

The Postal Record

Volume 139/Number 6

June 2026

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue

President's Message	1
National Election Notice	12
National Officers	30
Branch Election Notices	47
Branch Items	54



HELPING WHEN IT'S NEEDED MOST

—PAGES 15-17



NALC, USPS head to mediation on new contract

—PAGE 4



**FIGHT
LIKE HELL!**



Tell Congress to support our priority legislation

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

- Join together with thousands of other letter carriers to take action on the issues that matter most to us
- Find your representatives and senators, and contact them
- Learn more about the bills in the House and Senate that are being monitored by NALC
- Access NALC's fact sheets on our priority issues and legislation



Scan the QR code to go to the NALC Legislative Action Center or go to nalc.org/government-affairs/legislative-action-center



Delivering more than the mail to our communities



Brian L. Renfro

NALC is always fighting for our members. Whether it's the continued fight for the fair contract we deserve, or fighting to preserve our retirement benefits, or keeping our members safe on the job, or for maintaining an independent Postal Service that secures our jobs and retirements, we have a long list of battles. While we're focused on delivering results in all these arenas, our members are actively fighting for their communities by giving back.

I'd like to focus this month's article on that inspiring fight, which was on full display last month as letter carriers

stepped up and went the extra mile for their communities during the Letter Carriers' Stamp Out Hunger Food Drive. While the final totals are still being calculated, it's clear that this year's food drive was another massive success. More than 1,000 branches, with members from every state, Puerto Rico and the U.S. Virgin Islands, participated in this year's efforts to restock America's food banks on the second Saturday in May.

The food drive shows the strength of our union in countless ways. When our members are given the opportunity to lend a hand, they always do. That's what we see year after year. Letter carriers, who already carry heavy loads, take on even more that day, all for the greater good.

The food drive is also a reminder of the power of our unmatched universal network. Its impact is so widespread because of our members, who go door to door at every home and business in the country every day. No other organization could do this, because there's no other network like this.

But the food drive's primary success comes from the people. From the letter carriers who collect donations, to the NALC food drive coordinators who help get the word out, to the community volunteers who help sort food, to the customers who leave donations, it takes everyone working together to make the food drive successful year after year.

We're fortunate to have a long list of partner organizations that support our efforts, and in the last several years, we've focused on making the food drive a labor-led

event. I am proud to say that the food drive now has more support from our fellow unions than ever before—and it's more than monetary support. Seeing photos come in of our union brothers and sisters across crafts and trades helping sort food is the true example of what our union, and the entire labor movement, is all about.

Many letter carriers will remember that, for health and safety reasons during the pandemic in 2020 and 2021, we were forced to cancel the in-person food drive. Since then, I've been extremely impressed with our food drive coordinators' determination to come back stronger than ever. Along with the traditional food drive postcards, our members continue using creative ways to get the word out to their communities. From posters at local businesses to media outreach and social media posts, it's clear that our members are as committed as ever to the food drive's continued success.

“It takes everyone working together to make the food drive successful year after year.”

Last month's in-person food drive was just the latest in our union's fight to end hunger in America. Last fall, during the longest government shutdown in history, NALC launched a Shut Down Hunger initiative to raise monetary donations for food banks across the country. In just a few months, NALC branches and state associations raised more than \$263,000. With NALC Headquarters' match, more than \$526,000 was donated to food banks across the country. That comes out to more than 5 million meals for those in need.

Our work as letter carriers provides immeasurable contributions to our country. On an average day, we deliver lifesaving medication, sensitive documents, ballots, heartfelt cards, essential packages, and so much more. But our contributions outside our daily work are just as impactful. Whether it's the annual food drive, our members stepping in to save someone in distress while on their routes, or fundraisers for the Muscular Dystrophy Association, the ways our members show up for each other and their communities are what make me proud to be a letter carrier and a member of our great union. As we continue to work every day to improve the working lives and retirements of letter carriers, I hope you feel that sense of pride in being an NALC member.

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



National Association of Letter Carriers, AFL-CIO

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

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Contents

On the front cover, clockwise from top left: Garden Grove, CA Branch 1100; Southeast Pennsylvania Merged Branch 725; and Louisville, KY Branch 14

Volume 139/Number 6 June 2026

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



Departments

- 1 **President's Message**
- 3 **News**
- 5 **For your information**
- 28 **Proud to Serve**
- 30 **Executive Vice President**
- 31 **Vice President**
- 32 **Secretary-Treasurer**
- 33 **Assistant Secretary-Treasurer**
- 34 **Director of City Delivery**
- 35 **Director of Safety and Health**
- 36 **Director of Retired Members**
- 37 **Director of Life Insurance**
- 38 **Director, Health Benefit Plan**
- 40 **Contract Talk**
- 42 **Annuity charts**
- 44 **Staff Reports**
- 46 **MDA Report**
- 47 **Election Notices**
- 48 **Veterans Group**
- 52 **State Summaries**
- 53 **Auxiliary Update**
- 54 **Branch Items**
- 57 **Cost-of-living adjustment**
- 59 **Nalcrest Update/Retiree Reports**
- 60 **In Memoriam**
- 61 **Honor Roll**
- 63 **Mutual Exchange ads**

Features

- 3 **News from Washington**
Letter carriers hit Capitol Hill as NALC priority legislation continues to gain support in Congress
- 4 **Collective-bargaining update**
NALC, USPS head to mediation on a new collective-bargaining agreement; NALC to hold a Collective-Bargaining Conference
- 6 **Getting ready for convention**
Check out what to do in L.A., see election and campaign information for national office, and order tickets for the retiring officers' dinner
- 15 **Helping when it's needed**
Early reports about the food drive are positive as carriers continue to help stamp out hunger
- 22 **Saving for retirement**
See how MBA helps carriers and their families save for retirement

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News from Washington

Congress introduces bills to nullify president's executive order limiting vote-by-mail

On March 31, President Trump issued an executive order that would severely limit vote-by-mail. Both chambers of Congress have introduced bills that would nullify this executive order and protect mail-in ballots. NALC endorsed both bills.

Sens. Gary Peters (D-MI), Alex Padilla (D-CA) and Dick Durbin (D-IL) introduced the Absentee and Mail Voter Protection (Absentee MVP) Act (S. 4369) on April 22. The bill has 40 co-sponsors. In addition to nullifying the executive order, S. 4369 would ban any similar executive orders by blocking the Department of Justice (DOJ) and the Department of Homeland Security (DHS) from sharing state voter lists, defunding the DOJ's efforts to compel production of state voter lists, enforcing the Privacy Act by barring federal agencies from improperly sharing voter data, both within the government and with outside groups, and defunding any future Department of Commerce efforts to enact partisan regulation of mail-in ballots.

Rep. Stephen Lynch (D-MA) introduced a similar bill, the Vote by Mail Protection Act of 2026 (H.R. 8666), on May 7. The bill has 15 Democratic co-sponsors. The straightforward bill would nullify the executive order and guarantee that no government agency funds could be used to carry out this executive order.

The executive order, which is facing legal challenges, aims to severely limit mail-in ballots nationwide. The order gives the Postal Service new responsibilities much outside its typical, constitutionally mandated operations. The order grants USPS the authority to reject and refuse delivery of ballots unless states comply with newly established federal eligibility lists. The order tasks the DHS with

building these state lists of voting-age American citizens.

"NALC appreciates Sens. Peters, Padilla and Durbin and Rep. Lynch's leadership in fighting to protect Americans' access to mail-in ballots," NALC President Brian L. Renfroe said. "Voting by mail is safe, secure, and makes it easier for tens of millions of Americans to participate in our democracy. As this executive order is considered in the courts, NALC supports these bills that protect Americans' right to vote by mail."

NALC will continue to monitor these bills and any other legislation that would affect vote-by-mail and voting rights.

Letter carriers hit Capitol Hill as NALC priority legislation continues to gain support

Over the past several months, NALC members from across the country have come to Washington, DC, to meet with their representatives, senators, and their staff. Letter carriers from Alaska, Idaho, Utah, Washington, New York, New Jersey, Virginia, Pennsylvania, Maryland, DC and Delaware have made the trip to lobby their members of Congress.

In these meetings, letter carriers are focused on establishing and building relationships as well as sharing information about our priority legislation.

The **Protect Our Letter Carriers Act (H.R. 1065/S. 463)**, a bipartisan bill that would deter the violent crimes and assaults committed against letter carriers on the job, had 209 co-sponsors in the House and 14 in Senate as this magazine was going to print. This is only nine House co-sponsors short of the 218-threshold needed for a discharge petition. A discharge petition is a House procedure that can force a bill out of committee by overriding

the majority. NALC is actively working with the bill's lead to reach this critical number to help advance the bill.

While 218 co-sponsors are the goal, another option to advance the legislation is using the consensus calendar. This procedure is used to expedite legislation with bipartisan support of 290 or more co-sponsors. Letter carriers may recall that this was used to advance a standalone bill in the House to eliminate the retiree healthcare pre-funding mandate, which we parlayed into the Postal Service Reform Act, enacted in 2022.

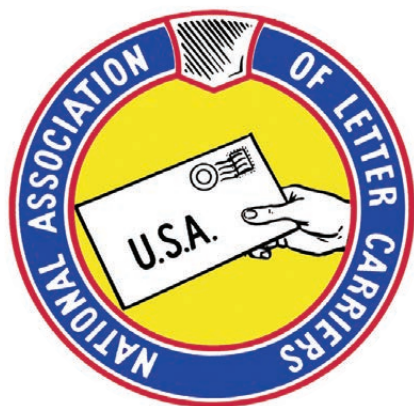
These procedures create a path to bypass committee and bring widely supported bills to the floor. NALC is open to these and all avenues to move this priority legislation forward, and every new co-sponsor helps.

In addition to the Protect Our Letter Carriers Act, NALC continues gaining support for our other priority legislation, which include:

- The **Federal Retirement Fairness Act (H.R. 1522)**—146 co-sponsors
- The **anti-privatization resolution (H.Res. 70/S.Res. 147)**—235 co-sponsors in the House and seven in the Senate
- The **Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 3170/S. 3296)**—17 co-sponsors in the House and five in the Senate
- The **Equal COLA Act (H.R. 491/S. 624)**—78 co-sponsors in the House and 20 in the Senate
- The **USPS Shipping Equity Act (H.R. 3011)**—14 co-sponsors

Letter carriers can visit nalc.org/action to ask your members of Congress to co-sponsor NALC's priority bills. **PR**

NALC, USPS head to mediation on new collective-bargaining agreement



After three months of intense negotiations, NALC and the Postal Service did not reach tentative agreement on the terms of a new collective-bargaining agreement that rewards America's city letter carriers for the hard work they do day in and day out before the expiration of the current agreement. That agreement, which expired at midnight on Friday, May 22, 2026, will remain in full force and effect until a new negotiated or arbitrated agreement takes effect.

Beginning May 17, the entire NALC Executive Council, along with Headquarters letter carrier staff, legal counsel and professional staff, came together with the Postal Service's bargaining team at a Washington, DC, hotel for the entire final week of the contract in an attempt to reach a deal with USPS. A mandatory 60-day mediation period will follow, as required by statute. During that period, NALC will continue to work toward reaching a negotiated agreement with the Postal Service. After the mediation period, unresolved issues would be addressed through an interest arbitration process, which would result in a final and binding decision on the contents of a new *National Agreement*. The parties will select a neutral arbitrator to chair an arbitration board that would also include one management and one union arbitrator.

NALC officers and staff have been working since August 2025 on preparation for these negotiations. At the same time, the union has been preparing to present our case in interest arbitration if necessary. All of the proposed contract changes or additions were created by subcommittees of NALC Executive Council members and Headquarters staff after months of intensive preparation. The subcommittees developed our concepts and proposals

after consideration of NALC's official bargaining positions adopted at national conventions, feedback from Rank-and-File Bargaining Committees and the national rap session workshop participants in Cleveland, OH, last fall, the participation of members across the country in surveys, and more.

"I'm appreciative of the arduous work of our Executive Council members, staff and professionals during the last several months of preparations and negotiations for a new collective-bargaining agreement. I am also appreciative of the input from branch leadership and all the members of NALC who have taken part in various aspects of our preparation for this round of bargaining," NALC President Brian L. Renfroe said.

"While good-faith bargaining with our counterparts from the Postal Service has brought progress in some areas, we have not yet reached agreement on terms that we believe properly reward NALC members for their hard work and value to the Postal Service. We are confident that both sides of the table will continue to productively engage throughout the 60-day mediation period mandated by law. We will do everything we can to reach agreement but are fully prepared to use the interest arbitration process if necessary to resolve any remaining differences after the 60-day mediation period.

"We look forward to the opportunity to have in-depth discussion with our branch and state leaders on where we are and next steps in the process at our Collective-Bargaining Conference in Washington, DC, in just over a week."

The Collective-Bargaining Conference was to be held June 1-3, after this issue had gone to press. Further updates will be provided as the process moves forward. **PR**

CCA relative standing and conversion to career

What is relative standing and how does it apply to conversion to career status? These are commonly asked questions from city carrier assistants (CCAs). As a new employee, you may have heard other employees talking about seniority and relative standing on the workroom floor, but don't exactly understand what it means or how it applies to you.

The term "seniority" is common in labor contracts. Seniority is the length of time career city carriers work within an installation compared to the other city carriers employed at that installation. Seniority is used for various rights and benefits, such as bidding assignments and selecting leave. CCAs, as non-career employees, do not have seniority but have something similar called "relative standing." Relative standing is important for CCAs for a variety of reasons, however, probably most important is the relationship between relative standing and your conversion to career.

When the CCA employee classification was created in 2013, with it came the need to determine who has more ranking when it comes to such things as promotions, opportunities to work on full-time routes with no regular carrier, and, in some offices, who gets to pick time periods for vacation first. So, the term relative standing was adopted as the reference to CCA ranking. In short, it is "your place in line" among the other CCAs.

Relative standing is a date. It starts on the day you are hired into an installation. The longer you are employed in that office, the more relative standing you have. For example, if you were hired on Jan. 1 in the installation and another CCA is hired on Jan. 15, you have the earliest date and would have

more relative standing. However, CCAs who at any time after Sept. 29, 2007, worked for USPS as a transitional employee (TE), the time served as a TE is added to their relative standing. So, in this situation, there may be instances where CCAs with previous TE time may have more relative standing than a CCA who started in the installation first.

What happens if you choose to move to another installation? When a CCA resigns in one installation and is then rehired in another installation, the relative standing starts over on the date they begin working in their new installation. This means you would more than likely start over again at the bottom of the relative standing list, unless you have certain TE time as described above. You should give careful consideration before you choose to do this, because it could affect your conversion to career status down the road.

But what happens if two or more CCAs are hired on the same day and have the same relative standing date (a tie)? In the case of a tie, first, the relative standing on the hiring list (appointment register) will be used to determine the CCA with higher relative standing. CCAs are ranked on the appointment register by their test score combined with their applicable Veterans' Preference points. Second, to resolve any ties in ranking, USPS then goes by the last three or more numbers (using enough numbers to break the tie, but not fewer than three numbers) of the employee's Social Security number, from the lowest to highest.

So, why is relative standing important when it comes to converting to career?

In the 2023-2026 *National Agreement*, NALC and the Postal Service agreed to continue a Memorandum of Understanding (MOU) Re: City Carrier As-

stants – Conversion to Career Status. This agreement specifies that CCAs who reach 24 months of relative standing will be converted to part-time flexible (PTF) career status within their installation. The PTF classification is part of the career workforce with flexible hours rather than a fixed schedule. The PTF classification also provides additional benefits and protections beyond those you receive as CCA. Under this agreement, CCAs are given one opportunity for conversion to PTF under this MOU. If, as a CCA, you decline this opportunity for conversion, you become ineligible for conversion to PTF under this MOU in the future. Keep in mind, this MOU requires 24 months of relative standing within the installation. Again, if you are considering moving to a new installation, you may want to weigh how much relative standing you have already accumulated in your current installation as a factor in your decision. For more information related to PTF rights and benefits, read the part-time flexible Q&A's article in next month's edition of *The Postal Record*.

In addition to the agreement to convert CCAs to PTFs, another path to career exists. NALC and the Postal Service have also agreed to a process through which full-time regular opportunities within the city letter carrier craft will be filled. This process includes opportunities for CCAs to be converted to full-time regular positions within their installations. This agreement, Full-time Regular Opportunities – City Letter Carrier Craft, is found beginning on page 156 of the 2023-2026 *National Agreement*. When a full-time opportunity exists within the installation, and the position cannot be filled by qualified full-time or part-time

(continued on page 29)

THINGS TO DO IN LOS ANGELES

Los Angeles is a vast city with many things to see and do, some well known, others hiding in plain sight.

When they aren't on the convention floor or attending morning or afternoon workshops, delegates to the 74th Biennial Convention in L.A. Aug. 3-7 and their families will have a little time to see the sights. This is a rough visitor's guide to the City of Angels.



Grammy Museum



Los Angeles Convention Center

CONVENTION CENTER AND DOWNTOWN

The Los Angeles Convention Center, where letter carriers will gather, is located in the downtown L.A. area, the city's historic core. Downtown puts to rest the idea that L.A. is flat—it's

graced with many tall buildings in a traditional city grid.

Several L.A. Metro stations in the area smash another myth, that driving a car is the only way to get around. The rail system serves 107 stations with 121 miles of track, not including bus service. For details, go to metro.net. The city has all the typical urban transportation options as well. The downtown area is mostly walkable and shows off some of L.A.'s architectural marvels.

Right next door to the convention center, the **L.A. Live** entertainment complex hosts the **Crypto.com Arena**, site of concerts and sporting events, and the **Grammy Museum**, along with several fancy restaurants and bars. The WNBA's L.A. Sparks play several games there during the convention week.

The **Walt Disney Concert Hall** (111 S. Grand Ave.) showcases the unmistakable style of architect Frank Gehry. It's home to the Los Angeles Philharmonic Orchestra. The 2,265-



seat auditorium is wrapped in sail-like structures made of more than 6,000 panels of stainless steel. The view of the exterior is impressive enough, but self-guided tours of the inside are available most days.

Next door to the concert hall at 221 S. Grand Ave. is **The Broad Museum**, a showcase for modern art known as “The Broad.” Like its neighbor, the museum’s exterior is an architectural showpiece. Admission is free, but reserving timed tickets in advance at thebroad.org is recommended.

Before there were supermarkets, city folks bought food and supplies at places like the **Grand Central Market**. The market, which opened in 1917, is thriving today as a shared space for independent restaurants, bars and craft vendors, including food offerings from many of the immigrant groups who shaped the city. The narrow corridors, tiled walls and open ceilings recall an earlier time, not to mention the **Angels Flight Railway**, a tiny funicular (a railway that climbs a hill) across the street from the market. Angels Flight, known as “the world’s shortest railway,” opened in 1901, and carries passengers one block up a steep hill from Hill Street to Grand Avenue for \$1.50.

Several blocks north of the convention center, the **Little Tokyo** and **Chinatown** neighborhoods each feature the cultures of immigrants from Japan and China, including architecture, art, shopping and, of course, food.

Bundled together 2.5 miles south of the convention center are several attractions: the **LA Memorial Coliseum**—host of the 1932, 1984, and



upcoming 2028 Olympic games—the **California African American Museum**, the **Natural History Museum of Los Angeles County** and the **California Science Center**, home to the *Endeavor* space shuttle and other exhibits.

BEYOND DOWNTOWN

These attractions are beyond walking distance, even for letter carriers.

The **Griffith Observatory** offers amazing views of the sky and the city below. The observatory is usually open after dark to allow the public a view through telescopes and panoramic nighttime images of the city lights. There also are a planetarium, a theater and exhibits.

The observatory is located at **Griffith Park**, which calls itself “the largest urban-wilderness municipal park in the United States.” The sprawling 6.5-square mile park has a network of hiking trails that link features including the **Los Angeles Zoo**, the **Autry Museum of the American**

The Broad Museum

Autry Museum of the American West





The Hollywood Sign



La Brea Tar Pits

West, the famous **Hollywood sign**, and the **Greek Theatre**. An outdoor amphitheater, the Greek Theatre will have concerts from national acts the week of the convention.

Another great place to get a bird's-eye view of L.A. is the **Getty Center**. This museum showcases art from the Middle Ages to modernity amid unique gardens on a hill overlooking the city. Its sister, the **Getty Villa Museum**, is on the coast north of Santa Monica and displays ancient



Getty Center

Greek and Roman art in a recreated Roman house.

At 5801 Wilshire Blvd., one city block unlike no other in L.A. contains the **La Brea Tar Pits**, a prehistoric horror show where natural tar seeping to the Earth's surface trapped thousands of animals who left only bones. While the museum displaying most of the recovered bones is closed for renovation, the grounds, including active archeological sites, are still accessible.

Next door to these grisly pits of doom is the **Los Angeles County Museum of Art**, heralded for its large collection of objects that illuminate artistic expression from across the globe, spanning ancient times to the present. The museum's grounds are anchored by "Levitated Mass," a 340-ton granite rock held up by a pair of concrete walls that allow access underneath it to viewers. The work is defined as much by visitors' reaction to it as the megalith itself. The museum is closed on Wednesdays.

Across the street, find the **Petersen Automotive Museum**, filled with some of the most impressive road machines ever made. The rarest vehicles are on display in a huge basement vault.

Finally, just south of L.A. in Anaheim, you'll find **Disneyland**, a place that requires no description.

EXCURSIONS

A guided tour or a stroll through a neighborhood can make great memories.

A few film studios offer behind-the-scenes tours to see famous film sets and movie-making spectacles. **Universal Studios Hollywood** combines a theme park with a glitzy tour. **Paramount** gives small-group, intimate tours of a working studio.



Disneyland



Universal Studios

Warner Brothers takes the public to active television and film sound stages and helps participants understand the craft.

NALC is offering several tours during the convention, including two Warner Brothers tours. Tours are a great way for family members to see the sites while the delegates meet at the convention center. See the details on the following pages.

To hit the highlights that made L.A. famous, take NALC's Hollywood, Beverly Hills & Celebrity Home Tour. Tour sites include the **Hollywood Walk of Fame**—the site of more than 2,800 (and counting) stars honoring the greatest talents in entertainment—the **Sunset Strip, Beverly Hills**, the ritzy luxury shops on **Rodeo Drive**, celebrity homes and movie film locations. See the following pages for details.

Located next to Paramount Studios, the **Hollywood Forever Cemetery** is the final resting place for many celebrities and a beautiful outdoor setting. Legends such as Cecil B. DeMille, Rudolph Valentino, John Huston, Judy Garland, Mickey Rooney, Johnny and Dee Dee Ramone, Burt Reynolds, Fay Wray and Mel Blanc are interred there. Open to the public, the cemetery also hosts outdoor class film screenings and concerts.

The **Santa Monica Pier** is a quintessential California beach experience, complete with an amusement park, on the Pacific Ocean. NALC will host a tour to this historic attraction. See details

on the following pages.

To the south of the pier is another oceanic experience: the **Venice Beach Boardwalk**, where California's bohemian flavors are on display. It's home to street vendors and performers, the famous Muscle Beach bodybuilding area, and the **Venice Canals**.

For more on seeing the sights, NALC is making tours available to delegates and their families. See the information on the following pages.



Hollywood Walk of Fame



Rodeo Drive



Venice Beach

TOURS INFORMATION



Hollywood, Beverly Hills & Celebrity Home Tour

HOLLYWOOD, BEVERLY HILLS & CELEBRITY HOME TOUR

This three-hour round-trip tour is perfect for getting a great overview of Los Angeles directly from your convention.

Settle into your seat on an open-air bus and relax as you admire the sights. Enjoy interactive videos and live commentaries from your local driver/guide from Beverly Hills Mansions, Rodeo Drive, Hollywood Hills, Sunset Strip and famous filming locations. Discover L.A.'s iconic spots; we've got the drive and the photo stop covered!

- Monday, Aug. 3—9:30 a.m. or 1:30 p.m.
- Tuesday, Aug. 4—9:30 a.m. or 1:30 p.m.
- Wednesday, Aug. 5—9:30 a.m. or 1:30 p.m.
- Thursday, Aug. 6—9:30 a.m. or 1:30 p.m.

Adult (12+ years old)—\$69 each; Child (0-11 yrs old)—\$59 each
Sign up at viphollywoodexperiences.com/la-convention-center-event.



Beverly Hills

WARNERS BROS. STUDIO TOUR—STANDARD

Hollywood brings you closer to the entertainment you love. You'll never see Hollywood the same way again as you explore the working sets and actual soundstages where the biggest names in entertainment made history. From "Friends" to "Batman" and beyond, Warner Bros. Studio Tour Hollywood takes you behind the lens for a revealing look at how the magic of Hollywood is made.

- Monday, Aug. 3—10 a.m., 12 p.m. or 2 p.m.
- Tuesday, Aug. 4—10 a.m., 12 p.m. or 2 p.m.
- Wednesday, Aug. 5—10 a.m., 12 p.m. or 2 p.m.
- Thursday, Aug. 6—10 a.m., 12 p.m. or 2 p.m.

Adult—\$80 each; Child (age 5-10)—\$70 each
Sign up at book.peek.com/s/01eea510-038e-4cc4-8f9f-cdb86f8f4123/obK7w.

WARNERS BROS. STUDIO TOUR—PLUS

Our extended Studio Tour—Plus experience brings you closer than ever to the entertainment you love with more opportunities to hear the stories from behind the camera with one of our knowledgeable tour guides. Begin your studio tour in the deluxe lounge with a variety of snacks and refreshments. After viewing a welcome film in the deluxe screening room, you will spend two hours with your expert guide (a full additional hour over the standard Studio Tour) as you explore the historic 110-acre



**Warner Bros.
Studio Tour
Hollywood**

studio and learn how the studio brings the magic of TV and film to life on the big and small screen. Lunch in our expanded Central Perk Café is included in this tour, offering a New York deli-inspired menu, dining in recreated sets from “Friends,” and shopping for exclusive merch from the beloved show. See below for more details on what’s included in Studio Tour Plus.

Tour duration: About two-hour guided plus two hours self-guided, shopping, and lunch at Central Perk Café.

- Monday, Aug. 3–10 a.m.
- Tuesday, Aug. 4–10 a.m.
- Wednesday, Aug. 5–10 a.m.
- Thursday, Aug. 6–10 a.m.

Adult—\$170 each; Child (age 5-10)—\$148 each
Sign up at book.peek.com/s/01eea510-038e-4cc4-8f9f-cdb86f8f4123/Y2KE8.

SANTA MONICA BEACH DAY EXPERIENCE

Please join for a relaxing hosted beach day in Santa Monica and experience the beauty and energy of California’s iconic coastline. Spend the afternoon enjoying the ocean breeze and sunshine while unwinding on comfortable lounge seating right on the sand. Guests will be treated to delicious food, refreshing drinks, fun beach activities, and live entertainment throughout the event.

California beaches are known around the world for their

scenic views, vibrant atmosphere and laid-back lifestyle. Santa Monica’s wide sandy shoreline, sparkling Pacific Ocean, and classic beach culture create the perfect backdrop for a memorable day by the sea.

This event is designed for guests of all ages, with plenty of family-friendly fun to enjoy together. Whether building sandcastles, playing beach games, strolling along the shoreline, or simply relaxing while the kids play, there’s something for everyone. It’s the perfect opportunity to soak up the sunshine, connect with fellow guests, and experience the joyful, carefree spirit of Southern California beach life.

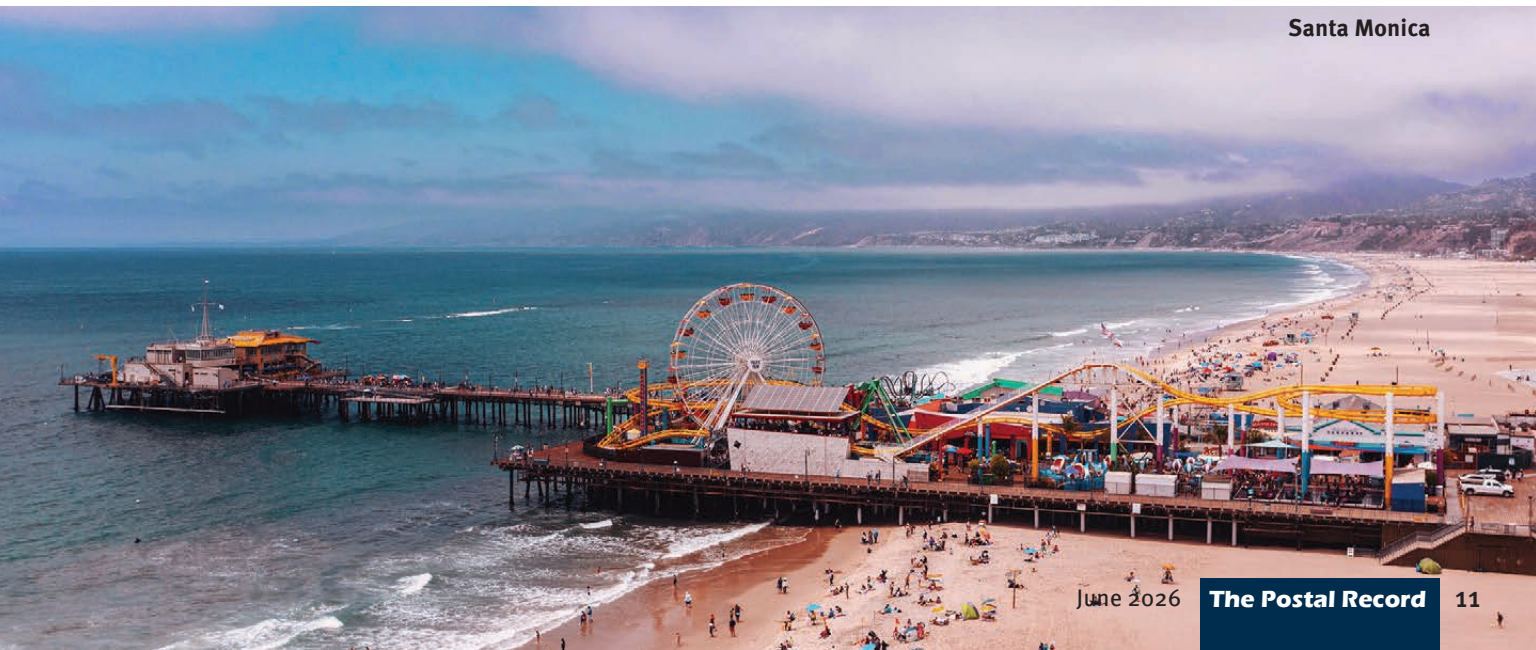
- Monday, Aug. 3–11 a.m.
- Tuesday, Aug. 4–11 a.m.
- Wednesday, Aug. 5–11 a.m.
- Thursday, Aug. 6–11 a.m.

