

# The Postal Record

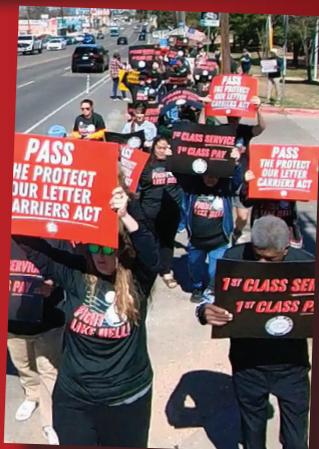
The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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## LETTER CARRIERS CALL FOR FAIR CONTRACT AS FORMAL NEGOTIATIONS BEGIN —PAGES 4-9



**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
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Scan the QR code to go to the NALC  
Legislative Action Center or go to [nalc.org/  
government-affairs/legislative-action-center](http://nalc.org/government-affairs/legislative-action-center)



# Collective bargaining begins



**Brian L.  
Renfro**

Days after our national day of action, NALC met with the Postal Service at a collective-bargaining opening ceremony. While this ceremonial meeting is a marker in the bargaining schedule, it doesn't tell the full story of the extensive work and preparation that leads up to it.

**Collective-bargaining preparations have been ongoing for months and even years.** Since last fall, our collective-bargaining subcommittees, made up of Executive Council members and Headquarters letter carrier staff, have continued to meet regularly to review information such as convention resolutions and draft proposals to be submitted in this round of bargaining. This process has been utilized in the last several rounds of collective bargaining, and this time, the subcommittees had access to even more member feedback.

In September 2025 and January of this year, two 30-member groups of Rank-and-File Bargaining Committees met to discuss and formulate bargaining proposals. These new committees, which were divided into groups of branch leaders, contract enforcers and newer members, offered valuable perspectives directly from letter carriers representing a wide variety of viewpoints and experiences.

Another new and important part of bargaining preparation was a survey available to all active members. Last month, every active member had the opportunity to provide their feedback, rank their priorities, and explain what they want to see in our next contract. The results reinforced the bargaining goals and priorities we've been working toward.

When asked to rank their top priorities in a new contract, respondents ranked general wage increases, reducing the time to reach the top step of the pay table, raising top pay, addressing

**W**e're only a few months into the year, and it's already been a pivotal one for NALC.

Last month, I had the pleasure of joining Baltimore, MD Branch 176 at its "Fight Like Hell!" rally for a fair contract. It was an excellent event with an even better energy. The attendees were engaged, fired up, and ready to fight for the contract and wages we deserve.

That energy wasn't contained in Baltimore. Branches across the country held similar rallies on Sunday, Feb. 22. If you attended one, I hope you left as energized and hopeful as I did. If you didn't, I hope you'll be on the lookout for upcoming actions organized by NALC.

contract compliance, raising career starting pay by eliminating steps of the pay table, and transitioning to all-career workforce at the top. These results reinforce all the hard work our Executive Council, staff members, and Rank-and-File Bargaining Committees did and will continue doing. History tells us that achieving every one of our goals at the bargaining table in any single round of negotiations is a tall order. But these survey results affirmed that we are fighting for what our active members want to see in their next contract and plays a large part in determining how we prioritize different goals as negotiations play out.

We know we are in a harsh bargaining environment, with an employer that operates to serve, not profit. The Postal Service may seek to take away other economic or workroom floor gains that we've made over our long, consistent history of bargaining success. Regardless, we know that our work is as valuable as ever. We deserve more and we won't settle for anything less than what we've earned.

**While last month signified the ceremonial kickoff of negotiations,** the truth is that NALC is in a constant state of bargaining with the Postal Service. We perpetually exchange ideas, regardless of where we are in the contract or negotiation cycle. Collective bargaining isn't a series of a few pre-scheduled meetings that finalize everything. It's constant conversations with our counterparts at the Postal Service. The work of our bargaining team never ends. I am honored to lead this team and its work on behalf of our 200,000 active members.

While our work on collective bargaining is constant, and our fight for a fair contract that meets our members' needs is central, it isn't our only battle. We cannot forget that other threats remain and we must always keep our defenses—and offenses—ready. We are dealing with a postmaster general who is less than a year into the job, an administration that has proven to make hasty decisions (ones that have not been friendly to our fellow federal employees), and a Congress that struggles to agree on anything. All these factors amount to uncertainty. That's why we're always on the lookout and are ready to fight back if anyone tries to come after our jobs, retirements, the universal network, or anything else that affects letter carriers' future.

As president of our great union, it is my job to be truthful about the challenges we face while doing everything possible to achieve the best outcomes for our members. If you're a leader in your state, region, branch or station, you know that being a leader naturally brings feedback and criticism. But you likely also know that, despite anything else, your sole goal is to serve your members the best you can. That is my goal in this round of collective bargaining and in every single fight we face. I am committed to doing what is in the best interest of letter carriers and our union at the bargaining table and in every arena we enter.



## National Association of Letter Carriers, AFL-CIO

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

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

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### NATIONAL BUSINESS AGENTS

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909-443-7450

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256-828-8205

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Marietta, GA 30067  
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281-540-5627

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Lorain, OH 44053-1056  
440-282-4340

**Region 12: BRIAN THOMPSON**  
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4 Neshaminy Interplex Drive, Suite 111  
Trevose, PA 19053  
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*(Northern New Jersey, New York, SW Connecticut, Puerto Rico, Virgin Islands)*  
347 W. 41st St., Suite 102  
New York, NY 10036-6941  
212-868-0284

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The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



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**The Postal Record**  
Editorial staff:  
Managing Editor Mike Shea  
Writer/Editor Rick Hodges  
Writer/Editor Jenessa Wagner  
Editorial Assistant Sarah Eccleston

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# News from Washington

## NALC continues to push priorities as Congress struggles amid partial government shutdown



**A**s this magazine was going to print, Congress remained at an impasse over policy changes that are needed to fund the Department of Homeland Security (DHS) for the remainder of the fiscal year. Without the agreement to fund DHS, the department is experiencing a partial government shutdown. Entering the third week of the shutdown, agencies affected by the shutdown include the Federal Emergency Management Agency, the Transportation Security Administration, the Cybersecurity and Infrastructure Security Agency, and the U.S. Coast Guard.

While both sides insist conversations to resolve the shutdown are ongoing, disagreements remain over proposed reforms to Immigration and Customs Enforcement (ICE) and Customs and Border Protection. Democrats have issued a formal demand for 10 policy changes for ICE they want included to agree to fund DHS, although Republicans have rejected many of these demands. Until both sides can find common ground and come to an agreement, it is unclear how long the partial government shutdown will last. Currently, roughly 260,000 federal employees are affected by the partial shutdown, and many have already begun not receiving a paycheck.

While Congress struggles to do its basic function of funding the government, NALC is continuing to push our legislative agenda, which includes H.R. 1065, the Protect Our Letter Carrier Act, on Capitol Hill. Since the beginning of 2026, NALC has been able to add 24 new bipartisan co-sponsors, bringing the total co-sponsorship to 184 in the House. As of press time, 157 Democrats have co-sponsors

H.R. 1065, and 27 Republicans have co-sponsored this important piece of legislation. According to the most recent data available, while assaults and robberies decreased in 2024 by about 25 percent, robberies remain 400 percent higher than they were prior to the pandemic. If you have not already done so, please visit [nalc.org/action](http://nalc.org/action) to contact your member of Congress and senators and urge them to co-sponsor H.R. 1065 or S. 463 and all of NALC's priority legislation.

### **Voter suppression legislation moves through Congress**

On Feb. 11, the House passed S. 1383, the Safeguard American Voter Eligibility Act, better known as the SAVE America Act. The goal of this legislation is to make it harder to vote by implementing a nationwide, mandatory photo ID requirement for voting in federal elections, whether in person or by mail. It would further limit access to the ballot box by making registering to vote and maintaining registration more difficult.

Instances of voter fraud are extremely rare. In fact, after the 2024 presidential elections, election officials found no evidence of widespread or systemic fraud. But that has not stopped Republicans and the Trump administration in the upcoming 2026 midterm elections to claim voter fraud is widespread. During the State of the Union address on Feb. 24, President Trump pressed Congress to pass the stalled legislation to address his unsubstantiated claims of widespread voter fraud. In addition, the president urged Congress to pass legislation that would end the use of mail-in ballots except in specific cases of illness, disability, military or travel.

Currently, the SAVE America Act does not contain those limitations.

According to the SAVE America Act, to register or update voter registration, voters would be required to present a valid passport or birth certificate. Tens of millions of Americans do not have passports, and birth certificates present complications, particularly for married women who change their last names. Subsequent documentation would be required to account for a name change.

As this magazine was going to print, the Senate had yet to vote on the legislation. Majority Leader John Thune (R-SD) has warned that he does not have the 60-vote threshold needed to break a filibuster. Several Republican members have suggested changing the rules to make it a "talking filibuster," forcing those in opposition to hold the floor in person. (Think Jimmy Stewart in "Mr. Smith Goes to Washington" style of filibuster.) However, Majority Leader Thune has not expressed interest in changing the current rules, despite some conservative members pushing him to make the change. Check the "Government Affairs" section of [nalc.org](http://nalc.org) for future updates. **PR**



# Letter carriers call for fair contract as formal negotiations begin



NALC President Brian L. Renfro addressed the letter carriers at Branch 176's rally in Baltimore, MD.

Below: Rochester, NY Branch 210  
Bottom: Newport, RI Branch 57



**O**n Feb. 22, three days before NALC and the Postal Service formally opened contract negotiations, letter carriers nationwide participated in the union's national day of action. More than 100 branches from coast to coast held local "Fight Like Hell!" rallies calling for a fair contract.

In sun, snow and rain, letter carriers and supporters across the country showed up to fight for what we deserve. Rallies focused on making our demands known, which include higher wages, an all-career workforce, and comprehensive contract compliance. The events also reminded the public that a strong, well-compensated, well-respected workforce is key to the Postal Service's success and the essential service that letter carriers provide.

As always, letter carriers successfully delivered the message, and rallies were covered in nearly 50 local media markets.

NALC President Brian L. Renfro attended Branch 176's rally in Baltimore, MD. "As we enter into collective bargaining, it is of utmost impor-

tance to the public that this job pays a fair wage, that this job creates and continues to improve the opportunities for carriers," Renfro told the crowd. "Letter carriers have a lot of value. We work harder than we've ever worked before," he continued.

He ended by saying, "I want to send a real clear message to the Postal Service: We are prepared. We will sit down and bargain in good faith, and we will make every effort to reach an agreement that is fair for letter carriers. If we are not able to reach an agreement that is fair for letter carriers, we will go to battle—and we will win!"

With the successful national day of action behind us, NALC encourages members to stay engaged. "Last month, our members did what they do best—organized and mobilized to fight for letter carriers," President Renfro said. "As NALC puts out future calls to action, I urge all our members to participate and be part of the fight for the contract we deserve."

## NALC and USPS open negotiations

Only three days later, on Feb. 25, NALC and USPS officially opened negotiations for a new collective-bargaining agreement. The NALC Executive Council, Postmaster General David Steiner, Deputy Postmaster General Doug Tulino and other USPS leaders attended the opening ceremony held at USPS Headquarters in Washington, DC.

Following welcoming remarks from USPS Vice President of Labor Relations Michael Elston, USPS Director of Contract Administration Jim Lloyd and Deputy Postmaster General Tulino, President Renfro delivered his opening statement (printed in full, starting on page 7).



“We come here this morning with a singular goal, and that is to reach a contract that fairly compensates, recognizes and values America’s 200,000 active city letter carriers,” the NALC president said. We know what we deserve. We know the value of the work that we do. We are hopeful that through this process, we are able to reach an agreement that achieves our goals.”

Renfroe clearly laid out some of NALC’s top demands for a fair contract: an all-career workforce, higher wages at all steps of the pay scale, reducing the time it takes to reach the top of the pay scale, and comprehensive contract compliance by local postal management.

“Fifty-five percent of all city carrier assistants leave the job within the first year. It’s time to abolish this position,” he told USPS leaders.

Regarding wages, Renfroe acknowledged that “while starting pay is undoubtedly too low, and it must be addressed, letter carriers, regardless of where they are in their career, should be compensated fairly and should be rewarded for their contributions for our service to the American people.”

He added that 12 years to reach the top of the pay scale was “unacceptable,” and emphasized that “in today’s world, more than a decade to reach the top of the pay scale takes our experience and our skills for granted.”

Regarding contract compliance, Renfroe said, “It’s clear how letter carriers view this constant and willful disregard for the terms of our collective-bargaining agreement. They view it as disrespect. It’s disrespectful to a proud, dedicated workforce, and it’s disrespectful to our union.”

He ended by urging the Postal Service to properly invest in its workforce,

and reminded USPS leaders, “There is no service, there is no operations without the work that our members do.”

Following President Renfroe’s remarks, Postmaster General Steiner, who is participating in his first round of negotiations with NALC, delivered remarks. He acknowledged the hard work letter carriers do and committed to working in good faith to reach an agreement.

A video of President Renfroe’s remarks can be seen by scanning the QR code above.

While this event was a ceremonial kickoff, NALC is constantly working earnestly for to prepare for the next round of contract negotiations. All this preparation and member feedback will be invaluable at the bargaining table on both work rule and economic discussions.

### Collective-bargaining subcommittees

Starting in the late summer of 2025, collective-bargaining subcommittees, made up of Executive Council members and letter carrier staff, began meeting on their assigned articles of the contract. These committees reviewed convention proposals and other unions’ contracts as they formed ideas and proposals related to their articles. They also considered feedback from the two Rank-and-File Bargaining Committees (more information below)



From top: Central CA Coast Branch 52; St. Cloud, MN Branch 388; Las Vegas, NV Branch 2502

Burbank, CA Branch 2086





From top: Worcester, MA Branch 12, Tucson, AZ Branch 704; Knoxville, TN Branch 419; Fort Collins, CO Branch 849  
Below: Central Florida Branch 1091



# Bargaining (continued)

and ideas from branch and state leaders shared at the national rap session last November in Cleveland, OH. The subcommittee proposals are being presented as work begins with their counterparts at the Postal Service.

## Active member survey

Another new and important part of collective-bargaining preparation was a member survey. Last month, all active members had the opportunity to participate in an online survey. The short survey asked respondents to rank their priorities for our next collective-bargaining agreement as well as provide open-ended feedback on what they hope to see in our next national agreement.

More than 6,000 active members completed the survey, with responses from members of every employee classification, including full-time regulars, part-time flexibles and city carrier assistants (CCAs).

