8 (other size), and 70 (strap out) to the actual segment(s) mail count from the day of inspection. For example: A segment receives 220 pieces on day of inspection; 180 letters divided by 18 = 10 minutes; 40 other size pieces divided by 8 = 5 minutes; 220 divided by 70 = 4 minutes.

The office time allowance for that segment would be 19 minutes.

(b) Follow (a) above but factor in the percentage of standard office time used during the week of inspection from the carrier who serviced that segment(s) in the most recent inspection. For example: The carrier who serviced the segment utilized .80 of standard office time allowed during week of inspection (19 x .80 = 16 minutes). The office time allowance for that segment would be 16 minutes.

(c) Follow (a) above but factor in the percentage of standard office time used during the week of inspection from the carrier whose route is gaining the segment(s) being transferred. For example: The carrier whose route will pick up the segment utilized .85 of standard office time allowed during the week of inspection (19 x .85 = 17 minutes). The office time allowance for that segment would be 17 minutes.

Note: The effort here is to arrive at the most accurate time allowance for the transferred segment(s), negating the need for corrective adjustments.

(4) For new construction allowance generally follow the procedures in 142, Extension of City Delivery Service.

Street time

As previously written, the goal of any route count and inspection is to adjust routes to as near eight hours as possible. If a route evaluation shows a total daily time consistently in excess of eight hours on most days of the week, management must provide permanent relief by transferring workload to another route. Permanent relief may be provided in several ways. Section 243.21.b of *Handbook M-39* identifies methods for providing permanent relief:

Route adjustments (continued)

b. Permanent relief may be provided by reducing carrier office or street time. Consider items such as additional segmentations, use of routers, hand-offs, relocating vehicle parking, withdrawal of mail by clerks or mailhandlers, providing a cart system for accountable items, etc. When routes require a current adjustment and Delivery Point Sequencing will commence within 6 months, management will adjust using non-territorial, non-scheme change adjustments. Where actual transfer of territory is necessary, see 243.23. If a hand-off is the method selected for providing relief on the street, the time value associated with the delivery of the hand-off must be deducted from the route getting relief and transferred to the gaining route.

On routes evaluated at less than eight hours, permanent additions are made to make the assignment as near eight hours as possible in accordance with Section 243.22 of *Handbook M-39*:

243.22 Route Less than 8 Hours

On routes where the evaluated time is less than 8 hours, make permanent additions by transferring territory through a realignment of the territory in the delivery unit. This realignment could reduce or eliminate an existing auxiliary route, reduce a regular route to auxiliary status, or eliminate it entirely.

If routes are adjusted by transferring territory, the reverse of PS Form 1840 will indicate the proposed changes. Section 243.31 of *Handbook M-39* explains how to record territory transfer on the reverse of PS Form 1840:

243.31 Completing Reverse of Form 1840

Record office and street adjustments, on the reverse of Form 1840 or on a separate sheet of paper, as follows:

243.311 Transferring Territory from One Route to Another. A tentative selection of the block or blocks that can be most efficiently transferred should be made, using a map of the territory. The time used to deliver the mail on each block will be found on the reverse of PS Form 3999 covering the current inspection of the routes.

243.312 Relief and Addition Columns. Enter an (R) if deliveries are relief and an (A) if deliveries are addition.

243.313 Street, Blockface Numbers, and Sector/Segment Columns. Enter the street name, beginning and ending blockface numbers, and the ZIP+4 sector/segment number for the blockface. Refer to the ZIP+4 printout to obtain the correct sector/segment number to ensure that no segment is split (see 243.231c).

243.314 Transferred To or From Route Number Column. Enter the route number to or from which the block and street is to be transferred.

When transferring delivery territory, management determines the amount of time needed for each sector segment or range of addresses. This data comes from the PS Form 3999, Inspection of Letter Carrier Route, completed during the week of inspection.

When a route is inspected on more than one day, the parties agreed in the Memorandum of Understanding (MOU) Re: Multiple Days of Inspection (M-01543) to the following:

When local management elects to inspect on two or three days, the PS Form 3999 closest to the selected street time on the PS Form 1840 will be used to transfer territory.

The front side of PS Form 1840 shows the average street time used by the regular carrier during the week of inspection and the eight-week average from the PS Form 1840-B, Carrier Time Card Analysis. The reverse of the form shows the street time management selected when evaluating the route. Union representatives should ensure management selected the appropriate PS Form 3999 if there were multiple days of inspection.

Upon completing the reverse of the PS Form 1840, management should conduct an adjustment consultation with the regular carrier servicing each route. Letter carriers should take advantage of this consultation to provide feedback on the proposed adjustment. Section 242.3 of *Handbook M-39* requires management to document any time disallowances and provide the PS Form 1840 to carriers at least one day in advance of this consultation:

242.347 All time disallowances and related comments will be noted on Form 1840 or attachments thereto, and furnished the letter carrier at least 1 day prior to consultation.

If management fails to provide PS Form 1840 or conduct a consultation as required, letter carriers should contact a union representative.

Available resources

Letter carriers should familiarize themselves with Chapter 2 of *Handbook M-39* and Chapter 9 of *Handbook M-41* to gain a better understanding of the route count and inspection process. These handbooks as well as additional resources are available on the NALC website. They include the 2018 *NALC Guide to Route Inspections* and the *NALC Route Protection Program* available at nalc.org/workplace-issues/city-delivery/route-adjustments. National-level settlements, Step 4 settlements and MOUs can be found in the Materials Reference System at nalc.org/mrs. Past Contract Talk articles pertaining to these issues are available at nalc.org/workplace-issues/resources/nalc-publications. An overview of route inspections is also available in the Members Only portal at nalc.org. Log in to the Members Only portal and navigate to “Members Menu”> “Shop Steward’s Guide/Forms”> “Route Inspections 2024 Convention Presentation.”

Monthly CSRS annuity payments for letter carriers who retire on June 1, 2026

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on June 1, 2026. Estimates are computed by using the given high-3 aver-

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

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

Years of Service ²	City Carrier / High-3 Average ¹ : 79,299			Carrier Technician / High-3 Average ¹ : 80,964		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,395	\$217	\$2,178	\$2,446	\$222	\$2,224
21	2,528	230	2,297	2,581	236	2,345
22	2,660	243	2,416	2,716	249	2,467
23	2,792	257	2,535	2,851	263	2,588
24	2,924	270	2,654	2,986	276	2,709
25	3,056	283	2,773	3,120	290	2,831
26	3,188	296	2,892	3,255	303	2,952
27	3,321	310	3,011	3,390	317	3,074
28	3,453	323	3,130	3,525	330	3,195
29	3,585	336	3,249	3,660	344	3,317
30	3,717	349	3,368	3,795	357	3,438
31	3,849	362	3,487	3,930	371	3,560
32	3,981	376	3,606	4,065	384	3,681
33	4,114	389	3,725	4,200	398	3,803
34	4,246	402	3,844	4,335	411	3,924
35	4,378	415	3,963	4,470	424	4,045
36	4,510	429	4,082	4,605	438	4,167
37	4,642	442	4,201	4,740	451	4,288
38	4,774	455	4,320	4,875	465	4,410
39	4,907	468	4,438	5,010	478	4,531
40	5,039	481	4,557	5,145	492	4,653
41	5,171	495	4,676	5,280	505	4,774
41+11 months & over ⁵	5,287	506	4,780	5,398	517	4,880

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

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between June 1, 2023, and May 31, 2026, 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 \$635.51 per month if for self plus one (PSHB code 77C), \$579.41 if for self and family (PSHB code 77B), or \$262.47 if for self only (PSHB code 77A) 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 June 1, 2026

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on June 1, 2026. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step P carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	City Carrier / High-3 Average ¹ : 79,299			Carrier Technician / High-3 Average ¹ : 80,964		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,322	\$132	\$1,189	\$1,349	\$135	\$1,214
21	1,388	139	1,249	1,417	142	1,275
22	1,454	145	1,308	1,484	148	1,336
23	1,520	152	1,368	1,552	155	1,397
24	1,586	159	1,427	1,619	162	1,457
25	1,652	165	1,487	1,687	169	1,518
26	1,718	172	1,546	1,754	175	1,579
27	1,784	178	1,606	1,822	182	1,640
28	1,850	185	1,665	1,889	189	1,700
29	1,916	192	1,725	1,957	196	1,761
30	1,982	198	1,784	2,024	202	1,822
31	2,049	205	1,844	2,092	209	1,882
32	2,115	211	1,903	2,159	216	1,943
33	2,181	218	1,963	2,227	223	2,004
34	2,247	225	2,022	2,294	229	2,065
35	2,313	231	2,082	2,361	236	2,125
36	2,379	238	2,141	2,429	243	2,186
37	2,445	245	2,201	2,496	250	2,247
38	2,511	251	2,260	2,564	256	2,307
39	2,577	258	2,320	2,631	263	2,368
40	2,643	264	2,379	2,699	270	2,429
Each additional year ⁵	66.08	6.61	59.47	67.47	6.75	60.72

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between June 1, 2023, and May 31, 2026, 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 \$635.51 per month if for self plus one (PSHB code 77C), \$579.41 if for self and family (PSHB code 77B), or \$262.47 if for self only (PSHB code 77A) 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.

Schedule awards, Part 1



Regional Workers' Compensation Assistant Coby Jones

Letter carriers who suffer on-the-job injury or illness are entitled to certain benefits under the Federal Employees' Compensation Act (FECA). They include necessary medical care at no cost, reimbursement for transportation (or mileage) needed to obtain that care, wage-loss compensation when the injury results in disability from work, and schedule awards when there is permanent impairment.

The schedule award benefit often is not well understood. It is payable when an injured employee has suffered a permanent impairment to a part or function of the body that is listed in the schedule of body functions and members found in the FECA at 5 USC 8107. In this context, "impairment" is a medical concept, as opposed to "disability," which is an economic concept reflecting an inability to earn wages.

Permanent impairment is defined as the permanent loss, or loss of use of, a part of the body. The degree of impairment (and ultimately the amount of the schedule award) is determined by medical evaluation—a physician identifies the appropriate diagnosis, makes certain estimates (e.g., regarding the results of a joint replacement—whether the result was good, fair or poor) and/or takes certain measurements (such as range of motion, sensory deficit, joint interval, etc.), and then applies those measurements and/or estimates to applicable charts and tables found in the *AMA Guides to the Evaluation of Permanent Impairment, Sixth Edition* (usually referred to as the *AMA Guides*). The relevant charts and tables provide an impairment percent rating that corresponds to each measurement and/or estimation.