Adult—\$100 each; Child—\$75 each
Sign up at book.peek.com/s/01eea510-038e-4cc4-8f9f-cdb86f8f4123/vzMze.

TOUR BOOTH AND TICKET DISTRIBUTION

The booth will be located in the **Lower-Level South Lobby**. Please check in at the tour booth upon arrival to receive your wristband. All tour tickets will be emailed prior to the event. Guests should present their digital ticket at check-in; printed copies are optional but not required. **PR**

Santa Monica



ELECTION NOTICE FOR NALC NATIONAL OFFICERS

Nominations for national officers of NALC will be held on Wednesday, Aug. 5, at the national convention in Los Angeles. All terms are for four years.

The nominations will be held in accordance with Article 6, Section 2 of the *NALC Constitution*, which provides:

Every four (4) years, nominations for officers of the Union shall be called by the Chairperson of the Convention on the third day (Wednesday) of the Convention. The Chair shall call for nominations from the floor for each national office separately. Any delegate may nominate any eligible member for any one of the following national offices: President, Executive Vice President,

Vice President, Secretary-Treasurer, Assistant Secretary-Treasurer, Director of City Delivery, Director of Safety and Health, Director of Life Insurance, Director of Health Benefits, Director of Retired Members, and a three-member Board of Trustees. Nominations of fifteen (15) National Business Agents shall be separately by NALC Regions, as constituted effective January 1, 1974, or as realigned by the Executive Council. Any realignment of the geographic boundaries of the 15 National Business Agent regions must be announced by the Executive Council, and must be voted on and approved by the delegates, no later than the convention preceding the next convention at which nominations will take place.

Only delegates from the appropriate NALC Region may nominate candidates for the position of National Business Agent for such Region. Nomination to the position of National Business Agent in each Region shall be restricted to nominees whose Branch is located in such appropriate NALC Region. No person shall be nominated for any office without their written acceptance, on the officially prescribed form, which must include the endorsement from five (5) delegates representing five (5) Branches. The official form shall be handed to the Secretary-Treasurer at the time of nomination, and no person shall be permitted to accept nomination for more than one office at any Convention. These nominating forms shall be made immediately available by the Secretary-Treasurer for review by all candidates at the close of nominations. No second shall be necessary to a nomination, and no nominating speeches will be permitted by the Chair. No nominee

who filed acceptance with the Secretary-Treasurer shall be allowed to withdraw their name. When there is but one candidate placed in nomination, the Chairperson shall declare the election by consent.

NALC has a combined official nomination and acceptance form for the 2026 convention. Prior to the convention, the form may be obtained from the secretary-treasurer's office or by downloading it from nalc.org in the "Secretary-treasurer" section. Copies of the form also will be available at the convention.

Prospective candidates for national office not attending the national convention may arrange for a delegate attending the convention to submit the completed form at the time of nomination.

Alternatively, prospective candidates for national office not attending the national convention may submit advance written acceptance of nomination by completing the bottom portion of the form and submitting the partially completed form to the secretary-treasurer prior to the convention. The nomination/acceptance form should be sent by Certified Mail, return receipt requested, and it must be received by the secretary-treasurer's office at NALC Headquarters no later than July 24. In addition, such prospective candidates not attending the convention must ensure that a second copy of the form containing the remainder of the required information, including the signature of the nominator and the signature endorsements of five delegates representing five branches, is submitted at the convention.

Note: Electronic signatures are not acceptable on the nomination/acceptance form. **PR**

NATIONAL ASSOCIATION OF LETTER CARRIERS
Los Angeles, California - August 3-7, 2026
OFFICIAL NOMINATION/ACCEPTANCE FORM FOR NATIONAL OFFICE

I, _____ Branch No. _____
City _____ State _____
Nominate _____ Of Branch No. _____
City _____ State _____
for the position of _____ for the
four year term ending in 2030. This nomination is endorsed by the following delegates representing five Branches:

ENDORSEMENTS

1. NAME _____	SIGNATURE _____	BRANCH NO. _____
2. NAME _____	SIGNATURE _____	BRANCH NO. _____
3. NAME _____	SIGNATURE _____	BRANCH NO. _____
4. NAME _____	SIGNATURE _____	BRANCH NO. _____
5. NAME _____	SIGNATURE _____	BRANCH NO. _____

Signed _____ Nominator _____
Date _____ Branch No. _____

WRITTEN ACCEPTANCE
Electronic Signatures Are Not Acceptable

I, _____ Branch No. _____
City _____ State _____

accept nomination for the position of _____ for the four year term ending in 2030, and authorize my name to appear as a candidate for said position on the Official Election Ballot. I certify that I have not served in a supervisory capacity for the 24 months prior to this nomination.

Signed _____
Date _____

NALC NATIONAL OFFICE CAMPAIGN INFORMATION

The following is information for those campaigning for NALC national office.

ELECTION BANNERS

The cost to hang an election banner at the national convention is \$540 per banner. Checks should be made payable to “Secretary-Treasurer, NALC.” All banners must be in the Headquarters office at the convention center no later than 3 p.m. on Tuesday, Aug. 4. Banner size is limited to 11 feet by 22 feet.

RATES FOR NALC ELECTION ADS IN *THE POSTAL RECORD*

In accordance with the resolution passed at the 52nd Biennial Convention, the rates for political ads in *The Postal Record* for candidates for national office are calculated at the actual per-page publication cost and the rates are printed at least 60 days prior to the convention. The rates are printed below.

The last opportunity to publish such advertisements will be in the combined September/October *Postal Record*. Camera-ready ads or the copy for ads, as well as payment by check payable to NALC, must be received at the NALC office during the convention or at NALC Headquarters by Thursday, **Aug. 20** (*The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144). Ads may be sent electronically to postalrecord@nalc.org, but payment must be made by check.

Ads will run in an advertisement section of the magazine and will be labeled as advertisements.

Below are the rates for political ads (size shown is width x height):

- Full page (8" x 10-1/2"): \$3,600
- Half page (8" x 5-1/4"): \$1,800
- One-third page (8" x 3-1/2" or 2-2/3" x 10-1/2"): \$1,200
- One-quarter page (4" x 5-1/4" or 8" x 2-2/3"): \$900

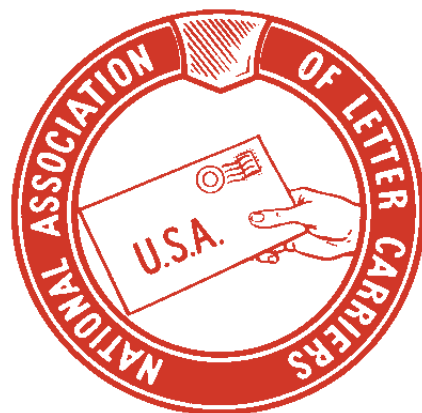
DISTRIBUTION OF CAMPAIGN LITERATURE BY MAIL

Upon request, candidates may make arrangement for distribution of campaign literature by mail, at the candidate's expense.

Candidates must make a request for the preparation of any mailing lists for their literature in writing to the NALC secretary-treasurer. The written request must include a breakdown of the mailing list identifying the distribution (i.e., all members, partial list, active separate from retirees, etc.). The written request also must include the date of the mailing.

The cost for a mailing list is \$50 each. Candidates must pay NALC directly.

The list will not be mailed directly to the candidate. Lists will be given only to NALC's designated printer for campaign literature. Candidates may have their election materials printed at another printer and use NALC's designated printer solely for mailing. If using another printer, all mailings must be pre-packaged, sealed and have adequate postage. NALC's designated printer will affix the address and distribute into the mail stream. There will be a fee for distribution of the literature via mail by the printer. Candidates will be given contact information to discuss the cost for an election mailing. **PR**



BLOOD DRIVE

Room 308B
Tuesday, Aug. 4
9 a.m. to 3 p.m.

Please visit RedCrossBlood.org and enter “NALC” to schedule an appointment.

Streamline your donation experience and save up to 15 minutes by visiting RedCrossBlood.org/RapidPass to complete your pre-donation reading and health history questions on the day of your appointment.



Scan to be directed to RapidPass®



Scan to schedule an appointment.

SALUTE TO RETIRING OFFICERS

All retiring national officers will be honored at a reception and dinner on Thursday, Aug. 6, in the Platinum Ballroom of the JW Marriott Los Angeles LA Live during the national convention.

The Retiring Officers' Dinner will honor the members of the NALC Executive Council who have retired since the 2022 convention, and those who plan to retire before or upon completion of their current term. NALC regional administrative assistants and National Auxiliary officers who retire during that time frame will be honored as well.

As this issue goes to press, the list so far of those being honored

includes former Region 4 National Business Agent (NBA) Dan Versluis, Region 14 NBA Rick DiCecca, Region 11 RAA John Collins, Region 11 RAA David Kennedy, Auxiliary President Cynthia Martinez and Auxiliary Secretary Crystal Bragg.

The event will begin with a reception at 5 p.m., with dinner served at 6 p.m. A program honoring the retirees will follow, and the event will continue with dancing until 11 p.m. Tickets are \$85 each, sold on a first-come, first-served basis. Regions, branches and individual members must use the Retiring Officers' Dinner order form below to buy tickets. Those planning to attend should buy

tickets as soon as possible by sending the order form with full payment to: Retiring Officers' Dinner, NALC Secretary-Treasurer, 100 Indiana Ave. NW, Washington, DC 20001-2144. Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by July 6. Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope. There is a maximum of eight guests per table.

Tickets and table assignments will be held for pickup at the Retiring Officers' Dinner ticket booth located in the convention registration area. **PR**

Retiring Officers' Dinner order form

I would like to reserve tickets to the NALC Retiring Officers' Dinner on **Thursday, Aug. 6**, in the Platinum Ballroom of the JW Marriott Los Angeles LA Live. Tickets will be held for pickup at the Retiring Officers' Dinner ticket booth located in the convention registration area. Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope. Maximum eight guests per table.

(Please print clearly)

Number of tickets: _____ at \$85 each = \$ _____ (Total enclosed)

Branch #: _____ State: _____

Name of person ordering the tickets: _____

Phone number: _____

Name of individual picking up the ticket(s) at the convention: _____

Mobile/cell number of the person picking up the tickets: _____

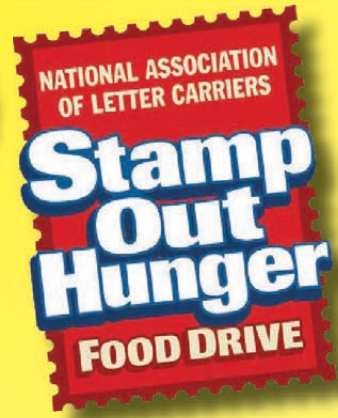
Please indicate if you or anyone in your party have dietary restrictions: _____

Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by July 6.

Mail order form and payment to:

Retiring Officers' Dinner, NALC Secretary-Treasurer,
100 Indiana Ave. NW,
Washington, DC, 20001-2144

HELPING WHEN IT'S NEEDED MOST



Toms River, NJ Branch 2128

On Saturday, May 9, letter carriers across the United States continued in their roles as caretakers of their communities by participating in the Letter Carriers' Stamp Out Hunger® Food Drive, the nation's largest one-day food collection effort. NALC branches deliver these collections right back to local food banks, helping to feed the hungry in those communities.

"Letter carriers see how the communities that they serve are struggling, and it's with great pride that they and other volunteers contribute their time and energy to make such an impact, year after year," NALC President Brian L. Renfroe said. "We know that the recipients appreciate it."

About 1 in 5 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The May food drive helps to relieve shortages of food that food pantries experience in spring after winter holiday donations have been depleted. And when summer arrives, most school meal programs are not available, so the need for food grows.

Since NALC's first national food drive in 1993, active and retired letter carriers, with the help of volunteers, have collected a total of 1.94 billion pounds of food leading up to this year's drive. Will this be the year that letter carriers' total exceeds 2 billion pounds of food? While the total for this year won't be announced until next month's issue of *The Postal Record*, anecdotal reports pointed to another great year.

Jaci Christiansen, community impact director at Head of the Lakes

United Way, explained to WDIO-TV in Duluth, MN, how the drive works. "Today is the national Stamp Out Hunger Food Drive," she said, "Logistically, you know, folks got some plastic bags in their mailbox a couple of days ago from their letter carriers. And so, folks are putting food out on their front steps in their mailboxes, and letter carriers and volunteers are heading around the community to pick things up."

Food banks around the country talked about the need for the drive. "Families will see those ever-so-tight food budgets being stretched even more. This is crucial," Ginette Bott, president and CEO of the Utah Food Bank in Salt Lake City, told KSLTV.

It was no different in Tampa, FL. "This is an incredible event," Dr. Sarah Combs, president and CEO of Metropolitan Ministries, told Fox 13. "We're seeing a huge increase in need not just from our seniors, but also from our families. Allowing us to be able to stock our shelves so we can make sure that we're feeding those families as well as our seniors in our community is just incredible."

"The need is still there" even as



Van Nuys, CA
Branch 2462





San Francisco, CA
Branch 214

gas and food prices rise, Dale Jones, program director at the Salvation Army Elyria, OH, Corps,

“Actually, the food drive is my favorite day of the year. It’s just taking something that we do every day—we’re out here on our routes, but it just makes it extra special that we’re able to collect the food for people in our own community,” **Lisa Darley** of San Antonio, TX Branch 421 told Texas Public Radio.



Jefferson City, MO
Branch 127

told *The Chronicle-Telegram* while watching volunteers unload bags and boxes from Postal Service vans or carriers’ personal cars, then sort them into boxes for storage. Jones said he was grateful for the public, the volunteers who showed up, and the letter carriers who gave their time and effort.

Darley, who delivers in Kirby, TX, said that she often sees people who are in need but is rarely asked for help. This is something she can do without having to be asked.

“We’re hearing from families all the time right now that they are really feeling the stretch in their budgets, and so when our community can step up and show up and help us meet that goal of 10,000 pounds, it really allows us to ensure that families have what they need to get through the summer and make sure kids have fun,” Amy Allison, the executive director of Missoula, MT, Food Bank, told KPAX-TV.

“Today’s food drive is important in my opinion because of the economy,” **Mary Pedro**, president of Hilo, HI Branch 2932, told Big Island Now. With 40 percent of Hawai’i Island residents experiencing food insecurity, food drives are critical. “It’s not getting any easier, and there’s a lot of families in need, especially here in Hawai’i.”

And letter carriers were proud to step up to help.

Terje Tuttle of Maine Merged Branch 92 told Maine’s Total Coverage (WMTW) that the food drive is something they look forward to every year. “We serve the public. So, this is a great way to give back to the community and show that we are involved. It’s great, I love it and I truly look forward to it every year,” he said.



Minneapolis, MN
Branch 9

Morgantown, WV Branch 783 President **Justin Jarman** said the timing of the drive is important. “Typically around the holidays there’s an influx of people giving to pantries because of the time of year,” he told MetroNews. “About six months later, May 9, those pantries start to diminish, so this one-day food drive extends that.”

“Last year here in Morgantown we collected about 7,200 pounds



Levittown, PA Branch 4973

of food, which was more than the years before,” he said. “We were able to distribute that to six different food pantries here in Morgantown.”

He said that it’s important for letter carriers to step up for people in their neighborhoods. “It’s a job where you are pretty much part of the family,” he said.

In the Redford, MI, neighborhood where she lives, Detroit Branch 1 member **Elaine Jones** was showing off the neighborhood donations to her letter carrier and fellow Branch 1 member, **Danielle Dill**. “When you tell us to put out the food, we put it out,” Jones said, as captured by WDIV-TV. “We got dried goods, canned goods, and I see the neighbors have put out a lot; we appreciate you.”

“I’m seeing bags here, everyone is donating. I have a great route and will be collecting a lot of food today!” Dill said. “I was one of those people that relied on help. It makes me feel good to give back. I’ll sleep tomorrow.”

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.

Branches were asked to report their food drive totals to Headquarters by June 7. The total pounds of food collected, and top branch collections, will be announced in the July issue of *The Postal Record*. **PR**



Oklahoma City, OK Branch 458

North Texas Branch 4065



Leadership Academy founder encourages grads to make themselves, their union stronger



NALC Leadership Academy founder Jim Williams encourages the graduates to find members back home who they can help mentor.

“This Academy is not necessarily about growing people. It’s about growing our union,” retired Executive Vice President Jim Williams told the 32nd graduating class of the NALC Leadership Academy. “And by growing people and investing in them, you grow the union.”

Williams, the founder of the Academy, returned to preside over the graduation ceremony held on May 15 at the Maritime

Conference Center in Linthicum Heights, MD, just south of Baltimore.

The commencement event capped several months of intensive training on the skills necessary for union members to become effective leaders. Under the tutelage of their mentors—established NALC leaders such as branch presidents—the students combined three separate weeks of classroom learning at the Maritime Conference Center with take-home assignments and special projects.

During their classes, students took part in often lively discussions on such subjects as the *National Agreement* and the union’s legislative agenda. They also learned more about the Dispute Resolution Process, strategic planning, branch financial responsibilities, safety and health, retirement issues, route protection, workers’ compensation, effective negotiation techniques and the use of social media for branch communications.

Each week of the Academy also includes an emphasis on fine-tuning effective written and oral communication skills. Back in their branches, graduates will make use of those skills in such forums as membership meetings, awards ceremonies and dinners.

Williams encouraged this latest batch of graduates to keep learning and trying new things, even when they’re uncomfortable.

“When I started as a letter carrier, I really expected to work 36 years and retire as a letter carrier,” he said. “I had no idea that I would be so blessed as to work for a union that gave me opportunity after opportunity after opportunity. And I didn’t think I deserved it either. I didn’t think that I had skills that would enable me to become a steward, to become an arbitration advocate.

“I still remember sitting in my first arbitration hearing and being scared to death. But you know what? I did what I needed to do when I needed to do it. And somehow, some way, I found the wherewithal to keep going, even though it was uncomfortable for me.

“And so, put yourself out there. Always put yourself on thin ice, because the danger of failure is what will cause you to push yourself forward,” he said.

The Leadership Academy attendees were taught firsthand by President Brian L. Renfroe, other NALC national officers, and Headquarters letter carrier and professional staff members who teach classes on a wide variety of topics. The attendees also were guided by daily class instructors: former National Business Agents (NBAs) Troy Clark and Chris Wittenburg; Garden Grove, CA Branch 1100 President Keisha Lewis; Region 5 Regional Administrative Assistant Larrissa Parde; and Assistant to the President Ed Morgan.



The Leadership Academy attendees spent three weeks doing classwork in Maryland.



Williams explained to the graduates that even though this was the end of the Academy, it isn't the end of their education, encouraging them to never stop learning.

"We work for an employer who likes to start programs. Most of them don't go so well, as we know," he said. "We want people who finish what they do. And so, your job now is to go home and to take everything that you've learned. We teach you, we give you information, we give you tools, and all of that is given to you as an investment in you so that you finish well.

"We don't want to be a union that loses energy as we get close to the finish line. We don't want to be a union that doesn't expend every ounce

of energy we have representing the members that depend on us. And that means that you need to be committed for the long haul.

"Where are you going to be in five years, 10 years, 15 years from now? You need to make sure that you set your heart, set your mind, set your goal to continue to do whatever you can to bolster what this union stands for.

"So how will you be measured? You'll be measured by how you finish, not how you start. And this is just the beginning for you," he concluded.

After the commencement, the graduates were assigned to work at their respective NBA offices for a week to learn in a different environment. **PR**

Leadership Academy Class 32

Gilbert Paredes receives his certificate from retired Executive Vice President Jim Williams (l) and retired National Business Agent Chris Wittenburg.



NALC Leadership Academy Class 32 graduates

Aldo Alvarez
Des Plaines, IL Branch 2076

James Asquith
Camden, NJ Merged
Branch 540

Michael Badia
Marina, CA Branch 6385

Catherine Baird
Paoli, PA Branch 4317

Brooke Bollom
Bismarck, ND Branch 957

Linda Brightful
Baltimore, MD Branch 176

James Collins
Knoxville, TN Branch 419

Darren Connors
Spacecoast Florida
Branch 2689

Kelsey Crosbie
Columbus, OH Branch 78

Candido Diaz
Charlotte, NC Branch 545

Rebekah Dupree
Jasper, AL Branch 3099

Edward Dyer
New York, NY Branch 36

Casey English
Portland, OR Branch 82

James Fowler
Wenatchee, WA Branch 1350

Johnny Gardner
Elmira, NY Branch 21

Jay Gober
Abilene, TX Branch 950

Leslie Greene
New Castle, PA Branch 22

Michael Hedglin
New Jersey Merged
Branch 38

Kathryn Hunter
Southwest Michigan
Branch 246

Rachel Janecek
DeKalb, IL Branch 706

Linda Johnson
Duluth, MN Branch 114

Jessica McIlvaine
Southwest Missouri
Branch 366

Jarod Miner
Pueblo, CO Branch 229

Ross Murray
Roanoke, VA Branch 524

Gilbert Paredes
Massachusetts Northeast
Merged Branch 25

Jose Portales
San Antonio, TX Branch 421

Christina Ramirez
Sun City, AZ Branch 6156

Zachary Schassberger
Ann Arbor, MI Branch 434

Kraig Shafer
Cape Girardeau, MO
Branch 1015

Andre Wilkerson
Danville, VA Branch 595

RUNNING WITH PURPOSE



Devan Jones



Running a marathon had long been a bucket-list item for Garden Grove, CA Branch 1100 member **Devan Jones**, specifically the Los Angeles Marathon held every year in early March.

“I would always see the marathon finish, and I would see [it] on social media, and I would say, ‘I can do that,’” Jones said. “After the second year of missing out, I was like, ‘You know what? I’m not going to miss out again.’”

In spring 2025, he registered for the Los Angeles Marathon held on March 8 this year. That gave him a year to train and complete shorter races.

From the start, training to run was a community-driven activity for Jones. Shortly after signing up for the 2026 Los Angeles Marathon, Jones discovered the Compton Run Club on Instagram and went on his first run on April 13, 2025. “The first day I was like, ‘I got to show them I can hang

with them,’” so he ran 5 miles at an 8:35 pace without stopping.

To balance his running and work schedules, he has joined several other run clubs based out of Los Angeles County, including Keep It Run 100, Run 562 and Movement Runners. He almost never runs by himself, preferring to go on group runs two to three times a week, totaling about 10 to 15 miles.

During his first race, the Griffith Park race held in February this year, there was a lot of high elevation that tested his endurance. After he got to the third hill of the race, he thought, “I’m about to start walking,” but he didn’t.

His unwillingness to give up earned him a top-10 finish.

“It felt amazing because my team was right there at the finish line, saying my name,” he said.

Letter carriers are physically active during work, often walking 10 to 15 miles a day and carrying heavy packages, and Jones had played basketball and golf and lifted weights prior to running.

“I was always in shape, but I learned that it’s a different type of shape as far as endurance, as far as running once I joined the run club,” he said.

To support his training, Jones incorporates strength training and stretching into his routine. His run clubs host push-up challenges, where members post videos of themselves on Instagram completing a set number of reps.

Jones has set ambitious goals for himself. Among them is being invited to take a spot in The Speed Project, a 350-mile team

relay during which each member of each team runs about 50 miles from Santa Monica, CA, to Las Vegas, NV, over the course of two days. In the meantime, he has several races coming up, including the Venice Beach 5K, the LBS Financial 5K, the Griffith Park Relay, the Long Beach Marathon and the Santa Monica 10K all happening in 2026, along with the Pasadena Half Marathon, which he will run in 2027.

While he has competed in a variety of race distances—from 5Ks to marathons and relays—the half-marathon is his preference. “It’s pretty cool to do a whole 26 marathon, but I would prefer 13 and under,” he said. “I think my body frame is more built for that.”

As for his favorite of the races he’s participated in, he noted the Compton Relay, which he participated in last February in a team of four.

“Not only did we come in first, my mom... was at the finish line, just happy,” he said.

While Jones has found success in his sport, not every part of training has come easily. Waking up early to run before work, he admits, sometimes is a challenge.

Still, the experience has been just as much about overcoming challenges as it has been about enjoyment. During one run that coincided with a 49ers playoff game, Jones, an avid fan, ran 13 miles on the beach wearing his 49ers helmet. Around Easter he ran around Compton with an Easter bunny head on.

Despite achieving his personal goals, Jones says his biggest mo-

ivation comes from the impact he has on others.

“My goal is to inspire, uplift and motivate others,” he said. “I don’t listen to music [when he’s running], because I’m either talking to people or motivating like, ‘Hey, you got this. Keep it up.’”

Although Jones is quite fast, he will stay until the end of practice, encouraging other runners and making sure everyone finishes.

One of his favorite moments came when he helped a fellow runner train for the Nike After Dark event that took place on June 7 last year. Members of the run club encouraged her to run with Jones to train, saying he was fast and they wanted her to do her personal best at the event.

“She ran the event and when she was done, she was like, ‘Thank you. I had a good time running, and it was because of the workouts we did.’ So, that was very inspirational, and I knew I liked where I was at,” he said.

In the run clubs, there are people at varying levels of their running journeys. No matter what level they’re at, Jones likes to remind them, “Don’t worry about being fast or whatever, just get out there and move, and you’re always going to get better. We can all get a medal at the end of the day.”

Jones encourages everyone he knows to start running and has gotten a couple of co-workers to start running 5Ks. “The hardest step is just getting out there. It ain’t about your speed,” he said. “Once you finish, you feel accomplished.” **PR**



Jones shows off medals he’s earned from running races.



RETIREMENT SAVINGS



MADE SIMPLE

When NALC members think of the U.S. Letter Carriers Mutual Benefit Association (MBA), they often think of it solely as a life insurance company, but it's much more than that. One of its main roles is to help letter carriers and their families save for retirement.

"MBA is one of NALC's best-kept secrets, but every letter carrier needs to know about it," NALC President Brian L. Renfroe said. "MBA has great financial products, designed just for us, that every letter carrier at any stage of their careers should consider for themselves or their loved ones."

The MBA was created in 1891, only

two years after the union was organized, to offer insurance and savings plans to keep letter carriers and their families financially secure in the case of illness or death.

Unlike most other financial institutions, the MBA is a not-for-profit organization, which means that every penny it receives goes toward serving its members. This allows the MBA to provide exceptional rates on annuities and savings plans that surpass many private companies.

"The MBA doesn't have shareholders pushing for profits or agents pushing its products for a commission," NALC Director of Life Insurance Jim Yates said. Yates, a member of Long Island Merged, NY Branch 6000, has

overseen the MBA since 2018. “All of the MBA’s financial resources, including the efforts of the letter carriers and staff who work to make it successful, go into serving its members and their financial needs,” he said.

As with other national officers of the NALC, the director of life insurance and the MBA trustees—who also are also NALC’s trustees—are elected by the members to four-year terms. The trustees are Lawrence D. Brown Jr. (chairman) of Los Angeles, CA Branch 24, Sandra D. Laemmel of Detroit, MI Branch 1 and Charles P. Heege of New York, NY Branch 36. Their duty is to keep a close eye on MBA’s financial health.

“There’s no other company that has such a close relationship to letter carriers,” Yates said. “They have meaningful input on what MBA offers, and the trust level is unsurpassed.”

Letter carriers’ jobs and family lives have changed a great deal over the past century, and MBA has expanded and altered the plans it offers to meet members’ needs. When the city carrier assistant (CCA) job category was created through the Das arbitration award in 2013, MBA stepped in to ensure that CCAs had an opportunity to save money for their future by establishing the NALC CCA Retirement Savings Plan tailored specifically for carriers starting their careers. When CCAs are converted to career status, they can keep the account or roll their traditional IRA savings into the Thrift Savings Plan. The MBA will waive the surrender charge in this instance only.

“This is your insurance and savings company—you own it,” Yates said. “Every product we offer today was designed at one point to meet specific

requests by letter carriers. MBA’s only goal is to serve the needs of its members. We listen to you, and we never stop adapting as your needs change.”

The focus on members, rather than on profit, has led to strong financial stability for MBA. Resulting from wise investments and positioning its resources into working for its members, and not into profits or sales commissions, the MBA’s financial position is secure. It continues to offer dividends and interest rates that are above market averages.

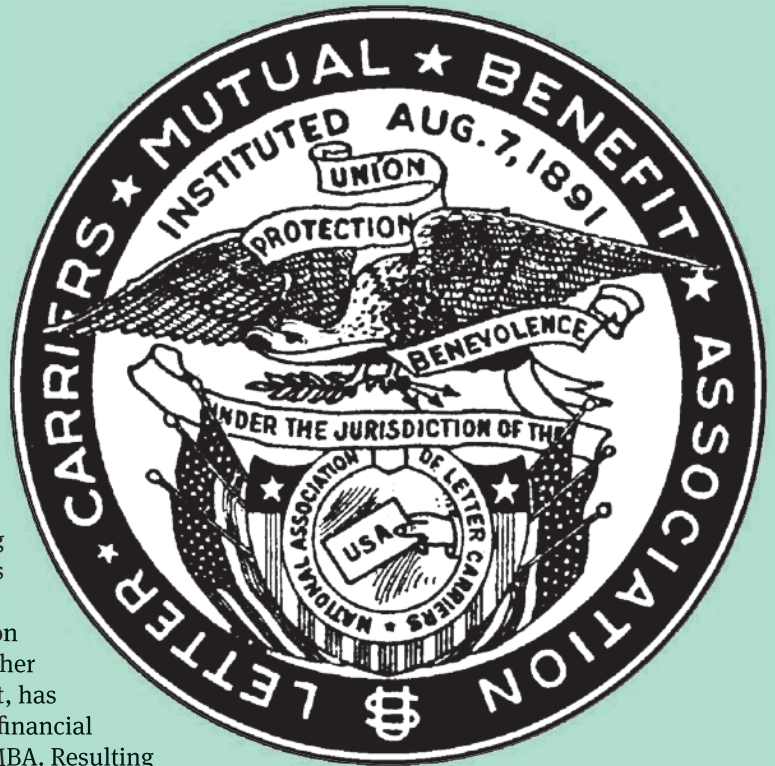
The following is a look at the financial products MBA offers to fit almost every letter carrier or family member’s needs.

MBA RETIREMENT SAVINGS PLAN

The MBA Retirement Savings Plan is a retirement income plan designed to supplement your pension. You make small payments to the plan while you’re young so you can receive a lifetime of monthly payments after you retire—even if you live to be 200!

This plan is designed for you or your spouse. You choose the amount you want to contribute to your MBA Retirement Savings Plan.