On average, respondents ranked the following as their top priorities:

1. General wage increases
2. Reducing time to top step
3. Raising top pay
4. Tie between:
  - Addressing management’s non-compliance with the *National Agreement* and grievance settlements
  - Raising career starting pay by eliminating steps in the pay scale
5. Eliminating the CCA position and going to an all-career workforce

## Rank-and-File Bargaining Committees

For the first time, NALC convened two groups of Rank-and-File Bargaining Committees. These 30-member committees divided letter carriers from across the

country into three groups: branch leaders, contract enforcers and newer members. These groups followed a similar process that the Executive Council subcommittees follow. They spent a full week working together in person on economic and work rule bargaining proposals. Their direct experience from the workroom floor, at various experience levels and places in their career, provided invaluable feedback that will be used in NALC’s negotiations with the Postal Service.

These responses reinforce what NALC is fighting for at the bargaining table and will be valuable as negotiations progress in the coming weeks and months.

“Our intense and thorough preparation has supplied NALC with more input and member feedback to bring the negotiating table,” Renfroe said. “I appreciate the hard work of our Executive Council, Rank-and-File Bargaining Committees, and every member who took the time to make their voice heard as we work toward achieving our shared goals in our next national agreement.” **PR**



## NALC President Brian L. Renfroe's opening statement



President Renfroe presents NALC's opening statement

**G**ood morning, everyone. We start by thanking Postmaster General Steiner, Deputy Postmaster General Tulino, Vice President Elston, and everyone here at the Postal Service Headquarters for hosting this kickoff. I'd also like to thank everyone in the room for being here at a kickoff of a process that is, of course, important to America's 200,000-plus letter carriers. It's important to the Postal Service. It's also important to the 300-plus million Americans that we serve every single day. I am joined here this morning by the entire NALC Executive Council, the nine other resident officers that are seated here at the table with me, our 15 national business agents, as well as our three national trustees, as well as key members of our headquarters, letter carrier and professional staff and counsel, of course.

We come here this morning with a singular goal, and that is to reach a contract that fairly compensates, recognizes, and values America's 200,000 active city letter carriers. We know what we deserve. We know the value of the work that we do. We are hopeful that through this process, we are able to reach an agreement that achieves our goals. Everyone on both sides of this

table knows that letter carriers' jobs have always been difficult.

The famous saying that's engraved on a building in New York about rain, snow, and the gloom of night is familiar to everyone. But today, we work through even more hazards than that. Extreme heat, cold, the nature of our work, handling heavy parcels day to day, and unfortunately, the enduring threat of violent crimes. But through it all, we've continued to fulfill our essential duties to the American people. Yet, our compensation has not kept up with that level of dedication. The job of a city letter carrier was once sought after as a stable, middle-class job. Unfortunately, in many locations now, we cannot attract enough people, and we even have some that work multiple jobs early in their careers. This, frankly, is unconscionable, especially as the work we do is more valuable than it's ever been before.

We all know what we do for the American people. No one else can match what the Postal Service does. Letter carriers reach every home and business in the country six, and oftentimes seven, days a week. There is no service in Postal Service without letter carriers. Time and time again, we proved that we can adapt. Whether it was natural disasters, global pandemics, record-breaking temperatures, and everything in between, we take pride in continuing to serve the American people. It's only right and it's only fair that that commitment is rewarded with a fair contract that's been earned through the dedication and hard work of America's letter carriers. For us, the major pieces of a fair contract are simple.

First is an all-career workforce. Simply put, the city carrier assistant posi-



Postmaster General David Steiner (l), Deputy Postmaster General Doug Tulino and other USPS leaders

Below: Modesto, CA Branch 1291 and Stockton, CA Branch 213

Bottom: North Sound, WA Branch 450





Left: The Arizona State Association  
Above: Branch 347 Salem, OR

## Opening statement (continued)

tion does not serve our craft, nor does it help achieve the goals of the Postal Service. Fifty-five percent of all city carrier assistants leave the job within the first year. That has been the case every single year since the classification was created in 2013. Astronomically high turnover rates like this seriously undermine the Postal Service's ability to provide quality, universal service. Hiring directly to career nationwide is essential to retain letter carriers, to appropriately staff our delivery units, and to give the Postal Service the ability to provide the level of service that our customers expect. We commend the Postal Service for working with us in good faith over the last several years to convert hundreds of installations around the country to an all-career model. There's no question this is a positive step and has shown improvement in those locations, but it's not enough. It's time to abolish this position.

Next is higher wages at all steps of the pay scale. While starting pay is undoubtedly too low, and it must be addressed, letter carriers, regardless of where they are in their career, should be compensated fairly and

should be rewarded for their contributions for our service to the American people. We spend the majority of our working hours on the street exposed to risks that typical indoor or work-from-home employees will never face. Heat, cold, injuries, the physical toll of the job, unfortunately, the threat of being attacked on the job, these are all real hazards that we face every day. Our current wages do not match this work. The Postal Service cannot expect to retain and attract new letter carriers without substantial wage increases that account for the physicality and challenges of this job.

Similarly, the time to reach top step of our pay scale must be reduced. More than 12 years to reach the top of the pay scale is unacceptable to America's letter carriers, particularly when workers in a number of similar jobs enter at a higher rate and reach top pay in a third of the time that we do. We understand our industry, and we know that the structure of our pay scale is no longer competitive. In today's world, more than a decade to reach the top of the pay scale takes our experience and our skills for granted. For the Postal Service to retain seasoned and experienced letter carriers that have made this service great for many, many years, this time must be substantially reduced.

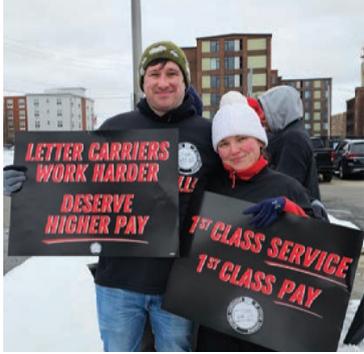
The last specific issue I'll point out is local postal management's lack of contract compliance. A lot of people on both sides of this table and in this room have worked hard and in good faith on the existing terms of our collective-bargaining agreement. The words of that agreement mean nothing if local managers violate them, as they do across the country every single day. Whether it's caused by the decision



President Renfro

The NALC Executive Council attends the opening of negotiations at USPS Headquarters.





Southeast Massachusetts Merged Branch 18



of a supervisor, a station manager, a postmaster or district management, it's clear how letter carriers view this constant and willful disregard for the terms of our collective-bargaining agreement. They view it as disrespectful. It's disrespectful to a proud, dedicated workforce, and it's disrespectful to our union. This problem is rampant. It hurts morale. It hurts productivity. It costs the Postal Service hundreds of millions of dollars every year. To us, it's simply a matter of dignity and respect.

Thankfully, there is what should be an easy solution. For managers that make operational decisions at the local level every day, simply comply with the terms of the agreement that we have negotiated in good faith at this very table over the years. In this round of bargaining, we are eager to engage on anything we can do to improve contract compliance across the country.

Now, it's no secret that the Postal Service faces financial hurdles. Some changes that are needed on the path to financial solvency involve action from the Congress or the administration. Our union will keep doing more than anyone else to make further legislative and administrative changes that benefit the Postal Service a reality. But it doesn't stop there. As we all know, to succeed, the service must be competitive. Particularly in the package business, where there continues to be opportunity for significant revenue growth. For us to stand out in this increasingly competitive package delivery market, exceptional, reliable service is key. There's no question that finding ways to invest in and modernize our infrastructure is very important. We are committed to continuing to do

our part to make that happen, as we have for many years.

But the most important piece of achieving the levels of service that we, and more importantly, our customers, expect is a stable, well-compensated workforce. There is value for everyone here in the Postal Service properly investing in its workforce. There is no service, there is no operation without the work that our members do. We are the key to the service that will allow us to surpass our competition. In many ways, we are the key to the success of the Postal Service. As Deputy Postmaster General Tulino mentioned, last year, the Postal Service celebrated its 250th year. Letter carriers are proud to be part of this 250-year legacy. We are proud to be the face of the Postal Service that the American people see every single day. This pride largely comes from our craft's very rich history of providing a safe and reliable middle-class job, working life, and retirement. That is what we are pursuing in this round of collective bargaining. The promise of a well-respected, well-compensated job. One where you can go to work, do your job, be paid fairly, and return home safely to your family and your loved ones. We are committed in this round of bargaining to doing everything possible to reach an agreement on a fair contract.

We are very appreciative of our long history of good-faith bargaining, and we look forward to continuing that over the course of the coming weeks and months. Thank you once again for hosting this opening session. We are excited and eager to get to work. **PR**



From Top: Arlington, TX Branch 2509; Albany, NY Branch 29 and North-eastern NY Branch 358; Anchorage, AK Branch 4319; and Stamford, CT Branch 60

Cincinnati, OH Branch 43 and Dayton, OH Branch 182



# Still time to register for the food drive

**L**etter carriers are preparing for the Letter Carriers' Stamp Out Hunger® Food Drive—the largest single-day food drive in the country—on Saturday, May 9.

With just two months to go, time is running out for branches to register to guarantee that they will receive postcards.

Registration is easy and requires only a few minutes. Branch presidents simply visit the NALC website at [nalc.org](http://nalc.org), log into the Members Only portal, select “Food Drive” or click the Stamp Out Hunger Food Drive icon, enter the requested information listed under each tab, and click “Complete Registration.” Branch presidents have the option to designate a local food drive coordinator, who will then gain access to the food drive database via their Members Only portal and will be able to register the branch. For a step-by-step guide on how to register your branch, watch the video posted in the Food Drive Tool Kit at [nalc.org/toolkit](http://nalc.org/toolkit).

The registration deadline to receive postcards is March 20. Any branch that registers after the deadline will not be guaranteed to receive postcards. Branch registration will remain open without postcard guarantee until April 17. If a branch has questions, please visit [nalc.org/toolkit](http://nalc.org/toolkit) to find contact information for the regional or state coordinator who will be able to help.

Hunger exists in every community in the country, and each year food banks depend on letter carriers to help replenish the shelves of food pantries and other charitable organizations in the communities we serve.

“Letter carriers are in every community and can see the needs in their communities,” NALC President Brian L. Renfroe said. “We step up by filling

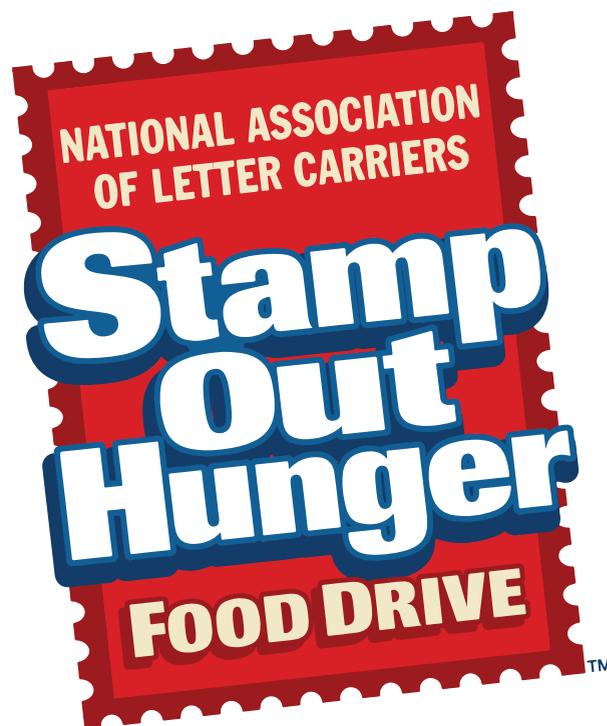
the shelves of local food pantries. Our commitment to the largest one-day food drive in the country is unwavering.”

Food drive bags have been proven to significantly increase the total amount of food collected. If a branch needs assistance with finding bag sponsors, volunteers, distributing the food, or other details, the branch should first reach out to its regional or state coordinator.

Branches are then encouraged to visit [unitedway.org/find-your-united-way](http://unitedway.org/find-your-united-way) to find contact information for their local United Way. Often, United Way can help branches find local food pantries, coordinate distribution of food and find sponsors for bags, such as local grocery stores. Other partners who may be able to assist include the AFL-CIO and the United Food and Commercial Workers International Union (UFCW). You can find your local UFCW by visiting [ufcw.org/members/find-your-local](http://ufcw.org/members/find-your-local). Please be mindful of the bag deadlines posted at [nalc.org/toolkit](http://nalc.org/toolkit) under the heading “Important information for coordinators.”

Getting the word out is essential to the success of the food drive. Once the branch is registered, the food drive coordinator should visit the tool kit to review the *Coordinator's Manual* and order merchandise. Wearing food drive T-shirts; putting out lawn signs; hanging posters and flyers inside banks, apartment complexes, places of worship or grocery stores; working with apartment complexes to send out community emails; and sharing information on social media will help boost community support and improve the outcome of the food drive.

From letter carriers to postal customers to volunteers, anyone can order merchandise online from the Frank



Doolittle Company or the Stamp Out Hunger® Store at [nalc.org/toolkit](http://nalc.org/toolkit) under the heading “Buy your official Stamp Out Hunger® merchandise online.” Food drive posters can be ordered by branch presidents or coordinators via the food drive database located on the Members Only portal. All poster orders and payments must be received at NALC Headquarters by April 17. Orders received after the deadline will not be guaranteed delivery prior to the food drive.

NALC’s social media team and the Department of Communications, along with our national partners, will continue spreading the word and raising awareness for the Stamp Out Hunger® Food Drive. Remember to follow the food drive’s official social media accounts on Facebook at [facebook.com/StampOutHunger](https://facebook.com/StampOutHunger) and on X at [@StampOutHunger](https://twitter.com/StampOutHunger) to stay up to date and to learn more about NALC’s national partners. To find or send mes-

sages about the food drive on either platform, use #StampOutHunger.

The Letter Carriers’ Stamp Out Hunger® Food Drive on May 9 is just two months away. The drive is held annually on the second Saturday in May, and as this year’s event approaches, it is important for branches to register.

**Reminder:** To guarantee postcard delivery, register by March 20. Regional and state coordinators are available to help. More information about the Stamp Out Hunger Food Drive can be found online at [nalc.org/food](http://nalc.org/food).

Thank you for continuing the fight to Stamp Out Hunger. **PR**

## Deadlines approaching for national convention

**D**eadlines for the 74th Biennial National Convention Aug. 3-7 in Los Angeles, CA, are quickly approaching.

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

All proposed amendments to the *NALC Constitution* to be submitted for

consideration at the convention must be received by Rhine’s office by June 3 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July’s *Postal Record* for the membership to review.

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

Branches wishing to sell items in the



## Sixth COLA is \$250

The sixth regular cost-of-living adjustment (COLA) for career letter carriers under the 2023-2026 National Agreement was \$250 annually following the release of the January consumer price index (CPI). This increase was added to every step in Table 1 and Step P in Table 2, and then applied proportionately to Steps B through O in Table 2. The increase has been applied to the pay chart on the following page, and will take effect March 7.