The Office of Workers' Compensation Programs (OWCP) requires medical evaluations based solely on the *AMA Guides, Sixth Edition* in order to qualify for a schedule award. Not all physicians perform impairment ratings. Of those who do, many do not exclusively use the *AMA Guides*. Injured workers interested in pursuing a schedule award should follow certain procedures:

- Ask your physician if they do evaluations of permanent impairment using the *AMA Guides, Sixth Edition*. It has to be the Sixth Edition, the most recent edition of the *AMA Guides*. If the physician uses anything else, the medical report will not be sufficient to qualify for a schedule award.
- If your physician does such evaluations, ask them to schedule an exam to do the evaluation after you have

reached maximum medical improvement (MMI). If your physician does not do such evaluations, ask them to refer you to a physician who does.

- The resulting medical report must 1) state the date you reached MMI, 2) describe the impairment, and 3) give a percentage evaluation of the impairment in terms of the affected member, not the body as a whole. The percentage evaluation must be based on charts and tables found in the *AMA Guides*, and the medical report must include references to the applicable charts and tables. In other words, your physician must explain in the report how they determined the percentage impairment by specific reference to the charts and tables in the *AMA Guides* that were used to make the determination.
- When you receive the medical report, upload it through ECOMP into the appropriate claim along with a cover letter requesting a schedule award. At the same time, complete a Form CA-7 within ECOMP and check "schedule award" in Section 2 of the form.

When OWCP receives the medical report and request, the district medical adviser (a physician who works under contract for OWCP) will review the report to ensure that it was done in compliance with the *AMA Guides*. OWCP will then compute a schedule award by multiplying the percent of impairment by the number of weeks provided in the schedule of body parts (and functions) in the FECA and then further multiplying by your weekly compensation rate.

For example: The FECA provides 288 weeks of compensation for total loss of a leg. If an impairment is 50 percent of one leg, the pay rate is \$40/hour, and there is at least one dependent, the schedule award would be about \$172,000—\$40/hour x 40 hours = \$1,600/week wages; \$1,600/week x .75% (compensation rate for injured worker with dependent) = \$1,200/week; 288 weeks x 50% impairment = 144 weeks; 144 weeks x \$1,200/week = \$172,800.

Schedule awards are generally not payable concurrent with OWCP wage-loss compensation benefits.¹ However, they are payable concurrent with retirement benefits, and they are payable concurrent with wages. Letter carriers who have suffered on-the-job injury or illness that has resulted in permanent impairment to a scheduled body part or function should carefully review the above procedures to ensure their right to a schedule award.

We will continue this discussion of schedule awards in next month's column.

¹ An important exception to this that will be discussed next month is when the wage-loss compensation is based on disability from an injury to a body part other than the body part rated for the schedule award.



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

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

The app's features include:

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

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

State Summaries

California

As I write this article, the big news is that APMG David Steiner announced that, absent drastic changes to the structure of the Postal Service, it's over for us within a year. He said that everything is on the table. Now, of course it may not be coincidental that this pronouncement takes place the same time as contract negotiations begin between the NALC and USPS. And to be sure, the Postal Service, when it comes to raising our wages, always cries poverty. Yet it always seem to have money to hire new supervisors and managers.

Whether you believe the USPS's numbers or not, one thing is certain: The upcoming midterms will definitely influence the direction of the Service going forward. You may believe that we make a profit, but there are plenty of members of the House and Senate who would love to seize on the idea of a struggling USPS to make changes to our delivery schedule, collective-bargaining rights, etc. Please vote for candidates who support our legislative agenda, and also give what you can to the Letter Carrier Political Fund. Remember, LCPF money goes to politicians of both political parties who support our issues. And if you want to get beneficial legislation passed, we need to elect majorities in both chambers.

One politician we don't have to worry about going forward is Rep. Darrell Issa, who just announced he's not running for reelection. Good riddance! While he chaired the House Oversight and Government Reform Committee, he went after two entities—Barack Obama and the USPS. Thankfully, both survived. Hopefully in the future, we will never have to deal with someone like that chairing a committee with jurisdiction over us. He did a lot of damage to our legislative agenda. Take time to celebrate his departure.

Eric Ellis

Indiana

The most common thing that we all need is food. The price and the demand for food continues to increase. For the last 10 years, Indiana Rep. André Carson (D-7) has introduced the Food Deserts Act, currently H.R. 484. This bill will offer tax incentives to grocery stores in food deserts. It offers states to make loan options favorable to those in underserved communities. It reassures that food suppliers have the availability to provide affordable, healthy food, including fresh produce.

Many families lack a car or reliable public transportation to get to the nearest grocery alternative, often over a mile away. People are struggling to get food and are forced to rely on fast-food restaurants, gas stations and convenience stores. These options are neither healthy nor affordable.

After living through years of these survival alternatives, people have a higher percentage to suffer long-term impacts of obesity, diabetes, malnutrition, cardiovascular issues, high blood pressure, many cancers, and other diet-related ailments. Along with

physical health, food insecurity negatively impacts a person's mental well-being. Individuals who struggle with hunger are more likely to develop depression, anxiety and other mental illnesses.

These are easily relatable to food desert areas, which tend to be in smaller populations, with higher rates of abandoned or vacant homes, those with residents who have lower levels of education, lower incomes and higher unemployment.

Politicians need to be pushed by constituents to get this bill signed. Please contact your congressperson to get them to sign onto H.R. 484. NALC's Stamp Out Hunger drives help people in food deserts immediately rather than later. Our single-day food drive is one way that letter carriers can honor thy neighbor. Enjoy the state convention April 27-28. We are our brothers and sisters' keeper.

Kieaunta Roberson

Michigan

In last month's State Summary, I announced that Rep. Joey Andrews, along with 20 co-sponsors, introduced House Bill 5483 on our behalf. That bill would add letter carriers to the list of community servants protected by MCL 750.81d. HB 5483 hasn't yet been scheduled for hearing in committee. When it is, we will use the socials to contact carriers (and in particular retirees) to attend the committee hearing. (You can find a fact sheet for HB 5483 in the files section of the state Facebook page: [facebook.com/groups/NALC.Michigan/files](https://www.facebook.com/groups/NALC.Michigan/files).)

Further good news about our effort to amend MCL 750.81d: Yesterday I had a productive meeting with state Sen. Mallory McMorrow (D-Royal Oak) regarding, among other things, the possibility that she would introduce a companion bill in the Michigan Senate. I expect to hear from her legislative director soon and hope that by next month we can announce the Senate bill number. Sen. McMorrow has been very busy of late, and I was honored she took about 45 minutes with me to discuss letter carrier issues. I'm looking forward to working with her and her staff on this important issue and others to come.

There are elections on the horizon. Both major parties are conducting nominating conventions in the period between deadline for this article and when you'll read it. Those conventions will pick nominees for statewide races of secretary of state, attorney general, justices of the Supreme Court, and state university boards. There's a special election in Michigan Senate District 35 on May 5. That district covers much of the Tri-Cities area. It's also not too soon to consider the primary election on Aug. 4. If you are a delegate to the NALC national convention, you'll be in Los Angeles on primary Election Day, so you'll have to vote absentee. Regardless of whom you support, please make a plan to vote.

Ronald Zalewski

Tennessee

Hello, brothers and sisters!

The Safeguard American Voter Eligibility (SAVE) Act is another voter suppression bill that has passed the House and is in the Senate Rules and Administration Committee. This bill is as bad as a hurricane. Concisely, the driver's license REAL ID program is blown out of the water by mandating that to vote, eligible voters provide their birth certificate or passport at their polling location.

This bill prevents all women/men who took a different last name at marriage from voting because their surname at birth differs from their current last name. If that certificate is not correct, then the next document will be a passport. So now one will have to pay approximately \$165 to apply for a passport, not to mention an additional \$60 for an expedited fee. How many women have never gone to court to change their birth certificates? Few, if they're involved in multiple marriages.

Hispanics who were born in Puerto Rico have their mother's maiden name and father's last name on their certificates and commonly use their father's last name. Will I be allowed to vote, since I use my dad's last name on all my legal transactions?

The way this bill is written, only the male species will be allowed to vote. What will happen to citizen voters who have birth certificates from other countries? Will they be allowed to vote? Will voters who are stationed overseas be allowed to vote? How does this act apply to the military? With their deployments and permanent change of station reassignments, mail will always be late in catching up to them.

This administration likes to preach "values," except our constitutional right to vote. This is federal overreach! We need you to contact Sens. Blackburn and Hagerty and voice your opinion.

Tony Rodriguez

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.

Texas

On March 3, Texas conducted its primary elections statewide. Voters across Texas participated in selecting their preferred candidates for various political offices, marking an important step in the electoral process for the year. The primaries were held simultaneously throughout the state, giving Texans the opportunity to influence the political landscape as the general elections approached.

Several congressional seats will proceed to runoff elections on May 26, as no candidate achieved the requisite 50 percent of votes needed to secure placement in the midterm elections with early voting beginning on May 18 and running through May 22.

In Congressional District 18—which was redrawn by Texas lawmakers last year—there will be a runoff between Christian Menefee, who won the special election in January, and Al Green, who has represented the 9th Congressional District for decades and is a strong supporter of letter carriers in Texas. The winner will face Republican candidate Ronald Whitfield in the November elections.

District 23 Rep. Tony Gonzales withdrew from the race due to an ethics investigation, which allows Brandon Herrera to compete against Democrat Katy Padilla Stout in the November elections. District 9 is also headed to a runoff between Alex Mealer and Briscoe Cain the winner will face Democrat Letitica Gutierrez in November. A runoff will be held in May for the Republican candidates in the U.S. Senate race, where incumbent John Cornyn will compete against Ken Paxton.

Congratulations to state Rep. James Talarico on his victory over Jasmine Crockett in the U.S. Senate Democratic primary. Both candidates are good friends with Texas letter carriers. The TSALC board will be monitoring this race closely.

Everett Wyllie

Wisconsin

The WSALC state convention will be held May 15-16 at the Radisson Hotel and Conference Center at 625 W. Rolling Meadows Drive in Fond du Lac, with Branch 125 as the host city. Regis-

tration will start on Friday, May 15, at 9:45 a.m., and the convention will be called to order at 1 p.m.

Friday evening, the IceBreaker in the Atrium will be starting at 7 p.m. with the theme of Fondy Lawn Game Night. Cost for guests will be \$20.

The installation dinner will be Saturday evening with a cash bar starting at 6 p.m. and dinner starting at 7 p.m. Entertainment will follow dinner until 11 p.m. Cost for guests attending the installation dinner will be \$45.

Once delegate registrations have been received, the president will be selecting the members to fill the committees for the WSALC state convention. These letters will be sent out in the week of March 23.

Committee meeting will be held on Friday, May 15, prior to the start of the state convention. Letters will include who will be running the meeting, who the committee head will be and what time the meeting will be held.

Looking forward to our solidarity weekend and the fellowship with the membership.