With as little as a one-time \$15 payment, you can start your MBA Retirement Savings Plan and never have to make any additional deposits to maintain your policy. You also can



**MBA
RETIREMENT
SAVINGS
PLAN**



**SECURE
YOUR
FINANCIAL
FUTURE**

*Designed exclusively for letter carriers
from your USLCMBA*

RETIREMENT SAVINGS MADE SIMPLE



MBA FAMILY RETIREMENT SAVINGS PLAN



SECURE A STRONG FINANCIAL FUTURE FOR FAMILY MEMBERS

Designed exclusively for letter carriers from your USLCMBA



select your method of payment: MBA can deduct payments biweekly from your paycheck, debit your checking or savings account, or be billed monthly or annually. Retirees are not eligible to use payroll deduction. If choosing to use automatic payments, there is a minimum of \$15 for biweekly payroll deduction. You also can make lump-sum deposits into the MBA Retirement Savings Plan at any time to help build your plan's value, up to the applicable IRS contribution limit.

When getting an MBA retirement plan, you can choose what kind of retirement account you would like. MBA offers either traditional individual retirement accounts (IRAs), Roth IRAs or non-qualified deferred annuities.

With a traditional IRA, the contributions you make each year can be deducted from your federal taxes. In addition, earnings accumulate tax-free until the time of withdrawal. Upon distribution, the earnings and principal are taxed as ordinary income. Whereas with a Roth IRA, contributions are not tax-deductible, but withdrawals from both contributions and growth are tax-free if the owner has held the IRA for a minimum of five years and is at least 59½ years old. With both the traditional IRA and Roth IRA there are yearly contribution and income limits that are set by the IRS.

If you choose a non-qualified deferred annuity, there are no income limits for eligibility and no limits on your annual contributions. Your contributions come from after-tax dollars and cannot be used to reduce your earned income. Earnings accumulate tax-free until the time of withdrawal, then distributions are taxed only on the interest you've earned, your con-

tributions are not taxed again.

As your MBA Retirement Savings Plan grows, you can expect to earn competitive interest rates.

When you're ready to retire, MBA offers a choice of five ways to collect benefits:

- **Life annuity:** Receive monthly payments throughout your lifetime. No further benefits will be paid after your death.
- **Life annuity with period certain:** Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (10 or 20 years), payments go to your beneficiary until the end of the period.
- **Joint life annuity:** You or your beneficiary will receive monthly payments as long as either of you live.
- **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any remaining money in your account to your beneficiary.
- **Lump sum:** Receive the full lump-sum cash value of the policy.

MBA FAMILY RETIREMENT SAVINGS PLAN

The MBA Family Retirement Savings Plan can mean the difference between worry and well-being in your child's retirement because a retirement account can deliver extra cash to the annuitant every month to supplement their retirement income.

This plan allows you to take out a retirement account for your adult child (18 or older). The earlier you or your children can start saving up for retirement, the easier retirement can



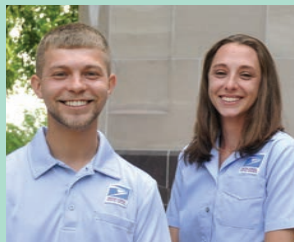
be. Starting a plan for your child allows them to begin having savings for their future. With an initial \$1,000 deposit to start the plan, your child can start to make small contributions (as little as \$25 a month) for their retirement into an interest-bearing retirement account with guaranteed returns. Your child can choose how much to contribute and how often. Each plan has certain tax advantages, depending on the options selected. When the time comes for retirement, the same five payout options are available.

Best of all, you get all the advantages of your Mutual Benefit Association:

- **Dependability**—NALC stands behind every policy written by MBA, which was created more than a century ago to give letter carrier families reliable savings and insurance plans.
- **Affordability**—MBA operates with low overhead, no fees and no salespeople on commission, and the savings are passed on to the annuitant.
- **Simplicity**—Just fill out an application to join the Family Retirement Savings Plan. The annuitant will receive a policy to examine for 30 days. If the annuitant is not fully satisfied for any reason, return it for a full refund of any premium paid. There's no risk.

CITY CARRIER ASSISTANT RETIREMENT SAVINGS PLAN

The NALC CCA Retirement Savings Plan is a retirement income plan de-



NALC CCA RETIREMENT SAVINGS PLAN
ADMINISTERED BY THE **MBA**



Designed exclusively for CCAs to start saving for retirement before they become career employees

signed for CCAs to supplement their pension. You make small payments to the plan while you're young so you can receive a lifetime of monthly payments after you retire. Under the MBA CCA Retirement Savings Plan, you can request a guaranteed number of monthly payments. CCAs who participate in the plan may transfer their traditional IRA funds to the Thrift Savings Plan (TSP) once they become career letter carriers. The surrender charge will be waived in this instance only. Note: Due to IRS regulations, MBA may not transfer Roth IRA funds into the TSP.

You choose the amount you want to contribute to your MBA CCA Retirement Savings Plan.

With as little as a one-time \$15 payment, you can start your MBA CCA Retirement Savings Plan and never have to make any additional deposits to maintain your policy. You also can select your method of payment: MBA can deduct payments biweekly from your paycheck, debit your checking or saving account, or be billed monthly or annually. Retirees are not eligible to use payroll deduction. If you choose to use automatic payments, there is a

minimum of \$15 for biweekly payroll deduction.

You also can make lump-sum deposits into the MBA CCA Retirement Savings Plan at any time to help build your plan's value up to the applicable IRS contribution limit.

As your NALC CCA Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is offered as a traditional IRA, Roth IRA, or a non-qualified deferred annuity. The tax implications of each are the same as outlined above.

When you're ready to retire, MBA offers a choice of five ways to collect benefits:

- **Life annuity:** Receive monthly payments throughout your lifetime. No further benefits will be paid after your death.
- **Life annuity with period certain:** Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (10 or 20 years), payments go to your beneficiary until the end of the period.
- **Joint life annuity:** You or your beneficiary will receive monthly payments for as long as either of you live.
- **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.
- **Lump sum:** Receive the full lump-sum cash value of the policy.

MBA IMMEDIATE ANNUITY

The MBA has a retirement option called Immediate Annuity that is

RETIREMENT SAVINGS MADE SIMPLE



perfect for a retiree. An Immediate Annuity is when a member gives the MBA a lump sum of money in exchange for a guaranteed income stream starting immediately. This product can be an important part of a letter carrier's retirement portfolio. This option, along with Social Security benefits, investments, savings and pension payments, will help foster a safe and comfortable retirement.

One of the defining features of an Immediate Annuity is that the annuitant may select one of four options:

- A life annuity that provides equal payments for life.
- A life annuity with a guaranteed period certain of 10 or 20 years.
- A joint life annuity that pays equal payments for life; upon death, your beneficiary would receive annuity payments for life.
- A full cash refund that issues monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

If you are interested, the MBA will provide a quote with the estimated monthly payment based on the amount invested, the annuitant's current age, and the immediate payout option selected.

A principal benefit of an Immediate Annuity is that you will know how much money you will receive in each payment for the rest of your



MBA Immediate
ANNUITY

A perfect option for retirees.
Guaranteed income starting immediately!
Helps you provide a safe
and comfortable retirement.

An annuity plan designed exclusively
for letter carriers from your USLC MBA

life. This characteristic will alleviate the stress of an individual outliving their investments. In addition, you will not need to make investment decisions about how to earn a comparable sum of money, since the MBA is responsible for the growth of your funds.

Like all decisions, there are pros and cons to every choice in these matters. A factor to consider is that the money you invest with the Immediate Annuity cannot be withdrawn or used for another purpose once the annuity proceeds have begun.

You should consider your decision carefully and not invest money that you might need for an emergency. Another consideration is that the money invested in an Immediate Annuity is not available to your heirs, except in the case where the annuitant chose a 10- or 20-year guaranteed payment or a joint survivor option or full cash refund. There are different tax advantages for annuity withdrawals and payments based on the type of assets used to purchase the annuity (qualified versus nonqualified). You should consult your tax advisor for information on how annuity taxation applies to your situation.

An Immediate Annuity is a valuable investment option available to our NALC retirees. There are various payment options, such as life with period certain as well as joint survivor, that minimize the downside to the mortal-

ity issue. Each of the options comes with a corresponding monthly, or annual payment amount. This is just another way that your MBA is working to provide options for the members.

MORE INFORMATION

Saving for retirement can be a lot to think about, and sometimes you might want to talk to another letter carrier for information and guidance. Branches should have a local MBA representative, a letter carrier who understands MBA's financial products and can help you.

"MBA reps can inform new members how to start planning for their retirement," Yates said. "There are many options open to them and the earlier they start, the better their retirement portfolio will likely be."

For more detailed information about MBA's products, brochures or applications, go to nalc.org/mba, call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time, or email uslcmba@nalc.org.

"The MBA provides a wonderful opportunity for letter carriers to obtain savings plans that not only offer good benefits at reasonable rates, but also are administered by letter carriers, for letter carriers," President Renfroe said. "Whether you are just starting out as a carrier, you're working toward retirement, or you're already retired, MBA may have a plan that can serve you and your family. Please look into these offerings to see if any are right for your needs. It might help you establish a measure of financial security to last a lifetime." **PR**

Carriers and the mail make news online

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

USPS remembers letter carrier who was first Black American to receive the Medal of Honor



William H. Carney

The USPS Link, which provides USPS employee news, recently published an article highlighting Army Sgt. William H. Carney for being the first Black American awarded the Medal of Honor and one of the first Black letter carriers in the United States.

On May 9, 1900—126 years ago—he became the first Black American awarded the Medal of Honor. Beyond his military service, he was also among the nation's earliest Black letter carriers, spending 32 years working in postal service.

During the Civil War, Carney fought with the 54th Massachusetts Volunteer Infantry Regiment. In battle, he carried the American flag and continued protecting it even after suffering multiple gunshot wounds, determined not to let it fall. Afterward, he famously said, "I only did my duty; the old flag never touched the ground."

In 1869, Carney made history again by becoming the first Black letter carrier in New Bedford, MA. Later, in 1890, he helped establish NALC Branch 18 (now Southeast Massachusetts Merged) and served as its first vice president.

Writing and reading connects young and old

Writing and reading are key ingredients in any pen pal exchange, but in the Iowa City Public Library and the Iowa City Senior Center's "Stories Between Generations" pen pal exchange, reading takes center stage. In the program, each senior and school-aged child (in Grades 3-8) chooses a book centered on themes like identity, justice, belonging and resilience, then one senior and one child who chose to read the same book are paired together as pen pals.

All participants will be given a free copy of the book and will exchange letters over the summer, discussing the contents of the book. Beyond

encouraging literacy and thoughtful discussion, the program is designed to foster meaningful connections between generations through handwritten correspondence.

The program will also include a mid-summer letter-writing event for kids and a final in-person celebration where participants will meet and discuss the books together over lunch.

Barbie celebrated in Forever stamps coming out in July

USPS announced a new set of commemorative stamps honoring Barbie, set for release in July. The collection highlights Barbie's long cultural history as a symbol of imagination and possibility, featuring 10 Barbies dressed for a variety of careers including astronaut, surgeon and soccer player.

The stamps were developed in collaboration with Mattel and USPS art directors, using bright, playful design elements intended to reflect Barbie's signature style.

They will be released July 11 at a collectors' convention in Austin, TX. **PR**

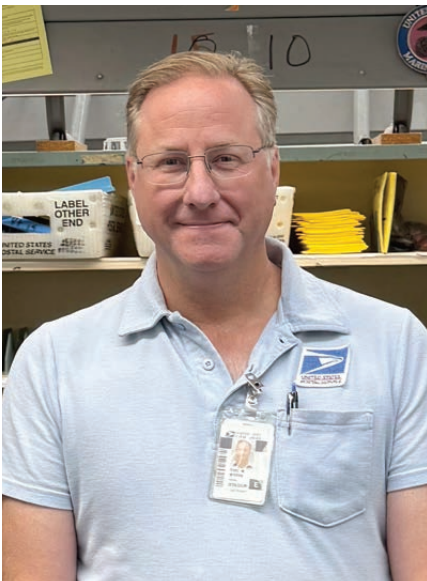
You can be anything™

Proud to Serve

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



Fort Myers, FL Branch 2072 member **Daniel Rams** was recognized for stopping to help a customer who had fallen by contacting 911.



Eric Myers

Honoring heroic carriers

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

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

Carrier alerts emergency responders of fallen man

Despite beginning as what he described as “just a plain old regular day” in winter in Fort Myers, FL, everything changed on Jan. 17 when Branch 2072 letter carrier **Daniel Rams** noticed one of his customers, 86-year-old John Yeomans, lying on the ground near his mailbox.

As the 25-year letter carrier got closer, Yeomans told Rams that he was in pain and unable to move. Yeomans believed he had broken his hip after he tripped on his way to his mailbox and fell. Worried about causing further injury by lifting him and hearing from Yeomans that he was unable to stand, Rams decided to call 911 for help. A man riding his bike as well as a neighbor stayed with Yeomans until the paramedics arrived. Seeing he was in good hands, Rams went on to finish his route.

“It’s an awesome route,” he said. “It’s an awesome area, and everyone in that area is always helping each other out, and they always check on each other.”

Rams later learned that Yeomans had suffered a hip fracture, underwent

surgery and spent several days in the hospital before heading to Wyoming, where he lives for part of the year. When Yeomans returned to Florida, Rams stopped by to check on him and Yeomans thanked him, crediting the letter carrier with saving his life by calling for help quickly.

“I’m happy because he’s the same age as my own father, probably two years older,” Rams said. “Helping him was like helping my own dad, and if it ever happened at his house, I would want his mail carrier to help.”

Rams’ supervisor of customer service, Joseph La Corte, praised Rams by saying, “I cannot imagine if Dan had not found J.Y. and if Dan had not responded so immediately. Hearing this news did not surprise us, because that’s the type of person Dan is. His actions go beyond the call of duty. Thanks, Dan, for your heroic action.”

Carrier assists after car crashes into house

At around 2:15 p.m. on Feb. 17, **Eric Myers** was making the final delivery of his route in Manchester, MO, when he saw a car speed around a sharp turn without slowing down, narrowly missing his mail truck by about 4 feet before crashing into the front of a house.

The Ballwin Branch 5050 member immediately called 911 before he “ran over to the car to see if everyone was OK,” he said. The front doors of the vehicle were blocked due to being inside the house, so Myers climbed through the back hatch of the car to speak with the woman and make sure she was all right. She wanted to get out of her car, but the 26-year letter carrier encouraged her to wait

until emergency responders arrived in case she had suffered any serious injuries.

Emergency crews arrived soon after to assess the driver and took her to the hospital for further evaluation. No one was inside the home at the time of the crash. Myers later learned from neighbors that the driver, an older woman, accidentally pressed the gas pedal instead of the brake. She did not suffer major injuries.

Myers said he was grateful he was there to help. He described himself as being “at the wrong place at the right time,” and added, “I’m just glad I was able to help as much as I could.”

Carrier rescues elderly patron trapped for days

While walking past 71-year-old Daniel Young’s home on April 13, **Mark Cook**, a Marion, OH Branch 280 carrier, heard a pounding noise. Although Young had no mail that day, Cook said he always paid attention to what was going on at Young’s home because his mail had piled up in the past while he was hospitalized.



“I try to look out for the people that are on my route,” Cook said.

As he walked toward the house, he started to hear faint cries for help. Cook entered the unlocked house and found Young “wedged between the bed and the wall,” he said. Young told him he had been stuck there for about two days without access to his phone or Life Alert device. Cook called 911 and stayed with his customer until emergency responders arrived about 10 minutes later. Young was taken to the hospital and later released, suffering mainly from dehydration.

“I love looking out for my customers any way that I can,” Cook, a three-year letter carrier, said, adding that he often checks on residents along his route, especially lower-income and elderly residents who lack resources or support. **PR**

President appoints Region 4 national business agent

NALC President Brian L. Renfroe has appointed John Robles as national business agent (NBA) for Region 4 (Arizona, Arkansas, Colorado, Oklahoma and Wyoming) to fill the vacancy left by Dan Versluis, who retired on May 1. Robles’ appointment is effective immediately.

Robles, a member of Centennial, CO Branch 5996, joined the Postal Service as a city letter carrier in 1998 and joined NALC during orientation. He has served as a chief steward, Formal Step A designee, branch trustee, arbitration advocate and district lead for joint route adjustment processes. Additionally, he has served as vice president and director of education for the Colorado State Association of Letter Carriers. In 2016, President Fredric V. Rolando appointed him as a regional administrative assistant for Region 4, a position he held until his appointment as NBA. Robles is also a graduate of NALC Leadership Academy Class 15. **PR**



For your information

CCA relative standing and conversion to career (continued)

(continued from page 5)

carriers, then the opportunity exists for a CCA, or CCAs if more than one position exists, to be converted. The CCA or CCAs with the highest relative standing within the installation are converted to full time. A CCA who

declined conversion to PTF under the agreement to convert upon 24 months of relative standing may still have the opportunity to be converted to full time in this circumstance.

The agreements for conversion at 24 months and full-time regular oppor-

tunities can be found in the 2023-2026 *National Agreement*, which is available as a quicklink on the nalc.org home page. CCAs with questions about relative standing and conversion to career should contact their shop steward or a branch officer. **PR**

NALC Building Corporation— Property acquisitions



**Paul
Barner**

The National Association of Letter Carriers (NALC) and the United States Letter Carriers Mutual Benefit Association (USLC MBA) are headquartered in Washington, DC, at 100 Indiana Ave. NW, with the NALC Health Benefit Plan (NALC HBP) located in Ashburn, VA. In addition, there are 15 regional national business agents' (NBA) offices around the country that are home to the NBAs. Over the years, several articles have been published in *The Postal Record* about the Headquarters building, but what about NALC's other real estate holdings, and how is this all structured? This is where the NALC Building

Corporation comes into play.

The NALC Building Corporation is the owner of record of the Headquarters building in Washington, DC. The building has eight floors of office space with two basement-level floors. The union occupies the second floor, as well as the sixth through the eighth floors and portions of the first and fourth floors. The USLC MBA occupies the fifth floor of the building.

In addition to this property, the NALC Building Corporation continues to engage in real estate acquisitions to better address the needs of NALC and its related entities. To this end, the NALC Building Corporation has acquired properties in several states using limited liability corporations (LLCs) to hold title to the properties, with the NALC Building Corporation being the sole member of the particular LLC. The following properties were acquired over the last few years:

- NALC routinely brings members into Washington, DC, to work on projects at Headquarters in support of our members. As you may guess, hotel rooms go for a premium in the area. To effectively address the financial impact, DC Capitol Hill Properties, LLC, was formed to acquire a residential property at which members can stay while on temporary assignment to work at NALC Headquarters. The property, located at 612 3rd St. SE, Washington, DC, consists of two houses that provide rental income in addition to addressing the temporary housing need.
- Loudoun Properties HB, LLC, was formed to purchase a commercial property of approximately 80,000 square feet in Ashburn, VA. The property is home to the Region

13 NBA's office. The remaining portion of the building is occupied by a tenant, resulting in additional rental income.

- Marietta Cobb Properties, LLC, was formed to purchase a commercial property, in part as home to the Region 9 NBA's office. The property, located at 1101 Northchase Pkwy. SE, Marietta, GA, consists of approximately 40,000 square feet. In addition to the Region 9 NBA's office and a large training facility used for regional and national training, the remaining portion of the building is occupied by a tenant, resulting in additional rental income.
- Lorain Properties, LLC, was formed to purchase a property located at 2500 West Erie Ave., Lorian, OH, as home to the Region 11 NBA's office. The building consists of a little over 7,000 square feet on approximately 1.5 acres of land.
- Denton County Properties, LLC, was formed to purchase a commercial property for the Region 10 NBA's office. The property, located at 2001 Lakeside Pkwy., Flower Mound, TX, consists of just under 13,000 square feet. As with the Region 9 facility, this building is spacious enough for a training facility to be added in the future.
- Ontario SB Properties, LLC, was formed to purchase property located at 3296 A&B E. Guasti Road, Ontario, CA, consisting of four suites. Currently, the Region 1 NBA's office occupies two of the suites. Additionally, a tenant occupies a third suite within the building.
- The most recent real estate acquisition was made in Westborough, MA, to house the Region 14 NBA's office. Westborough Worcester Properties, LLC, was established to purchase the property. The three-story building is situated on just over 2 acres consisting of just under 12,000 square feet total. There are two tenants occupying approximately half of the building, leaving enough remaining space for administrative offices and training area for the NBA to occupy and use for regional training.

As you can see, the NALC Building Corporation has added to the real estate investment portfolio in recent years. This is just a quick rundown of properties owned through the NALC Building Corporation that add income to the organization, while the assets continue to increase in value. The NALC Building Corporation plans to continue to seek out property acquisition opportunities that will add value to the members of NALC by reducing leasing costs to NALC, as well as creating rental income opportunities.

Unity



James D. Henry

During my time on active duty in the United States Marine Corps, I would go into the base exchange and often see a T-shirt, sweatshirt or jacket with an image depicting a serviceman carrying another who had fallen or was struggling. The caption on the item(s) would read: “He’s not heavy. He’s my brother.” This poignant scene moved me deeply, showing the true essence of brotherhood and unity.

To this day, this powerful symbol inspires and reminds me of the importance of standing by one another. If our friends stumble, we should be there to lift them up. If

they’re in need, we should be there to lend a hand. Doing so could strengthen bonds. Imagine a union where “He’s/she’s not heavy. He’s/she’s my brother/sister” becomes our guiding principle, reinforcing unity within the NALC.

This enduring motto encapsulated in “He’s not heavy. He’s my brother” stands as a testament to the unwavering bond between not only military personnel, but union brothers and sisters as well. Even in the most testing of times, it’s a powerful message. At its heart lies the strength of our connection. A legacy that continues to resonate when we’re facing uncertain times.

Our devotion to one another and sense of duty to stand together always far outweighs any burden we face individually. Knowing that we have each other’s

backs during contract negotiations or while performing our daily tasks represents a symbol of unity and commitment. The sentiment fosters a spirit of cooperation and mutual aid. We should never abandon the ideals that made this union strong and formidable, i.e., “An injury to one is an injury to all.” In doing so, it reinforces the communal spirit that is deeply ingrained in our culture.

“We should always stand at the ready to support our union brothers and sisters in times of need, whether it’s lending a patient ear, helping with a task, providing understanding for their situation, or sharing an experience.”

When I first saw that motto, I was moved and never forgot what it meant and how it should be applied. The image of the serviceman carrying his brother united not only the military, but people in general under a common narrative—one of strength through shared responsibility. This enduring philosophy of brotherhood and sisterhood teaches us to lend a hand when needed and to respond with determination to have each other’s backs like vertebrae.

We should always stand at the ready to support our union brothers and sisters in times of need, whether it’s lending a patient ear, helping with a task, providing understanding for their situation, or sharing an experience. The essence lies in our readiness to assist without counting the cost.

Imagine a friend struggling with a host of difficulties and feeling isolated. In these moments, little acts of kindness reflect the profound truth, “He’s not heavy. He’s my brother.” It demonstrates that being burdensome is only a matter of perspective and empathy. Standing by our brothers and sisters at their worst, as the motto suggests with a simple tenet, assures them that they will not walk alone even when they stumble—they’re family. When we apply the aforementioned principle, we find that not only do we carry others, but they also carry us. Unity is our superpower.



Important reminders for branch officers



**Nicole
Rhine**

Whether it's filing reports with the Department of Labor and the IRS or just relaying information to NALC Headquarters, certain tasks must be done by branch officers. So, here are some reminders designed to help ensure you get it all done.

Reporting to the Department of Labor—Any branch or state association that has a fiscal-year end of Dec. 31 should have filed its labor-management (LM) report by March 31. Additionally, any branch or state association that has a fiscal-year end of

March 31 should file its LM report by June 29. If you are not sure what an LM form is, or which LM form to file, please see my January column. The form is due within 90 days of the end of the organization's fiscal year.

Reporting to the IRS—Any branch or state association that has a fiscal year end of Dec. 31 should have filed its Form 990, 990-EZ or 990-N with the IRS by May 15. The form is due by the 15th day of the fifth month after the end of the organization's fiscal year. As a reminder, the IRS now requires that all Form 990 filings must be made electronically using software approved by the IRS. In addition, the Internal Revenue Code requires branches with "unrelated business income" (UBI) of \$1,000 or more for the year to file Form 990-T, Exempt Organization Business Income Tax Return, and pay any tax due. Generally, UBI is income from a business that is unrelated to the branch's tax-exempt purposes. More information on the above is in my March column.

Branch mergers—Any branch proposing to merge should review Article 2, Section 3 of the *NALC Constitution*, which sets forth the requirements for affecting a merger of branches. Requests for mergers received at NALC Headquarters are often missing two requirements from both branches wishing to merge: 1) a resolution and 2) a statement of reason(s) for merging. To avoid having a request for a merger returned, please ensure your branch includes all the necessary documentation. More information can be found on the secretary-treasurer's page on the NALC website at nalc.org, under the "Union Administration" tab.

Service awards—Article 2, Section 5 of the *NALC Constitution* contains information on the years of service membership pins available. The branch secretary must notify my office either through the new membership pin program in the Members Only portal or in writing that a member will complete the necessary years of service. Should the branch be awarding a 50-year pin and gold card, please allow four to six weeks, as gold cards are a special order and must be engraved by an outside union vendor.

Bonding—Every officer, agent, shop steward or other representative and employee of a branch or state association who handles funds or other property of the branch or state association must be bonded if the branch or state association has property and annual receipts exceeding \$5,000. Branch and state treasurers should ensure officers and others handling funds are adequately bonded. Trustees should ensure during the constitutionally required audits that an adequate bond is in place. Please see my April column for more information on audits. For more information on bonding requirements, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a separate chapter on bonding requirements (Chapter 4). The guide can be purchased from the NALC Supply Department and an electronic copy is available from the secretary-treasurer's page on the NALC website by clicking on the "Resources" link.

Per capita tax call—The six-month per capita tax call has been mailed out to branches. NALC bills branches semi-annually, in June and December, for the national and state per capita tax of their direct-paying members. For more information on the six-month per capita tax call, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a separate chapter on NALC dues (Chapter 2). Please see pages 2-12 and 2-13.

Officer information lists—Branches and state associations are reminded to provide the NALC Membership Department with any changes to officers that occur. If you have not already done so, please immediately update the Membership Department via letter or a "Branch Information Record" card, which was included with the six-month per capita tax call.

The face of the Service



**Mack I.
Julion**

If you have been a letter carrier for any length of time you have probably heard it said that we are “the face of the Service.” We are the ones who interact directly with our customers on the streets, door to door, wherever they may live. This places an additional burden of representing our agency while we engage in the very arduous and physical task of delivering mail.

As letter carriers, we perform our duties on good days and bad, in all kinds of extreme conditions, including natural disasters and pandemics. We provide a consistent daily service that some may have taken for granted, at least

until COVID-19 reminded everyone just how valuable we are within their communities. I have been thinking about this lately with so much public discourse about the fate of the Postal Service.

Recently, I had the privilege of meeting and celebrating our Heroes of the Year at the annual luncheon that recognizes their heroic deeds. It’s amazing to me because I know that there are so many above-and-beyond acts of our co-workers that are not celebrated. Although every month some are recognized in this periodical, I know there are many more stories that are not told. Things that we too may take for granted because it’s all in day’s work, and as most would say, “It was the right thing to do,” or, “Anyone would have done it.” We all know that is not entirely true, and unfortunately some of us see that every year during the food drive.

While many of us joyously look forward to the opportunity to serve our communities and customers by participating in the letter carriers’ annual food drive, there are still others who refuse. I have never been able to understand their reasoning or wrap my mind around why getting paid to help others is a bridge too far for some people. Some of you may recall that I wrote about that in my May 2024 column (a must read!) about carriers who call off work or won’t deliver the cards or pick up the food. I won’t use this space to focus on them again, rather I want to salute all the heroes and “she-ros” who do participate—the food drive coordinators and carriers who get it. One of the reasons that the

Postal Service is always ranked at the top of the list of most trusted government agencies isn’t because of the way our company is run; rather it’s because of us, *the face of the Service*.

While management consistently makes poor decisions that devalue the Service by delaying mail and degrading the service standards, our customers still appreciate us, their letter carriers. That may go a long way, especially if they are willing to advocate for us to their congressional representative. At some point, they may have to be willing to pay more for a stamp or to support annual appropriations to sustain a Postal Service that provides universal service. The truth is we need them more than they need us. We may have been around longer than this government, but that doesn’t make us untouchable. We are indeed blessed to have good government jobs and are not on the receiving end of the food drive. Without these jobs, many of us would be, “*but for the grace of God...*”

I will share with you two pictures from the food drive week in Chicago. One is the heroic coordinators who do all they can to make sure their unit is as successful as they can be. The other is a picture of my letter carrier, Shawn Goodman. I offered to drop off the food for him and he refused, saying, “I got this, man—this is what I do!” He then carried the bag while delivering the last couple of addresses. I know what you’re thinking...the bag wasn’t that light! Kudos to all who participated!



City Delivery updates



Christopher Jackson

Over the course of the last few years, I've used this column to inform the membership of different pilot tests, initiatives or concerns that conflict with postal handbooks and manuals and our collective-bargaining agreement. I will be using this month's column to revisit these items to serve as a reminder to the membership as they may still be going on in different parts of the country.

Geotab pilot reports

In 2022, the Postal Service awarded a contract to Geotab for use of its telematics technology in all postal-owned vehicles. USPS believes that using technology reduces fuel consumption and improves overall vehicle maintenance and repairs. Installation and use of the devices began in February 2023.

Geotab devices are used to create the following reports: USPS Vehicle Stop Locations Report, which relies on tracking to identify overnight parking locations of vehicles; Maintenance/Fault Report, which provides fault name, code and count for fault issues reported by each vehicle; Battery Drain Report, which provides a list of all vehicles reporting a battery voltage below 11 volts; Low Oil Pressure Report, which provides a list of vehicles experiencing very low oil pressure; In Shop More than 8 Hours Report, which identifies vehicles that spend more than eight hours at local maintenance locations; Idling Report, which displays total time a vehicle idles, including a dollar value to fuel used during that idle based on current fuel cost; Fuel Efficiency Scoreboard Report, which evaluates driving behavior that affects fuel efficiency; and Backing Up While Leaving Report, which shows each time a vehicle backs up while leaving when outside of a USPS location. For more details on the telematics pilot, see my column in the June 2023 *Postal Record*.

Driver Seatbelt Exceptions Report

USPS is now using Geotab data to create a report called the Driver Seatbelt Exceptions Report. This report identifies when a driver seat belt is not engaged while a vehicle is being operated. Based on what I have seen, the report lists the total number of instances, miles traveled and percentage of time a vehicle is driv-

en above 5 mph without the driver seat belt engaged.