This is the final increase under the 2023-2026 National Agreement. Over the course of this 36-month agreement, active carriers will have seen an average increase of 19.5 percent including all negotiated increases general wage increases, COLAs and step increases.

City carrier starting wages have risen 14.1 percent, and each step in the pay scale has increased at least 9.2 percent since the beginning of the contract. Steps B through O saw an increase of 9.2 percent, and Step P saw an increase of 10.5 percent with the additional \$1,000 received in June 2025. **PR**

## Convention (continued)

designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 3 as well.

Branches may submit their newsletter or website/social media feed in the Branch Publication Competition, which

will be awarded at the 2026 national convention. Information on how to submit was in the January issue of *The Postal Record* and is available online at [nalc.org](http://nalc.org). The deadline for receiving entries to the contest is April 1.

Go to [nalc.org/convention](http://nalc.org/convention) for more convention news. **PR**

## Some overtime pay can be deducted from taxes

**T**ax Day is quickly approaching, with April 15 the official deadline to file your tax returns. Leading up to tax season, you may have seen headlines touting “no tax on overtime.” The Trump administration has repeated this refrain, but in practice, the tax provision that was included in the One Big Beautiful Bill, the Republican-led reconciliation package enacted last summer, is complicated.

Since letter carriers are covered under the Fair Labor Standards Act, the federal law that requires overtime pay for exceeding 40 work hours in a week, they are generally eligible for this tax advantage. But it is not that simple.

If an employee, including a letter carrier, worked overtime, that does not necessarily mean it is tax free. Under the provision, individuals can deduct up to \$12,500 (\$25,000 if filing jointly) of overtime wages for tax years 2025 to 2028. However, this does not include full overtime pay. The only eligible deductible earnings are the “half” from the “time and a half” pay earned during overtime.

Furthermore, the extra “half” of overtime wages for hours exceeding eight hours in a day is eligible for deduction only if the employee

worked more than 40 hours during that same workweek. For example, if a letter carrier worked three hours of overtime in a week but only worked a total of 35 hours that week, those overtime hours would not be eligible for deduction.

Also of note to letter carriers, not all overtime premiums qualify for deduction. Only the first 50 percent of overtime hours (the “half” of “time and a half”) is eligible for deduction. For letter carriers, this excludes penalty overtime, which exceeds 50 percent, from this deduction.

This year, and through tax year 2028, letter carriers will receive a supplemental form with their W-2. This form includes your total overtime wages for tax year 2025; however, given the parameters outlined above, this total amount may not be fully deductible. NALC is seeking additional information from the Postal Service about the supplemental W-2 form.

The phrase “no tax on overtime” is misleading, and the deduction is highly dependent on each worker's individual situation. For letter carriers, it is important to note that given the strict criteria of this tax advantage, some or all of your overtime hours may not qualify. **PR**

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective March 7, 2026 (Sixth COLA)

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

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	\$790
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	\$250

### City carrier assistant increases

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

NOTE: Any time spent in PTF step AA will be credited to the carrier when converted to full-time status.

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

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

**Table 1: City Carrier Schedule**

RSC Q (NALC)

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

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Most Prev. Step
City Carrier (Grade 2)	68,450	73,076	73,182	76,492	76,972	77,455	77,931	78,406	78,889	79,358	79,843	80,325	80,800	81,290	81,764	83,226	483
Carrier Technician*	69,887	74,611	74,719	78,098	78,588	79,082	79,568	80,053	80,546	81,025	81,520	82,012	82,497	82,997	83,481	84,974	485
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	34.36	36.68	36.74	38.40	38.64	38.88	39.12	39.36	39.60	39.84	40.08	40.32	40.56	40.81	41.05	41.78	
Carrier Technician*	35.08	37.46	37.51	39.21	39.45	39.70	39.94	40.19	40.43	40.68	40.92	41.17	41.41	41.67	41.91	42.66	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	32.91	35.13	35.18	36.78	37.01	37.24	37.47	37.70	37.93	38.15	38.39	38.62	38.85	39.08	39.31	40.01	
Carrier Technician*	33.60	35.87	35.92	37.55	37.78	38.02	38.25	38.49	38.72	38.95	39.19	39.43	39.66	39.90	40.14	40.85	
<b>Step Increase Waiting Periods (In Weeks)</b>																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

RSC Q7 (NALC)

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

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Most Prev. Step
City Carrier (Grade 2)	52,510	54,757	57,005	59,255	61,501	63,749	65,998	68,246	70,492	72,739	74,986	77,237	79,481	81,729	83,226	2,248
Carrier Technician*	53,613	55,907	58,202	60,499	62,793	65,088	67,384	69,679	71,972	74,267	76,561	78,859	81,150	83,445	84,974	2,295
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	26.36	27.49	28.62	29.75	30.87	32.00	33.13	34.26	35.39	36.52	37.64	38.77	39.90	41.03	41.78	
Carrier Technician*	26.91	28.07	29.22	30.37	31.52	32.67	33.83	34.98	36.13	37.28	38.43	39.59	40.74	41.89	42.66	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	25.25	26.33	27.41	28.49	29.57	30.65	31.73	32.81	33.89	34.97	36.05	37.13	38.21	39.29	40.01	
Carrier Technician*	25.78	26.88	27.98	29.09	30.19	31.29	32.40	33.50	34.60	35.71	36.81	37.91	39.01	40.12	40.85	
<b>Percent Step P</b>																
	63.09%	65.79%	68.49%	71.20%	73.90%	76.60%	79.30%	82.00%	84.70%	87.40%	90.10%	92.80%	95.50%	98.20%	100.00%	
<b>Step Increase Waiting Periods (In Weeks)</b>																
Steps (From-To)	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

\* Carrier Technicians receive an additional 2.1%

**Table 3: City Carrier Assistant Schedule**

Hourly Rates

RSC Q4 (NALC)

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

	BB	AA
City Carrier (Grade 2)	21.21	21.71
Carrier Technician (add 2.1%)	21.66	22.17
Steps (From BB to AA) in weeks	52	

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

	BB	AA
City Carrier (Grade 2)	22.88	23.38
Carrier Technician (add 2.1%)	23.36	23.87
Steps (From BB to AA) in weeks	52	

# Emergency Response Team helps carriers after trauma

**C**onvened in the spring of 2024, the NALC Emergency Response Team (ERT) has quickly proven its necessity by responding to more than 100 post offices where carriers have experienced trauma.

The ERT responds swiftly to stations where carriers are dealing with the aftermath of a traumatic event such as a colleague's death or serious injury. Some are victims of crime; others have died or suffered injury from other causes. Each event left a group of co-workers who may need help coping with the emotional burden.

"We created the Emergency Response Team because we saw the stress that traumatic events could have on carriers," NALC President Brian L. Renfroe said. "We need to be there for our brothers and sisters when they are in need. That's what being in a union is all about. And that's why we created the ERT."

ERT members are letter carriers, at least two from each of NALC's 15 regions, with special training on how to respond to trauma. Team members are trained in peer-to-peer individual and group crisis intervention. The focus of crisis intervention is to provide rapid emotional support, information and guidance as the affected individual navigates through the initial days after the event. Peer support has become the standard of care for many occupational communities such as first responders and medical providers. When necessary, ERT members will refer their brothers and sisters to additional services or licensed professionals. They are prepared to either help carriers directly or guide them to the resources that can help them.

One thing team members have learned after more than 100 deploy-

ments is that just showing up for carriers is a form of help.

**Chris Grinnell**, president of Fall River, MA Branch 51, said that after a beloved carrier succumbed to a long illness in his branch, he called Region 14 National Business Agent (NBA) Richard J. DiCecca, who requested a visit from the ERT.

The carrier who died was treasured by his co-workers. "He was one of those who always played music. He had the candy dish out for everyone," Grinnell said. "He was someone that everyone really liked."

The loss of their colleague hit particularly hard because, after years of treatment, doctors told him he would survive, only to die days after the prognosis. His friends and acquaintances at his station felt that they had been taken on an emotional roller-coaster ride.

ERT members "were there the next day," Grinnell said of the quick turnaround after calling his NBA. "It was an immediate response."

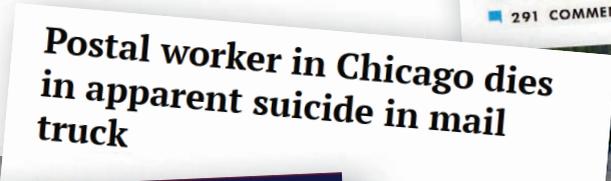
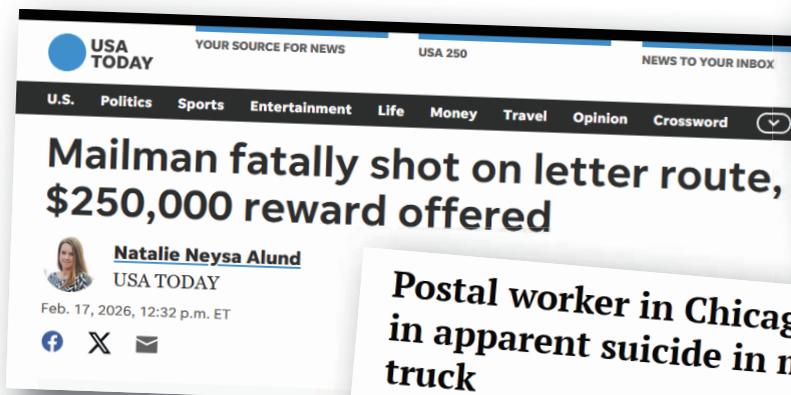
The ERT boosted his fellow carriers' spirits just by showing up. "They felt better just knowing that they were there," he said. "The carriers were looking forward to them coming in."

He added: "The fact that there was someone there made them feel better ... that's what I really like about this program, because it's not just EAP, not just management talking about it, but you have people who are there to help you out and talk and actually take care of you."

The ERT response to Grinnell's branch followed the team's protocol: Grinnell introduced them at a stand-up talk, then they went to talk to each carrier, with an office available for anyone who wanted to have a private conversation.



Chris Grinnell



“They went around to each individual carrier, saying, ‘Hey, are you OK?’” he said, offering whatever assistance they might need, or just an ear to listen. “We set them up with an office in case they need to have more of a private time. If it’s really going to need some more privacy, they had it all set. They’re well trained and they know how to deal with that.”

There are 62 trained ERT members across the country, ready to respond quickly. Whenever there is a critical incident that happened at a post office, or affecting a member of that station, the branch president or the NBA may request ERT help.

The alert goes to Director of Safety and Health Manuel L. Peralta Jr. at NALC Headquarters. When an alert is received, Peralta, Assistant Secretary-Treasurer Mack Julion and the ERT team at Headquarters get to work immediately. They select ERT members to deploy based on who is available nearby, authorize their travel, brief them, and send notice to the Postal Service that the team will be visiting the work site. The typical deployment consists of two team members and lasts two days.

Since the purpose is to meet the immediate needs of carriers, the program is organized to respond quickly. A team is usually assembled and ready to go less than an hour after the call for help comes in.

When they arrive, the ERT members provide peer-to-peer support by talking

to carriers on the workroom floor or, if requested by a carrier, in private. They are also available to talk to family members of the affected carriers. Their role is to provide emotional first aid and guide them toward the available resources to get additional help, depending on their needs. These resources include the USPS Employee Assistance Program, the Office of Workers’ Compensation Programs, the NALC Mutual Benefit Association, the Federal Employees’ Group Life Insurance, the Federal Employees Retirement System and employees’ specific health plans.

Before joining the ERT, each team member is trained and certified by the International Critical Incident Stress Foundation. The training focuses on how to meet the immediate emotional needs of anyone who experiences trauma, Peralta said.

They go into the training to learn the answers to essential questions: “What, other than the physical need, is the psychological need, the traumatic need, the mental help—it’s not really therapy, but just response into what might be called first aid for the traumatic event?” he said.

The weeklong training sessions provide team members with tools to deal with a wide range of emotions, uncertainty and sensitive circumstances that may arise after a traumatic event. They connect with members in a deeper way, one that transcends the usual contractual role.

## Emergency Response Team (continued)



# EMERGENCY RESPONSE TEAM

The program relies on carriers helping carriers. Sending someone who understands what working for USPS and carrying the mail is all about may make the connection more immediate and meaningful. Sometimes, team members draw on their personal experiences as well, Peralta said. One deployed team member had lost her son to the same cause of death that took a letter carrier.

“She ended up being the pivotal and perfect person to be there because she connected with the mom and the family, and they were able to take a walk and talk,” Peralta said. “It just becomes a magical piece of healing that you really can’t explain until you send in the team using the skills they’ve acquired.”

New Jersey Merged Branch 38 President **Joe Rutkowski** saw the ERT in action recently when a beloved carrier just shy of retirement was found deceased on his route.

“The carriers took it pretty hard,” he said.

“Just listening to them go through their thing, what really stuck out, you could tell everyone was giving them 100 percent of their attention,” Rutkowski said. “People walked over to me and told me they really appreciated the team coming in. It made them feel like there was someone there that would at least listen to them—not that we could do anything to change any-

thing, but we could listen to how they were feeling.”

“They explained that they’re not professional counselors or anything like that, but that they were there just to help them ... through any problems, and that they would go around individually to each case and talk to the carriers,” he said. “They said they would also be there all day that following day. They explained sometimes we come out and that first day, people don’t really want to say anything. And then after the next day, they think about it. And often people that wouldn’t, say, want to talk about it the first day, would talk to them about it on the second day.

“Each one of them did a certain part. I mean, I could tell they’ve done it before,” he added. “They were very professional.”

**Jennifer Anderson**, ERT member and president of Waterloo, IA Branch 512, has seen the team in action from both sides. She has deployed to another branch to help, and then the team was deployed to her branch.

“Nobody knows letter carriers like letter carriers,” Anderson said. “So, when something happens in traumatic events, we understand more than anybody that, hey, everything keeps moving, right? Especially the mail. I mean, rain, sleet, snow—it doesn’t talk about traumatic events or deaths and all that.”

Traumatic events that affect carriers don’t always happen to fellow postal employees or in a postal station. Anderson’s deployment was for a school shooting that happened near a postal facility.

“It was very close in proximity to that post office. I believe it was on the same block,” she said, adding that



Joe Rutkowski

some carriers heard the gunshots. “And then you had people running down the street saying there’s an active shooter. So, it was pretty traumatic for some carriers.”

Anderson noticed that for letter carriers, the trauma could extend to their routes, since the whole neighborhood was affected.

“I feel like it was amplified as well, because if you are having a response to that, you also know that as basically community, public servants, we’re out there,” she said. “Our outreach in the community is going to be where these carriers may have to be triggered constantly, because everybody’s going to want to talk about it as well on the route.”

Anderson saw other team members in action in her branch when a carrier took his own life. “A lot of people are really struggling with this one because it was a very popular character, a well-liked person,” she said, and added that some carriers felt guilty for not recognizing the warning signs and intervening.