Dawn Ahnen

In Memoriam

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

Benjamin N. Boregasser Br. 35 Little Rock, AR
Stephanie L. Kees Br. 24 Los Angeles, CA
Walter L. Shaner Br. 133 Sacramento, CA
Philip L. Lee Br. 214 San Francisco, CA
Chinh V. Tran Br. 1707 Hayward, CA
Philip W. Kasperzyk Br. 19 New Haven, CT
Michael E. Perry Sr. Br. 19 New Haven, CT
Robert E. Sundquist Br. 1071 South FL
Charles J. Voytek Br. 1071 South FL
Julius Glover Jr. Br. 73 Atlanta, GA
Kent W. Dayley Br. 927 Pocatello, ID
Michael Banks Br. 11 Chicago, IL
Christopher R. Montano Br. 825 Oak Brook, IL
Bradney P. Welch Br. 292 Rock Island, IL

Russell K. Briody Br. 377 Evansville, IN
Cyril D. Mailander Jr. Br. 455 Michigan City, IN
Gwendolyn J. Amonson Br. 645 Fort Dodge, IA
Melvin D. Doramus Br. 201 Wichita, KS
Lawrence A. Erker Br. 201 Wichita, KS
Leroy V. Hovorka Br. 201 Wichita, KS
Benjamin E. Linn Jr. Br. 201 Wichita, KS
Jason A. Arcangeli Br. 12 Worcester, MA
Robert Gonda Br. 4374 South Macomb, MI
Gerald L. Arnold Br. 9 Minneapolis, MN
Daniel W. Gangloff Br. 343 St. Louis, MO
A. A. Craig Br. 137 Hudson Valley Mgd., NY
Richard D. Bloomer Br. 358 Northeastern NY
Norman L. Seymour Br. 358 Northeastern NY

Richard A. Kirchner Br. 82 Portland, OR
Ivan C. Linton Br. 82 Portland, OR
Troy T. Morris Br. 82 Portland, OR
Donald W. Crago Br. 284 Erie, PA
William F. Mellon Br. 725 Southeast PA Mgd.
Christopher Aaron Br. 62 Chattanooga, TN
James W. Emerson Br. 1259 Corpus Christi, TX
Leo Henry Br. 493 Tyler, TX
Kenneth J. Smith Br. 493 Tyler, TX
Eddie Y. Park Br. 351 Olympia, WA
Michael L. Burns Br. 619 Green Bay, WI
Paul L. Janicki Br. 2 Milwaukee, WI
Jerome C. Weber Br. 2 Milwaukee, WI
Thomas A. Wroblewski Br. 2 Milwaukee, WI

When an active letter carrier dies...

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

Branch Items

Charlotte, North Carolina

Branch 545 would like to thank all our delegates who took their own personal time to attend the North Carolina state spring seminar in Raleigh. We look forward to every delegate sharing the knowledge that they acquired with our members to make us a much stronger branch. Also, we want all our members to continue to prepare for and promote the NALC food drive on the second Saturday in May. Please, start talking to your customers and businesses on your routes to get as much awareness and participation as possible to help this great cause.

We would like to congratulate our union brother Terry Cunningham on his recent retirement. Terry was assigned to our Minuet Station, where he was on an on-the-job instructor. Mr. Cunningham is retiring with eight years of military service and another 32 years in the Postal Service. We thank you for all your service, and we wish you the best in the next chapter of your life.

The union leadership would like to let all our members know that we are continuing with our in-person meetings. We are holding our meetings on the third Tuesday of every month for anyone who is interested in attending. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all 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

Hello, Queen City; my name is April, the fourth month of the new year, spring is in the air, and so is the stupidity again running ramped in the post office. Actually, it has never stopped, it just seems like it's getting worse, if that's possible.

They moved around managers a few months ago because it seems a lot of them can't do the job, duh, so a new office will help them out—that's a joke. There is not one manager in the Cincinnati area who can properly lead an office. Everyone we have had in Sharonville has done some very nonsense things that makes everyone in the office shake their head.

Just the other day, I was pulled into the office for a PDI, and two of the questions were very interesting. First one was, why did I complete a Form 3996, stating that I needed an hour of overtime the day in question? Second one was, do I understand that management determines when overtime is needed, not the employee?

There are definitely two things that can't determine how my day is going to go once I exit the office; one is a computer telling me how long I should be working today, and a manager that puts those two questions on a PDI and wonders why I need to fill out a 3996 when overtime is needed any day that I go over.

We now also have an old station manager in charge of attendance for the city. He has a part-time office at our post office—at least I think it's part time, because he is only there a few

hours a day. It would be interesting if he had a scanner attached to him where he spends the rest of his day. More on this story next month.

In solidarity!

Chris Rought, Branch 43

Eugene, Oregon

Our members experience a lot of milestones in their lives, from the day we are hired, to the day we are retired, and everything before, between and beyond. But our esteemed brother Bill Paslay has hit a milestone rare for anyone to accomplish. As of March 12 of this year, Bill will have turned 100 years old.



With 70-year member Jack Harshbarger (l), Findlay, OH Br. 143 President Marta Rhodes (r) presents a 70-year plaque to Gerald Kelly.

Bill became a member of the NALC in 1964, and during his time at the Post Office, he was an avid advocate for our union. Not only has Bill served as a steward for many years, but he also served as an officer in every capacity except treasurer at the local level, as well as Oregon state vice president. He has attended over 54 state conventions and many national conventions. Even today, he still comes to branch meetings when he can.

Bill is a beloved member of Branch 916 and is fondly remembered by his peers as being firm, friendly and fair. When asked an honest question, he would give an honest and forthright answer. His love of his fellow carriers was such that he helped found the Oregon Letter Carrier of the Year award in 1987, which gave its first award in 1989. His fellow carriers adored him so much and respected all that he had done that they nominated him for the award in 2001.

The most striking thing about Bill is that his love for his fellow brothers and sisters has not waned. When asked to say a few words, he thanked several people but said that all letter carriers were his friend. Branch 916 would like to give a Letter Carrier Cheer once again to our friend, mentor and brother Bill Paslay. Thanks for being a part of our family.

Frost, Branch 916

Fargo-W. Fargo, North Dakota

Branch 205 had a letter carrier who received a Hero award from our *Postal Record*. Mr. Tim Haugrud spotted a young woman on the street who was inadequately dressed and was struggling on a bitterly cold, snowy and windy day in Fargo. Authorities were called and the young woman was provided care. At our March union meeting, Mr. Luke Kane from St. Paul presented Mr. Haugrud with the award in front of the membership and his wife and child. Mr. Haugrud's

care and concern prevented what could have been a tragic outcome. Thank you to Mr. Haugrud and all the other carriers who have lent a helping hand throughout their career.

The Letter Carrier

Before the sun has climbed the sky,
I lace my boots and start my day.
A quiet oath beneath my breath,
The mail will find its faithful way.

Through neighborhoods still half asleep,
Past barking dogs and frosted ground.
A satchel full of hopes and bills,
Of distant voices tightly bound.

The winter wind cuts sharp and cold,
The summer heat can slow the pace.
Yet rain or sleet or drifting snow,
Still finds me walking every place.

I know the porch where windows wait,
The door where children race outside.
The farmer waving from the lane,
The old man filled with weathered pride.

"Good morning!" echoes down the block,
A small exchange—but warm and true.
A letter placed in steady hands,
Can brighten skies of deepest blue.

Yet far away—in offices tall,
Are charts and clocks that mark our stride.
Unreal demands—impossible time,
Pressed hard against the human side.

Still onward down the icy walk,
Through wind that howls and tempers test.
For service lives within the steps,
Of those who carry for the rest.

Just a thought—

Dave Steichen, Branch 205

Fresno, California

It was my pleasure to attend the California Democratic Party state convention by invitation of my congressman. He always supports the NALC on our lobby trips to Washington, DC, and this was the second time he has asked me by phone to do so. It was voting for various candidates running for statewide offices. Winning the state convention endorsement from the delegates will carry weight at the midterm election. The NALC was represented by three of our congressional liaisons: Jeff Parr from Santa Rosa, David Hyman from Sepulveda and me. There was also one from the APWU. I voted for candidates for running for governor, lieutenant governor, treasurer, attorney general, state senator, state assembly, and Board of Equitization.

It was nice that candidates and other delegates would acknowledge a NALC windbreaker. Postal unions do get recognized at Democratic events. We should all be proud of that. Just hearing people say "The Letter Carriers" as they pass you. Attending as a delegate was kind of pricey, but I am glad I did. If you ever have the chance to attend your state's Democratic convention, do so. You will not hear talk of privatizing the Postal

Service. Like our own conventions, it was a great experience.

Always support the NALC, candidates who support us, and each other.

Jesse Dominguez, Branch 231

Kansas City, Missouri

It's April in the heart of America, and spring is here, though the effects of global warming didn't produce what seems like 25 days of winter. It used to be time where the Canadian geese flew south, nowadays I wait until a flock waddles across the street and avoid looking skyward as they honk overhead on a low pass.

While some things change, others remain the same. The USPS is going broke. After announcing losses of \$9 billion for 2025, PMG Steiner stated the USPS would run out of money by February 2027. He also stated he was unaware of the depth of the cash crunch until he became PMG in 2025. Apparently, nobody informed old boy about the management he has to work with, nor the commitment of NALC stewards, dedicated to protecting the rights of all letter carriers. NALC grievances alone cost millions, fueled primarily by management's failure to comply with the contract. Numerous escalating remedies have contributed to the financial morass PMG Steiner inherited.

Region 5 NBA David Teegarden and his all-star staff provided 250 carriers at the Region 5 rap session with more pertinent information to keep management on their toes. It had a wide gamut of breakout sessions: Safety, OWCP, Route Inspections, Deems Desirable, New Employee Retention and Mentoring Program (NEERMP), Grieving Section 271.g Denials, Joint Workplace Improvement Program (JWIP), M-39 Section 115.4 Mutual Respect (JSOV), Women's Issues, and other areas were covered.

NALC President Brian Renfroe stated that preparations for the new collective-bargaining agreement are currently underway. And the NALC is the envy of all AFL-CIO unions over our success in all our fights. Our strength is two-fold: bipartisan help through LCP and the activism of the NALC.

We can't stop fighting now, too much is at stake.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers!

Remember when we were growing up and a sister or brother would tell your mom that you "did something bad," and they would call you a snitch. Well, now, there is no retaliation when you come to your steward when you see a contract violation or when you feel you may have been aggrieved. Article 15.2 of the *JCAM* (Joint Contact Administration Manual) defends you when you see or think there is a contract violation. All you have to do is step up and report it to your steward.

You are another set of eyes and ears and are appreciated by your steward. Your steward is obligated to do the research and determine if



After Northeastern New York Br. 358's oldest and longest member, Philip Santangelo, died last month at age 102, Br. 358 Director of Retirees Frank Maresca presented a 75-year membership plaque to Phillip Santangelo Jr. (pictured), who accepted the award on his father's behalf.

you have a case. If they are unsure, then they will contact their president and get the right information.

What issues can you bring up? How about, to start off with, Article 1.6 on supervisors doing cross-craft work? Article 2 on non-discrimination and civil rights. Article 3, which under the *JCAM* also requires management to act in accordance with applicable laws, regulations, contract provisions, arbitration awards, letters of agreement and memoranda. Article 5 covers "past practice." If there is a violation, your steward has a prepared form for you to fill out requesting steward time to meet with them.