Postal management officials have relied on this report to confirm seat belt use in place of conducting street observations. In some cases, these officials have used the report to issue disciplinary action. Geotab reports alone are not sufficient for identifying failures to wear seat belts and should not be the sole basis for any disciplinary action. Relying on the report as a substitute for conducting street observations conflicts with Section 134.22 of *Handbook M-39, Management of Delivery Services*, which states:

134.22 The manager is not to spy or use other covert techniques. Any employee infractions are to be handled in accordance with the section in the current National Agreement that deal with these problems.

Attempts to rely on Geotab data in this manner are not much different than USPS efforts to rely solely on GPS data from Mobile Delivery Devices (MDD) to discipline carriers for stationary events. Like data collected from the MDD, data from Geotab devices is not always accurate and should be investigated by union representatives whenever necessary.

Postal orientation

Toward the end of 2023, I held several discussions with the Postal Service regarding orientation for newly converted career letter carriers. I've found that many of our newly converted carriers are not receiving the benefit of this important orientation.

Newly hired letter carriers take part in a training program consisting of five phases: orientation, driver training, shadow day, Carrier Academy and on-the-job training. This orientation introduces the Postal Service to its new hires. The Postal Service often schedules newly hired career letter carriers, such as part-time flexibles, to attend this same initial hiring orientation with newly hired non-career letter carriers, such as city carrier assistants. The orientation is composed of eight chapters, or "modules," and covers many subjects, such as postal history, employee conduct, safety and employee resources.

The eighth and final module of the orientation focuses on career employee benefits. Because non-career carriers are not entitled to the same benefits as career carriers, the Postal Service will temporarily excuse non-career carriers at the end of Module 7 and continue their discussion with career carriers in Module 8. Non-career carriers are allowed to resume the orientation for a Q&A session after career employee benefits have been reviewed.

(continued on page 39)

Buckle up for safety



Manuel L. Peralta Jr.

Last fall, the USPS approached the NALC and the National Rural Letter Carriers' Association (NRLCA) requesting our cooperation and participation in the creation of a joint safety and health message and video on the subject of seat belts. The NRLCA and the NALC immediately agreed to do this, subject to the condition that this initiative cannot be used against any letter carrier.

Management immediately agreed, and the following was added to the PowerPoint slides as we drafted what would be in the presentation:

This pledge is meant as an engagement activity and **will not be used in**

support of discipline or adverse action. (Emphasis added.)

We also added the following graphic to the very end of the recorded video (at the 5-minute, 4-second mark):

THE CRDO SAFETY PLEDGE MAY NOT BE USED, DIRECTLY OR INDIRECTLY, TO INITIATE OR SUPPORT ANY FORM OF CORRECTIVE ACTION.

In February, we recorded the message and, beginning the week before the pledge, we rolled out some publicity information so that all parties were made aware of the plan.

Throughout the afternoon of the 21st, I began to receive messages from our regional offices and some branches indicating that management, in some offices, did not carry out the activities as intended in our agreement. As a result, I sent a message to the USPS sharing the following:

In spite of what I consider good faith efforts by union and management to raise awareness on seatbelt safety, the rogue attitude by some managers made a magic moment evaporate and become a disappointment.

As I have received information relating to the problems, I have shared them with management and they are being addressed. Among the problems that surfaced are the following:

1. A number of managers made the pledge mandatory and when our carriers did not want to sign the pledge,

they were threatened. The entire thrust of this initiative was based on voluntary participation.

2. In one instance, an office did not provide the seat belt stand-up talk nor did it show the video, but did send a RIMS message thanking the carriers for "taking the pledge." Why aren't those managers being held accountable for their dishonest claims?
3. In one office, a manager took the opportunity to declare this pledge day a formal training session and required carriers to sign a document attesting to their attendance.

Putting the miscues behind us, we urge you to not miss the point of this initiative. It is to raise awareness about the subject of seat belt safety.

Sadly, too many letter carriers and others have lost their lives because they did not wear their seat belts. Whether you're on duty or off, your family and co-workers suffer.

On Oct. 21, 2006, Honolulu, HI, letter carrier CL died following an on-duty accident in which she was not wearing her seat belt. I will never forget CL's 12-year-old daughter sharing that she will always miss mommy.

On March 7, 2013, Port St. Lucie, FL, letter carrier JCR died following an on-duty accident in which he was not wearing his seat belt.

On Dec. 5, 2014, Los Angeles, CA, letter carrier SV died following an on-duty accident in which he was not wearing his seat belt.

On Aug. 13, 2015, Savannah, GA, letter carrier DC died following an off-duty accident in which he was not wearing his seat belt.

On June 9, 2017, Marshalltown, IA, letter carrier AS died following an on-duty accident in which she was not wearing her seat belt.

On May 29, 2022, Litchfield, ME, letter carrier JR died following an off-duty accident in which he was not wearing his seat belt.

On June 3, 2022, Travelers Rest, SC, letter carrier MH died following an on-duty accident in which he was not wearing his seat belt.

These deaths are the ones that were brought to my attention. Take a moment to think how much pain your family might suffer if you were on this list.

In January of 2015, Rochester, NY, letter carrier Jeremy Lighthouse of Branch 210 suffered following an on-duty accident that I described as horrific. He wore his seat belt and was lucky to have survived the accident. Read his story, which you can find in my March 2015 *Postal Record* column.

Keep an eye on each other.

Frequently asked retirement questions



Dan Toth

The NALC Retirement Department has dedicated phone lines for members to call with questions or concerns about planning and applying for retirement as well as post-retirement issues that may arise. As a result, we receive a variety of questions from across the country. This article will cover some recent frequently asked questions.

How do I file for regular retirement?

Although the process has changed to utilize the Office of Personnel Management's (OPM) Online Retirement Application (ORA), it still begins the same way it used to, by calling the Human Resource Shared Service Center (HRSSC). They will take your email address and inform you on the next steps of the process.

How do I file for disability retirement?

Disability retirement applications are still completed on paper. To begin the process, call HRSSC at 877-477-3273. They will send you the application (Standard Form 3112). Read more about disability retirement in the December 2025 retirement column.

Can my family continue their health insurance after I die?

As an annuitant, if you are enrolled in a self-and-family plan at the time of your death and a monthly survivor benefit is payable to your surviving spouse, your spouse and eligible dependents can continue coverage under your Postal Service Health Benefits (PSHB) plan.

If you were enrolled in self-plus-one, only your designated eligible family member will be able to continue enrollment, as long as they are entitled to a survivor annuity.

How do I file for deferred or postponed retirement?

A deferred or postponed retirement is for former employees who separated from service without immediately filing for retirement. They start the process by completing RI 92-19, Application for Deferred or Postponed Retirement, and submit it directly to OPM (approximately 60 days before you want benefits to begin). Employees should be sure to fully understand the po-

tential impacts of deferred or postponed retirement before separating.

How do I get help completing my application?

We recommend that everyone schedules counseling with HRRSC after requesting a retirement application. Best practice is to begin the application and keep track of any questions you might have so that you can get your answers during the counseling, which the NALC Retirement Department is here to provide support, retirement counselling sessions must be conducted by the HRSSC.

How long does it take to start survivor benefits?

According to OPM's Retirement Processing Times web page, survivor annuity claims are currently taking 26 days. However, this is only from the time OPM has received the complete application. When first calling OPM or reporting a death online, it takes six to eight weeks for OPM to just mail the application. Therefore, it can take much longer than 26 days from the date of death to begin a survivor annuity. When possible, it would be a good idea to keep some savings handy to bridge the gap between a death and survivor annuity payment.

The fastest way to report the passing of an annuitant is at opm.gov (no login necessary).

How do I verify my life insurance?

Calling OPM and getting a person on the other end of the line can test your patience. Another way to verify life insurance is to log into OPM's web portal, Retirement Services Online. In addition to verifying life insurance, you can get a variety of information, such as annuity statements, 1099-Rs, or make modifications to tax withholdings, direct deposit and contact information.

Can I email OPM?

The OPM used to recommend emailing retire@opm.gov as a good alternative to calling. However, OPM has recently abandoned this email. There is still a way to submit a request to OPM Retirement Services without logging on to Services Online. Visit www.opm.gov/support/retirement/contact and scroll down to: "Submit a help request." Fill in the fields and submit; one of OPM's customer specialists will reply back to you. You can also call OPM at 888-767-6738 or access your account through Retirement Services Online as needed.

(continued on page 39)

The Mutual Benefit Association 2025 financial report



**James W.
"Jim" Yates**

Each year the Mutual Benefit Association (MBA) publishes figures that reflect its financial health. This is in accordance with MBA's General Law 9, Section 3, which requires that after the annual valuation by the association's actuaries, financial information must be published in the letter carriers' magazine, *The Postal Record*.

The report below demonstrates that the MBA continues to be a strong financial institution. This strength allows us to provide quality products at affordable rates. Comparisons were made of

MBA's financial condition between its two prior years of performance, ending Dec. 31, 2025, and Dec. 31, 2024.

United States Letter Carriers Mutual Benefit Association (MBA)

The Life Insurance Association of
and for the National Association
of Letter Carriers
100 Indiana Ave. NW, Suite 510
Washington, DC 20001-2144

Board of Trustees
Lawrence D. Brown Jr., chairman
Sandra D. Laemmel
Charles P. Heege

202-638-4318, 8 a.m.-3:30 p.m. (Eastern)

BALANCE SHEET*

	Dec. 31, 2025	Dec. 31, 2024
Assets		
Cash	1,671,915	1,195,467
Short Term	0	0
Investments		
Stocks	22,965,761	22,100,835
Bonds - amortized value	222,917,301	229,176,129
Policy loans	1,940,918	2,096,577
Accrued investment income	2,407,685	2,451,205
Security Lending	0	0
Misc, including unearned premium and EDP equipment	57,338	57,922
Total assets	251,960,918	257,078,135
Liabilities and Reserves		
Liabilities		
Unpaid claims	516,339	393,962
Deposit - type contracts	3,370,107	3,442,706
General expenses due and accrued	416,677	292,958
Taxes due and accrued	0	0
Unearned income	169,037	165,996
Escrow and suspense	558,247	402,187
Experience refund provision	238,780	117,172
Securities Lending Collateral	0	0
Other - FAS 106 medical plan	4,823,214	4,548,128
Reserves		
For the benefit and protection of policyholders	191,599,059	200,052,132
For dividends to policyholders	373,772	379,339
Required securities valuation	7,184,794	7,233,186
Total Liabilities and Reserves	209,250,026	217,027,766
Fund Balance (Surplus)		
Allocated for contingencies	350,000	350,000
Unassigned	42,360,892	39,700,369
Total Fund Balance (Surplus)	42,710,892	40,050,369
Total Liabilities, Reserves and Fund Balance	251,960,918	257,078,135
Surplus Ratio	18.45%	18.45%
Ratio with AVR and IMR	22.54%	22.54%

*Per NAIC statutory accounting rules

INCOME STATEMENT*

	Dec. 31, 2025	Dec. 31, 2024
Operations		
Premiums earned	9,420,381	9,628,185
+Investment income	8,928,165	9,385,202
+SCILC considerations	1,486,673	3,149,139
-Increase in reserves	(8,453,073)	(6,128,190)
+Miscellaneous Income	84,079	142,324
-Experience refund provision + Misc. Inc.	121,608	117,172
=Provision for benefits and expense	28,250,763	28,315,868
Incurred benefits		
Deaths	1,237,375	1,660,703
Maturities	0	0
Waiver of premium, life/annuities	13,747	16,294
Hospital indemnity	69,426	69,426
Disability income	432,412	350,329
NSBA	0	0
Cash surrenders, life	15,145,166	15,005,390
Annuity benefits	4,330,499	3,680,487
SCILC contract Payments	3,050,170	3,216,443
Interest on deposit contracts	106,667	118,483
-Total incurred benefits	24,385,462	24,117,555
-Dividends to policyholders	330,967	333,901
-General expenses	3,835,090	4,129,404
-Taxes	123,555	120,819
=Net income from operations	(424,311)	(385,811)
+Realized capital gains/losses	1,679,057	3,818,179
=Net income	1,254,746	3,432,368
Other Surplus Gains (Losses)		
+Unrealized capital gains/losses	1,904,132	919,342
+AVR change	(235,310)	252,359
Change in valuations basis	0	0
+NAA change	12,040	18,664
Miscellaneous (FAS 106 & EDP)	(275,085)	232,454
=Change in fund balance (surplus)	2,660,523	4,855,187

*Per NAIC statutory accounting rules

Men's health



Stephanie Stewart

With June being National Men's Health Month, I want to take some time to raise awareness and encourage men to take charge of their health. As stated in last month's article, the NALC Health Benefit Plan (the Plan) is here to provide support at every phase of life.

To start, I think it's important to be honest and face the reason surrounding why we may be avoiding health-related issues.

According to a study released by Cleveland Clinic, approximately 72 percent of men surveyed would rather do household chores, such as cleaning the bathroom or mow-

ing the lawn, than go to the doctor. Other key findings reported within the survey about why men avoid going to the doctor include:

- Embarrassment (46 percent)
- Not wanting to hear that lifestyle/diet changes were needed (36 percent)
- Knowing that something was wrong, but not wanting to face the diagnosis or would rather not know (36 percent)
- Were told as children that men don't complain about health issues (41 percent)

Another interesting stat from the survey was that 82 percent want to live longer for friends and family, yet only 50 percent engage in preventive care.

While many of these are understandable reasons, it is very important to prioritize your health. Applying preventive measures or utilizing many of the Plan's valued benefits can set you on the right path. Why wait until you are sick to ensure your well-being?

At the NALC Health Benefit Plan, our benefits and wellness programs are designed to help you take better care of yourself. They include maintaining a healthy diet or nutrition assistance, stress management, quitting nicotine habits, heart health, and coverage that may include incentives for preventive check-ups.

We understand every person is unique, and that's why we offer many options to choose from for help, both physically and mentally.

The Plan has many benefits that are paid at 100 percent when you see a PPO provider. We emphasize prevention by

providing an extensive range of preventive benefits to help members stay well. In 2026, we cover the following:

- ✓ Routine physical exam—one annually, age 22 or older.
- ✓ A1C test—one annually, age 18 and older.
- ✓ Basic and comprehensive metabolic panel—one annually.
- ✓ Biometric screening—one annually.
- ✓ Colorectal cancer screening for adults age 45-85.
- ✓ Complete blood count—one annually.
- ✓ General health panel blood test—one annually.
- ✓ High blood pressure screening.
- ✓ Prostate specific antigen test—one annually for men age 40-69 and older.

Telehealth

Need convenience but don't want to see an in-person doctor due to embarrassment or because you prefer scheduling from the comfort and privacy of your home or office? We've got you covered.

Through the NALC HBP High Option telehealth program, you can find high-quality online care anytime, anywhere, without an appointment. From urgent care, dermatology to nutrition counseling, you can get the care you need in minutes.

If you are a member of our Consumer Driven Health Plan (CDHP), you can still receive high-quality, affordable care for minor acute conditions wherever you are. Telehealth visits are available through MDLIVE, where you can connect with a board-certified doctor via video chat or phone.

Hello Heart

"You can't always feel high blood pressure, but you can track it."

Heart disease is the leading cause of death for men in the United States, and most heart attacks happen without warning. Men under 65 are more likely to have high blood pressure, but less likely to know it.

That's why your NALC Health Benefit Plan offers Hello Heart at no cost to eligible members and adult dependents. You'll get a blood pressure monitor and an easy-to-use app that shows your trends, gives personalized tips, and helps you know when it's time to talk with your doctor. No appointments or guesswork. Just a few minutes a week to stay ahead of something you can't feel.

And that's just the beginning. Our plan offers so much more to explore. While this month we highlight
(continued on next page)

Men's health (continued)

(continued from previous page)

specific areas of awareness, the real impact comes from continued action throughout the year. Other programs you will have support for:

- ✓ Smoking cessation or quitting tobacco—Program choices or enrollment will depend on program enrollment (High Option or CDHP).
- ✓ Managing diabetes, high blood pressure or cholesterol with the Priority Health Coaching program.
- ✓ Behavioral healthcare and mental and emotional well-being resources are available through Optum Health® or Cigna Healthcare. Program choices or enrollment will depend on program enrollment (High Option or CDHP).
- ✓ Strengthening joint and muscle health through Hinge Health®.
- ✓ Virtual care for gastrointestinal or digestive issues—OSHI Health™.

Director of City Delivery

City Delivery updates (continued)

(continued from page 34)

Chapter 7 of the Postal Service's *Employee and Labor Relations Manual (ELM)* covers training and development. Section 715.2 states:

Postal Orientation

An orientation program is required at all levels for new career employees on their first day of official duty.

It is vital for non-career employees to attend the orientation required by *ELM* Section 715.2 on the first day of their official duty as a career carrier. It is during this orientation that they can review all of the new benefits they are now eligible for with the Postal Service, includ-

ing annual leave, the Postal Service Health Benefits Program, Thrift Savings Plan, Federal Employee Group Life Insurance and flexible spending accounts. Enrollment in these programs can be time sensitive, which adds to the importance of participation in the orientation on the first day of a carrier's career appointment.

If you have recently been converted to a career carrier position and local management failed to provide you with an orientation on the first day of your career appointment, request to speak with your shop steward or branch officer and request that a grievance be filed on your behalf.

Be sure to read my article each month and visit nalc.org for more information.

Director of Retired Members

Retirement questions (continued)

(continued from page 36)

How can I suspend my health insurance coverage?

Annuitants can apply any time to suspend PSHB coverage to use TRICARE, CHAMPVA or a Medicare Advantage plan. Call OPM at 888-767-6738 to obtain a suspension form. Remember that there is a difference between canceling (permanent) and suspending (indefinite) health insurance. Beware: Annuitants who cancel PSHB cannot re-enroll later.

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

Overtime equitability

The equitable distribution of overtime hours and opportunities is an important benefit to the city letter carrier craft that ensures parity. Under Article 8 of the *National Agreement*, management is required to ensure that overtime hours, as well as the opportunities to work overtime, are kept equitable amongst those carriers on the same overtime desired list (ODL).

Article 8, Section 5.A defines the ODL and changes to this section resulting from the *2023 National Agreement* provided several additional options for full-time letter carriers to indicate their desire to work overtime. The provisions of Article 8, Section 5.A, including the changes highlighted in bold, are as follows:

A. Employees desiring to work overtime shall place their names on either **one or both** of the “Overtime Desired” lists **defined below** or the “Work Assignment” list during the two weeks prior to the start of the calendar quarter, and their names shall remain on the list until such time as they remove their names from the list. Employees may switch lists during the two weeks prior to the start of the calendar quarter, and the change will be effective beginning that new calendar quarter.

1. Full-time letter carriers, including those on limited or light duty, may sign up for either one or both of the following regular Overtime Desired Lists:

- **Employees desiring to work up to twelve (12) hours per day on their regularly scheduled day(s). Employees signing only this list are not on the Overtime Desired List on their non-scheduled day(s). However, employees signing both regular Overtime Desired Lists are eligible to work up to twelve (12) hours per day on their regularly scheduled day(s) and their non-scheduled day(s).**
- **Employees desiring to work eight (8) hours per day on their non-scheduled days. Employees signing only this list are not on the Overtime Desired List on their regularly scheduled days or beyond eight (8) hours on their non-scheduled days. However, employees signing both regular Overtime Desired Lists are eligible to work up to twelve (12) hours per day on their regularly scheduled day(s) and their non-scheduled day(s).**

Prior to implementation of the *2023 National Agreement*, when letter carriers signed the ODL, they could be required to work up to 12 hours on both their scheduled and non-scheduled days. Under the current contract, letter carriers who wish to be on the ODL can now elect to volunteer to work up to 12 hours on their scheduled days only, or they can volunteer to work overtime up to eight hours only on their non-

scheduled days. If they desire to do both, they can elect to volunteer for both by signing both ODLs.

Letter carriers who select to work up to 12 hours on their scheduled days only are available to work up to the daily limitations on each of their regularly scheduled days. On their non-scheduled days, they are treated like other letter carriers who are not on the ODL. For letter carriers who select to work overtime only on their non-scheduled days, they are available to work eight hours of overtime on each of their non-scheduled days. On their regularly scheduled days and beyond eight hours on their non-scheduled days, they are the same as non-ODL letter carriers. If a letter carrier chooses to sign both ODLs, they are volunteering to work up to 12 hours per day on both their scheduled and non-scheduled days, in essence the same as the ODL that had been in place for many years.

When there is a need for overtime, employees from the ODL will be selected to complete the work as explained in Article 8, Section 5.C.2:

- a. When during the quarter the need for overtime arises, employees with the necessary skills having listed their names will be selected from the “Overtime Desired” list.

This section also contains the provisions regarding overtime equitability. Overtime equitability applies only to carriers who have placed their names on the ODL. The changes to how the ODLs are structured mentioned above affects the way equitability is now determined. Changes to Article 8, Section 5.C.2.b, highlighted in bold, make it clear that letter carriers who have signed the same ODL must be equitable with each other by stating the following:

- b. During the quarter every effort will be made to distribute equitably the opportunities for overtime amongst those **employees on the same** “Overtime Desired” list.

In accordance with Article 8, Section 5.C.2.b, an ODL carrier who has elected to work up to 12 hours on their scheduled days must only be equitable with other ODL carriers who have signed the same list. However, an ODL carrier who has elected to work up to 12 hours on their scheduled days only is not considered to be on the same list as an ODL carrier who has elected to work overtime up to eight hours on their non-scheduled day only. The two ODL carriers in this example would not be provided with the same opportunities for overtime work based on the ODL they chose to sign at the beginning of the quarter; therefore, there would be no requirement to distribute overtime equitably between the two.

To distribute overtime hours and opportunities equitably, there needs to be a record or system to monitor
(continued on next next page)

Overtime equitability (continued)

(continued from previous page)

the distribution. Article 8, Section 5.C.2.c explains:

c. In order to **ensure** equitable opportunities for overtime, overtime hours worked and opportunities offered will be posted and updated weekly.

Although the above provision is a requirement for management, many branches and shop stewards have discovered that the best way to prevent inequitable overtime distribution is to regularly review the posting and alert management to opportunities to improve the distribution. Heading off the problem avoids depriving letter carriers of their rights and the need to file a grievance at the end of the quarter. Efforts to fix the problem can also be used as evidence to support a remedy where management does not make appropriate corrections to distribute the overtime equitably.

Methods to calculate the inequitable distribution of overtime vary and may depend on the circumstances. Shop stewards who are unsure what constitutes equitability in their section or installation should consult with their branch president or national business agent as necessary for guidance.

Prior to the *2016 National Agreement*, the only overtime that was counted when determining equitability was the time an ODL carrier worked in excess of eight hours off of their bid assignment or all work on a non-scheduled day. This provision made determining equitability more difficult. This language was changed in the *2016 National Agreement* to count all hours worked, whether on or off a letter carrier's regular assignment on a regularly scheduled day. All overtime worked on a non-scheduled day continues to be counted as it was prior to 2016. The requirement to count all overtime is found in Article 8, Section 5.C.2.e, which states:

e. All overtime hours worked by, and all opportunities offered to, employees on the "Overtime Desired" list, regardless of whether the overtime/opportunity is on or off the employee's own route, will be considered and counted when determining quarterly equitability.

The *2025 Joint Contract Administration Manual (JCAM)* explains that the number of hours of overtime as well as the number of opportunities for overtime must be considered. Missed opportunities for overtime must be made up for in the quarter. Page 8-13 of the *JCAM* states:

Missed opportunities for overtime—i.e. one ODL carrier worked instead of another—must be made up for with equitable distribution of overtime during the quarter unless the bypassed carrier was not available—i.e. the carrier was on leave or working overtime on his/her own route on a regularly scheduled day, etc.

Article 8, Section 5.C.2.f clarifies how work on holidays or designated holidays is counted, stating:

f. Only overtime hours worked or opportunities offered beyond eight hours on a holiday or designated holiday will be considered and counted when determining equitability.

Full-time flexible (FTF) employees can complicate equitability, as they may have flexible reporting locations within an installation. When an FTF letter carrier works in the same overtime section for the entire quarter, determining their equitability is straightforward and the same as other ODL carriers. However, if the FTF works in multiple overtime sections during the quarter, only the share of overtime from the time they sign the ODL in the new section will be considered. Page 8-13 of the *JCAM* explains that FTFs will not be moved to circumvent their equitability rights, stating:

However, full-time flexible employees will not be moved to another overtime section solely to circumvent the provisions of Article 8.5.C above.

Although the rules governing the distribution of overtime to letter carriers on the ODL are straightforward, management will often fail to keep these carriers equitable during the quarter. When this occurs, letter carriers who were not kept equitable are entitled to a remedy for the violation. The appropriate remedy for violations of Article 8, Sections 5.C.2.a-c was established by National Arbitrator Howard Gamser in case NC-S-5426, April 3, 1979. According to Arbitrator Gamser's award, management must either pay the letter carrier who was not equitable during the quarter or offer a make-up opportunity during the next quarter. The explanation of Arbitrator Gamser's award is found on page 8-14 of the *JCAM*, which states in part:

The Postal Service must pay employees deprived of equitable opportunities for the overtime hours they did not work only if management's failure to comply with its contractual obligations under Article 8.5.C.2 shows 'a willful disregard or defiance of the contractual provision, a deliberate attempt to grant disparate or favorite treatment to an employee or group of employees, or caused a situation in which the equalizing opportunity could not be afforded within the next quarter.' In all other cases, Gamser held, the proper remedy is to provide 'an equalizing opportunity in the next immediate quarter, or pay a compensatory monetary award if this is not done...'

Determining the proper remedy requires an investigation into the specific facts of the case and applying Arbitrator Gamser's award. A copy of Arbitrator Gamser's award may be found in the Materials Reference System, which is available on the NALC website at nalc.org/mrs.

Equitable distribution of overtime protects letter carriers, but it must be monitored and maintained to be effective. Thanks to all the shop stewards and branch officers who play a role in enforcing the *National Agreement*.

Monthly CSRS annuity payments for letter carriers who retire on Aug. 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 Aug. 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 : 79,740			Carrier Technician / High-3 Average ¹ : 81,414		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,409	\$218	\$2,190	\$2,459	\$223	\$2,236
21	2,542	232	2,310	2,595	237	2,358
22	2,675	245	2,430	2,731	251	2,480
23	2,808	258	2,549	2,866	264	2,602
24	2,940	272	2,669	3,002	278	2,724
25	3,073	285	2,788	3,138	291	2,847
26	3,206	298	2,908	3,274	305	2,969
27	3,339	311	3,028	3,409	318	3,091
28	3,472	325	3,147	3,545	332	3,213
29	3,605	338	3,267	3,681	346	3,335
30	3,738	351	3,387	3,816	359	3,457
31	3,871	365	3,506	3,952	373	3,579
32	4,004	378	3,626	4,088	386	3,701
33	4,136	391	3,745	4,223	400	3,824
34	4,269	404	3,865	4,359	413	3,946
35	4,402	418	3,985	4,495	427	4,068
36	4,535	431	4,104	4,630	441	4,190
37	4,668	444	4,224	4,766	454	4,312
38	4,801	458	4,343	4,902	468	4,434
39	4,934	471	4,463	5,037	481	4,556
40	5,067	484	4,583	5,173	495	4,678
41	5,200	497	4,702	5,309	508	4,800
41+11 months & over ⁵	5,316	509	4,807	5,428	520	4,907

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Aug. 1, 2023, and July 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.

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Monthly FERS annuity payments for letter carriers who retire on Aug. 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 Aug. 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 : 79,740			Carrier Technician / High-3 Average ¹ : 81,414		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,329	\$133	\$1,196	\$1,357	\$136	\$1,221
21	1,395	140	1,256	1,425	142	1,282
22	1,462	146	1,316	1,493	149	1,343
23	1,528	153	1,376	1,560	156	1,404
24	1,595	159	1,435	1,628	163	1,465
25	1,661	166	1,495	1,696	170	1,527
26	1,728	173	1,555	1,764	176	1,588
27	1,794	179	1,615	1,832	183	1,649
28	1,861	186	1,675	1,900	190	1,710
29	1,927	193	1,734	1,968	197	1,771
30	1,993	199	1,794	2,035	204	1,832
31	2,060	206	1,854	2,103	210	1,893
32	2,126	213	1,914	2,171	217	1,954
33	2,193	219	1,974	2,239	224	2,015
34	2,259	226	2,033	2,307	231	2,076
35	2,326	233	2,093	2,375	237	2,137
36	2,392	239	2,153	2,442	244	2,198
37	2,459	246	2,213	2,510	251	2,259
38	2,525	253	2,273	2,578	258	2,320
39	2,592	259	2,332	2,646	265	2,381
40	2,658	266	2,392	2,714	271	2,442
Each additional year ⁵	66.45	6.64	59.80	67.85	6.78	61.06

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Aug. 1, 2023, and July 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.

FECA Transmittal 26-2: Making the claims process more difficult for injured letter carriers



Regional Workers' Compensation Assistant Coby Jones

On April 24, the Office of Workers' Compensation Programs (OWCP) issued Federal Employees' Compensation Act (FECA) Transmittal 26-2 (dol.gov/agencies/owcp/FECA/regs/compliance/DFEC-folio/FECATransmittals#FECAT2602) announcing changes to the *FECA Procedure Manual*. Many of these changes will have an adverse effect on our injured members. These changes not only roll back some of the recent positive changes OWCP has implemented, in some instances

they also go against long-standing Employees' Compensation Appeals Board (ECAB) precedent. Over the next few months, this column will explore the various changes imposed by the transmittal and how it adversely affects injured letter carriers. (This column will resume its ongoing discussion of schedule awards later this year.)

Dealing with injury claims and OWCP has always been frustrating for our injured members as they try to navigate through the bureaucratic requirements of OWCP in order to get their claims accepted and to get their medical treatment and lost wages covered. In recent years, however, OWCP has instituted a number of procedure and policy changes that have greatly benefited injured workers by making the program more accessible and transparent. All that has changed under the new administration. Beginning with FECA Transmittal 25-4 that rescinded both the newly released CA-9 form and OWCP's decision to allow impairment ratings under both the fifth and sixth editions of the *AMA Guides*, (see March *Postal Record*) the process has again become less friendly and more difficult to navigate.