“But the feedback I got from my carriers after the team left, it was all positive,” she said. “They were like, ‘That was great, that was awesome that they came in here.’”

For Anderson, the team’s visit to her branch was a reminder that even trained team members are vulnerable and helping others requires looking out for yourself, too.

“One of the things that we learn early on, and sometimes we forget, is just about self-care as well for the team. When you’re in these places and you’re having to worry about, ‘Hey, am I OK?’” Anderson said. When the team deployed to her branch, she said, she realized she wasn’t invincible. “At first,

I felt silly, to be honest, asking them to come in when it’s like, ‘Hey, I’m part of this team. I’m trained in this.’ But you have to stop and remember, ‘I’m not OK myself.’”

Former NALC Director of Life Insurance **Myra Warren**, a member of Dallas, TX Branch 132, is a team member who has deployed several times and is gathering lessons from experience, including how and when to speak, and when to listen or provide support without words.

“A lot of times people don’t want to talk,” she said. “And they say, ‘I’m OK. I’m OK. Yeah, I’m going to, but I don’t want to talk about it.’ So, I’ll say, ‘Can I hug you?’ And I hug them. And when I hug them, I feel them trying to relax. When they come back from the street, they come find me and start talking.”

She also chooses her words wisely.

“One of the hardest things to keep from saying that we have to avoid saying is, ‘I understand,’” Warren said. “No, if you haven’t been through what they’re going through, you don’t understand. So, I’ve changed that to say, ‘I hear you.’”

The goal of the team, Warren said, is “like helping anchor somebody in the midst of a storm.”

The ERT is more than a supportive gesture, she noted. Sending ERT members to help carriers in need is part of fulfilling the *NALC Constitution*. “Under Section 5 of Article 1, it says ‘to strive at all times to promote the safety and welfare of every member,’” Warren said. “I think that’s the welfare part of it. We’re here now. We’re making sure they’re OK, and they have somebody there to support them.” **PR**



Jennifer Anderson

# NALC introduces Informal Step A training that can be taken online or in person

**F**or the past two and a half years, NALC has been developing a standard Informal Step A training program designed to assist shop stewards as they represent letter carriers on the workroom floor. During this time, a group of dedicated and experienced NALC representatives from across the country have been working to create learning modules for this program. The learning modules created by this group are designed to be delivered either in-person or electronically through a learning management system (LMS).

Each learning module is designed to be between 15 and 60 minutes in length, regardless of whether they are taken in person or online. There are four general categories of classes. The first are *National Agreement* modules, the goal of which is to explain what the contract means and how it's

interpreted. The second is grievance procedure modules, which will explain the nuts and bolts of filing a grievance. These will include several modules that deal with topics such as filling out the PS Form 8190, getting statements and interviewing witnesses. The third category is the “how to grieve” modules. These are longer, and they take those contractual provisions and explain to a steward how to file a grievance for a specific violation. And then the fourth category is general education, which includes subjects such as ethical decision making, the structure of NALC and labor history.

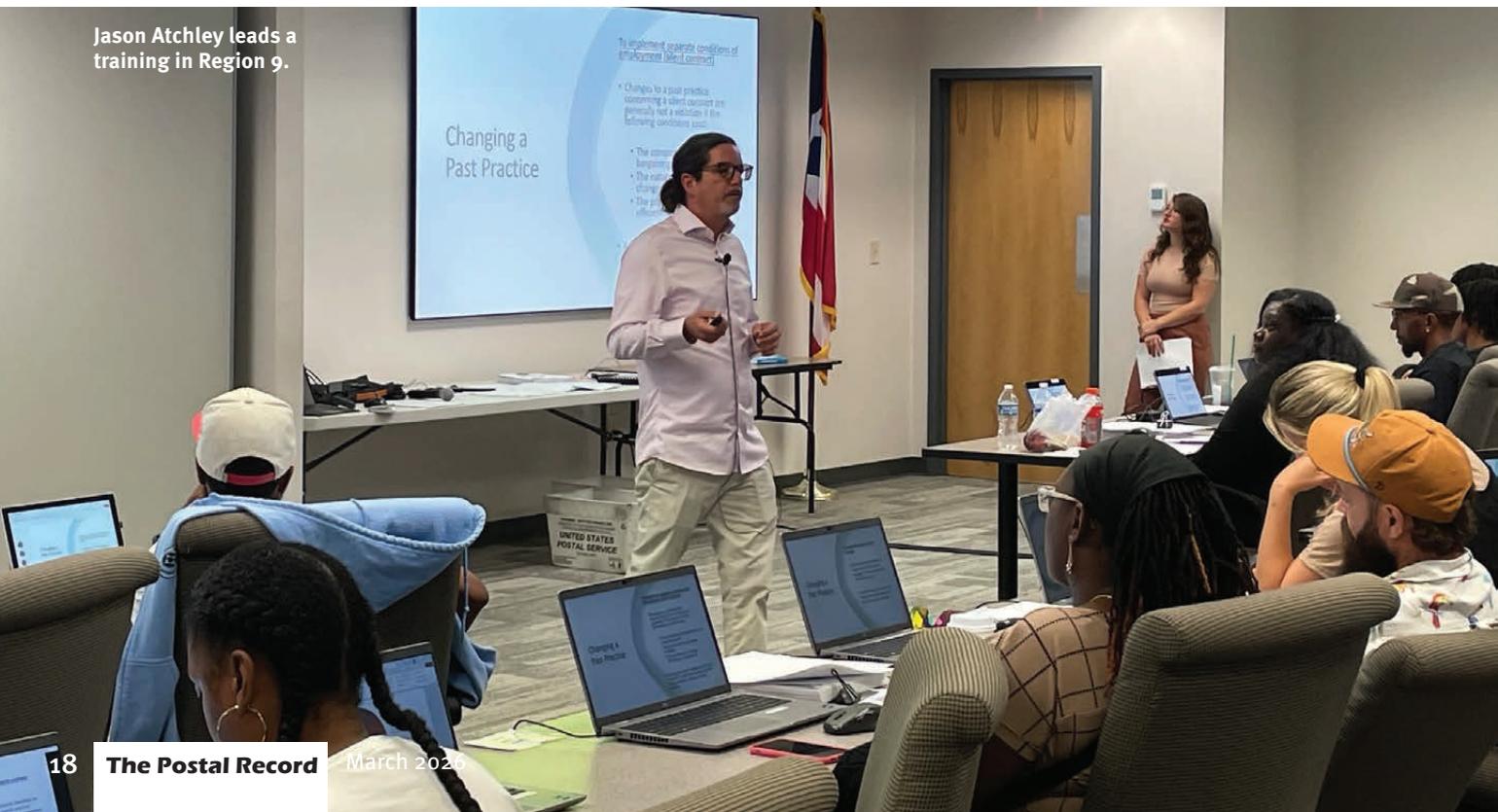
One major goal of the training is to train newer shop stewards and those without a lot of experience investigating and filing grievances using a standard Informal Step A training class. Over the past few years, there has been

high turnover in the letter carrier craft and in the union due to retirements. This program is intended to help pass on the institutional knowledge that may have been lost as more experienced shop stewards have left the workforce.

“The hardest job in the NALC is that of our shop stewards,” said NALC President Brian L. Renfroe. “They are the frontline contract enforcers, working to protect and defend city letter carriers’ rights. We’re proud to offer this new training to bolster their ranks with anyone interested in learning about the process or learning more about the process.”

While the Informal Step A training modules were being developed, NALC has been working with eLearning company Vocalmeet, which has years of experience in the online learning

Jason Atchley leads a training in Region 9.





Anna Mudd (l), Josh Leeking and Kate Drass conduct a training in Region 9.

environment. Vocalmeet assisted NALC in determining the best way to convert the union’s current in-person training to an electronic format. This will allow NALC members who either cannot attend an in-person class for personal reasons or due to financial constraints to complete classes on their time and at their own pace.

NALC decided to create the online platform after seeing the expansion of online learning during the COVID-19 pandemic. Once the LMS is launched—anticipated to occur this spring—members will access the platform by logging into the Members Only portal, which will ensure the platform is only available to NALC members.

Members need to keep in mind that the creation of an online learning platform does not mean that NALC is moving away from in-person training. A majority of NALC branches are small, many with 50 or fewer members, and can’t afford to send people for every training at the regional or national levels. NALC’s newly created online learning system will help to bridge the gap in knowledge and provide the training shop stewards need in smaller branches at no charge.

“By offering it as our first eLearning course, we are making it available to anyone, anywhere who is interested, while doing the course from the convenience of their own home,” Renfroe said.

Following the launch of the LMS, NALC will continue to create new learning modules to meet the needs of the membership. As these modules are

developed, they will be added to the platform. Modules will also be created, and older ones modified, as the contract changes once a new *National Agreement* is implemented.

There are no prerequisites for the online training. As long as an NALC member has access to a computer, tablet or smartphone and is able to log into the Members Only portal, they’ll have access to the online learning system and can take the training whenever they’d like to. One benefit of the online training is that there is no limit to the class size; it’s open to as many carriers as would like to do it.

A group of knowledgeable and experienced letter carrier facilitators worked to create these modules:

- **Jason Atchley** started as a letter carrier in 2005 as a member of Tuscaloosa, AL Branch 1096. In his six years there, he served as a steward, Formal A representative, and eventually branch vice president before transferring to his hometown of Decatur, AL, in 2011. He immediately joined Branch 1314 and became a steward, Formal A representative, and eventually branch president. In 2016, Atchley began serving the members in Alabama and Mississippi as both backup and primary Step B representative, and a few years later became an arbitration advocate for Region 8, which represents Alabama, Louisiana, Mississippi and Tennessee. He was appointed as a regional grievance assistant (RGA) for Region 8 in 2019, a position he still serves in.

- **Anna Mudd** began her career in 1996 as a part-time flexible (PTF) as a member of Louisville, KY Branch 14. She served her branch as a steward and sergeant-at-arms/scribe before becoming assistant financial/recording secretary in 2013, secretary in 2015 and vice president in 2016, and also was elected vice president of the Kentucky State Association in 2017. Mudd was appointed as a legislative and political organizer for NALC in 2019 before becoming an RGA for Region 6, which represents Kentucky, Indiana and Michigan, in 2023.

- **Kate Drass** has worked for the Postal Service since 2015 and served as a shop steward at her station, handling grievances at the Informal Step A and Formal Step A level since 2016. Last year she became the first female president of Huntsville, AL Branch 462 and continues to handle grievances at Formal Step A. Drass serves as a legislative liaison for District 5 in Alabama and is also an arbitration advocate. In her roles, she has developed and conducted training for new stewards in her branch, at regional training sessions, and now at the national level.

- **Josh Leeking** started at the Postal Service in December 2012 as a transitional employee and then became a city carrier assistant (CCA) at the Lancaster, PA, Post Office. He was elected as a steward for Branch 273 in the fall of 2014, and has been

# Informal Step A training (continued)

representing letter carriers ever since, as a Formal Step A representative, backup member of the Central Pennsylvania/South Jersey dispute resolution team and branch vice president. Leeking is also an arbitration advocate and national assigned assistant for Region 12, which represents Pennsylvania and south and central New Jersey, and was appointed RGA for Region 12 in 2025. He graduated from the NALC Leadership Academy in 2023.

- **Amie Gallo** is a Salt Lake City, UT Branch 111 member who began her career as a PTF in November 2006, becoming a steward in 2008. Since then, she has represented letter carriers in various capacities, including as an arbitration advocate, Step B representative, vice president and director of education for Branch 111. In 2023, Gallo was hired as an RGA for Region 2, which represents Alaska, Idaho, Montana, Oregon, Utah and Washington.
- **Jennifer Nolf** began her Postal Service career 13 years ago as a CCA and stepped up as a shop steward when she saw management trying to sidestep the *National Agreement*. The Huntsville, AL Branch 462 member later served at both the Informal and Formal A levels and worked as a backup dispute resolution team member for Region 8. Nolf has helped lead trainings locally and regionally and teaches at the Carrier Academy in Huntsville.
- **Jade McBride**, a member of Olympia, WA Branch 351, began carrying mail in 2020 during the COVID-19 pandemic and quickly became involved with the union. She has served in many roles within her



Mudd leads a training in Region 6.

branch, starting as a trustee and editor. She is now vice president as well as a shop steward, meeting on grievances at the Informal and Formal A levels.

- **Chris Williams** began carrying mail in 2018, became a steward in 2020 and was elected vice president of Northern Kentucky Branch 374 in 2023. He spent two years as a Route Evaluation and Adjustment Team member during the TIAREAP process and has served as president of Branch 374 since October 2025. In addition, Williams is Step B certified, an arbitration advocate, and a graduate of the NALC Leadership Academy.
- **Jazzy Correa** began her career as a PTF in 2006 and is a member of Lancaster, CA Branch 4430. She has served in several roles within the NALC, including sergeant-at-arms, NALC organizer, food drive coordinator (local and regional), shop steward at both the Informal and Formal Step A levels, regional outside steward, DRT member and branch vice president. Since

October 2022, Correa has served as an assistant to the president for the Contract Administration Unit at NALC Headquarters.

“Members will be getting information from experts,” President Renfroe said. “The carriers who are teaching these modules are regional grievance assistants working in the field filing grievances, or they are branch leaders who are working presidents, vice presidents, and grievance handlers who are doing the job of a shop steward today.”

And the carriers who are leading the training are excited to play a role.

“Those first couple of years as a steward were the hardest for me. I felt like I had a basic understanding of the contract, but I was never really taught how to be a shop steward,” Leeking said. “I think my experience of learning as you go is a common one among stewards all over the country. ... I believe this training will help get more people involved and help stewards build better grievances.”

Nolf concurred. “Passion fuels the fight, but knowledge wins it,” she said. “Navigating the contract can feel overwhelming, especially for new members



Atchley conducts a training in Region 6.

and stewards, and my goal is to help make it easier. When we share what we know, we strengthen each other—and our union stays strong.”

Stewards at the Informal Step A are the backbone of our union, Drass says. “Our power lives on the workroom floor,” she said. “We need a force that is knowledgeable, meticulous and active. This training is going to give shop stewards from big and small branches the tools to better represent city letter carriers all over the country. ... I hope this training reaches folks who will take this knowledge, represent their fellow letter carriers to the best of their ability, and pay it forward to others and their successors.”

As this initiative has grown, the number of members working to develop the Informal Step A training materials has increased. Individual members of the team have created each module and will work on creating new modules. During monthly group meetings, they will review the modules that have been created between meetings and help the creators to improve them. Once a module gets approved by the team, it’s ready to be tested in an in-person class.

During the last two and a half years developing this program, the group conducted live classes in Regions 6 and 9, presenting the in-progress modules to a group of shop stewards, and then soliciting responses from the class to find out if there was anything that could be improved. They then took that feedback and made any

necessary edits to the modules. After that, the group got together and filmed the modules.