Besides conversing with your steward, you can educate yourself about the contract by taking a few minutes and reading up on the *JCAM*. You can get a download copy by visiting nalc.org/jcam. Check it out! It is a publication that will make you more aware and make you a better and informed letter carrier!

Stand like a tree and flow like a river!

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Branch 2502, Las Vegas, NV, will debate proposed bylaw changes at the May 6, 2026 general membership meeting. Meeting will be held at the union hall, 2620 E. Sunset Road, Las Vegas, NV 89120. Meeting will begin at 7 p.m.

Jerry W. Penn, Branch 2502

Minneapolis, Minnesota

We're in an unprecedented and polarizing time in the world, and in the city of Minneapolis, the large ICE presence in the last months has affected people's everyday lives. This has meant families are living in fear, schools are closed, people are afraid to leave home to go shopping and to go to work, and not knowing what is going to happen to them. Right now, there is a lot of anger, trauma, grief, anxiety, sadness and depression in the world. But there is also a lot of love, solidarity and reflection around the community.

The last several months we've had so many tragedies in the metro Minneapolis area. Dat-

ing back to last June with state Rep. Melissa Hortman's assassination, the Annunciation school shooting last August, and now two ICE-related shooting deaths of Renee Good and Alex Pretti.

Workers and businesses have felt the ripple effect of the ICE operations in the city. Businesses are closing their doors to the public, with customers afraid to go out, and more people are ordering essential items online. I've seen several community donation drives going around to help people stay inside their homes.

During times like this, coming to work every day, seeing my co-workers, and delivering my route is a good way to help me take what's going on off my mind. I am proud and thankful to have a great crew around me. I am reminded that as essential workers, civil unrest is just another obstacle we must overcome to deliver the mail. It's what we are paid to do.

We held a rally a few weeks ago. It was a good, healthy way for us to come together with other local groups and reflect with each other about how we're feeling and support our immigrant neighbors.

Andrew Truckenmiller, Branch 9

Norristown, Pennsylvania

Recently I've had the honor and the privilege of instructing our new CCAs at the City Carrier Academy. These new hires arrive at the academy with an eagerness to learn the job and begin a successful career. It is so rewarding to see a new carrier, in just a few months, gain the confidence and knowledge to perform our craft professionally.

Thank you to all of the veteran carriers of Branch 542, working as a team, for ensuring that our workforce is competently staffed. Remember that we were all new carriers at one point. Please continue to share your expertise, answer questions, offer advice, and promote the NALC to the newbies.

A quick shout-out to our former scribe, Joel Stimmler. Miss ya, brother! Enjoy every day of your retirement.

Edward Gretzula, Branch 542

North Florida

In January, the USPS OIG issued its findings regarding grievances filed by the unions from 2022 to 2024. It found that USPS paid \$866 million to resolve 3.5 million grievances.

The rising costs to USPS was due to management failing to follow collective-bargaining agreements, specifically regarding overtime, improper work assignments, and failure to timely provide information to the unions.

Another big one was money paid out due to management's non-compliance with settlements. Many cases were settled for a monetary amount, and management did not pay, so a non-compliance was filed to include a monetary penalty. Bottom line is, since that report came out, not one thing has changed and to no one's surprise.

Three stations in Jacksonville have been moved to the former GMF to what is now

Branch Items

an S&DC. We will see how that is going to work soon. Possibly in September, five offices near Daytona will be moved to the former Daytona GMF.

May 9 is the food drive. Let's all pitch in to help those in need, since food banks no longer get some federal subsidies. School lunch programs and food distributions are in dire need. Our one day of the year to give back to the community.

Stay safe out there!

Bob Henning, Branch 53

Portland, Oregon

Many offices in Branch 82 have been subjected to six-day route counts and adjustments. So far it's not going too well.

In one instance, the adjuster took time away from a carrier because they used the bathroom in street time before they left for their route. To me, this perfectly illustrates the utter stupidity we are having to deal with in the route adjustment process. Of course, every carrier should use the bathroom in the office before they leave for their route. This is so obvious. I love to remind people that carriers used to clock in and clock out, there was no street time or office time. That is management's own invention. Do they want us to only use the bathroom in office time? Naw, that's no good either. Should we only find bathrooms on the street? That definitely would take longer. Perhaps we should not require any bodily functions on the clock. Would that be better!?

A few years ago, one of our offices suffered from a disastrous route adjustment. Half the routes became 10-hour days, regulars bid out, for months every available PTF in the city had to go there after their own assigned route, if not for the whole day. It was a giant mess. I think it's safe to say that they have not learned a single thing. They still believe in cheap tricks and lies to manipulate the numbers for their own agendas.

There are times when a carrier could use another loop or two, and the adjustments make sense and work to everyone's benefit. But far too often it is management lying about the number of minutes spent on a pee break before ya hit the street.

Suzanne Miller, Branch 82

Providence, Rhode Island

Negotiations for the National Agreement formally began in February. The opening statement was recorded and displayed on nalc.org. President Renfro outlined the main points of what we are looking for in this round of collective bargaining, focusing on closing the gap from the bottom step to the top step, having a single pay scale, and achieving an all-career workforce.

Also, thank you to everyone who attended the rally in February. We hope to see even more people at the next one.

As you are aware, on Feb. 23, Rhode Island set a record for snowfall with upward of 40 inches. For the first time since 2015, the USPS canceled operations for not just one, but two days, and delayed start times for a third day. The USPS authorized administrative leave for



Texas State Association board members sign up supporters of LCPF at the Region 10 Spring School in Houston.

those two days. Lastly, Branch 15 is now registered to participate in the 2026 Stamp Out Hunger Food Drive this spring; more to come.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Everyone have a wonderful Presidents Day? I did not take part in the huge Presidents Day mattress clearance and blowout sale. If I wanted zero percent interest for 60 months, I'd finance a truck (right, James?), not a mattress. They don't even tell you the price of the mattress until they get you jammed up for 60 months.

We had a YouTube malfunction a while back. Took us over an hour to restore the app. Times like that I get nostalgic for analog TV, a record store in the mall, Walkman headphones and a McDonald's apple pie served close to the surface temperature of the planet Mercury with no disclaimer. It was hot, it was understood.

The USPS upholds the importance of proper carrier uniforms. We all get those glossy flyers and magazines that show carriers smiling in pristine uniforms, shiny new satchels, and shoes that haven't yet stepped in mud or dog poop and a hat that hasn't seen the light of day holding a small perfectly square Priority Mail package. Realistically, this lasts one day. Punching to the street like that, you coming back at the end of the day with your shirt untucked, ink from circulars blotching the side of that shirt, your shirt pocket has 10 pens in it, your shoes are scuffed, you broke a shoelace already, can't remember how many puddles you stepped in, your hat just beginning to get those sweat stains on the rim and your satchel harness laughing at you because it knows in a few weeks you'll have that harness mark on your shoulder, aaaaand you delivered at least 30 oblong, misshaped, oversized heavy parcels. Not the one pretty parcel. It takes years for carriers to build an arsenal of uniforms. Hang in there.

Chris Paige, Branch 436

Rockville, Maryland

We just received a bunch of pre-arbs paying an additional 250 percent for the non-ODLs for Article 8, Section 5G violations in Rockville. For Step O carriers, this amounts to an additional \$100 per hour of violation. That is on top of the \$60 the non-ODL already made for a total of \$160 per hour of violation! And, the ODL carrier is getting an hour of penalty pay, or \$80 per hour of violation. The total cost to management is \$240 per hour of violation! I want to thank RAA Tonya Detrick for the hard work she put into getting these pre-arb victories. I also want to thank Chief Steward Robert Weisner as well as Mike Shawn for initiating these grievances and sending the thousands of documents to Step B. In 2024, we won an arbitration paying the non-ODLs an additional 250 percent for Article 8, Section 5G violations and numerous pre-arbs in 2025 on this issue. You can download the arbitration from our website at nalc3825.com.

We had an intervention at Damascus due to the hundreds of grievances there over the last couple of years. There are only 12 city letter carriers in this building! The violations continued until the postmaster retired at the end of January. All of a sudden, no grievances at Damascus. This shows how one incompetent postmaster can ruin a post office and destroy the morale there. Better days are ahead.

The Trump war against Iran is costing lives and taxpayers \$11,574 per second. No money for health care, but billions for war and death!

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

On Feb. 22, union members from across the bi-state area joined Branch 343, which hosted a "Fight Like Hell!" fair contract rally in front of the main post office in downtown St. Louis.

Approximately 60 members gathered ahead of the start of negotiations with the U.S. Postal Service to demand a fair and equitable contract. Aside from pay increases, the biggest need to address is the toxic work environment. Nearly 50 percent of new employees either quit or get fired. Working conditions were supposed to be addressed in the last contract, but management failed to adhere to those demands, and for their part totally disregarded those contractual obligations.

The toxic work environment is one of the biggest reasons carriers are leaving the workforce. Fewer new employees and greater demands on veteran carriers paired with working extended hours is causing older carriers to retire early. Nearly half of the letter carrier workforce has less than seven years of experience.

Currently 80 percent of all grievances are contractual/discipline. Management rules with a heavy hand and fails to abide by the contract. When shop stewards request documentation to defend letter carriers, it's ignored. Supervisors fail to meet with stewards to settle grievances at the lowest levels, and most issues are pushed up to the B teams and even arbitration, where thousands of cases are backlogged for years.

In addition to the late hours of work required because of lack of adequately trained personnel, safety is becoming an ever-increasing problem that needs to be addressed. Carriers are being robbed of Arrow Keys, and some have even been assaulted at gunpoint. Letter mail, once a priority, sits on the floor for days at a time because of the lack of employees to move it.

This new contract demands answers to these ongoing issues.

Tom Schulte, Branch 343

Seattle, Washington

My smartwatch thinks it's smarter than me. And it could be right. I was out chopping at a stump in the yard, and my smartwatch wanted to know if I had fallen down. Should it call 911? Had I agitated my smartwatch to its wit's end? Maybe, or maybe my smartwatch was just being a smart-ass. Getting snarky with me about how much exercise I actually get, and juxtaposing it with the amount of exercise I should be getting. After a short emotional outburst, I went for a cooldown stroll around the block, and got a congratulations for "a record outdoor walk." Oh, F-off, smartwatch.

My smartwatch has become like one of those pocket snitches that letter carriers have to carry around all day. You know, those MDDs that rat them out every time they take too long to do this, that, or the other. I wonder how many letter carriers are tempted to send their snitchomatics for a free ride on public transit. Maybe set it on a light rail run to the airport? That would certainly be an eye-popping event for some supervisor attempting to track down a carrier.

Seriously, despite the disputes, and despite what the breadcrumb data "crumb-bums" want to report, the job remains the same. It always was and always is, as longtime letter carrier Brooks Bennett always said, "put the right mail in the right box," and you move on.