Mandatory SECOPS

FECA Transmittal 26-2 has changed the *FECA Procedure Manual* to require the injured worker in most degenerative occupational disease cases to submit to a second opinion exam (SECOP) with a board-certified specialist before OWCP will accept or expand the case. This change is found in the *FECA Procedure Manual* at PM 2-0800.9(a)(3) and PM 2-0805.3(c). Here is the changed language from *FECA PM 2-0805.3(c)*:

(d) Claims for degenerative conditions require an opinion from a Board-certified specialist in orthopedic surgery or neurology prior to acceptance. This should generally be obtained through a second opinion examination regardless of the type of causal relationship alleged.

PM 2-0800.9(a)(3) provides the following definition of degenerative conditions:

(3) Degenerative Conditions. Degenerative orthopedic diseases, often referred to as degenerative joint disease or osteoarthritis, involve the gradual breakdown of cartilage and other tissues within joints, leading to pain, stiffness, and limited movement. Examples of claims for degenerative conditions include osteoarthritis, osteoporosis, degenerative disc disease (can be cervical, thoracic or lumbar), spondylosis, spinal stenosis and spondylolisthesis.

All of these degenerative conditions are incredibly common among older career letter carriers. This change alone will affect thousands of our members. The new requirement for mandatory SECOPs will turn many routine CA-2 cases into a trip up the Amazon. And it certainly dilutes the injured worker's right under the FECA to have a physician of their choice. (See 5 U.S.C. §8103; 20 CFR §10.300.)

The physicians usually selected by OWCP for SECOPs come from medical referral businesses that have been set up to service the claims community—insurance, corporate, government and legal organizations—with the goal of controlling costs and challenging claims. The *FECA Procedure Manual* actually encourages the office to contract with such medical referral groups for second opinions (see *FECA PM 3-0500.3.b.[2]*). Given the financial allegiance of these physicians who view the paying organization as their client, it's been our experience that most of them don't see themselves or function as advocates for the injured worker.

And while we do see favorable SECOPs, it's also been our experience that when second opinions involve a degenerative condition, such as arthritis, there is a marked tendency for the second opinion physician to attribute the condition entirely to the natural course of the injured workers pre-existing arthritis. To attribute the condition "entirely" to the natural course of the pre-existing condition is significant and can be fatal to a claim since FECA procedures require OWCP to accept a condition if work has been a contributing factor—even a small contributing factor. In more technical terms, OWCP does not apportion causality.

Problems may arise for claimants when a SECOP disagrees with or supplants an attending physician's opinion. How OWCP weighs the SECOP against the attending physician's opinion depends on several factors. OWCP might grant greater weight to the opinion of the SECOP physician if they are a board-certified specialist in the appropriate field and the attending physician is a general practitioner. If both physicians are board-certified, OWCP would give greater weight to the opinion that is based on a more comprehensive examination or to the opinion that is unequivocal. And after an unfavorable SECOP, injured workers who have always trusted the medical establishment may suddenly find themselves thrust into an adver-

(continued on page 46)

UNI Post & Logistics Universal Service Conference



Research Director
Holly Feldman-
Wiencek

At the beginning of May, I attended a series of meetings about the state of the postal sector at UNI Global Union's headquarters in Nyon, Switzerland. The primary topic of these meetings, with one day especially dedicated to the topic, was the status of universal service worldwide.

For those not familiar, UNI Global Union is a federation of labor unions from around the world representing more than 20 million workers.

NALC is affiliated to UNI under its Post & Logistics sector, along with more than 50 postal and delivery unions from 40-plus countries. NALC's affiliation with UNI is not only important as a way of building global solidarity with other postal employees around the world, but also as a way of learning about what is happening at those post offices. Being able to get a global view of the sector helps us identify what industry trends we might need to look out for in our own countries and share strategies for protecting postal employees' jobs as the sector changes.

The May meetings brought together several trends that postal affiliates have been discussing in recent years: the rise of private competition (as a result of increased parcel volumes), the increase in non-union gig and independent contractor jobs in the sector, and the detrimental impacts both of those trends are having on legacy postal systems. Increased competition from private companies that pay low wages has almost universally hurt the financial condition of post offices around the world, and post offices are reacting by reducing service and cutting jobs.

Significant changes to universal service have recently occurred in specific countries such as Denmark, which ended letter mail delivery last year, and Canada, which has begun the process of ending door delivery (see the November 2025 issue of *The Postal Record* for more). But these changes are far more widespread, touching countries all over the world. Perhaps the most telling example is the fact that the European Commission has committed to reforming the regulations surrounding postal and delivery services across the European Union (EU).

While the contents of the EU reform are not yet certain, the Commission's goals include "modernising universal service" and "promoting fair competition," which are often codewords for supporting private industry's interests. The Commission has completed both a research period and a public consultation period and has identified

three policy options that are under consideration. The options range from maintaining the status quo, which has allowed significant unregulated private competition and poor working conditions into the sector, to comprehensive reform, which would require both public and private delivery companies to contribute to maintaining the cost of universal service and require collective-bargaining coverage for all delivery workers.

As you might expect, European postal unions and UNI strongly support comprehensive reform, while private companies across the continent are pushing to keep the sector as unregulated as possible. In organizing its campaign and building support for comprehensive reform, UNI developed a list of workers demands with the aid of European postal unions. The demands include:

1. Expanding the EU's universal service obligation to include parcels;
2. Implementing a sectoral solidarity financing model, where every delivery company benefiting from the increase in parcel volumes must contribute to the cost of providing universal service, to prevent private companies from cherry-picking profitable deliveries for themselves and leaving unprofitable deliveries to public post offices;
3. Requiring collective-bargaining rights for all delivery workers, no matter if they are directly employed or independent contractors;
4. Controlling which private companies can enter the sector by implementing a licensing system with requirements for minimum labor standards and;
5. Applying the same labor and pricing regulations to all delivery companies, not just the public post offices.

UNI has allied with the European Trade Union Confederation and other labor and community groups to lobby the European Commission to implement these demands and "Save Our Post." The Commission expects to adopt a new EU Delivery Act at the end of this year. With the help of UNI, NALC will monitor what is included in this reform and any impact these reforms have on workers.

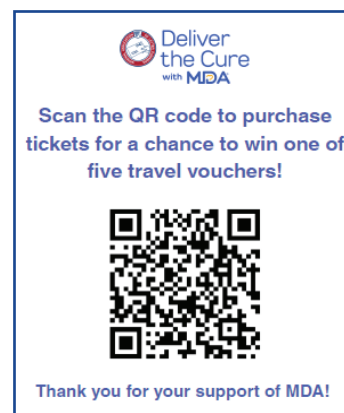
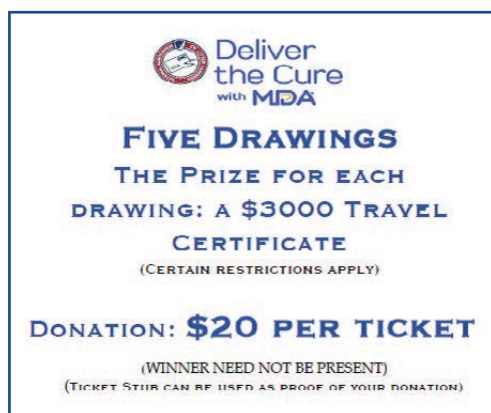
In an uncanny coincidence, the UNI meetings overlapped with Amazon's announcement that it is launching Amazon Supply Chain Services, which allows any shipper to use Amazon's delivery network regardless of whether they sell on Amazon's marketplace. Industry experts expect that

(continued on page 46)

MDA raffle tickets

As NALC members know, the national convention is right around the corner. NALC will sell raffle tickets for MDA at the national convention, but you can get them beforehand. The tickets are \$20 each and there will be five drawings.

NALCConvention26, and the QR code is below. Thank you in advance! See you at the convention.



Each winner will win a \$3,000 travel voucher. Here is the link for electronic sales: mda.donordrive.com/

Also, if there are any events you want NALC to promote or for MDA Coordinator Christina Vela Davidson to attend, send a letter or an email. Have questions or need assistance? Contact the MDA service team member at nalc@mداusa.org or 719-640-8625.

FECA Transmittal 26-2 (continued)

(continued from page 44)

serial process they are not equipped to deal with.

Because of the new mandatory requirement for SECOPs in cases involving degenerative conditions, it is in the interest of injured letter carriers filing such claims to seek out a board-certified orthopedic surgeon for their attending physician

right at the beginning of the claims process. (The April, May, June and July 2024 issues of *The Postal Record* discuss the medical evidence required to respond to adverse SECOPs.

Next month's column will continue the discussion of the changes to the FECA Procedure Manual that FECA Transmittal 26-2 has created.

UNI (continued)

(continued from page 45)

this will substantially increase Amazon's already large presence in the delivery market. In just 12 years, Amazon has built a massive delivery network that directly competes with the Postal Service, benefitting from a largely unregulated delivery market in the United States that allows it to cherry-pick where it delivers and to use employment structures that evade attempts at unionization of its delivery drivers. Amazon Supply Chain Services further threatens the Postal Service's already precarious financial position.

It is clear that reductions in universal service are becoming more appealing to post offices and governments

as a way to address financial crises, and this includes our own. Postmaster General Steiner said recently during a USPS Board of Governors meeting that the agency intends to consider pursuing legislative reform to "remove the mandates that ensure the Postal Service loses money... [like] days and levels of service, the ability to close unprofitable post offices."

UNI's worker demands call into question the message that the expense of universal service is the cause of financial crisis, or at least the sole cause. As this debate heats up in the United States, the country will need to consider what kind of Postal Service it wants. NALC, like UNI, can help shape this debate.

Arlington Heights, Illinois

This is the official notice to the members of the Chris Malinowski Branch 2810 for the nominations for delegates to the 2027 Illinois State Association convention and the following board positions: president, vice president, financial treasurer, recording secretary, assistant secretary (financial/recording), sergeant-at-arms, health benefits representative, mutual benefit association representative, and three trustee positions.

Nominations shall be held at the regular branch meeting on Sept. 3 at 600 Landmeier Road, Elk Grove Village. The meeting will begin at 6:30 p.m. Any member in good standing is eligible for nomination. Candidates must accept nominations at the time made or, if absent, in writing, which must be received by the recording secretary within two weeks after nominations have occurred.

Veronica Ramirez, Pres., Br. 2810

Decatur, Illinois

Official notice is hereby given that nominations for delegates and alternate delegates to the 2027 Illinois state convention will be conducted at the regular branch meeting of Branch 317 at 7 p.m. on Tuesday, Oct. 6, at 2955 N. Woodford St., Decatur. Eligible members in good standing may be nominated in accordance with the *NALC Constitution* and the branch bylaws. Members accepting nomination should be present at the meeting or provide written acceptance by 7 p.m. on Oct. 5.

William Wray, Pres., Br. 317

Elizabeth, New Jersey

In accordance with Article 5 of the *NALC Constitution* and bylaws, this is the official notice to all members of John Enz Branch 67 that nominations for the following positions will be made at the Regular October Branch meeting: president, vice president, recording secretary, secretary-treasurer, financial secretary, sergeant-at-arms and three trustees.

The terms of office will be Jan. 1, 2027, to Dec. 31, 2029.

Any member who is in good standing and is current with their dues may run for these positions. All candidates must be present at the time of their nominations, or signify their willingness in writing to accept if elected. Candidates, upon nomination, must certify that they have not served, nor applied, for a supervisory position within the past 24 months. Nominations will be held at 7:30 p.m. at the American Legion Hall, 115 Grove St., Roselle, on Sept. 3.

Election will be by secret mail ballot. Ballots will be mailed no later than Sept. 20 and must be returned no later than Nov. 30. Results of the election will be announced at the regular branch meeting at 7:30 p.m. on Dec. 3 at the American Legion Hall, 115 Grove St., Roselle.

Kristopher Bravo, Rec. Sec., Br. 67

Escondido, California

Nominations for the election of officers of Branch 2525 will be held at the regular branch meeting at 7 p.m. on Sept. 3 at the union hall, 1535 S. Escondido Blvd., Escondido. Candidates

must accept nominations at the time made or, if absent, in writing within 10 days of nomination. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, treasurer, executive vice president, secretary, mutual benefits association representative, health benefits representative, Office of Workers' Compensation Programs representative and sergeant-at-arms. The terms of office will be two years, beginning Jan. 1, 2027. Nominations will also be accepted for one trustee for a three-year term, beginning Jan. 1, 2027. Nominations will also be held on Sept. 3 for delegates going to the NALC state convention in August 2027.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 1. Ballots must be mailed back and received at the post office box by 5 p.m. on Sunday, Nov. 1. The election committee will bring them to the union hall and begin the tally at 6 p.m. on Thursday, Nov. 5, and the results will be announced during that night's branch meeting. Write-in votes are not permitted.

Keenan Kash, Sec., Br. 2525

Greenville, South Carolina

This will serve as official notice to all active and retired members of Greenville Branch 439 that nominations for president, vice president, secretary, treasurer, director of retired members, sergeant-at-arms, health benefits and insurance representative, MBA/Political Fund representative, workers' compensation representative and three trustees, as well as delegates to the state convention, will take place Oct. 1 at the regular branch meeting held at 211 E. Butler Road, Mauldin. The election will be at the same location on Nov. 5.

The officers will serve a two-year term, from 2027 to 2028. Every regular member shall have the right to nominate a candidate for any office. The candidates for office or convention delegates must either be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, the candidate must notify election committee by telephone and follow up with written acceptance.

The ballot will show that the president, vice president, secretary, treasurer and director of retirees are automatic delegates to state and national conventions. They shall be the first five delegates. In the event that more than one member is nominated for an officer position or more than three trustees are nominated, ballots will be sent within one week to the address on record of all members. To be counted, ballots must be in the hands of the chairman of the election committee at the November meeting. An election committee of three will be appointed to handle election procedures and count the ballots.

Michelle Harlow, Sec., Br. 439

Niles, Michigan

This is an official notice to all Branch 775 members that nominations for the offices of president, vice president, secretary, treasurer and trustees will be held at the regular branch meeting on Nov. 12. This will be a two-year term.

The regular meeting will be at 7 p.m. at the Fraternal Order of Eagles, located at 34 Sycamore St., Niles.

David Henning, Sec., Br. 775

Panama City, Florida

Members of Branch 3367, please be advised that at the regular branch meeting on Thursday, June 18, a vote will be taken on proposed changes to the branch bylaws. The meeting will be held as usual at Golden Corral restaurant on 23rd Street in Panama City. Dinner is at 6 p.m., with the meeting to conduct branch business beginning at 7 p.m. Please join us at this important meeting.

If there are any questions, please contact your steward or email the branch at nalcbbranch3367panamacity@gmail.com.

Linda Kelley, Treas., Br. 3367

Reading, Pennsylvania

Nominations for Branch 258 will be held at the Oct. 14 monthly branch meeting at 1251 N. Front St., Reading, for the following positions: president, vice president, recording secretary, treasurer, sergeant-at-arms, Health Benefit Plan/MBA rep, director of retirees, communications director, labor council rep, and one trustee (three-year term).

Members must be present to accept the nomination or will submit a notice of acceptance of the nomination in writing to the branch secretary no later than the start of the October union meeting at 7:30 p.m.

If an election is necessary, such election will be held Nov. 4 at the branch monthly meeting at the address above at 7:30 p.m.

Paul Purcell, Sec., Br. 258

Southern Illinois Merged

This is the official notice to the members of Branch 1197 that nominations for all officers will take place at the meeting on Aug. 13. The meeting will be held at JJ Two Brothers BBQ, 7335 Cox Drive, Carterville. Elections will be by secret mail ballot in September. Installation of officers will take place at the meeting held Oct. 8.

Michelle Robinson, Sec., Br. 1197

Vancouver, Washington

In accordance with Article 5 of the branch bylaws, this is the official notice to all members of Branch 1104 that nominations and elections for delegates to the 2027 Washington state convention and nominations for all officer positions will take place from the floor at our regular monthly branch meeting starting at 7 p.m. on Oct. 14 at Round Table Pizza, located at 13503 SE Mill Plain Blvd.

Officers will serve a two-year term beginning January 2028 through end of December 2029. Officers to be nominated are president, vice president, recording/financial secretary, treasurer, sergeant-at-arms/scribe, mutual benefits representative, health benefits representative and a board of three trustees.

The candidates for officer and convention delegate positions shall be required to be present at the meeting when nominated, or signify in writing, no later than 7 p.m. at the Oct. 14 branch meeting, the officer/delegate position to which they would accept nomination and their willingness to serve if elected. Candidate can only be nominated for one officer position. All regular branch members in good standing shall be eligible to hold any officer and delegate position in the branch.

If there is to be a runoff election, an election committee of three will be formed by the branch president and ballots will be mailed to the members' last known addresses on record. The election committee will be responsible for arranging all election procedures and counting ballots. All members are entitled to one vote for an officer and one vote for state convention delegate, if necessary. Article 5 of branch bylaws will govern the elections. All ballots must be returned by 7 p.m. on Nov. 11 to be valid and counted; there will be no write-in candidates.

The results of the balloting will be announced at the Nov. 11 branch meeting. (Note: The Veterans Day holiday on Nov. 11 may dictate the Nov. 11 meeting be moved to accommodate such. Notice of such will be announced at the Oct. 14 meeting.)

Jon Weinberg, Sec., Br. 1104

Regarding Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the magazine, e.g., June's deadline is for the July publication.

To submit items by mail: Mail to The Postal Record, 100

Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by email: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the email or as an attachment in Microsoft Word. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your email was received, please call *The Postal Record* at 202-662-2851.

Wounded Warriors Leave rights

Wounded Warriors Leave (WWL) is a category of leave, distinct and separate from earned sick and annual leave. It was created in response to the passage of the Wounded Warriors Federal Leave Act of 2015. WWL is provided specifically for eligible employees to undergo medical treatment for a military service-connected disability rated at 30 percent or more.

Disabled veterans generally have a need to attend regular medical appointments to maintain their health and to continue their eligibility to receive their veterans' benefits. Frequently, it is unavoidable that such appointments must be scheduled during normal work hours, and before the creation of WWL, letter carriers were often required to use leave without pay (LWOP) or their earned sick leave to attend those appointments. WWL provides some relief, in the form of 104 hours credited annually, to those who are eligible and need to receive medical treatment.

It is an employee's responsibility to notify the Postal Service of their eligibility before requesting WWL. Employees must provide documentation from the Department of Veterans Affairs certifying that they have a qualifying service-connected disability. Eligible letter carriers who have not yet submitted the necessary paperwork should do so as soon as possible to avoid any delays.

For career employees, items can be sent by mail to USPS/HRSSC, Attn: RTR Tram, P.O. Box 970100, Greensboro, NC 27497-0100, or by fax to 650-577-4324.

For non-career employees, items can be sent by mail to USPS/HRSSC, Attn: Form 50 Team, P.O. Box 970400, Greensboro, NC 27497-0400, or by fax to 339-662-4073.

The eligibility requirements, as outlined in *USPS Management Instruction EL-510-2019-2* (M-01901 in NALC's Materials Reference System), are as follows:

Eligibility

Eligible Employees

All employees who have a single or combined service-connected disability rating of 30 percent or more are eligible for Wounded Warriors Leave.

Employees with Pending Disability Determinations

Otherwise eligible employees with pending disability determinations who at any time during any Leave Year receive a 30 percent or more disability rating, will be eligible for leave retroactively to the first day of that current Leave Year. Any leave without pay (LWOP) or leave used while the determination is pending will be reimbursed and replaced with Wounded Warriors Leave, as appropriate, up to the maximum number of hours allowed. Wounded Warriors Leave may be retroactively applied for only the most current Leave Year and for no more than 104 hours.

Losing the Disability Rating

If an employee's service-connected disability rating is decreased to below 30 percent or discontinued during any Leave Year then the employee no longer has a qualifying service-connected disability. The employee must notify the HR Shared Service Center of the effective date of the change in the disability rating. The employee is no longer eligible for



Wounded Warriors Leave as of the effective date of the rating change.

Confirmation of eligibility to receive WWL can be found on the carrier's PS Form 50, Notice of Personnel Action. In Box 11 on their PS Form 50, it should indicate "6-10pt-Comp over 30%." If Box 11 does not denote "6-10pt-Comp over 30%," the employee will need to submit the necessary documentation to certify that they meet the 30 percent eligibility requirement.

When possible, eligible carriers are required to request this leave in advance by completing and submitting to their supervisor a PS Form 3971, Request for or Notification of Absence. The supervisor is responsible for approving or disapproving requests by signing PS Form 3971 and returning a copy to the employee. In addition, to verify that any WWL requested by an employee is appropriately used for the treatment of a service-connected disability, the requesting employee must provide proof from a healthcare provider that the employee used the leave to receive treatment for a covered disability.

The Postal Service created a form to be used for this verification, PS Form 5980, Treatment Verification for Wounded Warriors Leave. The employee should designate the reason for the absence as “Other” on PS Form 3971 and write “Wounded Warriors Leave” in the space provided.

Should the need to use this leave be unforeseeable, the employee must notify the supervisor of the expected duration of the absence and the applicability of WWL. Carriers may use the Enterprise Leave Request Application (eLRA) to request unscheduled WWL, accessible online via LiteBlue at liteblue.usps.gov. Employees also may use the Interactive Voice Response system to report absences if this process is used in their employing office. A PS Form 3971 is required upon returning to work and a PS Form 5980 no later than 15 calendar days after returning.

Employees eligible for WWL also may be eligible for protection under the Family and Medical Leave Act

(FMLA)—see Section 515 of the *Employee and Labor Relations Manual* for more information and eligibility requirements. Supervisors will initiate FMLA leave if they have reasonable grounds to believe that the leave might qualify. FMLA protection does not create any additional accrual of leave time; FMLA runs concurrently with the WWL. It is the employee’s responsibility to provide complete and sufficient documentation to establish eligibility for FMLA.

Newly hired eligible employees or those returning to the Postal Service will be credited with 104 hours of WWL following the Postal Service’s receipt of documentation supporting the employee’s eligibility. WWL will be available for use retroactively to the first day of their enter-on-duty date, or the current leave year, whichever is later, for use through the end of the leave year. As long as the employee remains eligible, they will be credited with 104 hours of WWL on the first day of each leave

year and the leave is available for use until the last day of the leave year.

No employee may accrue more than 104 hours of WWL each year, and it must be used during the leave year in which it is credited and will not be carried over. If the employee leaves the Postal Service at any time during any leave year, any remaining leave will not be reinstated or paid out, except as permitted by OPM regulations if the employee transfers to another federal agency.

Information regarding the rules and regulations of WWL is available on the NALC website, nalc.org, and can be found on the NALC Veterans, Contract Administration Unit and City Delivery pages. PS Form 5980 can be found on those pages as well. After reviewing those guidelines, if you have any further questions about WWL, make sure to discuss them with your shop steward or a branch officer.

Veteran profile: Paul Trzeciak

At 102 years old, Baltimore, MD Branch 176’s Paul Trzeciak has led a long life of service to his country and community.

Right after high school in 1941—the same year the United States officially entered World War II—Trzeciak got a job with the Post Office in Baltimore County. Almost immediately upon starting the job, Trzeciak became a member of NALC. He worked as a letter carrier until 1943, when he was drafted by the Army.

His time in the Army got off on a rough start. Ruminating on an experience he had in basic training, he called his military experience strict. “Out of all those troops, my rifle got

a piece of dust down into it, and they gigged me, which meant I did not get a weekend pass to go home. That was really heartbreaking,” he said.

Once through basic training, Trzeciak hoped he could continue with something mail-related in the Army, but due to the lack of postal positions available at the time, he was assigned to be an on-call driver for military officers, chauffeuring them at any hour of the day.

Despite the strictness of the Army, he noted that he generally had a good experience and “had it easier” than many others due to his assignment.

His military service took him to both theaters of the war, European



Trzeciak in the Army during World War II

Veteran profile: Paul Trzeciak (continued)

and Pacific. He was first stationed in France for about two years, then in Japan for less than a year.

A memorable experience for Trzeciak was riding in a ship while traveling to Okinawa that was commanded by former heavyweight boxing champion Jack Dempsey.

He missed home, but stayed out of trouble, saying, “There were no kind of problems, because I never drank and didn’t smoke. I wanted to get home, that’s all.”

He recalled meeting a Polish woman in France who he planned to marry after the war, but upon his return in 1946 to the Baltimore area, he met his neighbor who ended up being his wife of 70 years. They had three children: Ricky, who died about 15 years ago, and Autumn and Tom, who are both now in their 70s.

When he returned, he went back to his job as a letter carrier. For about 29 years he worked delivering mail to his community, retiring in 1972 at the age of 48. He enjoyed being a letter carrier and was grateful to be outside as opposed to being “cooped up” in an office. Walking

about 5 miles a day as a carrier, he believes his career choice has contributed to his long life.

He remembers getting to know the people and animals that made his route interesting. “I knew mostly everybody,” he said.

Trzeciak remembered fondly how a dog who regularly followed him while he delivered mail once came to his house and barked at him. “He wanted me to go to work,” he said.

He partially attributes his long life to staying active even after retirement. Since retiring from the Postal Service, Trzeciak has not slowed down. He had a brief stint in real estate. Then, for years, he operated several storefront resale shops called “Paul’s Sales,” until he downsized to “Paul’s Corner” at the Joppa Grand Market flea market in Joppa, MD, where he still works several days a week. There he sells furniture, jewelry, tools, records, DVDs, antiques and collectibles with the help of his elderly children, saying, “If we don’t have it, you don’t need it.”



Now 102, the retired carrier currently sells at a flea market in Maryland.

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: _____

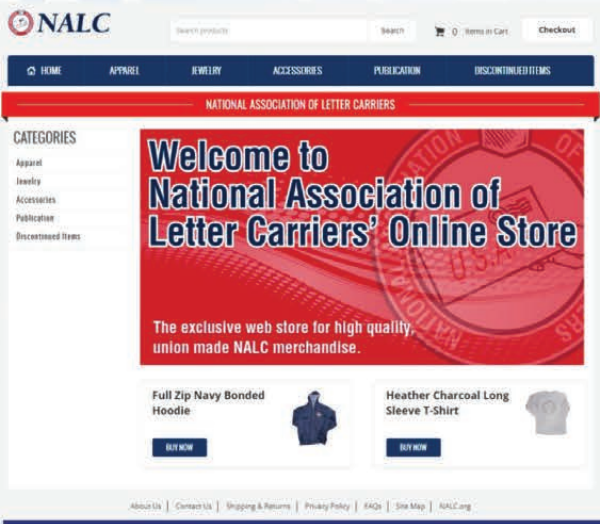
NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Free
to join

NALCSTORE.ORG



Placing an order online is very simple!

- Register by clicking on **Login/Register** on the top right corner. Fill in the necessary fields.
- Once you're registered, you can start adding items to your basket.
- When you're finished, click **Checkout** on the top right. Proceed by filling in the necessary fields. All orders ship via USPS.
- The store accepts Visa, MasterCard and American Express.
- Once you've completed your order, you will receive an order confirmation email.

State Summaries

California

Well, time to hang up the satchel after over 34 years! On April 29, I submitted the on-line retirement application, or ORA. June 30 is my last day carrying mail. As I teach the academy class also, I suppose as of writing this article I have maybe two or three classes left. I hope to be actively involved with the NALC after I retire.

Speaking of which, there are many retirees still with us who still have that fire in the belly, wanting to give back. I've heard some say that retirees' rights to be involved be curtailed. I wish our brothers and sisters who think that way would stop and consider how much experience and wisdom retirees take with them when they leave the stage. While the USPS has changed over the decades I've worked there, some things haven't. Do managers still argue with carriers over requested overtime? Do they still falsify clock rings? Do they still retaliate against stewards for grievance activity? Having retirees engaged in our union is a good thing. They may be aware of ways to handle grievance or workplace issues that our younger members haven't thought of.

Let's not drop the ball on legislative advocacy. That's another area where retirees punch above their weight. When the call is made to precinct walk, phone bank, etc., you generally see more retirees than actives. We have important midterm elections coming up. For those wishing to retire at a decent age, I hope you contribute to the Letter Carrier Political Fund. Five bucks per paycheck is not much when you consider the Big Ugly Bill that originally passed the House would have done away with the Special Annuity Supplement. If you retire at age 57, that's roughly \$110,000 less you'd get (60 months times \$1,800).
Peace out!

Eric Ellis

Colorado

Thank you to the delegates who attended the 2026 Colorado state convention in Grand Junction. We appreciate Branch 913 hosting the convention, and it appeared that all the delegates and guests had a great time during the week. We always appreciate the great trainings the NALC Region 4 office puts together with us with the assistance of Region 4 NBA John Robles and his staff. We'd also like to thank the other instructors who assisted in teaching the classes on the day prior to the convention and during the convention. It isn't always easy getting members excited about OWCP, but when RWCA David Miller was available to teach a full-day class prior to the convention, we took the opportunity. Thank you, David, for your dedication to members across Regions 4 and 10 concerning their workers' compensation issues.

We appreciated the NALC Health Benefit Plan representatives coming to the convention and answering questions from the members. Our partners from CVS Health and EAP were on hand to help assist all the members with the questions they have encountered at home with their families or on the workroom floor with their fellow members. While the convention was concluded with great training and fellowship last month, we look forward to seeing many of you at the national convention later this year in Los Angeles.

We would also like to congratulate RAA John Robles on his appointment as the NALC Region 4 NBA, effective last month. We also want to thank retired NALC Region 4 NBA Dan Versluis for his years of dedication to the members of Region 4. Thank you, Dan, for the countless hours you spent working with members over the years and for always being available when issues arose in our offices. Enjoy your retirement and we will see you soon.

Richard Byrne

Florida

In January, the FSALC donated \$2,500 to each of the five state districts for the NALC's "Shutdown Hunger." The state joined Tampa Branch 599 in donating \$15,000 to the Metropolitan Ministry Food Bank.

On May 1, many present and former FSALC officers, branch officers and national officers attended a memorial for former Region 9 NBA and National Assistant Secretary-Treasurer Judy Willoughby. It was set up by her husband, Ken, and son, Jeff, as she had wanted. There were no podiums, no microphones, no speeches to be made. It was held in a quaint, friendly "event" locale. Those attending were encouraged to eat, drink, mingle and relate the many stories they had with Judy. It was several hours of Judy's friends and colleagues gathering and sharing the many humorous and endearing times shared with her. It was a befitting tribute that felt much like union members gathering at the end of each day at conventions to discuss the day's events and reconnect with old friends.

FSALC history: Notes of interest (continued)—9) The first female delegate to a FSALC convention was Sylvia McGowin of Fort Walton Beach at the 46th annual convention in Cocoa Beach in 1966. 10) In the '50s and '60s there was a mandatory FSALC uniform to participate in the opening day national convention parade. The uniforms for the '62, '64 and '66 conventions was: white hat with an orange band and green feather, white duck trousers with orange stripes, white web belt, orange shirt with green flocking, white socks, black shoes and green tie (cost: \$15). 11) At the 78th Biennial Convention in Orlando in August 2025, O.D. Elliott was presented a plaque in appreciation of his 42 years of service as a state officer, 30 as secretary, five as director of retirees and seven as vice president.