Initial modules are videos of an instructor with a PowerPoint presentation, as though they were standing in a live classroom. After the modules are filmed and are reviewed, they get sent to the online vendor, who uses them to create the online classes that get posted onto the LMS.

As modules were being completed and it became clear how valuable these trainings were, NALC President Renfroe challenged the group to create a weeklong in-person class from them, which has become a new in-person course being presented this month. This new Informal Step A training will be comprehensive—covering the grievance procedure, general education, how to grieve, and how to apply the *National Agreement* effectively—and the group believes the curriculum successfully teaches brand-new stewards what they need to do in order to interpret the contract and to file grievances.

NALC held an in-person pilot test of this training for a group of 18 letter carriers in July 2025 at the Maritime Conference Center just south of Baltimore, MD. The lessons used a combination of videos and in-person instruction. Participants provided the facilitators with a lot of feedback, which was used to finalize the official in-person training this month for a group of 50 members. A second class is planned for September. At least 175 carriers have applied so far. Moving forward, depending on

the response the training gets and the number of people who want to attend, NALC will look at conducting more classes to accommodate additional applicants.

“In my opinion, this may be the best resource the NALC has provided for its members,” Williams, one of the facilitators, said. “This is a game changer and will take representation to the next level. I hope this resource not only better equips current stewards, but also sparks interest and motivates the next generation of union activists.”

Because everything taught in person will be available in the LMS, whichever way new stewards receive their training, they will be prepared to lead the union forward.

“The online learning system is a thrilling innovation,” Renfroe said. “This brand-new system is going to get training down to that frontline shop steward who doesn’t have the chance to travel for whatever reason. But those members in that branch deserve the same representation as a branch that can send somebody to every training. We had to find a way to deliver that. And from what I’ve seen of what this group has created, we have.

“As excited as I am for what we’ve accomplished, I’m even more excited for how we can continue to develop this new, powerful tool,” he said.

As NALC gets closer to the launch of the learning management system, members will receive updates in *The Postal Record* and on the NALC website. **PR**

# How to request overtime or auxiliary assistance and complete a PS Form 3996

**F**or letter carriers, the morning routine of estimating your workload for the day is often difficult and can be stressful even as an experienced carrier. And sometimes, requesting overtime or auxiliary assistance can create uncomfortable interactions with management. This article will provide some advice on what to do when you need to request overtime or auxiliary assistance.

Whether you are just starting your career or are a more experienced carrier, the rules surrounding informing management of your need for overtime remain the same. You should always complete a PS Form 3996, Carrier-Auxiliary Control when you believe the route you are assigned to carry has more work than you can complete within eight hours, or you believe you cannot complete all the work assigned to you for the day within your scheduled time. You should also complete this form to track the amount of time you spend assisting or working on another route.

Below are the steps to take to notify management of your need for overtime or auxiliary assistance.

## Step 1. Verbally inform your manager when you believe you can't complete your assignment in eight hours.

Sections 131.41 and 131.42 of *Handbook M-41, City Carriers Duties and Responsibilities*, which governs the job of a city letter carrier, requires you to tell the manager when you need overtime and cannot carry all the mail distributed to your route in eight hours or within your normal schedule. Once you have verbally informed management, they are required to tell you what they want you to do. Follow the

manager's instructions. If you still believe you will not be able to finish your route in eight hours, proceed to Step 2.

## Step 2. Request PS Form 3996.

The next step is to request a PS Form 3996. Article 41.3.G of the *National Agreement* and Section 122.33 of *Handbook M-39, Management of Delivery Services* requires the manager to provide you with a 3996 when you request one. The *M-39* is a guide for supervisors detailing their responsibilities when dealing with city letter carriers but often provides explanations to help city letter carriers.

No matter what your manager says to you, say the words, "I am requesting a 3996" and explain the reasons for your request. If you are denied the form, immediately request to see your shop steward. If your request to see your shop steward is denied, make sure another carrier hears you say the words. Don't scream the words at the top of your lungs, just make sure someone other than you and your manager hears you.

After you have verbally informed your manager that you don't believe you can finish your route in eight hours, made them aware that their instructions have not changed your belief, and have requested and been provided a PS Form 3996, proceed to Step 3.

## Step 3. Fill out the form completely.

It is important to fill out the form completely. In the "reason for the request" box, you must write down why you believe you cannot complete your assignment in eight hours. If your belief is related to your mail volume or type of mail you have, you should

write comments that are specific and not general to why you are requesting overtime. Your reason could also be related to your street duties. Some examples could be known road construction, weather-related issues, excessive accountable mail, etc. Comments like “heavy volume” or “route overburdened” aren’t enough in this section. Often, there are other circumstances present which may add to (or be) the reason why you will need overtime or auxiliary assistance on a given day. Always list the circumstances that will prevent you from finishing your assignment in eight hours on PS Form 3996, as explained above. Statements by your supervisor, such as “This is your demonstrated performance” and “You are not making standards,” are not legitimate and do not change the situation. Never let these comments get under your skin and stop you from requesting the assistance you need. Remember, your job is to do the best you can.

Sometimes managers will tell you that you don’t need the requested overtime or auxiliary assistance because of what the Delivery Operations Information System projects for your route. The national parties have agreed that those computer-generated time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional letter carrier.

#### Step 4. Keep your cool.

Don’t lose your cool. While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell them that you will do your best. Then politely ask what they want you to do

United States Postal Service  
**Carrier - Auxiliary Control**

A. Delivery Unit *Hillsdale Station* B. Telephone *444-3333* C. Date *2-7-13*

D. Carrier's Name and Route No. *L Grant Glingling* E. Lunch Place and Time

F. Indicate entire or portion of the case shelves covering mail as street auxiliary assistance

1	2	3	4	5	6
				<i>R 1/2</i>	<i>X</i>

G. Keys Required? Yes  No   
H. Carfare Required? Yes  No   
I. Accountable Mail? Yes  No

J. Reason For Use of Auxiliary  
*Two sets of sequenced mail and day after holiday and Friday business mail for closed business*

K. Estimated Work

Hours	Minutes	Auxiliary Assistance	Hours	Minutes	Overtime	Hours	Minutes
<i>1</i>	<i>30</i>	Approved <input checked="" type="checkbox"/> <i>DO</i> Disapproved <input type="checkbox"/>	<i>1</i>	<i>30</i>	Approved <input type="checkbox"/> Disapproved <input checked="" type="checkbox"/> <i>DO</i>		

L. Management Action. Check and initial all appropriate actions.

M. Transportation (If drive-out, show parking location(s) on reverse)

Transportation Mode to and from route: Postal owned  Drive-out  Contract  Public

N. Starts Delivery at: *550 Grove St – apt complex*

Deliver *562-551 Grove St* Collection boxes locations: *550 Grove St*  
*545-548 Grove St* *1* *780 Bedford St*  
*780-779 Bedford St* *2*  
*781-783 Bedford St* *3*  
 *4*  
 *5*  
 *6*

O. Find Relays At:

<i>1</i>	<i>Grove St and Bedford St intersection</i>	<i>4</i>
<i>2</i>	<i>780 Bedford St</i>	<i>5</i>
<i>3</i>		<i>6</i>

P. Assistance Completed By (Carrier Name and regular route number if assigned)

Office Time		Street Time				Total Auxiliary Time
Begin Time	Time Used	Begin Travel To	Begin Delivery	Begin Travel From	Travel To Delivery	
End Time		End Travel To	End Delivery	End Travel From	Travel From Total Street	

PS Form 3996, November 1997

if you are not able to deliver all the mail by the time they want you back. Often, their answer will be something like, “I just told you what I want you to do,” or “Deliver all the mail and be back in eight hours.” Your manager has just put the ball back in your court and placed you in a situation where you can’t honor their instructions.

#### Step 5. Don’t argue.

There is no reason to argue with your manager at this point. The only thing you will accomplish by arguing with your manager is to become frustrated and angry. The smartest thing you can do is to just say, “OK, I’ll do my best” and ask for a copy of your PS

## PS Form 3996 (continued)

Form 3996. Remember, Article 41.3.G of the *National Agreement* and Section 122.33 of *Handbook M-39* also requires managers to provide you with a copy if you request it.

Finish your office work and go to the street. Do the best that you can. Take your breaks where you are supposed to. Take your lunch when and where you listed it on the PS Form 3996 you filled out.

### Step 6. Don't make decisions.

Letter carriers get paid to deliver mail. Managers get paid to make decisions. If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager approved, you should do everything you can to put any further decisions in the manager's hands.

The best way to handle this situation is to call your supervisor per local instructions. If you have no local instructions, try calling around two hours before the time you are scheduled (the time approved on PS Form 3996) to be back. Let your supervisor know where you are and how long you think it will take you to finish. Ask whether they want you to bring the mail back or finish the route. Follow whatever instructions your supervisor or manager gives you.

If the supervisor or manager refuses to tell you what to do with the rest of the mail, or if you can't finish your assigned duties in the amount of time initially specified by your supervisor, you should return to the office in the allotted time and ask for further instructions.

**Note:** *Don't ever return mail to the office and leave it without getting instructions on what to do with the mail from a manager. Make a note of what*

*instructions you were given and what time it was.*

If you are instructed to provide auxiliary assistance to another carrier, this section will help you when you are carrying part of another route, whether on "projected undertime" or for overtime. This assistance is called many different things around the country. Some common phrases are pivot, split, kickoff, relay, handoff, trip, push, boost and bump. Whatever it is called, management should be providing you with a PS Form 3996 indicating this additional work. There are times when you may be provided more than one 3996 upon reporting for work to assist multiple routes. Make sure you fill out the bottom of PS Form 3996 showing both your travel and delivery times for whatever assistance you are carrying. As always, if you don't believe you can complete the work in the amount of time authorized, you should notify your supervisor as soon as possible.

The 2023 *Letter Carrier Resource Guide* contains an example of the PS Form 3996 and complete instructions on how to properly fill it out. Section 28 of *Handbook M-41* also explains the proper procedures for filling out the PS Form 3996. You can access the guide by visiting [nalc.org](http://nalc.org) and choosing the *Letter Carrier Resource Guide* from the list of quicklinks at the bottom middle of the home page.

These instructions and the above-listed advice will assist you anytime you need to fill out a PS Form 3996 and submit it to your supervisor. If you need more information regarding requesting overtime/auxiliary assistance or with the completion of this form, please see a shop steward, branch officer, on-the-job instructor or mentor for further guidance. **PR**



# One letter carrier is protecting and continuing the legacy of Mother Jones

**D**avid Lasley, a retired Branch 80 member, has been secretary of the Mother Jones Foundation since the early 1990s. He took on the role because, he said, “Illinois is rich in labor history.”

The Springfield, IL, organization was formed in the 1970s to preserve the legacy of Mother Jones, an influential labor organizer who championed the rights of industrial workers from the late 1890s until her death in 1930. (You can read more about her life in the June 2025 edition of *The Postal Record*.)

When the organization formed, its focus was to preserve her gravesite in the Progressive Miners’ Cemetery in Mount Olive, IL, which it continues to do more than 50 years later. Lasley called her gravesite “one of labor’s seven wonders in America.”

In the 1980s, the organization expanded its mission by providing labor history books for Illinois schools, which later evolved into promoting labor history education and supporting labor causes. It is made up of eight to nine members who meet once a month.

As the organization’s secretary, Lasley maintains records of motions passed at meetings, while most of the other responsibilities are shared among the members. Lasley described the group as “egalitarian,” adding, “There’s really no taskmaster ... everybody is self-directed.”

The main event of the year for the organization is the annual Mother Jones Dinner, which will be celebrating its 40th year this October. All the members of the organization work together to plan the dinner, with tasks informally assigned.

The dinner is held at Erin’s Pavilion in Springfield and typically hosts “anywhere between... 210 and 300” guests,

he said. Attendees include local union members, labor retirees, activists and supporters from the area.

Lasley said the event starts with cocktails before moving to the meal and a speaker. “At the end, we sing ‘Solidarity Forever’ and hold hands,” Lasley said.

Lasley is proud of the variety of speakers they have hosted each year, saying, “We decided that we would have labor activists, academics, organizers, and we’ve done that very well, I think.”

Guests have included Association of Flight Attendants-CWA president Sara Nelson; labor organizer, folk singer, storyteller and poet Utah Phillips; AFL-CIO President Richard Trumka; United Mine Workers of America President Cecil Roberts; labor and politics journalist and writer Hamilton Nolan; and NALC Communications’ Philip Dine.

Lasley says that the annual dinner is not only a fundraiser for the organization and a chance to see interesting speakers in the labor field, but also a time for unionists in the area to find community.

“You come, talk, find out that there’s other people like you,” he said, “and to have that kind of solidarity available, even if it’s just for a night, that has kept us going.”

Despite its small size, the organization has sustained decades-long programming and projects.

The funds raised through the annual dinner are used to support strike funds and labor organizing efforts, as well as to preserve and promote Illinois labor history. The organization has helped install historical markers across the state, including one marking industrial union leader Eugene V. Debs’ incarceration site in Woodstock, IL, markers explaining coal mining history at I-55 rest areas, and a marker honoring Henry



**Clockwise from top l: David Lasley, Mother Jones, the gravesite of Jones, and a dinner held by the Mother Jones Foundation**

Stephens—a Black labor activist who fought to allow Black miners to join the United Mine Workers of America.

Lasley noted that the organization has faced challenges since the COVID-19 pandemic—particularly in maintaining attendance and recruiting younger members.

“We’re all getting old,” he said, “We hope that Mother Jones and the Foundation can go on. The most challenging right now is the future, you know, is continuity and change.”

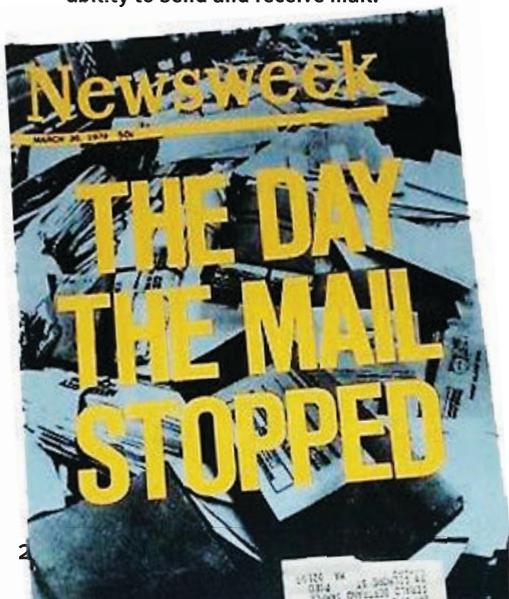
Looking ahead, Lasley expressed hope that the Mother Jones Foundation can be sustained by partnering more closely with the Illinois AFL-CIO or other labor institutions, ensuring that Mother Jones’ legacy and the broader history of labor struggles are preserved for future generations. **PR**

# Great Postal Strike remembered with videos available online



Above: Carriers from Dearborn, MI, go out on strike.