Unfortunately, carriers may have to endure encounters with management over stationary events, but you have stick to your guns, metaphorically. As long as you're not needlessly zigging and zagging, which may be unavoidable

due to data-driven route adjustments, then unfortunately managerial confrontations are something you may not be able to zigzag away from. Stand your ground.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

I'm sitting here at the Region 12 rap session. It is such a good vehicle for NALC. Leaders from all over the region (Pennsylvania, Central and South Jersey) congregate to train, facilitate communication, and have fellowship with one another. We can hear presentations from the New Jersey and Pennsylvania State Associations. Many national and state officers present information and teach classes that are meant to help the new steward as well as build on the knowledge of more experienced stewards and branch leaders.

The highlight of a rap session is a presentation and Q&A session with one of the national officers. We were fortunate to have NALC President Brian Renfro attend. He spoke about the contract negotiations and how the membership would be informed along the way. It is always better to hear information directly from the source.

This is a challenging time. Management has opened negotiations by stating that USPS is broke. What a surprise. This is where NALC is brilliant, but no one seems to give us credit. We held one-day rallies across the country on a Sunday to bring awareness to our plight preemptively.

Management is undergoing route inspections as well. So, it's just a matter of time before your office is inspected. With the historic drop in first-class mail, we must do our best to protect our routes and then let the chips fall where they may. Hopefully, other business will materialize to soften some of the blows that we incur.

One of the things we talked about at the rap session was pilot programs. One program has us doing some census work. Other programs have us capturing photos of parcels we deliver. In the end, it all adds up. We need work to get paid to raise our families.

#StayUnited! #StayFocussed

Eric Jackson, Branch 725

Staunton, Virginia

"The Strike at 40" (interview with President Emeritus Vincent Sombrotto), the Stamp Out Hunger PSA (with actor Edward James Olmos), "Boston 101" (How to Speak Bostonian with NALC members), "The Revolt of the Good Guys" (award-winning film about our collective-bargaining story) and decades of professional, emotional, creative, funny, collaborative videos telling the stories of letter carriers as we fight for safety, dignity and respect, for our communities, and for the preservation of the Postal Service.

What do all these things have in common, you ask? They were all produced by Ann Sutherland and her team of union professionals at Sutherland Media Productions, Inc.

Sadly, on Feb. 1, our dear friend Ann passed away. I met Ann and her team for the first time in Denver during the Save Six-Day Delivery fight when they came to cover our rally. We were nervous about this, never having dealt with a professional video crew before. She instantly put us at ease. Ann's respect for letter carriers, her knowledge and her kindness not only helped us tell our story but cemented lifelong relationships. "Our Fight, Our Future" in 2012 was so fun to be a part of thanks to Ann. Words cannot say how much I will miss her.

Neither snow, nor rain, nor gloom of night, nor the stubbornness of management kept Ann from traveling and filming letter carriers where they were. During the weeks before national conventions, she worked insane hours delivering key content that was entertaining, current and informative. Her experience and in-depth knowledge of letter carriers' issues and history guided our effective messaging.

You may not have met Ann, but you know her through her work. The NALC owes her a debt of gratitude for her long service. Let's give Ann Sutherland a grand Letter Carrier Cheer—Hip-hip-hooray!

Cindy Connors, Branch 513

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.

COLA: Cost-of-living adjustment

- The sixth regular COLA under the 2023-2026 National Agreement is **\$250** in February following the release of the January 2026 consumer price index. The sixth COLA is based on the increase in the CPI-W between the base index month and January, less any previously calculated COLAs.
- The 2027 projected COLAs for the Civil Service Retirement System (CSRS) is **0.7 percent**, and for the Federal Employees Retirement System (FERS), **0.7 percent**, following

the release of the February CPI. The 2027 COLAs will be finalized with the publication of the September 2026 CPI in October.

- The 2027 projected COLA under the Federal Employees' Compensation Act (FECA) is **0.6 percent** following the release of the February CPI. The 2027 COLAs will be finalized with the publication of the December 2026 CPI in January 2027.

Visit nalc.org for the latest updates.

Branch Items

Tri-Valley, California

Hello, Tri-Valley. We joined other nearby local branches for the “Fight Like Hell!” fair contract rally on Feb. 22, and Branch 2086 of Burbank served as the hosting branch. Special thanks to Branch 2086 President Debbie Kelly for her hospitality. The enthusiastic crowd was great. CSALC President Harold Kelso and his team spoke about the importance of the LCPF. There were refreshments for all who participated in the important event. I believe it’s safe to say that we accomplished our mission in getting our message out to the public: “First-Class Service Deserves First-Class Pay.” We were organized and had a great time. My heartfelt thanks to Alex Lopez, Rochelle Harvey, Diane Dozal, Bob Golden, Sam Sabedra, Louie Rodriguez, and my wife, Kris Perryman, for attending.

Solidarity is the foundation of collective strength. It’s the commitment to stand together, support one another, and remain united in the

pursuit of fairness, dignity and respect. Solidarity means recognizing that our individual voices are powerful, but our united voice is unstoppable.

When we practice solidarity, we understand that an injury to one is an injury to all. We refuse to allow division, fear or misinformation to weaken our bond. Instead, we choose unity over isolation and action over indifference. Solidarity requires the courage to speak up, to show up, and to stand firm even when it may be uncomfortable.

True solidarity means we celebrate victories together and confront obstacles together. It means we do not leave anyone behind. Our strength lies not only in numbers, but in trust, loyalty, and a shared belief that we deserve fairness and respect.

When we stand united, we create change. When we support one another, we build power. Solidarity reminds us that progress is not achieved alone, it’s achieved together.

James C. Perryman Jr., Branch 2902

Washington, DC

NALC Branch 142 is offering the Aurelio AP (Tony) Martinez Scholarship Fund for \$1,000 to a son, daughter or grandchild of an active or retired letter carrier in good standing with Branch 142.

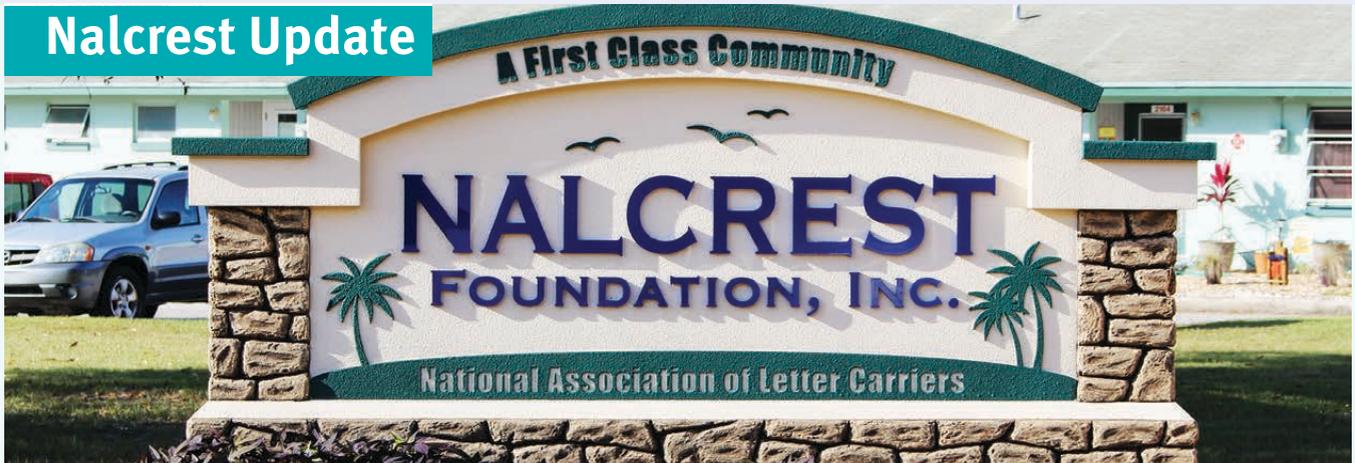
The applicant must be a high school senior with a 2.8 or better GPA. Applicant must submit a 500-word essay on the topic: “Why is it important to continue education after high school?” If you have a mentor (teacher, sibling, etc.), how did they influence your decision?

Essay is due no later than June 26.

Applicant must submit their name, address and telephone number, as well as the Branch 142 family member, to: NALC Branch 142, Attn: April Hines Scholarship Chairman, 6310 Chillum Place NW, Washington DC 20011.

Karen Clark, Branch 142

Nalcrest Update



From the Trustees

The seven-member Nalcrest Board of Trustees consists of four members of the NALC Executive Council (Paul Barner, Nicole Rhine, Mack Julion, Dan Toth) and three members of the Nalcrest Standing Committee (Tony Diaz, Starr Hunter, Fred Rolando). The full Trustee Board held meetings at Nalcrest March 12-13, and then conducted the annual Nalcrest residents meeting. We were also joined by former Nalcrest President Matty Rose and two curators from the Smithsonian’s National Postal Museum in Washington, DC.

Matty is in the process of donating to the museum many of his NALC and USPS artifacts from his vast collection. During their conversations with Matty, the curators showed a keen interest in learning more about the NALC and Nalcrest for inclusion in the Postal Museum.

The curators attended part of the residents meeting and explained their interest in Nalcrest and their desire to conduct individual interviews with our retirees about their careers. They spent their time at Nalcrest touring our facility and interviewing

many of our residents.

The residents meeting was well attended, and later that evening everyone gathered in the Nalcrest auditorium for a get-together to socialize and to bid safe travels to the many seasonal residents who will be heading out in the next month or so.

During the residents meeting, the four Executive Council members discussed issues such as the threats and attacks from the current administration, retiree issues, various NALC programs and our legislative priorities, just to name a few. The three Nalcrest Standing Committee members then reported on various operating and financial subjects directly concerning the Nalcrest property and residents. As always, the residents all had the opportunity to ask questions, share any concerns, and provide valuable input on issues that affect the Nalcrest community.

The meeting began with the presentation of eight beautiful quilts from the Quilter’s Club to eight lucky veterans. The meeting ended with the presentation by Branch 100 member Butch Wuwert of a 55-year membership pin to fellow Branch 100 member and Nalcrest resident Ron Mettert.

Nalcrest is an NALC gem, and it continues to thrive.

Nalcrest Trustees

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, call 863-696-1121 or fax 863-696-3333.

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter

Nalcrest

Application and Confidential Questionnaire

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

NALC's retirement community



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

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

 Find us on Facebook



Nalcrest Foundation, Inc.

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

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

No pets allowed.

Smoking is only permitted in designated areas.

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

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

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

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

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

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

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (Location and Branch Number): _____

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

Are you a Veteran? YES NO

Additional information and photos can be accessed at NALC.org

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

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

Signature: _____ Date: _____

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

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





NALC Veterans Group convention project

This year, the National Association of Letter Carriers will be hosting its national convention in Los Angeles, CA, in August. Letter carriers from Alaska to Florida and Maine to Guam, Puerto Rico and the Virgin Islands will be descending upon L.A. The NALC Veterans Group will be putting together homeless care kit bags for at-risk and homeless veterans in L.A. and the surrounding areas.