O.D. Elliott

Indiana

FSALC convention of 2026 was officially our 121st. We thank all delegates and guests in attendance. Congratulations to Jerri Stockberger of Branch 466, Lafayette. She was awarded the Ernie Haynes Lifetime Achievement Award. Congratulations to Cody Fowkes of Branch 580, NWI South Shore. He was awarded the Fred Herman Steward of the Year Award. NBA David Mudd invited Tammy Berry to the mic to speak to the congregation.

Letter carrier Tammy Berry, VP of Branch 533, Kokomo, was attacked on the clock. Her message was to "be aware of your surroundings at all times" and "do not be afraid to bring back mail when the area you are delivering is

not safe in your opinion." She shared that the attacker has pleaded insanity and has priors. The federal and state prosecutors' office declined the case, passing it on to a local family defense attorney to lead the prosecution of the attacker. *Stop right there.*

The Protect Our Letter Carriers Act (H.R. 1065/S. 463) will prevent this from happening nationwide! Do legislators not see the need for the bill to be passed? Let's stop talking about it and let's be about it!

Next Friday or Sunday, follow these instructions: Get on nalc.org. Click "Government Affairs," click "Take Action," then click the first bill, "H.R. 1065/S. 463." Make sure your U.S. legislators are checked in blue, then scroll down to click "Go!" (This process takes two minutes.)

After this, know that you've done something more to support Tammy Berry and other letter carriers who have been attacked while on the job. Honestly, any one of us could be next. Times are tough, gas prices are high, and people are desperate.

Happy Father's Day and enjoy Juneteenth. We are our brothers and sisters' keeper.

Kieaunta Roberson

Michigan

It seems like the months are getting shorter—they're so busy that the time flies. There's been so much since the last update here in *The Postal Record* that there's no way to cover it all. COP was interesting. I had some microphone time from the floor—the answers I got were not as illuminating as I'd hoped. That's a work in progress, so we'll see where it goes.

May Day brought the return of organized labor to the Metro Detroit event. I was one of the podium speakers and talked about the effort to privatize the Postal Service and how that would take a public institution and tear it apart. In the front row for my speech: Michigan's 13th Congressional District representative, Shri Thanedar. He made a point to come to me afterward to discuss the very real threat to America's mail service. As a constituent of Rep. Thanedar (and his LCCL), I couldn't think of a better person to hear our concerns. We also had the opportunity to directly bring carrier issues to Reps. Dingell

Notice

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

and Tlaib at the rally. There was also a brief electronic exchange with Rep. Stevens to supplement the message from the personal meeting earlier in the week. MISALC Director of Education John Dick was also on the organization committee, and his input was invaluable to the process. John was on site for the rally as well. Great work, John!

With the deadline for submissions being the 10th, yesterday was the food drive. I was honored to join letter carriers getting the job done at seven stations yesterday. Thanks to the branch officers and food drive coordinators who welcomed me into their day. We can't get this important job done without you. A special thanks to Branch 1 and its president, Sandy Laemmel. Branch 1 does its kickoff for the food drive better than anywhere else in the country, and I appreciate the invitation to join them on the kickoff program.

As always, the latest information can be found at facebook.com/groups/NALC.Michigan or at misalc.org.

Ronald Zalewski

Tennessee

Hello, carriers of the satchel.

While driving around the city and throughout other cities and states, I have seen letter carriers driving with and without wearing their seat belts. I don't chase them down and remind them to strap on their seat belts (I'm retired). I have witnessed carriers driving through intersections with their doors open, wearing earmuffs and not using their four-way lights. Why? Federal law requires drivers

to wear seat belts, like we do our state laws. What do we do at the end of the day when we get into our vehicles and drive home? We put on our seat belts! We don't want to get stopped and be ticketed by city or county police. And you don't want to receive a ticket from the state police (a higher price ticket). And if you want to contest it in court, what do you say when they ask you about your occupation? Pay the fine.

So, out of curiosity I decided to look up a few arbitrations that covered the wearing of seat belts. I like looking at old arbitrations that have withstood time. One will not find a case that allows carriers not to wear seat belts. M-00532, dated January 1985, and M-1298, dated December 1997, are agreements signed by the NALC and management that says seat belts will be worn all times that the vehicle is in motion.

It is common sense that if the feds and state mandate that seat belts will be worn while a vehicle is in motion, then think of your loved ones and strap on that seat belt!

Tony Rodriguez

Texas

Since the primary elections, Republicans have worked to delay or eliminate midterm elections. For example, the Safeguard American Voter Eligibility (SAVE) Act, backed by Republicans and Donald Trump, would amend the National Voter Registration Act of 1993 by requiring written proof of U.S. citizenship to register for federal elections. It would also end online and mail-in voter registration, forcing



Texas District 4 board member Ron Eudy and Texas District 2 board member Trevor Haas discuss issues facing Texas carriers.

most voters to present documents in person, and could create added barriers for married women whose birth certificates do not match their current legal name. Democrats argue the bill would make it harder for millions of Americans to vote. The bill has passed the House but is facing difficulty in the Senate. Brothers and sisters, please be ready to act if needed. I also want to thank Texas Rep. Lance Gooden (District 5) and Texas Rep. Julie Johnson (District 33) for co-sponsoring H.R. 1522 and H.R. 1065.

The May 26 Texas runoff elections are approaching fast as I write this. Early voting runs May 18-22, and the deadline to request a mail ballot is May 15, 2026. After the runoff, the Texas Executive Board will meet to consider endorsing candidates who support letter carriers. We will then begin working to elect those officials and advance the NALC agenda.

Brothers and sisters, thank you for all the hard work and accomplishments. Let's get ready for the midterm elections. Let's support union-friendly candidates. Let's make it an election for the history books. Together we can get it done.

Everett Wyllie

Auxiliary Update

From the Secretary

Calling all crafty Auxiliary members!

We need both your help and unique crafts for the Country Store. Mail them to Secretary Crystal Bragg by July 1, or bring them with you to convention.

Now that it is spring, Mother Nature is teasing us with warmer weather, along with severe storms. Our government is also bringing storms for us to battle. We need to keep an eye out on these outrageous ideas they come up with and band together to fight them. As Auxiliary members who are family and friends of letter carriers, we need to stand together with our letter carriers to show the government our power and unity.

Sincerely,

Crystal Bragg

Sign up for the Auxiliary

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



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.

Branch Items

Albany, New York

This past week, the Albany installation of our branch had the opportunity to participate in the Joint Workplace Improvement Process (JWIP), and I would like to thank RAA Mike Brim for spending the week in Albany conducting the process. Throughout the week, many letter carriers and supervisors took part in the process through surveys and in-person discussions. Everyone who participated did an outstanding job telling the story of what we have been experiencing in our installation. Their honesty and willingness to speak up gave the JWIP team a clear and accurate understanding of the challenges we are facing on the workroom floor. I especially want to give a shout-out to those carriers who took the time to complete surveys and volunteered to sit down and speak directly with the JWIP team. Putting yourself out there like that in a new process is not always easy, but it is very important if we want to be successful. The outcome of this process depends entirely on the voices of the people doing the work every day on the workroom floor.

Now we wait for the team's recommendations, and we are cautiously optimistic about what this process might provide for our members. We fully understand that nothing gets fixed overnight, but this is a brand-new tool for our branch that we have never used before. Any do-it-yourselfer out there knows that feeling of using a new tool for the first time. It's either going to be helpful and added to your toolbox, or find a place on the shelf in the basement or shed never to be used again. Hopefully it gives us an opportunity to address workplace issues in a different way, and that is a little faster than the current grievance process.

Norris Beswick, Branch 29

Bridgeport, Connecticut

Greetings from Southern New England. As we move into the summer months, mail volume typically declines and "downtown" splits begin to be handed out. Increasingly, management appears hell-bent on capturing every possible unit, often going out of their way to manufacture "downtime" on paper rather than manage operations realistically.

Carriers are routinely assigned "downtime splits" and instructed to complete them first. When carriers notify management that they will be unable to make eight hours, management often responds by dispatching available CCAs to remove work from the assignment, only to instruct them to return within eight hours. A scenario like this is a blatant Article 41 violation and should be investigated immediately.

Carriers are being pressured to take short-cuts in order to comply with management's unrealistic expectations. Carriers should never feel compelled to skip lunch breaks, forego comfort stops, or delay p.m. office functions simply to meet unrealistic time projections.

Blanket announcements directing carriers to move to "waiting time" in the morning or evenings should only be followed when there is truly no work available. Required duties such as updating edit books, processing hold mail, and maintaining change-of-address cards

must still be completed in accordance with the M-41.

Management's increasing reliance on projection tools never tells the whole story of a carrier's day and the challenges they face on the road. Carriers should not be placed in a position where they are expected to make management's numbers work while neglecting duties or working unsafely.

As carriers, we should never be willing to help management's formula of square peg, round hole, big hammer and duct tape.

Anthony Constantinople, Branch 32

Charlotte, North Carolina

Branch 545 would like to welcome everyone to summer. We know that it is going to get very hot outside, and we want everyone to make sure they stay hydrated, wear protective clothing and use sunscreen to stay cool. Remember, if needed, please take extra breaks and fill out a PS Form 3996 if you need extra time due to the hot weather. Only you know how your body is functioning in the weather.

We also want to take this time to wish all the dads in our branch a happy Father's Day. We know all the sacrifices and long hours every one of you make to provide for your families, and it does not go unnoticed. We want to make sure that you know how much you are appreciated and how respected you are for the great role models that you are. Thank you again for everything that you do, and we all wish you a happy Father's Day.

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

Erie, Pennsylvania

Hello there! Spring has sprung, and summer is right around the corner. As we dodge raindrops, I would like to wish all our postal mothers a belated happy Mother's Day.

And with Mother's Day comes our annual food drive. I hope everyone had a very successful food collection to help local food banks stock up. When life gets busy, it is nice to be able to take this time to help give back. A big thank-you goes out to Kevin Bayer, who puts in countless hours to make sure our drive runs smoothly. From making sure we have the reminder cards, bags and signage available to setting up drop-off points and organizing volunteers such as local Boy Scouts, Kevin has done it all for many years.

We will also be gearing up for our annual MDA golf outing. This has been a great way for our branch to collect money to donate to a great cause, one the NALC has supported since 1952. I have personally enjoyed this outing

since it started, bringing family, friends and co-workers together for a round of golf followed by a steak lunch. It is a group effort to coordinate this outing, but I would like to thank Kevin Bayer and Tim Huhta (and families) for the work they put in. Also, a big thank-you goes out to Pete Veit, whose golf skills are questionable, but his skill at bringing in sponsors goes above and beyond the call. Yeet!

Lyle Meyer, Branch 284

Escondido, California

With deep sadness and sorrow, our branch just lost one of our highly respected and decorated carriers, Christine J. Drey. Please stop for a minute in your busy day to say a prayer of comfort for her husband, Bruce Drey, also a retired letter carrier of Branch 2525.

Christine J. Drey retired from the Escondido Orange Glen Post Office and has been a union member for over 36 years. We send our sympathy and condolences to Christine's family and friends.

Rest in peace.

Dawn Dann, Branch 2525

Fargo-West Fargo, North Dakota

As the United States approaches its 250th birthday this year, there will be many celebrations and remembrances planned this summer. When I was in Philadelphia, I was able to see where the first post office was located.

During our downtown tour of the city, I think if one answered "Benjamin Franklin" to many of the tour guides' questions, one would likely be correct. It was evident Mr. Franklin had major influences on many of our country's long-held institutions, and an important institution is the United States Postal Service.

The roots of the American postal system began before independence, but it became truly significant during the American Revolution. In 1775, the Continental Congress appointed Benjamin Franklin as the first postmaster general. Franklin helped establish reliable routes that allowed colonists to share information quickly across long distances.

This communication network supported the fight for independence and helped create a sense of unity among the colonies. As the nation expanded westward in the 1800s, the Post Office connected isolated communities with the rest of the country. Mail delivery brought newspapers, personal letters, and business opportunities to people living on the frontier.

Today, even with email and social media, the Postal Service remains essential for delivering medications, packages and important documents. As we celebrate our 250th birthday, we recognize the Postal Service as a symbol of national connection, public service, and resilience throughout American history.

Our country will hold many celebrations this summer. Please participate in a way of your choosing and remember the sacrifices made by those who came before us in the development of our country and those who have made the USPS a vital and important institution.

Just a thought—

Dave Steichen, Branch 205

Fresno, California

Why do some people believe working off the clock makes them a good worker? From the time you drive into the station parking lot, you can see them loading parcels into their route's vehicle. Return to their case to case up mail for 10 minutes. Then they would clock on. Why? Skip their breaks and lunch. Return to the office. End tour. Then case up 10 minutes more. Giving up at least 45 minutes of pay several times a week. Management often knew about it but did not stop it. When a union officer complained about it, the letter carrier would start spreading rumors that they were being "snatched on," going as far as telling others, "Don't tell me how to do my job."

When route inspections were done—you guessed it—their routes were added onto. Getting angry at this, they would say out loud, "I am the only good carrier here." With the new addition to their route, they would continue this bad habit. On the next route inspection? You guessed it again—another addition. Nobody is forcing these guys to work off the clock. It is their decision. Shop stewards must grieve these. It's for the good of all of us. If people want to work for free, they can mow my lawn. If this is not grieved, can you really trust management to prevent working off the clock?

Come on, brothers and sisters. Be smart about it. Get paid for your hard work. So what if it takes you longer? You do get paid by the hour.

Jesse Dominguez, Branch 231

Kansas City, Missouri

Now that the Branch 30 route inspections have concluded, the fun is just beginning. For many, their questions have been answered, while others are now more confused than ever. I intently listened as I was told how things would play out once the route inspections were over. Unfortunately, those ingenious solutions could only take place if "common sense" was used in the decisions made. A member of the 100 Grand Club, thought a five-peat wouldn't happen; then the adjustments came out. Quite a few routes were abolished, and different auxiliary routes and some real doozies were created. Somehow, remarkably some went unscathed. Rule No. 4—It is what it is, in now in effect! I can now consider purchasing a bowling ball (with matching bag and shoes) for the Branch 30 Ed Gorman MDA Bowl-a-thon later this year.

The results of the 2026 NALC Stamp Out Hunger Food Drive should be better this year in spite of the economic downturn the country is experiencing. Yet what better time for the NALC to once again come through for America? For one day, NALC carriers all across the nation carry a little bit more to help those in need. The fact that "haves" are on a razor-thin edge of becoming a "have not" is frightening. As "they" become "them," which in some instances includes "us," the NALC's Stamp Out Hunger Food Drive provides the communities we serve a much-needed commodity, while it simultaneously reinforces their trust in the NALC to do what we do—deliver for America.

Times change, people change; an NALC letter carrier shouldn't. Just by the nature of our craft, you, I, we should hold ourselves to a higher standard. When everything else is going south, shouldn't our customers see something they can trust in? Just saying.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, letter carriers!

I remember when I made "regular." I showed up at the office with three boxes of doughnuts for my brothers and sisters. Why? Many moons ago (1997), it was a past practice among the warriors on the workroom floor.

So, what does it mean to make regular? Upon ratification of the 2019-2023 *National Agreement*, there was a new MOU that provides automatic conversion to career for city carrier assistants (CCAs) who have not been converted to career status by the time they reach 24 months of relative standing in their installation. The agreement ensures that these employees would be converted to part-time flexibles (PTFs) rather than continuing as non-career employees.

Now, every pay period, USPS provides the names of PTF city letter carriers who have worked 39 or more hours during each service week throughout the previous six months in offices with 125 or more employees. To meet the criteria, the hours worked must be eight hours with nine, eight hours with 10, worked over five days of the service week (not six or seven), not during seasonal periods on a seasonal route, and worked as a city letter carrier.

If a carrier/steward believes that a PTF may have met the criteria, they should review the Employee Everything Report for PTFs to determine whether the criteria has indeed been met. If management doesn't agree with you, and if they don't take appropriate action, a grievance should be filed citing a violation of the provision (Article 7, Section 3).

Tony Rodriguez, Branch 419

Monterey, California

I was saddened to hear of the passing of Richard Becker from San Francisco Branch 214 and John Wellen from Branch 1100. Both of these men were staunch union fighters and officers of their individual branches, and both will be sadly missed.

Richard Becker's significant other wrote the following portion of a much longer tribute, but we only get so many words:

Moving to California in the mid seventies, he worked to organize a union at Park-N-Fly in San Francisco and at UPS with the Teamsters for a Democratic Union (TDU) the primary, long-running rank-and-file reform movement within the International Brotherhood of Teamsters (IBT).

He finished his working and organizing mission at the United States Postal Service, starting as a letter carrier and serving as Trustee and President for 12 years, several of those terms running un-

opposed at the National Association of Letter Carriers, NALC, Branch 214.

I just returned from training in Las Vegas. I learned more than I wanted to know about the TACS timekeeping methods and how management hides time and uses the wrong codes, taking time away from you. Be aware of these management scams and file grievances. Always ask for the ETC everything—it gives way more information!

It was great to see so many of the "oldies" and a few of my union heroes, James Henry, Anita Guzik, Charlie Miller and my protégé, Eric Ellis! We are lucky to still have each of them in our midst to give advice and teach everyone how to fight!

The national election is fast approaching. Make sure you cast your ballot. Let's get over 90 percent participation. No one should sit this one out. I can't think of one excuse for not voting! Too much at stake—just do it!

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

During our most recent monthly meeting, President Butterfield highlighted the inordinate number of on-the-job injuries that our branch suffered this past winter. A workers' comp claim can often be a complex exercise that is also hindered by the pressure of time constraints.

If you have not done so already, please create an ECOMP account at ecomp.dol.gov. On the home page, click on the "Register" link and then enter all the required information. Registering is a fairly simple procedure, but an important one, as it allows you to take control of your claim instead of relying on management to submit your claim for you. It also allows OWCP to communicate with you quickly and directly.

As carriers, we strive to work safely every day. However, accidents are sometimes unavoidable. Please take this step preemptively to help simplify the process of filing a claim should misfortune arise.

In solidarity—

Edward Gretzula, Branch 542

Philadelphia, Pennsylvania

This is to serve as official notice to all Keystone Branch 157 NALC members that a vote on proposed bylaw amendments will be conducted at the general membership meeting at 8 p.m. on June 16 at our union hall at 9607 James St., Philadelphia. The substance of the proposed bylaw amendments are as follows: change in date of general meetings, change in convention fund amount, and changes to the scholarship awards.

Tim Mulvenna, Branch 157

Pittsburgh, Pennsylvania

First off, happy Mother's Day to all of the mothers who juggle the work we do alongside helping shape young people and prepar-

Branch Items

ing them for a life out in the world. Thank you all!

Alright...sick leave. In many installations, management is blanket denying sick leave requests of three days or less with remark reasons such as “needs proper documentation” or “documentation required.” *This is a grievance.*

Here’s why: *ELM*, Section 513.11 reads in part: “Sick leave insures employees against loss of pay if they are incapacitated and cannot perform their duties because of illness...”

Also *ELM*, Section 513.361 reads in part: “For employee absences of three consecutive days or less, supervisors may accept the employee’s statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave (see 513.39) or when the supervisor deems documentation desirable for the protection of Postal Service interests.”

So, upon your return from an unexpected absence of three days or less, do the following: Fill out PS Form 3971 in your own handwriting. Do not accept the computer-generated form from management. In the remarks box, write, “Sick Leave three days or less per *ELM* 513.361” and submit.

If denied, write a small statement documenting that you were sick on the dates in question, then resubmit a new 3971 with the same reason above in the remarks box. If denied a second time, management has been made aware of the controlling contractual language, allowing the union to contend that their repeated actions are “willful and deliberate.” Ask for copies of everything to keep for the grievance process.

As always, feel free to reach out to your steward or the branch hall with any questions. Salutations—

John Conger II, Branch 84

Portland, Oregon

Letter carriers across the country took part in this year’s Stamp Out Hunger Food Drive. It was special for a couple of offices in Portland this year because it’s the first time carriers here have been involved since COVID. After taking an understandable break due to the pandemic, the largest food bank in Oregon, the one we partnered with for our annual food drive, decided to switch to a monetary donation model and could no longer accept the food donations we were used to receiving. This all but ended the event for us locally.

We’ve wanted to get back into it, but it hasn’t been easy. We’ve partnered with smaller food banks in some of our outlying areas that have serviced Branch 82 AOs, and we’ve been slowly creeping back with more and more offices taking part. This year, two more offices in Portland delivered cards to their customers and advertised the event. This is all just a small step in getting back into this worthy cause.

Every day on their routes and on the streets, letter carriers see the need for more stable food security, and finally Portland carriers are getting an opportunity to participate. There are

many letter carriers working in Portland today who have not ever taken part in the food drive. For those who have before, the results may seem small. We were used to picking up well over 100,000 pounds of food each year, but every donation counts, and the independent pantry that we are partnering with was ecstatic with the results.

Thank you to all who took part and donated. We have worked hard to try to get back into this event, and here’s hoping that next year is another step closer to more success and more food for needy families.

David Norton, Branch 82

Racine, Wisconsin

When you do a Google search, 1,000 computers are used to find the answer in 0.2 seconds. That’s exactly how long it takes to squeeze a blob of toothpaste on your toothbrush. That blob is actually called a “nurdle.” Clearly, the best word of the day.

Every month in *The Postal Record*, you read about new or improved test programs, new vehicle prototypes, or pilot programs from whatever, or whoever, that are trying to justify their unimportant or unnecessary job titles. Taking pictures of delivered parcels is actually the next logical step in this process. However, that’s a lot of parcels to scan every day in addition to other carrier daily tasks. Scanned barcodes and GPS tracking should do the trick.

How about practical apps, such as a weather app, a pedometer, or the nearest tornado or storm shelter area app? There are so many people trying to figure out how to make the Postal Service more productive and efficient. Simple: Get rid of the overhead(s), and just show up for work. Put the right mail in the right box, go home safe at night, and you got your- self a winning ticket, brother.

The current administration and the Supreme Court are working together to gut the Voting Rights Bill. They already started by curtailing the rules using mail-in ballots. For some reason, they fear these ballots as one-sided and prejudiced. Red states are encouraged by this administration to gerrymander and redistrict their congressional maps prior to the midterms that will unfavorably affect minorities and their right to vote. The level of corruption is not just blatant. It’s out in the open.

Chris Paige, Branch 436

Rockville, Maryland

I was just informed of the passing of Richard Becker, past president of Branch 214 out of San Francisco, CA. When Richard was the president, the San Francisco branch was one of the finest branches in the nation. Everyone I knew looked up to this branch, for they were on the cutting edge for the advancement of city letter carrier rights, and they were always fighting to improve the work climate for their members. And, the information in their newsletter, *The Voice*, was extraordinary. Richard was a terrific NALC president and a leader in the union movement. He will be missed by all. Rest in peace, Brother Richard Becker!

Recently, we have attained an enormous amount of pre-arb settlements resulting in our members winning hundreds of thousands of dollars! And, about 95 percent of all discipline issued have been rescinded or drastically reduced. I want to thank Regional Administrative Assistants Tonya Detrick and Hugh McElroy, as well as Rockville Main Office Chief Shop Steward Melissa Johnson, for all the good work they have done on these pre-arbs. Our stewards and Mike Shawn deserve a lot of the credit, for these grievance folders had good documentation, contentions, and additions and corrections. Please thank your stewards for all the hard work they have done on your behalf.

About a week ago, Robert Weisner won more than \$7,500 for Article 8, Section 5G violations out of our Twinbrook office and the non-ODLs won one of the highest remedies in the nation (an additional 250 percent for each hour of violation!). This was won at Formal A due to negotiations with the highest level of postal management, including L’Enfant Plaza. I also want to thank our Twinbrook shop steward, Consandra McCallum, for initiating these grievances where management violated the overtime provisions of our contract.

in the struggle—

Kenneth Lerch, Branch 3825

Roseburg, Oregon

Just as local management will demand letter carriers to blindly follow instruction, so shall they when upper management issues a directive, usually at our expense. Recently, our postmaster called a meeting with the local union leadership. He stated that office time in our station was too high. He had been directed to bring those numbers down and he had an idea: Move the office break to the street.

We declined, stating that most carriers preferred a break during the a.m. office time. He threatened to move our break time to just after vehicle checks if I didn’t reconsider, to which I promised a grievance. He backpedaled on his threat, and reassured me it was not retaliatory, but to “prevent our concentration from being broken while we were casing.” Not a very good snake oil salesman. The meeting ended and two months later, nothing changed. Or so I thought.

The local steward asked me to review an Article 8 grievance. Looking at the Employee Everything Reports, I noticed that carriers’ moves to p.m. office time were being deleted. After a quick investigation, I learned that the lead clerk, under instruction from the postmaster, had been deleting carrier p.m. office time in excess of five minutes, essentially converting it to street time. So much for management negotiating in good faith. A grievance is being filed to restore the deleted office time, to force management to stop false editing, and to ensure that carriers can perform all p.m. office duties.

I encourage everyone to remain diligent and proactive to not only protect our members, but also our routes, because management knows no moral bounds.

Eric Schrock, Branch 1518



St. Louis, MO Br. 343 honors 70-year member John Buchheit. Pictured (l to r) are NALC President Brian Renfro, Branch President John McLaughlin, Buchheit, Region 5 NBA David Teegarden and Branch Retiree Chairman Tom Schulte.

St. Louis, Missouri

On March 2, Branch 343 held our 97th Ole Timers Day celebration when we honor our brothers and sisters who have maintained union membership and were recognized and presented with their 50-year gold cards, 55-, 60-, and 65-year union pins and even a member who received his 70-year plaque.

We were honored to have NALC President Brian Renfro in attendance, along with Region 5 National Business Agent David Teegarden to address the 80 members in attendance and present the awards.

According to our archival meeting minutes, our Ole Timers Day tradition began in 1929 when the union membership of Branch 343 decided to invite retired members to a luncheon prior to their regular branch meeting. Records confirmed that the luncheon was so well attended that it became an annual event and came to be known as Ole Timer's Day.

Union history indicates that the first awarding of the 50-year gold card began with the 1939 Milwaukee convention to honor the very first union members from the NALCs inception in 1889.

Since that time, the union has introduced union membership pins to honor those brothers and sisters who have maintained their union affiliation. Those members are invited to attend our event and receive their respective awards. We were fortunate to have 15 members present.

We were especially pleased to have 92-year-old John Buchheit in attendance to receive his 70-year membership plaque. The proceedings began with a cocktail hour and meet and greet followed by a catered lunch. Branch 343 President John McLaughlin served as the host and director of the proceedings, with remarks offered from NALC President Brian Renfro and NBA David Teegarden.

It's a pleasure to host this annual event and to take the time to honor the service and dedication of our members who helped pave the way for all of us.

Tom Schulte, Branch 343

St. Paul, Minnesota

It's been a jam-packed couple of months here at Branch 28, and April 19 was our 99th annual retirees banquet. The turnout was simply amazing! There really wasn't an empty seat in the place. It was so inspiring to see how many people received gold cards and plaques. The food was excellent as always and so was the camaraderie. We look forward to seeing everybody next year to celebrate 100 years of the retirees banquet!

A few weeks later we had another occasion to all get together as the Branch 28 MDA bowling event made a triumphant return. The turnout after a number of years off was huge and a great time was had by all. There were raffles and trophies, and it all was for a great cause. We still don't have the final numbers yet for the total raised but it was definitely a success. This won't be the last MDA fundraiser this year as there's a couple really fun ideas coming down the pipeline.

Finally, just like all our brothers and sisters throughout the nation, the second Saturday in May brought the NALC Stamp Out Hunger Food Drive. It's safe to say that after a few years off during the COVID-19 pandemic, we've come roaring back. Our branch and station coordinators worked to make this year a smashing success. Some eagle-eyed viewers of our local CBS affiliate would have also caught President Lemm, Food Drive Coordinator Krings and some other proud 28ers on the evening broadcast. The food drive is just one more way that we as a union can be a more visible and important part of our communities.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

Get ready for belt-tightening sacrifices, as bombs don't grow on trees. The Bad Guys are after us, evidently, and so, more bombs. I don't think billionaires get us. They don't understand the common man, which is what most of us letter carriers are.

The economy is tanking, but the stock market is soaring, and so the reaction is chill out. What if you're not in the stock market? What if you're not privy to insider info or buying "futures"? Most of us just want to exist in the present.

Are we really interested in building a grand, golden arch? The only arches most of us can afford to see come with a clown at the door, and if you're lucky, you've got a BOGO coupon so you can feed more of the family. Did anybody ask for a grand ballroom? I think what we asked for was affordable healthcare?

And what's with HOF John Elway hawking rides on private jets? "You talkin' to me? You talkin' to me?" We can't afford those flights; what we want to afford is a tank of gas.

What's with the Department of Government Efficiency (DOGE) draining the brain trust in every government agency, until we're left with loyalists and newbies at the controls? Thanks, Mr. Billionaire. Now it's a whole lot scarier flying the not-so-friendly skies.

More of the same with the good ol' P.O. Each new crank coming up with splendiferous ideas like Consolidated Casing, or the RTO plan that failed to improve efficiency, overstated savings, and caused a 50 percent reduction in mail pickup and delivery at thousands of post offices.

I don't get it. I don't think billionaires get it either. They can't understand simple things like "groceries" or "affordability" or the "corner store." They just don't get us.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

The company is going broke, the union is divided, we are going to lose too many routes due to no mail—enough already!

What about all the great things we do daily to make "this thing of ours" work? We are still the best at what we do in the world. We have a kind soul as a group. We just had another successful food drive (which happens to be the largest one-day food drive in the country). We are helping so many people through this with all our other philanthropic endeavors. Sure,

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 **2.9 percent**, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following

the release of the April 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 **2.9 percent** following the release of the April 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

some of us bark, but we have always had the “complaints brigade.” Our help with MDA is legendary!

Things have a way of working themselves out when you put your head down and focus on hard work and dedication. Members of our branch just attended our yearly congressional lobbying trip where we talk to our political representatives face to face in Washington, DC. We had a great turnout and were praised by our national leadership for the results we attained. We met with all 19 of our representatives. Surprisingly, we made great progress on most of our issues with representatives we could not come to agreement with in the past. We cannot make progress unless we engage in dialogue and lobby for all things good for letter carriers. It’s common sense that if the company does better, we do better.