Below: The strike crippled the nation's ability to send and receive mail.



**T**hough it lasted barely more than a week, the Great Postal Strike of 1970 ushered in dramatic change for the union, its sister unions and postal operations, and led to letter carriers finally gaining collective-bargaining rights.

The strike began with a few thousand letter carriers walking off the job in New York City on March 18, 1970. The causes, though, had persisted for decades in every station in the country. The only way to get a pay raise was for Congress to vote for one, and lawmakers had failed time and time again to raise postal pay to adequate levels. Low pay caused high turnover—1 in 4 letter carriers left their jobs each year. Some of those who stayed earned so little that they qualified

for welfare benefits.

Because letter carriers and other postal workers had no right to collectively bargaining over wages—they could only ask Congress for better wages and benefits, rather than negotiate for them—labor advocates called their situation “collective begging.”

The tension boiled over on March 17, a week after a congressional committee voted for a pay raise for letter carriers so low that carriers considered it insulting. The fact that Congress had raised its own pay by 41 percent the year before didn't help the situation. Led by rank-and-file letter carrier Vincent Sombrotto, who later became president of NALC, New York Branch 36 members that evening voted 1,555 to

1,055 to strike. They acted even though the strike was illegal—they could all be arrested for walking off the job.

At midnight, letter carriers set up picket lines in front of post offices in Manhattan and the Bronx. Members of other postal unions supported the strike by refusing to cross the picket lines to go to work. Soon, NALC branches in other parts of the country began voting to join the strike, potentially making the crisis a national one.

A week after the strike began, the mail was piling up fast. Millions of paychecks, pension checks, bank transfers and other vital mail filled New York's post offices, unsorted and undelivered. In an attempt to break the strike, President Richard Nixon ordered a group of active duty, reserve and National Guard troops to New York City post offices to deliver mail. Hundreds of sailors, airmen and soldiers arrived at the post office on Eighth Avenue and 33rd Street on March 24 and quickly learned how difficult sorting and delivering mail really was. With no training or experience as letter carriers, they couldn't keep up with a day's mail, let alone the mail already piled up during the strike.

The Nixon administration ended up agreeing to most of the strikers' demands. Letter carriers returned to work eight days after the strike began, and the landmark event in NALC's history was over.

Congress responded a few months later by adopting major postal reforms that went beyond a simple pay increase for its workers. It passed legislation creating the Postal Service that we have today—a Postal Service that negotiates pay and working conditions with the unions representing its workers, and that funds itself through earned

revenue. From that day forward, NALC has represented letter carriers at the bargaining table.

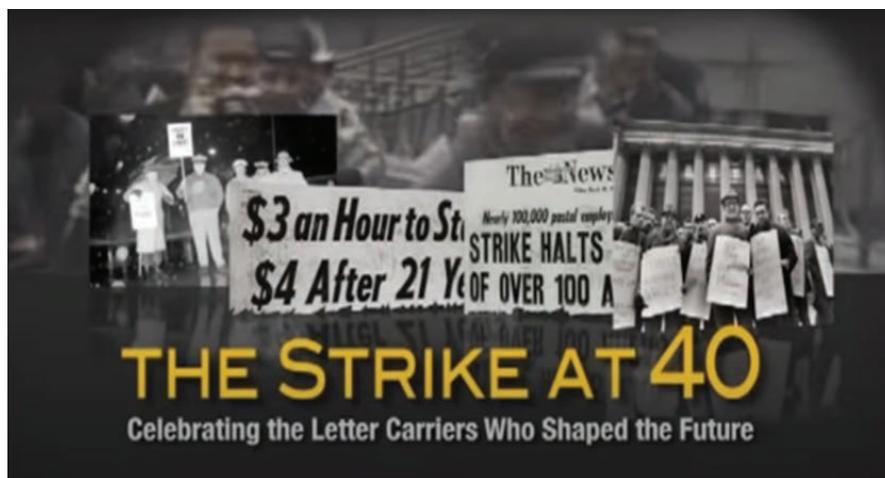
### History on video

Since 1970, NALC staff and independent scholars have gathered historical information about the strike to preserve the participants' memories and to better understand its effects. This has included many interviews with strike leaders and participants.

To help preserve the history of the strike and memories of those who lived it, NALC has produced a pair of videos that tell this story from 56 years ago in the voices of those who lived it. Both may be viewed on NALC's YouTube channel, [youtube.com/ThePostalRecord](https://youtube.com/ThePostalRecord).

"The Strike at 40" is a 32-minute film produced in 2010 that uses archival news footage and new interviews from strike participants to tell the ground-level story of the strike. Those participants, including Sombrotto, who after the strike would become president of Branch 36 and later of the national union, explain the frustrating conditions that led them to risk their jobs and even risk arrest by going out on strike. The video leads viewers through the historic strike vote at the Manhattan Center and its aftermath. It shows the immediate reaction of the public and the media to the strike, and how supportive the public was as the strike spread to other cities. It includes historical footage of the National Guard and other military personnel trying to fill in for letter carriers.

In 2020, NALC produced a nearly one-and-a-half-hour documentary to add a broader perspective. "The Revolt of the Good Guys" looks at the strike from the point of view of then-NALC



President James Rademacher. The film features interviews, archival footage, long-forgotten records, and even part of a fictional series based on the strike—the Amazon Prime show "Good Girls Revolt." That fictional account bookends the all-too-real story of letter carriers risking it all. The film starts well before 1970, showing how the Post Office Department was on a "race toward catastrophe" that ultimately led to the strike.

"Letter carriers should always remember how we got to where we are," NALC President Brian L. Renfroe said. "Our pay, our benefits, our rights and protections—all of these rest on what a few thousand carriers had the courage to do more than a half-century ago. We honor their legacy by bargaining for the benefit for all letter carriers."

## 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](mailto:postalrecord@nalc.org). We'll follow up with you to obtain news clippings, photos or other information.



Myrtle Beach, SC Branch 4645 member Noah Wygal was recognized for helping to quell a balcony fire at his customer's apartment.

# Honoring heroic carriers

**H**eroism, 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 extinguishes fire, saves resident

As **Noah Wygal**, a two-year letter carrier, pulled up to a cluster box unit early one January day on his route in Myrtle Beach, SC, he smelled burning, then he heard someone screaming for help. Another resident ran out from the condominium building and shouted that there was a fire and a woman was trapped in her third-floor apartment. The Branch 4645 member said he “just ran straight up the stairs” to the apartment.

“When I opened the door, there was flames shooting up the wall on the patio outside on the balcony,” Wygal said. “The flames were shooting about 3 to 5 feet up in the air,” and had already caused significant damage. “You never want to be faced with that kind of situation,” he said.

Wygal, who previously served as a volunteer firefighter, remained calm and acted quickly. Working together, he and the elderly resident used two empty gallon milk jugs to carry water from the kitchen sink to the balcony. While Wygal poured one jug of water onto the flames, the woman refilled the other. They repeated the process until

the fire was extinguished.

Wygal estimated the fire had likely been burning for at least 10 to 15 minutes by the time it was put out. When the fire department arrived, the flames had been smothered, and the structure was just smoldering.

The customer “thanked me profusely,” he said, but Wygal downplayed the attention. “I just wanted to make sure that I could do anything I could do to help. I would expect and hope that if I was in a situation, somebody would be willing to help me.”

## Right person, right place, right time

Around noon on Aug. 11, 2025, while delivering mail at a housing complex in New Cumberland, PA, **Michael Parsons** greeted a 60-year-old resident named June. He has known June for years and considers her to be “like family.” Immediately after he greeted her, she began shaking and fell backward onto concrete and large decorative stones.

“I thought she died,” Parsons said. “I was so surprised. What did I just witness?”

Shocked and concerned, the Harrisburg Branch 500 member immediately jumped out of his mail truck, rolled her onto her side to prevent choking and called 911. He remained on the phone with the operator and kneeled beside her—half on the sidewalk and half in the stones—until emergency responders arrived. Though it only took them about 10 minutes, he said the wait “seemed like it took forever.”

“It was scary,” Parsons said. “I didn't know [if] she was going to make it.”

June's convulsions and shaking stopped shortly after Parsons rolled her on her side, but she was incoher-

ent, breathing heavily and was “kind of out of it,” the carrier said. As they were waiting for an ambulance, he reassured June that help was coming.

The apartment manager came out and questioned Parsons for helping June, citing insurance issues. “That kind of irked me,” Parsons said. “I’m trying to save someone’s life.”

He returned to his route after emergency personnel arrived and finished delivering the mail.

June had another seizure in the ambulance but was ultimately OK and has been able to manage her seizures with medication following a short hospitalization.

The woman’s family was grateful to the carrier. “If it wasn’t for Mr. Mike’s quick thinking and response, I wouldn’t have known anything about my mother falling and heaven knows how long she would have been down on the ground and injured,” June’s daughter, Ashley Hollinger, wrote to the post office. “The amount of gratitude I have for Mike is indescribable. ... I would love to be able to recognize him for this, ’cause now my mother can still have time with her granddaughters.”

Parsons said he simply was “the right person at the right place at the right time.”

## Hearing cry for help, carrier saves customer

While **Randy Matson** was delivering a package across the street from the home of Anne Reynolds, a customer in her 90s, one morning in September 2025 in Warren, PA, he heard screaming for help coming from that direction. The 27-year carrier quickly made his way over to the woman’s home, where he found her.

“She had fallen backwards and smashed her head off like a concrete planter, and she was bleeding pretty profusely from her head,” the Erie Branch 284 letter carrier said. Reynolds had been doing yard work and had lain in the yard screaming for help.

Concerned about Reynolds further injuring herself, he made sure she didn’t try to stand up.

“I didn’t want her to get up and fall back down,” Matson said.

After calling 911, he retrieved paper towels from the garage to help control the bleeding and contacted her daughter.

“I just made sure she was all right,” Matson said.

Matson stayed with Reynolds until emergency responders arrived less than 10 minutes later. After confirming she would be taken care of and speaking briefly with her and her



**Randy Matson**

daughter, he returned to his route. Her injuries required stitches, but she was otherwise all right.

“I just thought anybody else would have [helped her],” Matson said of his actions. “I just happened to be in the right spot.”

## Carrier comes to aid of elderly man after fall

On Dec. 12, 2025, Reading, PA Branch 258 member **Dean Mathias** noticed that an octogenarian customer, Warren Weidman, had three days’ worth of mail in his mailbox. This was unusual because Weidman typically collected his mail daily. Concerned, the 20-year letter carrier approached the door.

“I’m pounding on the door, pounding on the door,” Mathias said.

Although a car was in the driveway, no one answered the door. Despite the television “blasting really loud,” the



**Michael Parsons (r)  
with his customer June**



Kendall Winston

carrier thought he heard someone faintly moaning or calling for help, he said.

Mathias contacted a neighbor, Mrs. Hare, who had a key to Weidman's house. Together they entered through the back door and found Weidman lying on the floor between the kitchen and living room, wearing only a T-shirt. Upon seeing Weidman's condition, Hare called 911.

"He looked like he was in pretty bad shape," Mathias said.

Weidman repeatedly asked for water, but 911 operators instructed them not to give him any. While waiting for paramedics, Mathias placed pillows under his customer's head and covered him with blankets to keep him warm.

After EMS arrived, Mathias spoke with them and went on to finish the rest of his route.

Mathias later found out from a neighbor that Weidman was in critical condition, severely dehydrated and may have been on the floor for two or three days. Weidman has been in the hospital since the incident.

"I'm happy that I helped him," Mathias said. "I would have felt bad if I hadn't trusted my instincts. If I would have walked away, he might not have lived."

## Carrier steps in to help elderly woman, dog

As a letter carrier for the last 32 years, **Kendall Winston** takes pride in taking care of the elderly customers on his route. He often brings mail directly to their doors, ensuring that they can get their mail easily, "because one day I'm going to be old and I hope somebody would be kind enough to help me if I need that help one day," he said.

One 100-plus-degree day in Arlington, TX, Winston knocked on the door

of a house in order to deliver a parcel. The 82-year-old customer, Kris, opened the door and as she did so, her small dog escaped. As the woman tried to catch her dog in the neighbor's yard, she stumbled and fell.

Winston heard the customer's faint calls for help and rushed to assist her. When he got to her, "she couldn't get up off the ground," the Branch 2309 member said, so he helped Kris to her feet and walked her safely back to her home. The dog, Darby, hadn't gone far but had walked down the street onto the other side of the road. Winston found the dog within a few minutes and helped guide it away from a busy neighborhood road and back toward the house, where the woman's husband, Bob, was clapping and calling for Darby.

Although the woman didn't sustain any serious injuries, Winston said his main concern was the woman's well-being, given her age and the extreme heat. He was glad to help, saying, "I'm always going to help. I'm not going to ever stop. It's just who I am."

Bob commended the carrier for his help. "If it were not for Kendall, Kris could have laid in our neighbor's front yard for a long time in the heat, as she was not easily seen from the street. At the same time, Darby could have been killed if she entered the street because the traffic is heavy and most of them are speeding," he wrote to the post office. "Our world could use millions of more people like Kendall." **PR**

### Know a hero? Nominate them.

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

# Union Member Rights and Officer Responsibilities under the **LMRDA**

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS)

enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. Below is a summary of the LMRDA:

## Union Member Rights

**Bill of Rights**—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

**Copies of Collective Bargaining Agreements**—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports**—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

**Officer Elections**—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

**Officer Removal**—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships**—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline**—A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence**—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

## Union Officer Responsibilities

**Financial Safeguards**—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

**Bonding**—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports**—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

**Officer Reports**—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

**Officer Elections**—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's reasonable request to distribute campaign material at the candidate's expense.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.

**Restrictions on Holding Office**—A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

**Loans**—A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines**—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

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*The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave. NW, Room N-5616, Washington, DC 20210, or by visiting [www.dol.gov](http://www.dol.gov).*

# Carriers and the mail make news online

Alyssa Dickerson  
Lapi and Travis Lapi



**M**ail-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](mailto:postalrecord@nalc.org).

## It's a postal love story, baby, just say, 'yes'

For more than 250 years, letter carriers have served as messengers of love—delivering love letters across the country. But the letters aren't always what contains the love, sometimes the carriers are. Garden State Merged Branch 444 members **Travis Lapi** and **Alyssa Dickerson Lapi**, two letter carriers in New Jersey, met when Alyssa joined the Postal Service in March 2020, and they had an instant connection.

"The second we laid eyes upon each other was a pretty wild moment," Travis told the USPS Link, a daily news website for USPS employees.

"I don't really believe in love at first sight, but I kind of have to, because the

second I met him, the world shifted," Alyssa said. "It was him."