“We are veterans helping veterans,” said Assistant to the President for Community Services Christina Vela Davidson.

When bags are completed, they will be donated to Veteran Center in the Los Angeles area. These centers help veterans who are at risk or homeless

with tools to become self-sufficient and provide a path to successful independent living. These centers also offer programs and services that enable success, reintegration, meaningful employment and independent living.

For the care kit bags, the NALC Veterans Group is seeking new items, such as bottled water, wrapped snacks and toiletries. The following items are needed to fill the care kit bags and provide essential items for these veterans:

- **Toiletries (travel size):** Soap, lotion, deodorant, hand sanitizer, toothpaste, toothbrushes, shampoo, wet wipes, lip balm, tissues, sunscreen

- **Care items:** Socks, comb, brush, Band-Aids, water bottles
- **Non-perishable food items:** jerky, crackers, protein bars, tuna pouches, trail mix, granola bars, cereal bars, fruit snacks, bottled water

Participants will be filling 1,500 care kit bags to distribute to the at-risk and homeless veterans. Veterans Group volunteers will be stuffing the care kit bags during the convention the week of Aug. 3-7.

“Thanks in advance for lending your time,” Vela Davidson said. “Any donation is appreciated.”

Anyone with questions can contact Christina Vela Davidson at c davidson@nalc.org or 202-662-2489.

Veteran profile: Rich Donlon

Rich Donlon, a Massachusetts Northeast Merged Branch 25 member, has spent his life in many careers and disciplines. He served in the Army for six years—combining active duty and reserves—from 1964 to 1970, then studied to become a high school teacher and taught for nine years before landing his “dream job” as a letter carrier, which he performed for 27 years.

In college he pursued a teaching degree and taught for a year after he graduated. While in college, he also was a member of the Reserve Officers’ Training Corps (better known as ROTC), which allowed him to be commissioned into the military. After his year of teaching, he joined the Army as a second lieutenant.

He was an officer at a basic training center, where he trained young recruits and later became the officer in charge of a live-fire range. He was stationed at Fort Ord in California and briefly in Fort Jackson in South Carolina.

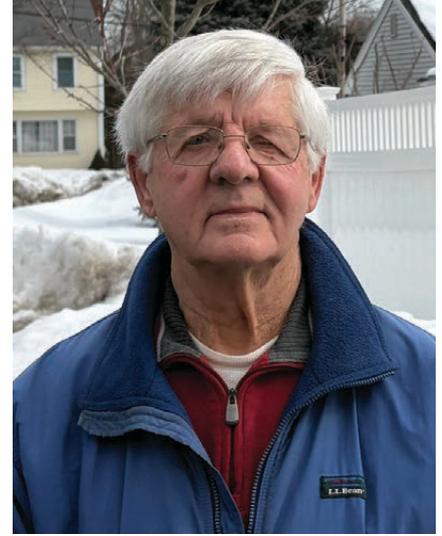
“Two of the very best years of my life were spent in the United States Army,” Donlon said of his active-duty stint. “It is really a tremendous learning experience to be in the military ... enabling you to deal in different relationships you had with your peers, with your superiors ... simply human interaction,” Donlon said. “That was a lot of what I learned in the military. Folks in the military come from all walks of life.”

After his active military service, he resumed teaching while serving in the active reserves for two years, performing military duties on week-



ends and during summer commitments. His last two years he was in inactive reserves, where he would report for duty only if he was needed, which ended up not being the case.

Although Donlon has been a member of NALC since his start at the Postal Service in 1981, his union activism began well before then. In 1974, when Donlon was teaching in the Timberlane Regional School System in New Hampshire, teachers didn’t have the right to collectively bargain in the state. Donlon, along with 103 other teachers—two-thirds of the Timberlane Regional School District



From l: The newspaper article about the teachers strike, Donlon in the Army and today

teaching staff—went on strike. They demanded a single master contract, a comprehensive collective-bargaining agreement that establishes terms and conditions of employment for a group of workers for themselves and future generations. The strike lasted for 85 days, and at the time, *The New York Times* declared it as the longest teachers strike in U.S. history. It remains one of the longest today.

On June 21, 1974, a photo was published in *The New York Times* showing Donlon and his wife picketing for their rights and the rights of all New Hampshire teachers (above). He still has a copy of the photo.

The teachers' strike led to Donlon, his wife and all 102 others being fired from the school system. Despite this, Donlon has no regrets, saying he felt they "made things better for the teachers to come."

Feeling pressure from the strike, one year later, collective-bargaining

rights were enacted in New Hampshire with the passage of the Public Employee Labor Relations Act.

After being fired, Donlon held a variety of jobs. He worked as a substitute teacher, despite having been fired, because the school system was desperate for substitutes at the time.

"I did whatever I had to do before getting the dream job that I got," Donlon said, "namely being a letter carrier." He began in 1981 in Beverly, MA.

He describes it as his dream job because of the people he served. "Those routes become our second neighborhood, if you don't deliver on your own street. For me, in particular, with 22 years on the second route that I had, you really get to know your neighbors."

He enjoyed helping the residents, taking extra care of them and noticing changes in their lives.

"There was a lady... whose husband died. She had one of those little letter slots... so I used to wiggle that little letter slot when I put the mail in, just to make sure she'd hear it and

say hello and [I'd know] she was OK," Donlon said.

He fondly remembers participating in the local Christmas parade. Beverly letter carriers would walk in the parade handing out candy to the community and picking up messages for Santa.

After being involved in the teachers union, he said "I couldn't wait to join the NALC when I got the job."

He was the branch secretary and health benefit representative, and still serves on the state association's executive board.

Though he described it as a cliché, he states that it is important to "make things better for the people who come after you," and says he that this is what he is doing by being involved in the union.

Since retiring in 2008, he still lives in Beverly and runs into his beloved former customers from time to time.

"One of the most gratifying things is [when former customers say], 'Rich, we still miss you,'" he said.

Join the NALC Veterans Group

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

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

If you are interested in joining the group, complete the sign-up card at right and mail it to the address included. A fillable version is also available at nalc.org/veterans.



You continue to serve your country—
THANK YOU!

NALC Veterans Group

Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Free
to join

Retiree Reports

Anchorage, Alaska

The branch received approval from NALC to use Zoom for branch meetings beginning with the March meeting. And since I was in Florida, I was able to attend the meeting—albeit I was four hours ahead, meaning the meeting started at 10:30 p.m. for me. Most of those on the Zoom link were from Wasilla and I believe one from Anchorage.

This is an opportunity for members who aren't able to attend due to distance, or maybe you want the opportunity to stay home and still attend the meeting. The branch has 176 retired members, and 57 live outside the state of Alaska while nearly 50 live outside the municipality of Anchorage.

So now when you're on Zoom for the meeting, it is considered as if you're sitting at the meeting, which makes you eligible to win the door prizes drawn at the meeting. And that's exactly what happened for the March meeting, as a member on Zoom won the "member in attendance" door prize. So how about it, Anne and Mike in Nebraska, EJ in Georgia, or Mike in Oklahoma?

All you need to do is email the branch at nalc4319@gmail.com and Tommy can send you the link. You'll be able to hear and see other members at the meeting as well as vote on issues that come up. If you need a branch calendar listing all the branch meetings, email Tommy and he'll send one to you. And if you need help figuring out how to get the Zoom app, we can help you with that as well.

Times do change and technology is here to stay. Why not give it a try and hear about some of the crazy things that are going on since you left? And you might just win the door prize, too!

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

We had a great turnout for our retiree luncheon, as 110 people attended this

event on Oct. 5.

NALC Director of Retirees Dan Toth and our national business agent, Bruce Didriksen, along with Branch President Paul Bounassi made watch presentations to the three new retirees who attended the luncheon. Congrats to Gerard Simone, Eileen Koller and Michael Protopapas.

Please follow us on our Facebook page at "NALC Branch 425 Bergen County Merged," and attend your union meetings.

Dennis Spoto

Centennial, Colorado

March's branch meeting proved to be as diverse as our union. Multiple discussions and a fun fundraising event made me proud to be part of such a great organization.

The first debate was regarding how the OT for active carriers is disappearing as more and more PTFs are sticking around. Although my memories of working for the Post Office involved cringing at the word "mandate," with the excess of unassigned regulars, they are now being forced to assign available work to a class of carriers that never existed when I was carrying mail. My advice is to keep an eye on the vacation board and opt when you can. Being "on call" got many comments that were respectful. I hope it can remain that way as we head into negotiations.

The second discussion was about a resolution being submitted to National regarding Carrier Academy instructors' compensation. We got a brief history about how the academy came about, its ties to NALC, and what the job involves in trying to get new hires trained at be competent, safe and professional carriers. Questions regarding current compensation, effects on OJIs, and estimating how many instructors are currently working at academies across the country. Again, the level of respect given to each speaker says a lot about the new

members moving our branch forward.

Finally, this month's shout-out goes to Corey Wilson. That March Madness fundraiser you ran was fun, well planned and very creative. Your patience and thoughtfulness were appreciated. Our winner of the event (Kyle Hain, the Mail Escort) did an awesome job building a paper plane that could have sailed longer than the office lobby. And the money raised will help our food drive grow to help people in need. Thanks, Corey!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

In the month of January, as things start to quiet down from the holiday rush, Branch 120 is busy at work with unifying our union and bringing our membership closer together. On Jan. 17, our Branch 120 Christmas/holiday party took place at the Barnyard Carriage House located in Totowa Boro, NJ.

At this year's special event, Branch 120 was delighted to present our first Branch 120 Murray Ross Prize to our newly elected president, Christy Ball. This prize was established by the family of and as a legacy to our strike president, Murray Ross, and will be awarded on a yearly basis to one member who demonstrates exceptional support for fellow members. Members still do remember and acknowledge the sacrifices made by Murray with Branch 120 during the 1970 strike, which changed our raises from collective begging to collective bargaining.

Although months and years pass, the ideas and vision of President Ross are in the minds of many union members. We must continue the legacy of President Ross in uniting the union and making sure the working class stays protected and grows with each passing day.

Joseph Murone, Branch 120

Scholarships available for Florida colleges

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

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

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____ Check if renewal

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

son retired _____

I am the _____ of active letter carrier _____

daughter deceased _____ (Name)

of Branch No. _____ City _____ State _____

My name is _____

My home address is _____

City _____ State _____ Zip _____

Signature of NALC parent member
(or spouse if deceased)

Signature of branch officer

NALC parent's Social Security No.