This is all pertinent at the time we are embedded in contract negotiations. When you read this, we probably will be revving up for interest arbitration. Binding arbitration is another thing we fought long and hard for. Forward thinking by our NALC forefathers has served us well. Let’s not forget those giants!

Internal disagreement only helps us grow. But sometimes if you play with fire...

Eric Jackson, Branch 725

Springfield, Ohio

Does it ever feel like everything is spiraling out of control? Postage rates just keep going up, which leads to fewer and fewer people mailing anything. Businesses are turning to online billing to avoid mailing statements. Those that do send a statement in the mail add a fee to get people to stop mailing their payments.

There are carriers who obviously did not grow up with the RIF program. Completion of the “Reading is Fundamental” program should be a requirement for the letter carrier job. Each piece of mail has a name and number on it, and yet there are so many carriers who only look at the number. Just because the number is correct does not mean the mail should be left at the address.

Parcels and scanning are through the roof, but the physical mail pieces are but a whisper of what they used to be. I wish today’s carriers could see what we used to have waiting for us each day. There would be 3 to 5 feet of shrink-wrapped flats on the ledge, 3 to 4 feet of shrink-wrapped flats in the flat rack (where the hold shelves are now), another two to four tubs of loose flats on the floor.

You had to go through them and check the in-home delivery date range to determine which flats were getting cased and which were getting curtailed. Flats were sorted by loop numbers in the flat case. Once all the flats were cased, you would pull out a loop, spread it out across the case ledge and then manually put it in order. It was like taking a shuffled deck of cards and spreading it out and putting it back in sequential order. DPS did not exist. All the letter mail was hand cased. As Archie Bunker would sing, “Those were the days!”

Jerry Martens, Branch 45

Staunton, Virginia

Stamp Out Hunger 2026. We did it! Together. As I watched the blue food drive bags piling up on the dock, I kept thinking how lucky I am to have a union that not only files grievances and negotiates contracts, but also goes to such great lengths to help our communities.

Stamp Out Hunger is such a special day in Staunton. So many people work to get the word out—city and rural carriers delivering bags and cards, people hosting yard signs, zillions of social media posts including by the city council, the schools and the food bank, the giant banner downtown, the local newspaper, businesses displaying posters and neighbors telling neighbors. Then on the day of the drive, a giant food bank truck and an army of volunteer drivers and sorters arrive to help. The list of people to thank is way too long for this article! We are pretty sure we beat our previous record. Can’t wait to see the final results.

This is my first drive serving as Region 13 food drive coordinator with the support of RAA Hugh McElroy. Many of our branches added bags to their drive this year, and I’m hearing excellent and improved results. So exciting!

This year, during our regional training and rap session, we trained on how to boost the drive locally. We are looking to continue to build our tool kit and share the innovative ideas employed across the region. You can find my contact information on the nalc.org community services page. If you have ideas or tactics to help other branches succeed, please share. Region 13 folks, send pics, too!

Food insecurity continues to increase, and lines at food pantries are growing. A successful drive takes preparation. Celebrate, get a little rest. Then, together let’s plan to Stamp Out Hunger in 2027!

Cindy Connors, Branch 513

Toledo, Ohio

Branch 100 was so excited to learn that we had been selected by the Department of Labor for a compliance audit. Due to the extensive documentation required, we needed several weeks to compile the requested files. The audit period consisted of financial files for 2025 plus the last three months of 2024 and the first three months of 2026. It included vouchers, receipts, bank statements, reconciliations, canceled checks, membership data, by-laws, branch minutes, payroll records and much, much, more.

The auditor came to our hall for the opening interview with President Hayden and me, the treasurer. We were asked a myriad of questions. The auditor then took a substantial amount of documents needed to scrutinize our accounting practices. A few weeks later, the auditor returned our files and discussed any discrepancies found. A few minor corrections were suggested and we pledged to comply. Overall, we were told we were doing a good job with our recordkeeping.

We owe a thank you to Dave Dorsey for his excellent training seminars we have attended at conventions. He was spot-on with his emphasis on good accounting practices. We heeded his advice and received a strong compliance rating.

As the food drive is only days away as I write this, on behalf of Branch 100, I would like to express our appreciation to Melissa Hohl and Tammy Kelley for their assistance in preparations for the drive. We’re hoping for big numbers this year.

Speaking of big numbers, we are at 1,077 grievances so far this year. It is too bad some agency doesn’t have a contractual compliance audit. The Postal Service would be on the top of my list.

Ray Bricker, Branch 100

Tri-Valley, California

Tri-Valley Branch 2902 proudly congratulates Allan Rios on his appointment as national business agent for Region 1. This achievement reflects his steadfast dedication, leadership and commitment to defending the rights of letter carriers. His experience and advocacy make him well prepared to represent the membership at the national level, and Branch 2902 looks forward to working alongside him and his staff to strengthen our union and enforce the contract.

Region 1 also successfully conducted a two-day training and rap session in Las Vegas, held from April 29- May 1. The training brought together stewards and representatives from across the region to enhance their skills in contract enforcement and to focus on the union’s strategy moving forward.

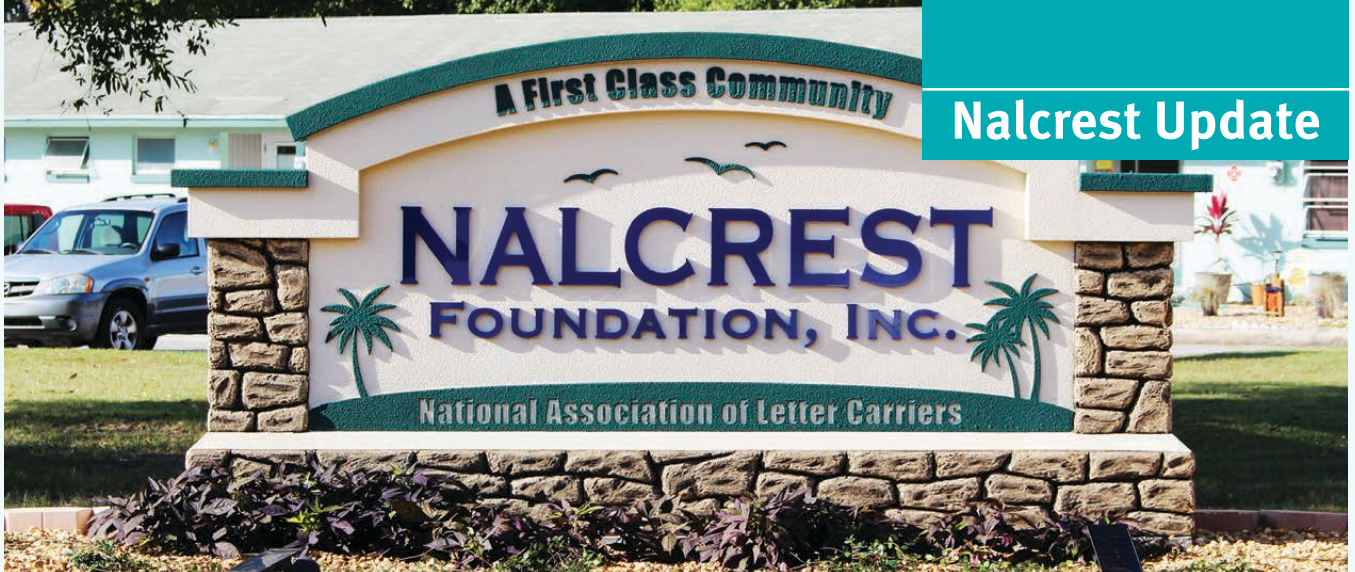
The session emphasized strengthening representation, improving coordination, and equipping attendees with practical tools to address workplace challenges. Participants engaged in collaborative discussions, shared experiences, and developed strategies aimed at protecting carriers from unfair treatment and excessive workloads.

I believe that it was a good experience for all of us, and we all walked away with a little more knowledge. Furthermore, it was about time that a national business agent was finally appointed to our region; an excellent choice.

This training reinforced the importance of preparation, unity and strong representation at every level of the National Association of Letter Carriers. By equipping our representatives with the tools and knowledge needed to advocate effectively, Region 1 continues to build a stronger, more informed membership.

We thank all who participated and contributed to the success of this session. With the leadership of NBA Rios and the continued commitment of our members, Branch 2902 remains ready to meet the challenges ahead and protect the rights of letter carriers. A rising tide will lift all boats; let’s all get on board.

James C. Perryman Jr., Branch 2902



From the Trustees

Sometimes Nalcrest residents find new beginnings after retirement. For example, Ed Roy, a retired letter carrier from Branch 134 in Syracuse, NY, proposed to Tammy Wood just days after moving into Nalcrest. He played softball with the Nalcrest Eagles that morning, then walked over with Tammy to the Nalcrest sign and proposed. He said he could not think of a better location than Nalcrest for this special event.



Nalcrest residents Ed Roy and Tammy Wood

Please consider donating to the adopt-a-building program at Nalcrest as part of the beautification project where we are painting all 66 residential buildings. Branches, state associations or individuals can adopt a complete building (\$2,000 for a four-unit building, \$2,700 for a six-unit building, \$3,200 for an eight-unit building, \$3,500 for a 10-unit building) to be painted. A plaque will be placed on the adopted building in recognition of the branch, state or individual who adopted the complete building. Additionally, any branch, state or

individual adopting a complete building will be eligible for a free weekend in one of the guest apartments during the period of May through October. Those who want to donate an amount less than the cost of painting a complete building will later be combined and recognized together on a plaque as well. Thanks to the many who have already made donations!

We have 369 letter carriers on the Nalcrest waitlist as of May 1. Some of those on the list are already retired, and others are active letter carriers planning for when they are retired. The application to become a Nalcrest resident is on the Nalcrest page of the NALC website. You must be a NALC letter carrier member in good standing when you apply, and you must be (and remain) a retired letter carrier member in good standing when you move in. An applicant on the waitlist whose plans later change and who chooses to no longer move into Nalcrest will have their deposits refunded.

If you are considering moving to Nalcrest at some point and would like to visit, Nalcrest offers guest efficiency apartments for nightly rental as well. The guest apartment application can also be found at nalc.org/nalcrest.

NALC is the only union left in the country with a retirement community for their members. Among many other things, residents love the community, the activities, and the low cost.

We have NALC members from all 50 states living at Nalcrest.

You can follow our Facebook page at “Nalcrest Foundation, Inc.”

Starr Hunter

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter

Retiree Reports

Anchorage, Alaska

Mark your calendar for the branch picnic, which will be held on Sunday, July 19, at the American Legion Post 28. There will be plenty of door prizes as well as fun and games for the kids. Doors open at noon.

There continues to be a backlog at OPM processing retirement applications, so be prepared financially, as you won't be finalized for a while (six to eight months).

One thing I've noticed regarding delivery service is when you receive a parcel. During carrier training, I recall being trained that you take the mail with you when delivering a parcel to the door. Yet, it has been my experience that this has stopped. And I've heard some of the reasons from carriers are that if the customer isn't home, they have to return to the mailbox or NBU. Yes, that's called customer service, and it's required in the handbook. The same carriers who save time by doing this end up with an add onto their route and then complain about their route getting added onto. I'm confused as to why you're surprised. Did you think management would just let your route not have eight hours of work? So, the time you saved simply got you an add-on. Why not just do your route providing customer service and take that time so you don't get an add-on? That way your route does not continually get added

onto and your customer will appreciate the service.

Lastly, you can now attend the branch meetings (first Thursday of every month) via the Zoom app. If you need assistance setting it up, contact the branch. The Zoom link is available the day before the meeting. You can request the link from the branch via email (nalc4319@gmail.com) or by calling the office (907-276-7758).

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

This is my second article about delivering the mail during or after a big snowstorm.

Retiree Reports

In my last article, I talked about being careful and taking your time as you try to remain safe as you attempt to make your deliveries. Whenever I encountered icy walking conditions, I had to think about how many times I have to fall on my you-know-what before I make the decision that it is not safe and it is time to bring everything back to the office.

The standard response from supervision would be that you just can't refuse to go out and deliver the mail; you had to make an attempt. One particular snowy day I was told to do exactly that, so I got in my truck and drove to my first stop (it took me forever to get there). I got out of my vehicle and, after walking about 50 feet toward the first house on my route, I slipped on the ice and decided that it is unsafe to go any further.

Tomorrow is another day.

Dennis Spoto

Centennial, Colorado

Days before the food drive, I'm watching the snow fly. But, knowing our wacky weather, it's predicted to be 70 and sunny by Saturday. Good luck to all the carriers who look to this special day with excitement. Customers who donate food are eager to clear their pantries; food banks are prepared to take on a large

amount of inventory and carriers get to be the go-between.

The April article by Director of Retirees Dan Toth brought up an interesting subject: OPM is no longer sending out yearly tax forms to federal annuitants. Besides the fact that the Postal Service lost that revenue, the larger issue is how to get a tax form if you don't have computer access. Although this seems trivial to anyone under 60, some of our retirees are way past the learning stage and just need to file their taxes. And now the IRS will no longer send refund checks, so the P.O. lost another revenue stream.

My thoughts are twofold. There was a time when the Postal Service looked at offering banking to underserved people. I haven't heard this subject come up, and I am curious if it's still possible. The second thought comes directly from Dan's mouth—call your representative. There is a large federal bureaucracy (OPM) that is run by our government, and that government is run by us. The go-between needs to hear if there is a problem. I can speak firsthand that it works; Rep. Jason Crow's office got Social Security's attention when there was a personal issue last year.

My monthly shout-out is to John Robles, our new NBA who has served our region as an RAA for many years. Constantly working, always listening, and thoughtful in sharing his

knowledge. Congratulations, John!
In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

What a coincidence! The United States Postal Service is broke when contract negotiations are taking place. Does anyone notice our surprised look?

In reality, a company like the Postal Service either has to increase revenue and/or cut costs. The average postal customer sees new vehicles delivering our mail and "help wanted" signs for employment. These are not good indications that our postal system is hurting to the American public.

A question does come to mind: How many people who actually do not touch any mail on any given day are employed with the United States Postal Service? Can we consolidate these positions in order to save money? What about new avenues of revenue? Can the postal system attract more revenue by expanding delivery of more items?

If these simple thoughts are coming from a local branch in Paterson, NJ, I am sure that there are many educated employees nationwide who have similar and/or better ideas. Let's get serious about protecting and saving the greatest postal service in the world.

Joseph Murone, Branch 120

In Memoriam

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

Timothy B. Amenhauser	Br. 576	Phoenix, AZ	Stephen M. Dorsey	Br. 34	Boston, MA	John T. Barrett	Br. 6000	Long Island Mgd., NY
Christine J. Drey	Br. 2525	Escondido, CA	Thomas W. Hogan	Br. 34	Boston, MA	T. E. Giordano	Br. 6000	Long Island Mgd., NY
Bobby Medina	Br. 1111	Greater E. Bay, CA	James A. Lind Jr.	Br. 34	Boston, MA	Joseph M. Schuttler	Br. 6000	Long Island Mgd., NY
Mose L. Evans	Br. 24	Los Angeles, CA	Arthur R. Malatesta	Br. 34	Boston, MA	Landsworth F. Tulloch	Br. 6000	Long Island Mgd., NY
Patrick H. Lucas	Br. 4149	Palm Springs, CA	Kevin J. McCusker	Br. 34	Boston, MA	John W. Cosilmon	Br. 134	Syracuse, NY
Gabriel Frazee	Br. 133	Sacramento, CA	J. F. Fernin	Br. 34	Boston, MA	Joseph J. Hunter Jr.	Br. 134	Syracuse, NY
Richard E. Becker	Br. 214	San Francisco, CA	Lawrence J. Regan Jr.	Br. 34	Boston, MA	George F. Snider	Br. 2560	Asheboro, NC
Frank A. Ruggiero	Br. 214	San Francisco, CA	H. L. Saganov	Br. 34	Boston, MA	Norman C. Trogdon	Br. 2560	Asheboro, NC
John A. Barry	Br. 32	Bridgeport, CT	Joe F. Discepolo	Br. 764	Dedham, MA	Charles H. Buck	Br. 1729	Greenville, NC
Patrick F. Mirto	Br. 20	CT Mgd.	David T. Boudria	Br. 51	Fall River, MA	Maurice L. Moser	Br. 461	Winston-Salem, NC
Javier Sanchez	Br. 20	CT Mgd.	Robert G. Reed	Br. 25	MA Northeast Mgd.	Paul R. Wilbers	Br. 43	Cincinnati, OH
Casey Gunn	Br. 4559	Emerald Coast, FL	Francis X. McCarthy	Br. 742	Norwood, MA	Patrick J. Finneran	Br. 78	Columbus, OH
Ernie C. Servant	Br. 1690	W. Palm Beach, FL	Steven J. Stockley Jr.	Br. 286	Pittsfield, MA	William B. Miller	Br. 385	Youngstown, OH
Angela D. Grissett	Br. 73	Atlanta, GA	Kenneth G. Aubrey	Br. 46	Western MA	George N. Morgan	Br. 162	Pittston, PA
Judson K. Vaughn	Br. 73	Atlanta, GA	Raymond N. Bayeur	Br. 46	Western MA	Steve H. Maltezos	Br. 3166	Warwick, RI
Gabryel L. Ayres	Br. 11	Chicago, IL	Yvon D. Richard	Br. 12	Worcester, MA	Robert C. Robinson	Br. 3166	Warwick, RI
Darryl J. Cruse	Br. 11	Chicago, IL	Francis X. Rushford	Br. 12	Worcester, MA	Henry T. Hopkins	Br. 233	Columbia, SC
Brandy M. Fleming	Br. 11	Chicago, IL	Ronald Stephen	Br. 1	Detroit, MI	William T. Beavers Sr.	Br. 439	Greenville, SC
Leonora A. Mays	Br. 11	Chicago, IL	Andrea K. Klawinski	Br. 187	Bay City, MI	Houston D. Turner	Br. 439	Greenville, S
Shawn P. Kennedy	Br. 1197	Southern IL Mgd.	Mike A. Heise	Br. 5530	St. Ignace, MI	Edwin E. Bellamy	Br. 4645	Myrtle Beach, SC
William B. Nuzum	Br. 314	Council Bluffs, IA	Dan A. KIELTYKA	Br. 2184	Southeast MI	Rodney L. Henderson Jr.	Br. 27	Memphis, TN
William R. Bullis	Br. 506	Davenport, IA	Kenneth R. Lucas	Br. 9	Minneapolis, MN	Harold R. Godfrey	Br. 181	Austin, TX
David D. Delancey	Br. 512	Waterloo, IA	Martin R. Petersen	Br. 230	Nashua, NH	Dennis M. Parsley	Br. 181	Austin, TX
Thomas A. Webb	Br. 14	Louisville, KY	Ronald Bucher	Br. 5420	Brick Town, NJ	Addie V. Rowland	Br. 132	Dallas, TX
Thomas W. Smith	Br. 932	Alexandria, LA	Frank Crepezzi	Br. 5420	Brick Town, NJ	Aldo Calvetti	Br. 2511	Del Rio, TX
David E. Pratt	Br. 391	Central ME Mgd.	Jatinder Singh	Br. 67	Elizabeth, NJ	Charles E. Born	Br. 283	Houston, TX
Robert E. Atkins	Br. 92	ME Mgd.	Mary K. O'Brien	Br. 29	Albany, NY	David N. McConnel II	Br. 2805	New Braunfels, TX
Richard D. Johnson	Br. 92	ME Mgd.	Joseph A. Schepisi	Br. 29	Albany, NY	Donald L. Kirby Jr.	Br. 567	Alexandria, VA
John G. Barrett	Br. 34	Boston, MA	James R. Holden	Br. 3	Buffalo-Western NY	Michael J. O'Brien	Br. 567	Alexandria, VA
Joseph P. Costantino	Br. 34	Boston, MA	Joseph L. Loverme	Br. 3	Buffalo-Western NY	Paul H. Engel	Br. 2	Milwaukee, WI
						Thomas T. Fendryk	Br. 2	Milwaukee, WI

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year plaques

Benedict Vallejo	San Diego, CA	Br. 70
Danny M. Facciolla	San Jose, CA	Br. 193
Rudolph A. Tempesta	Chapel Hill, NC	Br. 2613

75-year plaques

Ralph C. Perrotti	San Jose, CA	Br. 193
James A. Hodonicky	Downers Grove, IL	Br. 1870
Billie L. Crabtree	Columbia, MO	Br. 763
James M. Calloway	Tulsa, OK	Br. 1358

70-year plaques

R. H. Sullivan	Hayward, CA	Br. 1707
S. F. Bado	San Jose, CA	Br. 193
T. F. Gonzales	San Jose, CA	Br. 193
William J. Virga	San Jose, CA	Br. 193
Richard L. Pinder	New Castle, DE	Br. 4015
Amos L. Smith Sr.	Atlanta, GA	Br. 73
Scott W. Kamphues	Fort Wayne, IN	Br. 116
Glen W. Novinger Jr.	Columbia, MO	Br. 763
Otto E. Kebschull	Billings, MT	Br. 815
Nash Paz	Billings, MT	Br. 815
Keith B. Lewis	Chapel Hill, NC	Br. 2613
Charles W. Carroll	Cleveland, OH	Br. 40
Vincent F. Cook	Cleveland, OH	Br. 40
John R. Eynon	Cleveland, OH	Br. 40
Mike Gesualdo	Cleveland, OH	Br. 40
Jessie A. Haynes	Tulsa, OK	Br. 1358
Jack E. Stewart	Tulsa, OK	Br. 1358
Jackson L. Tanner	Tulsa, OK	Br. 1358
Wesley R. Thompson	Tulsa, OK	Br. 1358
Jacob W. Dennison Jr.	Philadelphia, PA	Br. 157
Larry J. Vallece	Philadelphia, PA	Br. 157
J. L. Melchior	Bux-Mont, PA	Br. 920
Charles E. Flowers	Memphis, TN	Br. 27
Oscar F. Williams	Memphis, TN	Br. 27
Marvin H. Parker	Austin, TX	Br. 181

65-year pins

Edward W. Halterman	San Bernardino, CA	Br. 411
Lawrence O. Voss	San Diego, CA	Br. 70
Antonio Menchaca	San Jose, CA	Br. 193
Joseph F. Ricco	San Jose, CA	Br. 193
Jimmie C. Ruiz	San Jose, CA	Br. 193
Gil H. Venegas	San Jose, CA	Br. 193
Jerry R. Thompson	Clearwater, FL	Br. 2008
Ezekiel W. McConnell	Atlanta, GA	Br. 73
Judson K. Vaughn	Atlanta, GA	Br. 73
Robert Virkstis	Atlanta, GA	Br. 73
Ronald A. Lester	Rockford, IL	Br. 245
Robert A. Peter	Rockford, IL	Br. 245
Ronald R. Sassaman	Rockford, IL	Br. 245
Bernard P. Christman	Fort Wayne, IN	Br. 116
Harold H. Long	Fort Wayne, IN	Br. 116
Edward A. Dodson	Coffeyville, KS	Br. 766
Anthony G. Caiazzo	ME Mgd.	Br. 92
Eugene F. Muise	Lynn, MA	Br. 7

Anthony J. Rauseo Jr.	MA Northeast Mgd.	Br. 25
Charles D. Mounter	Columbia, MO	Br. 763
George Danscuk	Westfield, NJ	Br. 1492
Alan J. Nahalka	Westfield, NJ	Br. 1492
Stephen B. Rudzinski	N. Tonawanda, NY	Br. 661
Donald A. Aiken	Durham, NC	Br. 382
David T. Davis	Durham, NC	Br. 382
Donald T. Shepard	Jacksonville, NC	Br. 3984
Anthony Lombardi Jr.	Canton, OH	Br. 238
Thomas J. Bulger	Cleveland, OH	Br. 40
Farrell P. Finnerty	Cleveland, OH	Br. 40
William J. Fleig	Cleveland, OH	Br. 40
James J. Mallinak	Cleveland, OH	Br. 40
James McClung	Cleveland, OH	Br. 40
Donald F. McGinty	Cleveland, OH	Br. 40
Louis P. Nadasdi	Cleveland, OH	Br. 40
Reuben R. Neal	Cleveland, OH	Br. 40
Bobby L. Coughran	Tulsa, OK	Br. 1358
Glenn J. Oliver	Tulsa, OK	Br. 1358
Forrest E. Pierce	Tulsa, OK	Br. 1358
Bob E. Sullivan	Tulsa, OK	Br. 1358
Earl W. Vaughn	Tulsa, OK	Br. 1358
John M. Ashford	Philadelphia, PA	Br. 157
Thomas Fiore	Philadelphia, PA	Br. 157
James C. Hueber	Philadelphia, PA	Br. 157
Rudolph F. Latzko	Philadelphia, PA	Br. 157
William H. Ray	Philadelphia, PA	Br. 157
James J. Razler	Philadelphia, PA	Br. 157
William G. Richardson	Philadelphia, PA	Br. 157
Frederick D. Smith	Philadelphia, PA	Br. 157
Orren P. Atkins	Gaffney, SC	Br. 2190
George W. Hooper	Memphis, TN	Br. 27
Ralph B. Martin	Memphis, TN	Br. 27
Gary K. Phillips	Amarillo, TX	Br. 1037
Manuel A. Estrada	Austin, TX	Br. 181
Charles B. West	Austin, TX	Br. 181
Angelo E. Parker	Richmond, VA	Br. 496
Orlander C. Woodson	Richmond, VA	Br. 496
Donald A. Wissinger	Seattle, WA	Br. 79
Calvin A. Swanson	Vancouver, WA	Br. 1104
Marion E. Gerstenkorn	Madison, WI	Br. 507

60-year pins

Carmine P. Chester	Tucson, AZ	Br. 704
Sammy Z. Aguirre	San Jose, CA	Br. 193
Gaspar P. Cannizzaro	San Jose, CA	Br. 193
Hector M. Gallardo	San Jose, CA	Br. 193
J. L. Garrison	San Jose, CA	Br. 193
Lawrence C. Keller Jr.	San Jose, CA	Br. 193
George E. Kelly II	San Jose, CA	Br. 193
James J. McBride	San Jose, CA	Br. 193
Charles M. Plotnick	San Jose, CA	Br. 193
Charles A. Bates	Tri-Valley, CA	Br. 2902
Michael V. Jewett	Tri-Valley, CA	Br. 2902
John E. Bednash	New Castle, DE	Br. 4015
Harold R. McCabe	Clearwater, FL	Br. 2008
Joseph J. Cappiello	Venice, FL	Br. 5480
William L. Mosley	Savannah, GA	Br. 578
Dwight M. Wagner	Rock Island, IL	Br. 292
George B. Anderson	Rockford, IL	Br. 245

Russell L. Jecklin	Rockford, IL	Br. 245
Harry E. Martin III	Rockford, IL	Br. 245
Joseph J. Poluyanskis	Rockford, IL	Br. 245
Jerry W. Brown	Fort Wayne, IN	Br. 116
David D. Zelt	Fort Wayne, IN	Br. 116
Jack L. Garthright	Sioux City, IA	Br. 69
Joseph C. Carroll Jr.	ME Mgd.	Br. 92
Richard D. Benjamin	MA Northeast Mgd.	Br. 25
Louis J. Caredeo	MA Northeast Mgd.	Br. 25
John S. Dizazzo	MA Northeast Mgd.	Br. 25
Edward D. Elias Jr.	MA Northeast Mgd.	Br. 25
Robert C. Hall	Southeast MA Mgd.	Br. 18
Robert G. Andre	Westfield, NJ	Br. 1492
Harold B. Mayers	Westfield, NJ	Br. 1492
Kenneth G. Hackney	Chapel Hill, NC	Br. 2613
Linwood D. Daniel	Durham, NC	Br. 382
Tony O. Oakley	Durham, NC	Br. 382
Malary C. Rowe	Durham, NC	Br. 382
Thomas E. Smith	Durham, NC	Br. 382
William E. Stone	Durham, NC	Br. 382
Staton S. Strother	Durham, NC	Br. 382
David C. Watson	Durham, NC	Br. 382
Bobbie D. Ingle	Shelby, NC	Br. 2307
Clyde H. Houge	Minot, ND	Br. 1152
Richard N. Appollonio	Canton, OH	Br. 238
Casimir J. Archazki	Cleveland, OH	Br. 40
Arthur J. Heil Sr.	Cleveland, OH	Br. 40
Paul W. Kaschalk	Cleveland, OH	Br. 40
Donald S. Longo	Cleveland, OH	Br. 40
Donald F. McGinty	Cleveland, OH	Br. 40
George W. Mixon Jr.	Cleveland, OH	Br. 40
James A. Munko	Cleveland, OH	Br. 40
Frank S. Novak	Cleveland, OH	Br. 40
Alton R. Green	Marion, OH	Br. 280
William H. Chambers Jr.	Tulsa, OK	Br. 1358
Leroy M. Meyer	Tulsa, OK	Br. 1358
Allen L. Miller	Tulsa, OK	Br. 1358
James L. Molster	Tulsa, OK	Br. 1358
Jimmie O. Smith	Tulsa, OK	Br. 1358
King A. Steward	Tulsa, OK	Br. 1358
John B. Supernaw	Tulsa, OK	Br. 1358
Raymond M. Surber	Tulsa, OK	Br. 1358
Merrick A. Centola	Philadelphia, PA	Br. 157
Anthony D. Fleming	Philadelphia, PA	Br. 157
Arthur B. Maultsby	Philadelphia, PA	Br. 157
Donald A. Strausbaugh	Philadelphia, PA	Br. 157
I. Nazario Jr.	Lancaster, PA	Br. 273
Sebastian B. Brown	Sumter, SC	Br. 904
Larry W. Mabry	Gaffney, SC	Br. 2190
Lloyd A. Gibson	Rapid City, SD	Br. 1225
Robert C. Orelup	Rapid City, SD	Br. 1225
Ralph G. Irvine	Sioux Falls, SD	Br. 491
Charlie L. Berry	Memphis, TN	Br. 27
David R. Delk	Memphis, TN	Br. 27
Robert B. Eppley	Memphis, TN	Br. 27
Charles J. Burdis	Amarillo, TX	Br. 1037
Rafael Tinajero	Amarillo, TX	Br. 1037
Harold W. Faske	Austin, TX	Br. 181
Wayne R. Green	Austin, TX	Br. 181
Isidoro Lopez	Austin, TX	Br. 181