At first, they were just friends, but that changed in May 2020. In true letter carrier fashion, Travis asked out Alyssa by giving her co-worker a letter to slip into her DPS. They have been together since. Before they were married, they often sent letters in the mail to each other despite living nearby. Travis proposed in October 2024, and they were married in November 2025.

Their wedding hosted many guests from the postal world. The groom's mother is the Nassau, DE, postmaster and her husband is a retired postmaster in New Egypt, NJ. The bride's best friend, **Alisha Cumberton**, a New Jersey Merged Branch 38 member, was also in attendance.

Travis told *The Postal Record* that his favorite thing about Alyssa is "just how much she loves me. I mean, she loves me when I'm up. She loves me when I'm down, and most importantly, she loves me when I don't even love myself."

Alyssa's favorite thing about Travis is "how resilient he is," she said. "He has gone through a lot, and he still manages to get up every single day and still smile and still make jokes no matter what."

Even though they deliver in separate towns, Alyssa told the Link that marrying another letter carrier has its perks: "I'm grateful to have a partner who also understands the job."

Travis agreed. "It's nice being married to someone who does the same thing, and they know what your day was like," he said.

## 206 Boy Scouts complete annual Barefoot Mailman Hike

Before the sun had even risen on Saturday, Jan. 31, 206 Boy Scouts had begun a two-day 34-mile trek from



**Boy Scouts participate in the 57th annual Barefoot Mailman Hike in 2022.**

Pompano Beach to South Beach, FL. Although the Barefoot Mailman Hike has been an annual tradition for 61 years, the endeavor originates from much further in the past.

The trek honors and remembers the letter carriers who delivered a “star route,” a contracted-out mail delivery route beyond where the Post Office delivered with its own employees, to South Florida. The barefoot mailmen traveled the beachside wilderness multiple times a week from 1885 to 1892. They traveled mainly on foot and by rowboat through tidal rivers and lagoons to deliver the mail to south Florida before there were paved roads there. At that time, the carriers had to travel 68 miles along the coast from what is now Palm Beach to Miami. This route was called the “barefoot route” because the carriers were known to walk barefoot on the beach.

Although the conditions are not as harsh as they once were, the hike is meant to test Scouts’ preparedness. Prior to the Barefoot Mailman, each Scout must complete four pre-hikes totaling about 20 miles. Rules have been put in place that the scouts must follow in order to participate—only

Scouts above 12 are permitted, the official uniform must be worn the entire time, and the Scouts must each individually be in charge of their own gear and supplies. This is meant to mimic the self-reliance of the letter carriers who once navigated the area.

The physical strain of the long hike wasn’t the only thing Scouts had to prepare for. The area experienced lower temperatures than it had in years, with the low over the two days being 35 degrees, a rarity for South Florida.

According to TAPinto Pompano Beach, one participant described the 2025 hike as a “forced march through a wind tunnel while questioning every life choice I’ve made since birth.”

**Social media helps reunite childhood pen pals**

Back in 2008, Amy, who lived in England, was pen pals with Hana, who lived in Egypt. They wrote letters to each other about their lives, families, birthdays and activities they did.



**A statue in Hillsboro Beach, FL, memorializes James Hamilton, the third and most famous of the Barefoot Mailmen.**

## Mail makes news online (continued)



Amy (l) posted on TikTok that she was looking for her pen pal Hana from Egypt

On Dec. 23, 2025, Amy posted TikTok image slides of photos, letters and an Egyptian calendar Hana had sent to her. The TikTok included text, which said, “TikTok please do your thing and help me find my pen pal from nearly 20 years ago!!”

It went viral only four days after it was posted. By the beginning of February, the post had 7.5 million views and almost 400,000 likes.

The next day—five days after it was posted—Amy received a direct message from Hana, which said, “HAIII AMYY,” and they were finally able to connect after almost two decades.

### Lunar New Year stamp issued

The Lunar New Year celebrates the start of the new year based on the lunar calendar. It’s mainly observed in east and southeast Asian cultures. Although the beginning of the lunar calendar varies from culture to culture, it is meant to mark the beginning of spring. It is celebrated with festivities including parades, special foods and gifts.

The USPS Lunar New Year Stamp focuses specifically on Chinese tradi-

tion. In the Chinese zodiac cycle, each year is associated with a different animal and there are 12 animals in the full cycle, starting over after the 12 years. The Lunar New Year, celebrated in Chinese culture on Feb. 17 this year, signifies the beginning of the year of the horse.

Each animal and in turn, year, has certain traits that define it and those born within that year are said to have inherited the traits of that animal. The horse is defined by its speed, strength and endurance, and those born in the year of the horse are characterized by their energy, free-spiritedness, confidence and strong work ethic.

The stamp depicts a horse mask, which highlights the ornate masks often worn during Lunar New Year parades. The paper flowers on the mask represent the beginning of spring, and the gold leaves symbolize luck. **PR**



The Lunar New Year stamp



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

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

## The app's features include:

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

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

# Veterans Group

For more information, go to [nalc.org/veterans](http://nalc.org/veterans).



## Join the NALC Veterans Group today

**V**eterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have 19,747 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

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

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

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

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

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

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

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



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

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

## Veteran profile: Frank Cirullo

**F**rank Cirullo is a retired Pueblo, CO Branch 229 letter carrier and a veteran who suffered serious injuries while serving in the Army during the Vietnam War.

Cirullo was motivated to join the military a year after he graduated from high school by a desire to “serve my country,” he said. He spent three years in the Army—from 1967 through 1969—working primarily as part of the First Air Cavalry as a door gunner on a helicopter. He manned, operated and maintained machine guns from the open cargo doors, ensuring U.S. aircraft were safe during missions.

Cirullo's job options in Vietnam during the war were limited by the nature of the conflict, and every available role came with real risk.

In August 1969, a Vietnamese rocket blew up in front of Cirullo, injuring his right hand, shoulder and neck.

“It blew my finger off,” Cirullo said. “I have no feeling in my index finger.” He said that the doctor took shrap-



nel “out of my neck. He saved it for me. It was a quarter of an inch from my spine”—narrowly avoiding a potentially catastrophic injury. Even 56 years later, he still feels the overall effects, saying, “I have a hard time. I've got arthritis in my right hand.”

For his service he received three Purple Hearts—one for each of his

injuries, the Bronze Star for heroism, and the Air Medal for completing more than 25 missions in Vietnam.

He said that camaraderie and friendship were what he valued most in the military, and he was able to find those sentiments again in the Postal Service and NALC.

In 1973—about four years after he returned home to Pueblo—he began his 30 years of service to his community as a letter carrier. He participated in his local branch by becoming a shop steward, a position in which he advocated for letter carriers, and which he describes as his favorite part of being a letter carrier. One highlight of his time as a letter carrier was going to the national convention and meeting NALC President Emeritus Vincent R. Sombrotto.

Cirullo has recently been recognized for his service by being chosen as a 2026 Purple Heart Patriot Project honoree by the National Purple Heart Honor Mission. The Mission is a non-profit dedicated to paying tribute to America’s combat wounded.

Honorees will participate in four days of events held April 27-30 at the U.S. Military Academy at West Point. They will also visit George Washington’s Headquarters and receive a private tour of the National Purple Heart Hall of Honor.

When asked how it felt to get these awards, Cirullo said that he doesn’t consider himself to be a hero.

“Well, the true heroes are the 58,220 names on that Vietnam Wall,” he said, referring to the Vietnam Veterans Memorial in Washington, DC, which lists the names of all military personnel killed serving in the war. “Those are the heroes.”



Cirullo speaks to a news station in Colorado about being selected as a 2026 Purple Heart Patriot Project honoree.

Despite the challenges that came along with his service, Cirullo is grateful for his time in the Army and continues to give back to the veteran community. He distributes food to veterans and others in need through the Mount Carmel Veterans Service Center in Colorado Springs.

“I was proud to serve and have no regrets,” Cirullo said. “I’d do it again in a minute.”

## 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](http://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

# Several new cases pending at the interpretive step



**Paul  
Barner**

In my January *Postal Record* article, I provided an update on the multiple disputes pending at the interpretive level of the grievance procedure. We have had several changes since then. As a recap, those cases and any issue resolved since then are listed below with a brief synopsis of the core issue advanced as the interpretive dispute:

- **Q11N-4Q-J 16655901:** This case arose when collection boxes were converted from city delivery to rural delivery. USPS framed the interpretive issue as whether a jurisdictional dispute initiated by NALC that concerns work assigned or being assigned to rural letter carriers may be appealed

to arbitration, pursuant to Article 15.4 of the USPS/NALC collective-bargaining agreement.

- **Q06N-4Q-C 09038600:** This interpretive dispute arose from issues related to implementation of, and compliance with, the Memorandum of Understanding (MOU) Re: Article 32 Committee and the MOU Re: Subcontracting. These MOUs were implemented on Sept. 11, 2007, and placed additional prohibitions on contracting out city letter carrier work.
- **6X 19N-6X-C 24379947:** This case concerns the use of the Mobile Delivery Device to clear accountable items, including Arrow Keys. The current language in the *M-41* does not allow for this new process for scanning out accountable items, including Arrow Keys, via the scanner.
- **6X 19N-6X-C 25009597:** The issue in this case involves the Heat Illness Prevention Program (HIPP) and whether USPS is required to provide heat illness training and maintain accurate training records. Initially, USPS informed NALC that a dispute regarding the application of the HIPP was under review as a possible interpretive issue. Later, USPS notified NALC that its review resulted in a determination that no interpretive issue was presented in the case. Recently, USPS notified NALC that, based on a further review of issues raised in grievances related to the HIPP, a determination of an interpretive issue has been made.
- **6X 23N-6X-C 25506968:** The issue in this case involves the position recently taken by certain management representatives on Step B teams regarding the arbitrability of grievances. They assert that a grievance appealed to Step B ceases to be arbitrable if the Step B team fails to issue a decision within 14 days, absent an extension agreement.

- **6X 23N-6X-C 25507021:** The issue in this case involves USPS refusing to comply with a national-level award. Arbitrator Newman issued the NACI Award in a national-level arbitration (6x21C-6X-C 24165358) arising under the APWU contract and NALC intervened in the case. Arbitrator Newman's June 30, 2025, award held, in relevant part, that a grievance challenging the removal of an employee terminated because of an unfavorable National Agency Check with Inquiries report is arbitrable so long as the employee completed probation prior to the removal. Since the award was issued, USPS has failed to comply with it. USPS recently sued to vacate Arbitrator Newman's award in federal court. This case was resolved by the parties on Jan. 30, 2026, and states the following:

M-02015 - The parties agree that all pending grievances related to the above referenced national-level award (6X 21C-6X-C-24165358) will be processed in accordance with Article 15 of the National Agreement, including the scheduling for arbitration, if necessary.

Accordingly, the parties consider the issues raised in case number 6X 23N-6X-C 25507021 to be moot and agree to close this case without prejudice to the position of either party in this or any other matter.

- **6X 23N-6X-C 81163554:** The issue in this case is whether delivery routes that already existed at a facility before that facility became a Sorting & Delivery Center (S&DC) must be evaluated under the ARAP-S&DC route evaluation and adjustment process established in M-02006. For nearly a year following the parties' execution of M-02006 and M-02007, USPS and NALC, following the ARAP-S&DC process, jointly evaluated not only routes moved into S&DCs, but also routes that already existed at the facility before it was converted into an S&DC. USPS has now taken the position that the ARAP-S&DC process does not apply in S&DCs where there has been no movement of routes into the facility.
- **6E 23N-4E-C 26082758:** The issue in this case is whether the union may seek payments beyond those provided for in Article 17.4. Any case seeking additional remedies to a union official, branch, or charity of the union's choice, outside of paid steward time on the clock or in cases in which a grievance is filed and the steward is also an aggrieved employee, is identified in this national interpretive issue.
- **6X 23N-6X-C 26110897:** The issue in this case is whether the union may file grievances over Article 8.5.F. USPS is taking the position that additional remedies outside of a city carriers' rate of pay are not appropriate.

**As always, NALC will provide updates on any future developments regarding these cases, as well as any additional interpretive disputes that may arise.**

# Good, better, best



**James D. Henry**

**M**y father used to say, “Live your life by two standards—the one you will not go below, and the one you’re trying to obtain.” I’ve taken that to heart throughout my lifetime and have applied that philosophy to my occupation, always striving to work with a goal of excelling and leading by example. Doing a good job has never been good enough for me. I’ve strived to be better every day until I was the best at whatever I engaged in. Working for the NALC has been no exception.

One of the attractions to becoming an NALC activist was my observation of the high standards of representation exhibited by my local branch. I later realized that the NALC expected nothing less than to provide the best representation possible to its membership. Therefore, I’ve always tried to teach during trainings on NALC’s best practices that “good” is the baseline. “Better” is what the majority of our “best practices” are framed around. Practices identified as “best” are practices that exceed expectations. When our best practices really are the best practices, we ensure the continuance of excellence.

In my view, the reason we’ve been successful in our negotiations for collective-bargaining agreements that benefit current letter carriers and those yet to be hired, is because of good, better, best.

**What do I mean by that? Although we already had good contracts, our leadership has always sought to do better until we’ve achieved the best possible contract. There is simply no substitute for the best—whether it is a meal, a friend or, in this case, representation. The best is the standard we should always strive to obtain.**

All NALC representatives, whether at the national or regional levels, or your local shop steward, have a duty to not only be good at what we do, but to seek to get better every day and to be the best we can be. If not, how can we meet our obligation to provide letter carriers the best workroom floor representation and best collective-bargaining agreement? How can we inspire others to join the union? How can we inspire others to become union activists? How can we inspire others to remain in the union? How can we train new and effective leaders? We can’t! Because we can’t teach what we don’t know, and we can’t lead where we don’t go!

The NALC is the gold standard for representing its members. The accomplishments gained through collective bargaining are the envy of many other unions and should not be taken for granted. We can never become complacent. Had we done so in the past, letter carriers’ level of living wages, benefits and employment stability would have been non-existent if left up to the benevolence of those negotiating on the other side of the table.

Our current *National Agreement* expires this year. I presume the Postal Service will approach contract negotiations with a different standard than that of the NALC. It’s not unreasonable to think the Service’s approach will be that of, “What more does the NALC want? It already has a good contract. Letter carriers’ pay is better than in the past.”

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**“Well, I assure you, having a good contract and pay being better than what it was is not, and will not, be the standard the NALC uses to approach contract negotiations.”**

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Well, I assure you, having a good contract and pay being better than what it was is not, and will not, be the standard the NALC uses to approach contract negotiations. Our attitude and approach are, “Good, better, best. We will not rest until our good is better and our better is best!” As it should be.