Title

Date

Auxiliary Update



National Auxiliary Board

News and updates from the officers

Cynthia Martinez
President



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the Secretary

Hello, sisters and brothers: As you know, this year's convention is a voting year for the new board. Although some officers may want to remain on the board, candidates can still run against them. Board positions are: president, secretary and treasurer. According to Article VI, Section 3: "[C]andidates must be a delegate at the current convention, must be endorsed by local or state auxiliaries. ... Duplicate copies of the state endorsement, signed by the secretary and president shall, along with the local endorsement, be sent to the national secretary and president. ... Each new candidate shall be required to give a resume of their qualifications for office...."

Article X, Section 7 resolutions: "[R]esolu-

tions may be presented by any auxiliary local in good standing or by any state auxiliary regularly and duly established, and will be accepted for printing by the national secretary up to within 30 days before the opening of the national convention."

I will be retiring my position as secretary this year. I also would like to thank everyone for supporting me as your secretary for the last eight years. This gave me insight into working for this great organization that supports letter carriers. Though I am not perfect (sometimes I think I am), I want to thank all members who notified me of my errors so that I could correct them.

My wish for you is to continue to support the new secretary.

Crystal Bragg

Sign up for the Auxiliary

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

NALCA 2025 End-of-Year Financial Report

The following report shows financial transactions from the end of 2025.

Beginning Balance	\$9,832.91
Deposits	8,013.42
Withdrawals	9,079.70
Balance 12/31/25	\$8,766.63

Submitted by Samantha Yerg, Treasurer

AUXILIARY OFFICERS

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

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

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

NALC Member App

Available for free in the Apple App Store and the Google Play Store



Registration for the NALCA 61st Biennial Convention in Los Angeles, CA

Aug. 3-7, 2026

Name _____ Auxiliary# _____

Contact # (____) _____

The fee for delegates registering for convention prior to June 19 will be \$30. After June 19, the fee will increase to \$35.

I plan on attending the convention, and a registration fee of \$_____ is enclosed.

Return form by mail to:

NALC Auxiliary
Secretary Crystal Bragg
835 Westland Drive
Mt. Zion, IL 62549

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

80-year plaques

Paul R. Trzeciak Sr. Baltimore, MD Br. 176

75-year plaques

Frank G. Delgado Santa Clara, CA Br. 1427
John J. Fortin Jr. Hartford, CT Br. 86

70-year plaques

Antonio Peralta Yuma, AZ Br. 1642
Raul D. Ramirez Yuma, AZ Br. 1642
John Gurley Sacramento, CA Br. 133
Wilton H. Johnson Santa Clara, CA Br. 1427

Roy E. Yaros Muskegon, MI Br. 13
Marlin D. Holm Minneapolis, MN Br. 9
Kenneth W. Johnson Minneapolis, MN Br. 9
Edward S. Banick Syracuse, NY Br. 134
Francis X. Huiet Dayton, OH Br. 182
Lester E. Thwaites Dayton, OH Br. 182
Ronald J. Kutting Lorain, OH Br. 583
Gerald T. Spitzer Milwaukee, WI Br. 2

65-year pins

Donald W. Bussell Yuma, AZ Br. 1642
Antonio Peralta Yuma, AZ Br. 1642
Raul D. Ramirez Yuma, AZ Br. 1642
Ray D. Hosoda Sacramento, CA Br. 133

James E. Sullivan Sacramento, CA Br. 133
Lawrence J. Amaral Santa Clara, CA Br. 1427
James E. Coburn Santa Clara, CA Br. 1427
Clifford R. Defayette Santa Clara, CA Br. 1427
L. R. Derusha Santa Clara, CA Br. 1427
Tracy D. Hargrave Santa Clara, CA Br. 1427
Albert A. Bottini Stockton, CA Br. 213
Bunda L. Dillard Stockton, CA Br. 213
Joseph P. Mingram Stockton, CA Br. 213
Bruce A. Nichols Longmont, CO Br. 1105
William Kochanowski Jr. Hartford, CT Br. 86
Ronald F. Kuhnly Hartford, CT Br. 86
Roy H. Sossin Hartford, CT Br. 86
Robert L. Miracle Lexington, KY Br. 361
Larry L. Blesi Minneapolis, MN Br. 9

The following is a paid advertisement by a candidate for national office.

IDEAS? AMENDMENTS? RESOLUTIONS?

Your voice matters!

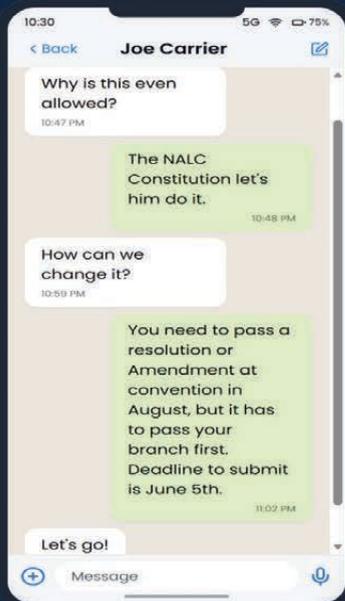
Join Presidential candidate Mike Caref on April 26, 2026 at 3:00 PM ET (2 PM CT / 1 PM MT / 12 PM PT) for a LIVE pre-convention Zoom meeting to collaborate on ideas for resolutions & amendments that will strengthen our union & empower the rank-and-file!



Register at:
Caref4Prez.org/resolutions-amendments
OR
Scan the QR Code to the right!



Submit your proposed resolutions & amendments to: caref4prez@gmail.com for discussion



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

Anthony J. Kruse	Minneapolis, MN	Br. 9	Rene Ornelas	Stockton, CA	Br. 213	Marinus Wright Jr.	New Jersey Mgd.	Br. 38
Robert J. Logelin	Minneapolis, MN	Br. 9	Guadalupe Rede Jr.	Stockton, CA	Br. 213	Paul W. Monska Jr.	Binghamton, NY	Br. 333
Robert W. Masuda	Minneapolis, MN	Br. 9	Ernest H. Russell	Stockton, CA	Br. 213	David J. Riker	Binghamton, NY	Br. 333
Francis M. Rice	Minneapolis, MN	Br. 9	Gary S. Tyrrell	Stockton, CA	Br. 213	Joseph T. Scaglione Jr.	Binghamton, NY	Br. 333
David B. Thompson	Minneapolis, MN	Br. 9	Allan R. Chichester	Hartford, CT	Br. 86	Frank E. Szczepanski	Binghamton, NY	Br. 333
David O. Alexander	Sedalia, MO	Br. 139	Barry K. Kagan	Hartford, CT	Br. 86	Walter Utyro	Binghamton, NY	Br. 333
Charles E. Little	Binghamton, NY	Br. 333	John P. Murphy	Hartford, CT	Br. 86	George Watkins	Binghamton, NY	Br. 333
John E. Singleton	Dayton, OH	Br. 182	Gary B. Nelson	Hartford, CT	Br. 86	Kenneth G. Emert	Dayton, OH	Br. 182
Clayton C. Rizor	Hamilton, OH	Br. 426	R. K. Schragar	Hartford, CT	Br. 86	Dennis B. Mabe	Dayton, OH	Br. 182
Charles J. Becker	Lorain, OH	Br. 583	Robert E. Zotter	Hartford, CT	Br. 86	James G. Miller	Dayton, OH	Br. 182
Esterino F. Bonaminio	Lorain, OH	Br. 583	Daniel C. Bruce	Lexington, KY	Br. 361	Daniel H. Pfeiffer	Dayton, OH	Br. 182
Kenneth J. Ganobsik	Lorain, OH	Br. 583	Bill Burke Jr.	Lexington, KY	Br. 361	Ronald C. Tompkins	Dayton, OH	Br. 182
John D. Mlinarik	Lorain, OH	Br. 583	Larry N. Frederick	Lexington, KY	Br. 361	Thomas J. Wagner	Dayton, OH	Br. 182
Louis H. Stevens	Lorain, OH	Br. 583	John E. Powers	Lexington, KY	Br. 361	Peter J. Filiaggi	Elyria, OH	Br. 196
Gordon V. Swartz	Lorain, OH	Br. 583	Herbrt K. Kent	Mount Clemens, MI	Br. 654	Richard G. Abner	Hamilton, OH	Br. 426
Edward J. Dugan Jr.	Tacoma, WA	Br. 130	Duane L. Morton	Muskegon, MI	Br. 13	Kenneth L. Lipphardt	Hamilton, OH	Br. 426
			John G. Pfenning	Muskegon, MI	Br. 13	Todd D. Luedtke	Hamilton, OH	Br. 426
			Edward Roshko	Muskegon, MI	Br. 13	Floyd H. Pillion	Hamilton, OH	Br. 426
			David L. McKinney	Southeast MI	Br. 2184	David E. Russell	Hamilton, OH	Br. 426
			Dennis E. Bahn	Minneapolis, MN	Br. 9	Joseph A. Hiesser	Lorain, OH	Br. 583
			Ronald R. Barker	Minneapolis, MN	Br. 9	Milton L. Minner	Lorain, OH	Br. 583
			Gerald W. Broman	Minneapolis, MN	Br. 9	Michael J. Murphy	Lorain, OH	Br. 583
			Richard G. Hansen	Minneapolis, MN	Br. 9	John S. Swartz	Lorain, OH	Br. 583
			Robert A. Moening	Minneapolis, MN	Br. 9	Enrico M. Altieri	Norristown, PA	Br. 542
			George M. Skrbich	Minneapolis, MN	Br. 9	E. P. Dunn	Philadelphia, PA	Br. 157
			Herman M. Weidner	Minneapolis, MN	Br. 9	Thomas U. Gagliardi	Philadelphia, PA	Br. 157
			Vernon J. Zierman	Minneapolis, MN	Br. 9	Lawrence R. Haigh	Philadelphia, PA	Br. 157
			Herman R. Collins	St. Joseph, MO	Br. 195	Charles J. McAnally	Philadelphia, PA	Br. 157
			Bennie W. Hamilton	St. Joseph, MO	Br. 195	Herman E. Richardson	Philadelphia, PA	Br. 157
			Jarold F. Huffman	St. Joseph, MO	Br. 195	Joseph F. Sicilia	Philadelphia, PA	Br. 157
			Donald M. Bradshaw	Sedalia, MO	Br. 139	Paul R. Williams	Philadelphia, PA	Br. 157
			Charles A. Breen	New Jersey Mgd.	Br. 38	David A. Meyer	State College, PA	Br. 1495

60-year pins

Donald W. Bussell	Yuma, AZ	Br. 1642
Jerry W. McAdams	Yuma, AZ	Br. 1642
Maurice N. Van Volkenberg	Garden Grove, CA	Br. 1100
Ronald D. Burkholder	Sacramento, CA	Br. 133
James H. Meints	Sacramento, CA	Br. 133
Michael J. Munson	Sacramento, CA	Br. 133
Thomas J. Ramos	Sacramento, CA	Br. 133
Gary L. Rentmeister	Sacramento, CA	Br. 133
Michael D. Homer	Santa Clara, CA	Br. 1427
Arturo G. Rodriguez	Santa Clara, CA	Br. 1427
Donald M. Evans	Stockton, CA	Br. 213
Charles H. Green	Stockton, CA	Br. 213
Russell G. Lee	Stockton, CA	Br. 213

The following is a paid advertisement by a candidate for national office.