Honor Roll

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

Perry E. Smith	North TX	Br. 4065	William T. Parris	San Jose, CA	Br. 193	Henry O. Parker Jr.	Camilla, GA	Br. 3583
Conley B. Cooper	Northern VA	Br. 3520	Nora P. Rivera	San Jose, CA	Br. 193	Laurence P. Clarke	Mundelein, IL	Br. 4364
Owen R. Dunbar	Northern VA	Br. 3520	Jesus S. Rodriguez	San Jose, CA	Br. 193	Donald R. Hanson	Mundelein, IL	Br. 4364
James H. Goodyear	Northern VA	Br. 3520	Clywn E. Stewart	San Jose, CA	Br. 193	Glenn A. Larson	Mundelein, IL	Br. 4364
Thomas B. Pearson	Northern VA	Br. 3520	Jon C. Thompson	San Jose, CA	Br. 193	Craig G. Russell	Mundelein, IL	Br. 4364
Wayne W. Seal	Northern VA	Br. 3520	Virginia L. Timothy	San Jose, CA	Br. 193	John W. Splitt	Mundelein, IL	Br. 4364
Ronald N. Simpson	Northern VA	Br. 3520	Tony H. Wadley	San Jose, CA	Br. 193	Timothy A. Tistinic	Mundelein, IL	Br. 4364
James A. Smith	Northern VA	Br. 3520	Steven M. Blanchies	New Castle, DE	Br. 4015	Theodore J. Arnold	Oak Park, IL	Br. 608
Pierce F. Carter Jr.	Richmond, VA	Br. 496	George L. Factor Sr.	New Castle, DE	Br. 4015	Mark A. Ayers	Rockford, IL	Br. 245
Raymond Eldridge	Richmond, VA	Br. 496	Jerry L. Farmer	New Castle, DE	Br. 4015	Steven J. Birkett	Rockford, IL	Br. 245
John D. Gant	Richmond, VA	Br. 496	Merle E. Holland	New Castle, DE	Br. 4015	John R. Connell	Rockford, IL	Br. 245
Donald W. Hall	Richmond, VA	Br. 496	George L. Reinbold	New Castle, DE	Br. 4015	John J. Ferro	Rockford, IL	Br. 245
John T. Jackson	Richmond, VA	Br. 496	Roger S. Barrera	Clearwater, FL	Br. 2008	Maurice S. Johnson	Rockford, IL	Br. 245
R. L. Purdie	Richmond, VA	Br. 496	Nathaniel S. Bell	Clearwater, FL	Br. 2008	Charles G. Kniess	Rockford, IL	Br. 245
Arthur Smalls	Richmond, VA	Br. 496	Charles J. Beverly	Clearwater, FL	Br. 2008	Christophe R. Lewis	Rockford, IL	Br. 245
Lloyd N. Wallace	Richmond, VA	Br. 496	Robert R. Briggs	Clearwater, FL	Br. 2008	Charles F. Schoonover	Rockford, IL	Br. 245
Donald A. Wissinger	Seattle, WA	Br. 79	Earl E. Bruch	Clearwater, FL	Br. 2008	Gregg A. Shigley	Rockford, IL	Br. 245
Robert C. Cypher	Milwaukee, WI	Br. 2	Robert A. Carrese	Clearwater, FL	Br. 2008	Salvador J. Varisco	Rockford, IL	Br. 245
Robert M. Faelak	Milwaukee, WI	Br. 2	Anthony Costa	Clearwater, FL	Br. 2008	Harold E. Cox	Elkhart, IN	Br. 547
Jerome C. Flayter	Milwaukee, WI	Br. 2	Ruthann C. Davidson	Clearwater, FL	Br. 2008	David W. Kershner	Elkhart, IN	Br. 547
Gary C. Sneider	Milwaukee, WI	Br. 2	Thomas A. Destefano	Clearwater, FL	Br. 2008	Charles P. Bixby	Fort Wayne, IN	Br. 116
Alan R. Tank	Milwaukee, WI	Br. 2	Helen B. Dey	Clearwater, FL	Br. 2008	Roger L. Hansen	Fort Wayne, IN	Br. 116
James I. Clemmons	Waukesha, WI	Br. 397	Julian T. Enfinger	Clearwater, FL	Br. 2008	David E. Hess	Fort Wayne, IN	Br. 116
Louis Grubich	Waukesha, WI	Br. 397	Donald S. Ferguson	Clearwater, FL	Br. 2008	George A. Ault	Valparaiso, IN	Br. 753
			Martin R. Goldman	Clearwater, FL	Br. 2008	Cecil J. Crownover	Valparaiso, IN	Br. 753
			Walter M. Harfmann	Clearwater, FL	Br. 2008	Dennis J. McGuirl	Valparaiso, IN	Br. 753
			Jude F. Haverkamp	Clearwater, FL	Br. 2008	Robert A. McKinney	Elkton, MD	Br. 2069
			Howard C. Hickman	Clearwater, FL	Br. 2008	W. F. Donovan	Boston, MA	Br. 34
			William G. Hoinig	Clearwater, FL	Br. 2008	Michael P. Haugh	Boston, MA	Br. 34
			Gail M. Hughes	Clearwater, FL	Br. 2008	Steven W. Rossetti	Boston, MA	Br. 34
			Richard W. Jones	Clearwater, FL	Br. 2008	Richard T. Ferreira	Fall River, MA	Br. 51
			Dennis J. Kelly	Clearwater, FL	Br. 2008	William E. Atkins	Sault Ste Marie, MI	Br. 707
			Theodore Kemp Jr.	Clearwater, FL	Br. 2008	Steven L. Kjono	Fergus Falls, MN	Br. 806
			Donald C. Keys	Clearwater, FL	Br. 2008	James E. Couch	Tupelo, MS	Br. 1593
			Newton L. Kirby Jr.	Clearwater, FL	Br. 2008	Larry W. Raper	Tupelo, MS	Br. 1593
			Wayne A. McCarter	Clearwater, FL	Br. 2008	Robert H. Shirley	Tupelo, MS	Br. 1593
			Walter McCormick Jr.	Clearwater, FL	Br. 2008	David A. Nielsen	Keene, NH	Br. 590
			Paul R. Meyer	Clearwater, FL	Br. 2008	Thomas J. Moran	Bergen Co. Mgd., NJ	Br. 425
			Mark Nagel	Clearwater, FL	Br. 2008	Dominic J. Coccio	Westfield, NJ	Br. 1492
			Thomas J. Nicholson Jr.	Clearwater, FL	Br. 2008	Jeremiah J. Cocola Jr.	Westfield, NJ	Br. 1492
			Rolando D. Nurse	Clearwater, FL	Br. 2008	Allan J. Nies	Westfield, NJ	Br. 1492
			Wayne T. Owen	Clearwater, FL	Br. 2008	Thomas R. Smargiassi Jr.	Westfield, NJ	Br. 1492
			Richard W. Pierson	Clearwater, FL	Br. 2008	Donald L. Clark	Chapel Hill, NC	Br. 2613
			Francis J. Poder	Clearwater, FL	Br. 2008	Bobby J. Riggsbee	Chapel Hill, NC	Br. 2613
			Jay A. Porter	Clearwater, FL	Br. 2008	Coen E. Strum	Henderson, NC	Br. 1286
			Arthur M. Prasse	Clearwater, FL	Br. 2008	Henry T. Williamson	Henderson, NC	Br. 1286
			Larry W. Roberts	Clearwater, FL	Br. 2008	F. L. Carroll	Shelby, NC	Br. 2307
			Otis L. Robinson	Clearwater, FL	Br. 2008	Kelly F. Costner	Shelby, NC	Br. 2307
			Billy J. Scarbrough	Clearwater, FL	Br. 2008	Bobbie D. Ingle	Shelby, NC	Br. 2307
			John J. Snizek	Clearwater, FL	Br. 2008	Gerald A. Burckhard	Minot, ND	Br. 1152
			Charles L. Studley	Clearwater, FL	Br. 2008	Arthur J. Lund	Bottineau, ND	Br. 5675
			Arthur R. Taylor	Clearwater, FL	Br. 2008	Francis J. Aquino	Canton, OH	Br. 238
			James A. Tingler	Clearwater, FL	Br. 2008	Neil D. Battista	Canton, OH	Br. 238
			Arcadio Torres	Clearwater, FL	Br. 2008	James R. Gorby	Canton, OH	Br. 238
			Dean F. Walker	Clearwater, FL	Br. 2008	Kenneth L. Johnston	Canton, OH	Br. 238
			Robert S. Waller	Clearwater, FL	Br. 2008	John D. Ley	Canton, OH	Br. 238
			John J. Wehinger	Clearwater, FL	Br. 2008	John S. Lovaty	Canton, OH	Br. 238
			Paul F. Wilsbach	Clearwater, FL	Br. 2008	Archie Morris	Canton, OH	Br. 238
			Gary R. Woodard	Clearwater, FL	Br. 2008	Thomas C. Phister	Canton, OH	Br. 238
			Guye H. Daniels Jr.	Naples, FL	Br. 4716	Willie J. Fort-El	Cleveland, OH	Br. 40
			Frankie J. Stephenson	Naples, FL	Br. 4716	Robert L. Haines	Cleveland, OH	Br. 40
			Daniel J. Sullivan III	Naples, FL	Br. 4716	Leonrd W. Harris	Cleveland, OH	Br. 40
			Peter Avena	Spacecoast FL	Br. 2689	James F. Hitsman	Cleveland, OH	Br. 40
			Joseph S. Brickman	West Coast, FL	Br. 1477	Richard L. Kalin	Cleveland, OH	Br. 40
			Delbert A. Cota	West Coast, FL	Br. 1477	Irene Martin	Cleveland, OH	Br. 40
			James C. Disney	West Coast, FL	Br. 1477	Philip E. Mast	Cleveland, OH	Br. 40
			Kenneth A. Grasso	West Coast, FL	Br. 1477	Kermit C. McCartney Jr.	Cleveland, OH	Br. 40
			Michael R. Miller	West Coast, FL	Br. 1477	Dennis C. McPhee	Cleveland, OH	Br. 40
			Michael A. Morcillo	West Coast, FL	Br. 1477	Thomas G. Michelich	Cleveland, OH	Br. 40
			Jacob O. Myers II	West Coast, FL	Br. 1477	David H. Morley	Cleveland, OH	Br. 40
			Richard L. Renshaw	West Coast, FL	Br. 1477	Donald J. Morton	Cleveland, OH	Br. 40
			Albert J. Williams	West Coast, FL	Br. 1477	Richard A. Muski	Cleveland, OH	Br. 40
			James A. Cameron	Atlanta, GA	Br. 73	Brian D. Nikiforow	Cleveland, OH	Br. 40
			William C. Hogan	Atlanta, GA	Br. 73	Howard W. Nuske	Cleveland, OH	Br. 40
			Robert T. King	Atlanta, GA	Br. 73	Ronald H. Albers	Tulsa, OK	Br. 1358
			Willis Mitchell Jr.	Atlanta, GA	Br. 73	Harry L. Ashworth Jr.	Tulsa, OK	Br. 1358
			John F. Ransaw	Atlanta, GA	Br. 73	Harry W. Bennett Jr.	Tulsa, OK	Br. 1358
			Wayman F. Waldon Jr.	Atlanta, GA	Br. 73	R. L. Blair	Tulsa, OK	Br. 1358
			Jackie Walker	Atlanta, GA	Br. 73	Kenneth N. Bourne	Tulsa, OK	Br. 1358

55-year pins

Peter G. Siqueiros	Tucson, AZ	Br. 704
Linda H. Wallace	Tucson, AZ	Br. 704
Ruben Alatorre	San Bernardino, CA	Br. 411
Dennis M. Argo	San Bernardino, CA	Br. 411
John P. Bouschet	San Bernardino, CA	Br. 411
O. D. Bowron	San Bernardino, CA	Br. 411
Robert W. Busch	San Bernardino, CA	Br. 411
James R. Calleros	San Bernardino, CA	Br. 411
Larry D. Clawson	San Bernardino, CA	Br. 411
Marsha L. Clawson	San Bernardino, CA	Br. 411
Edward T. Cox Jr.	San Bernardino, CA	Br. 411
Fred F. Crespin	San Bernardino, CA	Br. 411
Eugene E. Doster	San Bernardino, CA	Br. 411
Orville V. Farrington	San Bernardino, CA	Br. 411
Axel B. Franea	San Bernardino, CA	Br. 411
Lawrence C. Garcia	San Bernardino, CA	Br. 411
Vern L. Garton	San Bernardino, CA	Br. 411
M. J. Gerdes	San Bernardino, CA	Br. 411
Richard A. Johnson	San Bernardino, CA	Br. 411
Sharol A. Kleinschmidt	San Bernardino, CA	Br. 411
Robert G. Kline	San Bernardino, CA	Br. 411
John W. Krause	San Bernardino, CA	Br. 411
Keith R. Lewis	San Bernardino, CA	Br. 411
Robert A. Lewis	San Bernardino, CA	Br. 411
Dewald W. Magstadt	San Bernardino, CA	Br. 411
Lyle L. Mallory	San Bernardino, CA	Br. 411
Wesley B. McAllister	San Bernardino, CA	Br. 411
Louis H. McClain	San Bernardino, CA	Br. 411
Robert R. Mendoza	San Bernardino, CA	Br. 411
Harold K. Mercer	San Bernardino, CA	Br. 411
Norman E. Nelson	San Bernardino, CA	Br. 411
Roland R. Newell	San Bernardino, CA	Br. 411
John O. Noyes	San Bernardino, CA	Br. 411
Paul J. Ohlms	San Bernardino, CA	Br. 411
Charles A. Phelps	San Bernardino, CA	Br. 411
B. R. Phillips	San Bernardino, CA	Br. 411
Terry L. Bales	San Diego, CA	Br. 70
Stephen Harobin Jr.	San Diego, CA	Br. 70
Paul J. Antl	San Jose, CA	Br. 193
George M. Boyce III	San Jose, CA	Br. 193
Carlos A. Cabico	San Jose, CA	Br. 193
Claudia J. Daley	San Jose, CA	Br. 193
Ronnie A. Flores	San Jose, CA	Br. 193
Ronald D. Garman	San Jose, CA	Br. 193
Omer A. Hadsall	San Jose, CA	Br. 193
Rodrigo V. Hernandez	San Jose, CA	Br. 193
Robert L. Humphreys Jr.	San Jose, CA	Br. 193
Betty E. Johnson	San Jose, CA	Br. 193
Russell E. Larson	San Jose, CA	Br. 193
Peter Licon	San Jose, CA	Br. 193
Gary L. McLeod	San Jose, CA	Br. 193
Robert J. McLeod	San Jose, CA	Br. 193

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

Richard C. Brandenburg	Tulsa, OK	Br. 1358	Robert W. McKinney	Tulsa, OK	Br. 1358	Mack C. Williams	Richmond, VA	Br. 496
William H. Braudrick	Tulsa, OK	Br. 1358	Clarence O. Mills	Tulsa, OK	Br. 1358	Richard A. Wilson Sr.	Richmond, VA	Br. 496
Bobby W. Brewer	Tulsa, OK	Br. 1358	Pauline O. Moody	Tulsa, OK	Br. 1358	Tommy L. Horn	Richlands, VA	Br. 5457
Donald F. Brewer	Tulsa, OK	Br. 1358	Elbert N. Moore	Tulsa, OK	Br. 1358	Samuel L. Shrader	Richlands, VA	Br. 5457
Buford J. Brock	Tulsa, OK	Br. 1358	Henry A. Morris	Tulsa, OK	Br. 1358	Kenneth M. Walls	Richlands, VA	Br. 5457
Paul D. Burris	Tulsa, OK	Br. 1358	Melvin L. Myers	Tulsa, OK	Br. 1358	Dennis M. Hale	Hayward, CA	Br. 1707
Jerry L. Canton	Tulsa, OK	Br. 1358	Tod W. Nelson	Tulsa, OK	Br. 1358	Donald A. Wissinger	Seattle, WA	Br. 79
John J. Clack	Tulsa, OK	Br. 1358	Roger D. Norman	Tulsa, OK	Br. 1358	Stanley D. Dawkins	Vancouver, WA	Br. 1104
Wilburn E. Cochran	Tulsa, OK	Br. 1358	Paul D. Norris	Tulsa, OK	Br. 1358	Cody R. Hershaw	Vancouver, WA	Br. 1104
Charles W. Cole	Tulsa, OK	Br. 1358	John L. Porter	Tulsa, OK	Br. 1358	Beatrice A. Jackson	Vancouver, WA	Br. 1104
Richard M. Collins	Tulsa, OK	Br. 1358	Jimmie A. Robison	Tulsa, OK	Br. 1358	Lavonne C. Milek	Arcadia, WI	Br. 2504
Billy D. Cook	Tulsa, OK	Br. 1358	Herbert W. Rouse	Tulsa, OK	Br. 1358	James M. Earle Jr.	Waukesha, WI	Br. 397
Billy R. Cowan	Tulsa, OK	Br. 1358	Tommy J. Rupert	Tulsa, OK	Br. 1358	Kevin F. Mahoney	Waukesha, WI	Br. 397
Lowell D. Dearman	Tulsa, OK	Br. 1358	Walter L. Sallee	Tulsa, OK	Br. 1358	Don V. Martin	Waukesha, WI	Br. 397
Robert D. Divilbiss	Tulsa, OK	Br. 1358	Richard M. Schiavi	Tulsa, OK	Br. 1358	Richard A. Nowakowski	Waukesha, WI	Br. 397
Raymond P. Elledge	Tulsa, OK	Br. 1358	Bill G. Shanks	Tulsa, OK	Br. 1358	Robert J. Olson	Waukesha, WI	Br. 397
Edward T. England	Tulsa, OK	Br. 1358	C. E. Shaw	Tulsa, OK	Br. 1358	Charles A. Popp	Waukesha, WI	Br. 397
Michael G. Fletcher	Tulsa, OK	Br. 1358	Larl C. Shaw	Tulsa, OK	Br. 1358	Paul A. Staples	Waukesha, WI	Br. 397
Jerry W. Fryer	Tulsa, OK	Br. 1358	Jeffrey C. Smith	Tulsa, OK	Br. 1358	Lee L. Stoddard	Waukesha, WI	Br. 397
Henry C. Galloway Jr.	Tulsa, OK	Br. 1358	J. D. Spillman	Tulsa, OK	Br. 1358			
William B. Gilsdorf	Tulsa, OK	Br. 1358	Glynn A. Turner	Tulsa, OK	Br. 1358			
Thomas W. Godfrey	Tulsa, OK	Br. 1358	Carlross Walters	Tulsa, OK	Br. 1358			
Jack L. Gower	Tulsa, OK	Br. 1358	Paul M. Wells	Tulsa, OK	Br. 1358			
Kenneth W. Graham	Tulsa, OK	Br. 1358	R. C. Wood	Tulsa, OK	Br. 1358			
Clayton W. Guinn	Tulsa, OK	Br. 1358	Michael J. Kolodziejcki	Philadelphia, PA	Br. 157	Dennis M. Hale	Hayward, CA	Br. 1707
Carl Hagan	Tulsa, OK	Br. 1358	Alexander J. Oscilowski	Philadelphia, PA	Br. 157	Stanley B. Dennis	San Jose, CA	Br. 193
Johnny L. Harris	Tulsa, OK	Br. 1358	Agustin F. Ayala	San Juan, PR	Br. 869	Ronald H. King	New Castle, DE	Br. 4015
Ronnie E. Hicks	Tulsa, OK	Br. 1358	C. J. Berrios	San Juan, PR	Br. 869	Robert L. Bradford	Clearwater, FL	Br. 2008
Gloria G. Hill	Tulsa, OK	Br. 1358	Gil R. Bravo	San Juan, PR	Br. 869	Andrew T. Biro	Naples, FL	Br. 4716
Eddie D. Hodge	Tulsa, OK	Br. 1358	Michael C. Gill	Rock Hill, SC	Br. 1003	Stanley E. Mittlehner	Spacecoast FL	Br. 2689
Gary L. Hodges	Tulsa, OK	Br. 1358	Ken R. Kolbeck	Sioux Falls, SD	Br. 491	Henry O. Parker Jr.	Camilla, GA	Br. 3583
Floyd R. Hummingbird	Tulsa, OK	Br. 1358	Raymond D. Watson	Memphis, TN	Br. 27	June K. Smith	Rockford, IL	Br. 245
Ronald D. Jones	Tulsa, OK	Br. 1358	Charles L. Daron	Arlington, TX	Br. 2309	Steven M. Coppola	Oak Park, IL	Br. 608
Fredrick D. Kappus	Tulsa, OK	Br. 1358	Heriberto Guerrero	Arlington, TX	Br. 2309	Carl F. Oefelein	Palatine, IL	Br. 4268
Billie R. Lawrence	Tulsa, OK	Br. 1358	John C. Schmeisser	Arlington, TX	Br. 2309	John W. Clark Jr.	Elkton, MD	Br. 2069
Joe A. Lawson	Tulsa, OK	Br. 1358	James O. Koehler	Austin, TX	Br. 181	Joseph H. Doane	Lynn, MA	Br. 7
John R. Maloney	Tulsa, OK	Br. 1358	Arthur C. Lopez	Austin, TX	Br. 181	David A. Nielsen	Keene, NH	Br. 590
Douglas N. Martin	Tulsa, OK	Br. 1358	Charlie W. Boswell	Lake Jackson, TX	Br. 4723	Thomas J. Moran	Bergen Co. Mgd., NJ	Br. 425
Daniel R. McAndrews	Tulsa, OK	Br. 1358	Alvin L. Linder	Lake Jackson, TX	Br. 4723	Anthony J. Formento Jr.	Vineland, NJ	Br. 534
			Frederick D. Mathis	Lake Jackson, TX	Br. 4723	Guy Cheli	Westchester Mgd., NY	Br. 693
			Dee E. Mitchell	Lake Jackson, TX	Br. 4723	Thomas Denaro	Westchester Mgd., NY	Br. 693
			Jimmy A. Risner	Lake Jackson, TX	Br. 4723	Ronald A. Lillo	Westchester Mgd., NY	Br. 693
			Richard S. Thompson	Lake Jackson, TX	Br. 4723	Edward T. Cooper	Chapel Hill, NC	Br. 2613
			Billy R. Underwood	Lake Jackson, TX	Br. 4723	Donald S. Pendergrass	Chapel Hill, NC	Br. 2613
			Thomas W. Porter	North TX	Br. 4065	F. L. Carroll	Shelby, NC	Br. 2307
			Ramiro Gomez	Raymondville, TX	Br. 4168	Kelly F. Costner	Shelby, NC	Br. 2307
			Ernest W. Richardson	Rutland, VT	Br. 495	John P. Ley	Canton, OH	Br. 238
			William H. Carter	Richmond, VA	Br. 496	William D. Salmon	Tulsa, OK	Br. 1358
			Roy S. Daise	Richmond, VA	Br. 496	Lester W. Stevens	Tulsa, OK	Br. 1358
			James H. Friends Jr.	Richmond, VA	Br. 496	Emanuele A. Quinci	Bux-Mont, PA	Br. 920
			Willis N. Hendricks	Richmond, VA	Br. 496	Robert J. Stanton	Bux-Mont, PA	Br. 920
			Ronald E. Hinton	Richmond, VA	Br. 496	Michael A. Harris	Memphis, TN	Br. 27
			Everette C. Johnson	Richmond, VA	Br. 496	Haywood C. Ward Jr.	Memphis, TN	Br. 27
			Eddie T. Johnson Jr.	Richmond, VA	Br. 496	Morris Wilson	Memphis, TN	Br. 27
			Edwin C. Schwartz	Richmond, VA	Br. 496	Willie C. Cowey	Lake Jackson, TX	Br. 4723
			George E. Shank Jr.	Richmond, VA	Br. 496	Barry W. Avery	North TX	Br. 4065
			Julian M. Venable	Richmond, VA	Br. 496	Ramiro Gomez	Raymondville, TX	Br. 4168
					Br. 496	David W. Hertz	Vancouver, WA	Br. 1104

50-year gold cards and pins

Dennis M. Hale	Hayward, CA	Br. 1707
Stanley B. Dennis	San Jose, CA	Br. 193
Ronald H. King	New Castle, DE	Br. 4015
Robert L. Bradford	Clearwater, FL	Br. 2008
Andrew T. Biro	Naples, FL	Br. 4716
Stanley E. Mittlehner	Spacecoast FL	Br. 2689
Henry O. Parker Jr.	Camilla, GA	Br. 3583
June K. Smith	Rockford, IL	Br. 245
Steven M. Coppola	Oak Park, IL	Br. 608
Carl F. Oefelein	Palatine, IL	Br. 4268
John W. Clark Jr.	Elkton, MD	Br. 2069
Joseph H. Doane	Lynn, MA	Br. 7
David A. Nielsen	Keene, NH	Br. 590
Thomas J. Moran	Bergen Co. Mgd., NJ	Br. 425
Anthony J. Formento Jr.	Vineland, NJ	Br. 534
Guy Cheli	Westchester Mgd., NY	Br. 693
Thomas Denaro	Westchester Mgd., NY	Br. 693
Ronald A. Lillo	Westchester Mgd., NY	Br. 693
Edward T. Cooper	Chapel Hill, NC	Br. 2613
Donald S. Pendergrass	Chapel Hill, NC	Br. 2613
F. L. Carroll	Shelby, NC	Br. 2307
Kelly F. Costner	Shelby, NC	Br. 2307
John P. Ley	Canton, OH	Br. 238
William D. Salmon	Tulsa, OK	Br. 1358
Lester W. Stevens	Tulsa, OK	Br. 1358
Emanuele A. Quinci	Bux-Mont, PA	Br. 920
Robert J. Stanton	Bux-Mont, PA	Br. 920
Michael A. Harris	Memphis, TN	Br. 27
Haywood C. Ward Jr.	Memphis, TN	Br. 27
Morris Wilson	Memphis, TN	Br. 27
Willie C. Cowey	Lake Jackson, TX	Br. 4723
Barry W. Avery	North TX	Br. 4065
Ramiro Gomez	Raymondville, TX	Br. 4168
David W. Hertz	Vancouver, WA	Br. 1104

Mutual Exchanges

OR: Corvallis (9/22) to Portland, OR. Seeking exchange with a regular city carrier. OT available. Brooke, 206-450-7197 (call or text) or brookejambor@gmail.com.

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., June's deadline is for the July 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.

The following is a paid advertisement by a candidate for national office.

Come Heller
High Water
"VOTE"
Bill
National Trustee



The following is a paid advertisement by a candidate for national office.

The Caref Record

Honesty, Character, Integrity



A real leader always tells it like it is. **Mike Caref** is a leader who will be honest with the members about what we're up against, where we're failing and how we can win. **Mike Caref** is the only candidate for National President who successfully enforced the terms of our contract across an entire region, held management accountable and made them pay for their violations. A leader inspires us, motivates us and most importantly, leads the way. That's the **Mike Caref** record. That's real leadership.

To know where we're going we have to understand where we've been. In 1970 a group of rank and file Letter Carriers launched an illegal wildcat strike against the government of the United States of America. They did it because they couldn't support their families on meager wages and many were forced to work a second or third job or go on welfare or food stamps to make ends meet. They risked everything including fines and jail time. That's what "Fighting Like Hell" looks like. Their actions gave NALC the right to collective bargaining, reforms that put Letter Carriers squarely in the middle class, a law that required the Postal Service to pay us wages comparable to the private sector and a COLA clause that ensured wages kept pace with the ravages of inflation.

In the 56 years since the strike of 1970 a lot changed and not for the better. Today the job of a Letter Carrier is not a middle class career. Our members are being destroyed by rising prices, a "Diet COLA" and a starting pay that's a fraction of what it should be and less than a starting clerk. The cap on CCA's was meant to limit the number of non-career employees but with the addition of PTF's who are exempt from the cap, overtime is disappearing. Rising Healthcare costs are devastating to active carriers and retirees alike. Even our top pay is failing to keep pace with others in the industry and most will quit before they ever get there.

NALC has always been at its best when the rank and file members took control and today is no different. With real leadership we can enforce the terms of our contract, we can stop the erosion of our pay and benefits and we can return the job of a Letter Carrier to one that is respected and solidly middle class. **Mike Caref** is the leader we need.

The road ahead isn't easy but **Mike Caref** has a plan to turn things around. You can read or listen to it by going to the **Caref4Prez.org** website under the platform tab. His plan is to raise wages, enforce our contract, unite our union and make Letter Carriers middle class again. **If you want leadership that delivers real results, and a President with integrity we ask you to join us to elect,**



Mike Caref, President

The following is a paid advertisement by a candidate for national office.



Concerned Letter Carriers

The National Reform Movement · By Letter Carriers, For Letter Carriers

2026
NALC ELECTIONS

Integrity • Transparency • Accountability

Supporting CLC means standing together for a stronger future for every letter carrier.

The Concerned Letter Carriers (CLC) is a national reform movement within the National Association of Letter Carriers (NALC). We were created in response to leadership failures that threatened fairness, transparency, and integrity in the union. Our movement is led by letter carriers, for letter carriers — dedicated to ensuring all members have a voice, equitable treatment, and access to the resources they deserve.

- **Higher Pay with Full COLAs:** Letter carriers deserve wages that rise with inflation and protect our standard of living.
- **Table 1 Pay Scale for All Letter Carriers:** Equal pay structures that eliminate division and ensure fairness across the workforce.
- **All Career Workforce:** Stability, fairness, and long-term security for every new letter carrier.
- **Lower Health Plan Contributions:** Uncap the employer contribution toward health insurance, protecting take-home pay and family security.
- **Shorter Time to Top Step:** Reduce step increases so carriers reach the top pay step faster.
- **Strong Representation:** Every member's voice matters. We hold management accountable for contract noncompliance and violations.
- **Workplace Safety — "Dogs of War":** Hold management accountable for unacceptable workplace behaviors, ensuring dignity and respect for all carriers.
- **Ethical Leadership:** Transparent and accountable leadership within the National Association of Letter Carriers.
- **Grievances & Arbitration:** Timely processing and addressing backlogged grievances — because delayed justice is denied justice.
- **Education & Support:** Access to training, guidance, and dependable union resources for every member.

CLC CANDIDATE FOR NATIONAL OFFICERS & DIRECTORS

 NALC PRESIDENT James D. Henry	 EXEC. VICE PRESIDENT Corey Walton	 VICE PRESIDENT Kimetra Simpson-Lewis	 DIR. CITY DELIVERY Rob Kosier	 DIR. RETIRED MEMBERS Anita Guzik
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CLC CANDIDATE FOR NATIONAL BUSINESS AGENTS

 NBA · REGION 2 Debra Dixon	 NBA · REGION 6 Walter Gregory	 NBA · REGION 8 Danna Chambless	 NBA · REGION 12 William (Bill) Kriebel	 NBA · REGION 14 Tom Rooney	 NBA · REGION 15 Orlando Gonzalez
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CLC CANDIDATE FOR NATIONAL TRUSTEES & AFL-CIO DELEGATES

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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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