**WE LIKE MIKE
CAREF
FOR NALC PRESIDENT**



Today's Letter Carriers shouldn't have to struggle and hope to hang on until they can earn a middle class wage 10-15 years into their career. Letter Carriers should not earn less than a clerk for the first 8 years of their career OR start at a lower hourly rate (\$21.21 vs \$22.15) than what TE's earned in 2012. Postal workers should not be the only federal workers who don't receive paid maternity leave. A grievance shouldn't take 18 months to be resolved and our contract should protect those of us that want to have a work/life balance!

To unite our union & bring real solutions to these problems & more **VOTE CAREF'26**

To learn more about Mike's plan to lead us forward and achieve our goals please visit:
www.caref4prez.org/platform OR scan the QR code to the right



Honor Roll

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

William P. Davis Houston, TX Br. 283
 Joseph J. Fischer Milwaukee, WI Br. 2
 Richard A. Hauke Milwaukee, WI Br. 2
 Harry J. Manke Milwaukee, WI Br. 2

55-year pins

John J. Herrera Jr. Yuma, AZ Br. 1642
 Alfonso A. Lorona Yuma, AZ Br. 1642
 Lawrence L. Lugo Yuma, AZ Br. 1642
 Paul H. Sheeley Yuma, AZ Br. 1642
 Alphonso R. Varela Yuma, AZ Br. 1642
 C. E. Adair Jr. Sacramento, CA Br. 133
 Eddie L. Aikens Sacramento, CA Br. 133
 Hal J. Handelman Sacramento, CA Br. 133
 Robert A. Martinez Sacramento, CA Br. 133
 Joseph H. Ringer Sacramento, CA Br. 133
 Maximiano Salinas Sacramento, CA Br. 133
 Theodore Santos Sacramento, CA Br. 133
 Gary L. Simon Sacramento, CA Br. 133
 Gary L. Vanderpool Sacramento, CA Br. 133
 Crosby Winn Sacramento, CA Br. 133
 Lawrence E. Winters Jr. Sacramento, CA Br. 133
 James C. Crutcher Stockton, CA Br. 213
 Robert Mejia Stockton, CA Br. 213
 John M. Munoz Stockton, CA Br. 213
 Marcelo L. Rodriguez Stockton, CA Br. 213
 Roger L. Sable Stockton, CA Br. 213
 Billy W. Snow Stockton, CA Br. 213
 Lawrence R. Pfifer Grand Junction, CO Br. 913
 Leslie C. Male Longmont, CO Br. 1105
 D. B. Carlson Hartford, CT Br. 86
 Emil P. Cerno Hartford, CT Br. 86
 Donald R. Gendreau Hartford, CT Br. 86
 Paul D. Guimond Hartford, CT Br. 86
 Alan R. Kaltenstein Hartford, CT Br. 86
 James T. Murphy Hartford, CT Br. 86
 Harry R. Newell Hartford, CT Br. 86

Charles A. Vicino Hartford, CT Br. 86
 Benjamin L. Franklin Jr. North Florida Br. 53
 Leonard A. Graham North Florida Br. 53
 Charles E. Cosby Jr. Lawrenceburg, IN Br. 1395
 Jerry L. Totten Lawrence, KS Br. 104
 Israel Felix III Mount Clemens, MI Br. 654
 Glenn R. Lindfors Minneapolis, MN Br. 9
 Michael J. Mroska Minneapolis, MN Br. 9
 Robert J. Moretin Binghamton, NY Br. 333
 Harlan D. Sorlien Fargo-W. Fargo, ND Br. 205
 Larry T. Tweet Fargo-W. Fargo, ND Br. 205
 Roger L. Gilliam Dayton, OH Br. 182
 Robert L. McVey Elyria, OH Br. 196
 Dale W. Krasienko Lorain, OH Br. 583
 Larry E. Sweeney Lorain, OH Br. 583
 Ruth M. Swenson Portland, OR Br. 82
 Vincent L. Cimino Philadelphia, PA Br. 157
 Alfred J. Gargano Philadelphia, PA Br. 157
 Joseph W. Hollingsworth Philadelphia, PA Br. 157
 James F. Jordan Philadelphia, PA Br. 157
 Charles L. Lentz Philadelphia, PA Br. 157
 Joseph B. Murphy Philadelphia, PA Br. 157
 Randy O. Zebin Philadelphia, PA Br. 157
 James L. Baker Kingsport, TN Br. 1999
 James W. Campbell Kingsport, TN Br. 1999
 Glenn R. Cates Kingsport, TN Br. 1999
 James W. Childers Kingsport, TN Br. 1999
 Glenn C. Church Kingsport, TN Br. 1999
 Richard L. Garland Kingsport, TN Br. 1999
 Michael H. Gregory Kingsport, TN Br. 1999
 Michael T. Honeycutt Kingsport, TN Br. 1999
 I. A. Linville Jr. Kingsport, TN Br. 1999
 Robert C. Mickelson Kingsport, TN Br. 1999
 David A. Pierce Kingsport, TN Br. 1999
 Rickey J. Presnell Kingsport, TN Br. 1999
 Paul E. Seay Kingsport, TN Br. 1999
 Johnny M. Laws Houston, TX Br. 283
 Robert H. Bales Salem, VA Br. 1605
 Richard H. Rasmussen Superior, WI Br. 337

50-year gold cards and pins

Alfonso A. Lorona Yuma, AZ Br. 1642
 David A. Perazzo Sacramento, CA Br. 133
 Wilson B. Williams Sacramento, CA Br. 133
 Gerald C. Ventura Santa Clara, CA Br. 1427
 William C. Vogler South Florida Br. 1071
 Kenneth J. Dreyer Muscatine, IA Br. 644
 Linda A. Hathaway Wichita, KS Br. 201
 Linda J. Griffore N. Oakland Co., MI Br. 320
 Joseph P. Bedor Minneapolis, MN Br. 9
 Steven T. Boice Minneapolis, MN Br. 9
 Mary A. Knoss Minneapolis, MN Br. 9
 Philip R. Pearson Minneapolis, MN Br. 9
 Dennis J. Beaderstadt St. Joseph, MO Br. 195
 Donald E. Bartlett Sedalia, MO Br. 139
 Gregory F. Munns Sedalia, MO Br. 139
 Barbara J. Fries Lorain, OH Br. 583
 Duane O. Smith Lorain, OH Br. 583
 Ruth M. Swenson Portland, OR Br. 82
 Eforrest T. Allmond Jr. Philadelphia, PA Br. 157
 Edward J. Brasberger Philadelphia, PA Br. 157
 Douglas K. Carder Philadelphia, PA Br. 157
 Shemus T. Daly Philadelphia, PA Br. 157
 Charles J. Gorman Philadelphia, PA Br. 157
 Sherman A. Lake Philadelphia, PA Br. 157
 James J. McBride Philadelphia, PA Br. 157
 Dennis A. Meyer Philadelphia, PA Br. 157
 Michael F. Noel Philadelphia, PA Br. 157
 Howard M. Shaffer Philadelphia, PA Br. 157
 Bernard J. Skala Jr. Philadelphia, PA Br. 157
 John Walker Jr. Philadelphia, PA Br. 157
 John P. Weiseman Philadelphia, PA Br. 157
 Geary F. Wertz Philadelphia, PA Br. 157
 John J. White Philadelphia, PA Br. 157
 Paul E. Seay Kingsport, TN Br. 1999
 Johnny M. Laws Houston, TX Br. 283
 Dennis A. Krawczyk Milwaukee, WI Br. 2

Mutual Exchanges

MI: East Lansing (3/19) to Flint, MI or surrounding area. 810-964-1027 (call or text).

TX: Tyler (6/23) to Dallas, Fort Worth, TX or surrounding areas as far as Greenville, TX. Regular city carrier. Overtime available! Mary, 214-476-3307 (text) or marymartin03@yahoo.com.

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., April's deadline is for the May publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

Gadsden, Alabama

This is a notice to all members of Branch 1047 that nominations for the next two-year term for the following offices will be accepted at the meeting at 7 p.m. on Nov. 10 at the Main Post Office union office, 700 Chestnut St., Gadsden: president, vice president, secretary/treasurer, sergeant-at-arms, three board of trustees members, and a health benefits representative.

The election will be held at 7 p.m. on Dec. 8 at the Main Post Office union office, 700 Chestnut St., Gadsden. Voting will be by secret ballot. Requests for absentee ballots after the nominations are complete must be made in writing to: NALC Branch No. 1047, Attn: Branch Election Committee, P.O. Box 104, Gadsden, AL 35902. Completed absentee ballots must be received by the branch election committee no later than Dec. 1.

Keith Mitchell, Sec., Br. 1047

Linden, New Jersey

Please be advised that this year (2026), Branch 2876 will be holding elections for the following positions: president, vice president, secretary-treasurer, sergeant-at-arms, health benefits representative, MBR, Trustee #1, Trustee #2 and Trustee #3. Nominations will be held at the May meeting in Linden at the VFW on Elizabeth Avenue.

If there are any changes, we will post them immediately via the web or *The Postal Record* (time permitting).

If you are a retired member of Branch 2876, please be sure to contact us at P.O. Box 1001 Linden, NJ 07036 to make certain that we have your current address on file so you can receive your ballot.

Ronald McConneyhead Sr., Pres., Br. 2876

Election Notices

Memphis, Tennessee

This is an official notice to all active members of Branch 27 that a special meeting will be held the evening of the regular branch meeting on April 2. The meeting will be held at 7 p.m. at the Branch 27 union hall at 584 S. BB King Blvd., Memphis. Any proposed changes to the branch bylaws should be submitted and discussed at this meeting. Any proposed changes will be voted on at the regular meeting on May 7.

Steven Wright, Fin./Rec Sec., Br. 27

New Hampshire

In accordance with Article IV of the *New Hampshire State Association Constitution* and bylaws, this is official notice that nominations and elections of state officers will be held during the New Hampshire state convention June 5-7 at Mills Falls at the Lake in Meredith. The offices which shall be open for election are: five-year trustee, one-year trustee and an additional one-year trustee.

Paul Nee, Sec., NHSALC

Raleigh, North Carolina

This is an official notice to all members of Branch 459 Merged that nominations will be held for president, executive vice president, vice president, treasurer, secretary, trustees, sergeant-at-arms and health benefits representative, as well as nominations for the state convention, at the September meeting. Meetings will be held at 6:30 p.m. at 1037 Bullard Court, Suite 108.

Sharice McNeil, Sec., Br. 459

READY TO JOIN THE FIGHT?

Give it a listen wherever you stream your favorite podcasts

NALC's "Fight Like Hell!" podcast is available on Apple Podcasts, Spotify, Google Podcasts, and wherever you listen to podcasts.

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



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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.



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