**My area of responsibility in the past had included,** but is not limited to, dispute resolution team training, Advance Formal A and Beyond training and arbitration advocacy training. This education aids in providing the best representation for letter carriers. It is paramount to the successful outcome of any grievance resolution that competent, knowledgeable representatives be committed to the highest standards of quality work and commitment. A chain is only as strong as its weakest link.

Therefore, I believe that in the capacity I serve letter carriers and this union, it is also my responsibility to exhibit best practices. I also work to recognize and cultivate future union activists who embrace and demonstrate best practices. To achieve the best, you must always be at your best. That is why it is imperative, as leaders in labor, that we remain dedicated to the standards of not only being a good union, or a better union, but the best union. If we continue to do that, we will have a lasting impact.

# IRS, Labor Department reporting and other important reminders



**Nicole Rhine**

**A**ll branches, whatever their income and whether or not they receive local dues, must file an Internal Revenue Service Form 990, 990-EZ or 990-N yearly. The appropriate form should be filed by the 15th day of the fifth month after the end of the branch's fiscal year. The branch officers are responsible for ensuring the form is filed. Generally, the branch president or treasurer completes the form. The income and assets of the branch determine which form should be filed:

- **Form 990**—Branches whose annual gross receipts are generally \$200,000 or more, or whose total assets are \$500,000 or more at the end of the fiscal year.
- **Form 990-EZ (or 990 if the branch prefers)**—Branches whose annual gross receipts are generally less than \$200,000 and whose total assets are less than \$500,000 at the end of the fiscal year.
- **Form 990-N**—Also referred to as the e-Postcard. It involves only a few questions. Branches receiving \$50,000 or less in income per year, including branches with no income at all, must file a Form 990-N (easiest); however, a Form 990-EZ or Form 990 may be filed in lieu of a Form 990-N. You may access the filing site directly at [irs.gov/charities-non-profits/annual-electronic-filing-requirement-for-small-exempt-organizations-form-990-n-e-postcard](https://irs.gov/charities-non-profits/annual-electronic-filing-requirement-for-small-exempt-organizations-form-990-n-e-postcard).

**Note:** Failure to comply may result in fines, penalties and interest. A branch that fails to file required information returns for three consecutive years will automatically lose its tax-exempt status.

As a reminder, per the Taxpayer First Act enacted July 1, 2019, all 990 forms must be filed electronically for tax years ending July 31, 2021, and later. To file the form electronically, the filer must use software that can provide the correct data in the proper format for processing by the IRS. The IRS website has a list of providers that have passed the IRS Assurance Testing System requirements for its software. To access the list of providers on the IRS website, go to [irs.gov/charities-non-profits/tax-year-2020-exempt-organizations-modernized-e-file-mef-providers-form-990](https://irs.gov/charities-non-profits/tax-year-2020-exempt-organizations-modernized-e-file-mef-providers-form-990). Local tax professionals also may have the necessary software.

Note: Branch officers should be aware that in addition to filing an appropriate 990, the branch still may be liable for

tax on its *unrelated business income*, if it received \$1,000 or more in such gross income. The branch must complete a Form 990-T, Exempt Organization Business Income Tax Return and pay any tax due. This form has the same filing deadlines as the Form 990s and also must be filed electronically. A branch subject to tax also is required to make quarterly estimated tax payments. Items usually considered to be unrelated business income and therefore reportable on the Form 990-T and taxable if the branch or state has income of \$1,000 or more from these sources include:

- The excess of advertising income from a branch or state publication over the cost of the publication.
- Rental income from “debt-financed property,” such as a branch-owned building subject to a mortgage.
- Reimbursements for NALC Health Plan members (associate members).

More information on filing Form 990, 990-EZ, 990-N and 990-T is available on the IRS website at [irs.gov](https://irs.gov).

**Officer information list:** Many branches installed officers in the past few months. If you have not already done so, please immediately update the Membership Department via letter or a “Branch Information Record” card.

**Reciprocal Agreement:** *Union representatives must notify NALC's Membership Department if an incoming member wishes to cancel dues to the losing craft's union.* This can be done by simply circling the appropriate union to cancel dues to on the Form 1187 next to “Union Transfer.” Dues refunds for double-dues taken while a member belonged to NALC and another union are made only upon request and only for the time period between when NALC Headquarters was notified of the dual membership and when the dues to the other union were discontinued. For more information, consult the Reciprocal Agreement booklet, available on NALC's website.

**Reporting to the Department of Labor:** Unless your branch has no annual income or financial activity, you must file with the Office of Labor-Management Standards one of three types of financial reports, depending on the total annual receipts of the branch. The Labor-Management Reporting and Disclosure Act (LMRDA) requires that unions file the report within 90 days after the branch's (or state association's) fiscal year. Most branches have fiscal years ending Dec. 31, so most should be filing by March 31. Branch presidents and secretary-treasurers are responsible for ensuring that required reports are filed in a timely and accurate manner. The LMRDA does not permit an extension of time for filing for any reason. Please see my January *Postal Record* article for more information on filing requirements for LM reports, including the requirement that all LM reports be filed electronically.

## Our fight



**Mack I.  
Julion**

**O**ver the past year, the NALC has adopted the slogan “Fight like hell!” against the attacks on the Postal Service and in our pursuit of a fair contract for letter carriers. That slogan is also indicative of the tenacity of letter carriers. I recently told a class of new hires that to endure the daily grind of performing our duties in extreme weather conditions, while dealing with incompetent supervisors and hostile work environments in some offices, you have to be mentally built for this. You have to have a fighting spirit. I firmly believe that’s who we are.

This past January, at an annual conference in celebration of the Rev. Dr. Martin Luther King Jr., I was surrounded by others with that same fighting spirit. Activists from across the country were there representing every labor union and constituency group of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). We stood in solidarity, reaffirming our commitment to fight not only for our workers’ rights, but also for issues related to social justice that affect our rights.

**As labor unionists that is what we do. Many of us** got involved because we are willing to fight, not only for our rights, but for those of the least among us. We have a disdain for the bullies (management) who pick on those who don’t know their rights or are not capable of defending themselves. We are stronger if we stick together. When we fight, we win.

If we allow them to pick us off one by one, there will be no one left to stand with us when they inevitably come our way. It’s the age-old tactic of divide and conquer; and a major lesson we learned from the horrors of Nazi Germany that led to World War II. Every day we see what is transpiring in our country right before our very eyes, so that comparison is not hyperbole. The eerie similarities of that fascist and racist regime, with the current unlawful actions of our own government and the unaccountable behavior of a gestapo enforcement agency, should be alarming and terrifying to us all. Even if we think that it has nothing to do with “us,” history tells us otherwise.

At this AFL-CIO labor conference, participating and interacting with others in the labor movement was as inspiring as it was encouraging. One workshop made me feel like we were living in another time. It was about behaving with non-violent passive resistance in marches or protests.

**I have always been captivated by the turbulent fight** for civil rights during the 1960s. I have often said that I should have been of age at that time. The movement, the music, the martyrs of struggle—Dr. King, Malcolm, Evers, the Kennedys—and the other icons who made our country great by their willingness to stand on the right side of history. Those willing to sacrifice everything with freedom rides and boycotts. It’s easy to look back and think, “They were doing the right things for the right reasons. I would have been out there protesting, too!”

Well, the question before us today is, are we willing to fight for our democracy and for future generations like those before us? In the ‘60s, many labor organizations understood the assignment. They marched shoulder to shoulder and helped finance the civil rights movement. Walter Reuther and the United Auto Workers played a huge part in the battles for social justice and human rights. Sacrifices made for this nation were not always made on battlefields in foreign lands, but right here on our own soil.

At this time, lives have already been lost in Minneapolis and elsewhere, with the potential to get worse before it gets better. Like the biblical account of the good Samaritan, the question isn’t “what will happen to me if I say or do something?” but rather “What will happen to me and others if I say or do nothing?”

At the conference, the message was made clear—that, in our fight for justice, LGBT rights and immigrant rights, like civil rights and women’s rights, are human rights. And human rights are workers’ rights; thus, this is our fight, too!

**President John F. Kennedy once stated of labor unions** that we have not only “brought justice and democracy to the shop floor,” but that our “work goes beyond our own jobs, and even beyond our borders.” He went on to say, “They have spoken, not for narrow self-interest, but for the public interest and for the people.” He is correct; that is a part of the history of the labor movement. In the words of Dr. King: “Injustice anywhere is a threat to justice everywhere.”

We should all stand on that *10 toes down*.

# Mercedes Benz eSprinter pilot test



**Christopher Jackson**

**T**hroughout the years, City Delivery has observed and provided feedback on several pilot tests conducted by the Postal Service. One common pilot test is of commercial off-the-shelf (COTS) vehicles. These COTS vehicles are routinely tested to determine if they are a suitable option for the delivery fleet.

## Mercedes Benz USA (MBUSA) eSprinter Vans

In January, USPS provided notice of its intent to pilot test two MBUSA 144" eSprinter vans, a standard roof (SR) and a high roof (HR) option, at the Vienna, VA, post office. With this notice, USPS invited NALC to attend a kickoff meeting for the demonstration of both vehicles. This kickoff was led by the Mercedes Benz manufacturer and officials from USPS. My staff and I attended this demonstration, reviewed both test vehicles and provided feedback to USPS.

Both eSprinter vans are left-hand drive battery electric vehicles. They are rear-wheel drive with the SR option having 330 cubic feet of cargo space, while the HR option provides 386 cubic feet of cargo space. Both vehicles measure 239.7 inches in length, just shy of 20 feet long. The interior height of the cargo space for the SR option is 5½ feet, while the HR option is 6½ feet tall. Based on the presentation, both vehicles have the same maximum electric range of 150 miles, taking up to 10 hours for a full charge. The charging socket is located in the front through the Mercedes Benz emblem, while the battery has been mounted on the underbody of both vehicles. A key fob is required to access and operate the vehicles as they rely on a push button ignition to start the engine.

The cabin area has both a driver's and passenger seat with manual controls to adjust comfort. Both vehicles are equipped with a digital rearview mirror that will display the feed of a camera mounted above the rear cargo doors. They each come with touchscreen monitors located in the center of the eSprinter dashboard, which displays a bird's-eye view of the vehicle using 360-degree camera.

Both vehicles have a sliding bulkhead door that separates the cabin and cargo area. It was noted by NALC, to both the



manufacturer and USPS officials, that when the bulkhead door is opened the width may be too narrow for letter carriers to go through on the HR option. The manufacturer informed the attendees that most things in the interior of both vehicles could be changed/altered upon request. The cargo area contains two levels of foldable shelving with four shelves along the roadside and two shelves along the curbside of the vehicles. Each vehicle is equipped with two rear hinged doors that open outward up to 180 degrees. There is also a sliding curbside cargo door with two steps and a third step that is stationary that extends outward toward the curb. NALC noted to USPS that this may be an issue with how long and how far out the step is.

The vehicles are equipped with active brake assist that supports braking process in cross-traffic, turning and other vehicles traveling in opposite directions. They each have sideguard assist, which warns the driver when another vehicle or road user is detected, through the exterior side mirror of the vehicle. This mirror will flash either blue, if another road user is detected around the vehicle, or red, if the road user enters the warning zone, or blind spot, of the vehicles. A sound will play for the driver if a road user is in the blind spot of the vehicle and the driver has their turn signal on. Both vehicles also come with a moving off information system, which monitors the area directly in front and next to the vehicles. This system activates when the vehicles are moving up to 6 mph and will inform the driver, through the dashboard, if another road user is detected and a sound will play if a collision is imminent.

**I want to thank the letter carriers of the Vienna, VA, post office who will be involved in the pilot testing of these vehicles. My staff and I look forward to collecting their feedback and input, as their opinion and cooperation on both vehicles will bring valuable impact to the craft and assist USPS in its continued efforts to find suitable options for the delivery fleet. Be sure to read my article each month and visit [nalc.org](http://nalc.org) for the latest information.**

# What happens when you report a hazard



**Manuel L. Peralta Jr.**

**T**he *Employee and Labor Relations Manual (ELM)* is an extension of the contract through Article 19.

Chapter 8 of the *ELM* is dedicated to safety, health and environment.

Section 810 begins with a general introduction, touching on the Occupational Safety and Health Administration (OSHA) and its authority in the USPS (811.1), followed by safety principles, which include a commitment that management must demonstrate a commitment to safety and to provide healthful working conditions, become involved in day-to-day safety performance and be held accountable for safety performance.

OSHA's General Duty Clause begins with the following:

Each employer – (1) shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees...

Section 811.23 continues this theme with the following: “People — Employees are our most valued resource. Our employees **must** be provided a safe and healthful workplace.” (Emphasis added.)

If the above statements were complied with to the degree expected by legislation (OSHA) and our contract, then we would not have to constantly remind management of its obligation to provide a safe workplace.

Section 814 of the *ELM* contains a number of references to employee rights and responsibilities. An employee has the right to become actively involved in the USPS safety and health program and to report hazards by using Form 1767, Report of Hazard, Unsafe Condition, or Practice §814.1a-b:

PS Form 1767 is designed to encourage employee participation in the Postal Service safety and health program **and to provide prompt action** when employees report a hazard. This form provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of alleged hazards, unsafe conditions, or unsafe practices. (Emphasis added.)

**Often when we disagree, our opinions become grievances** and many end up going into arbitration for a judgment in our world. The arbitrator opens the hearing, takes evidence and arguments from both sides, then determines if the *National Agreement* or relevant law was violated.

In December of 2024, the NALC took a grievance forward in arbitration (C#37277) to protect the interests of the employees in their work facility and to uphold the contractual and legal obligations relating to management's lack of a proper response.

The arbitrator's summary offers the following:

In this case, the record establishes that management was on notice of long-standing and ongoing issues with the facility's air conditioning system. The PS Forms 1767 submitted by Letter Carriers and Clerks on June 21, 2023 reported high indoor and outdoor temperatures and a non-functioning cooling system. For example, Carrier [S] described the conditions inside the postal facility as ‘No AC. Very hot & humid in building while working. Broke over 10 days. 84 first thing this morning.’ Carrier [L] noted: ‘No air conditioning during the summer days reaching into the 90 - 100 range. This extends employees' exposure to heat, increasing the risk of heat related illness/injury. It creates an inhospitable environment for customers. ...’

...Despite the serious nature of these reports and the clear history of HVAC problems cited in both employee statements and PS Forms 1767, the record contains no evidence that management proactively implemented measures to correct the hazard...Notably, on each PS Form 1767 submitted by employees on June 21, 2023, Postmaster [S] indicated that he had reported the air conditioning issue to Facilities Maintenance on May 31, 2023, classifying the matter as an ‘emergency.’ Despite that designation, the system was not repaired until January 2024. While Management took some mitigation steps during the summer of 2023, those actions did not abate the underlying hazard. In view of Management's silence at Step A, its own emergency classification, and the extended duration of the unsafe condition, the Arbitrator finds that the Service failed to meet its Article 14, Section 1 responsibility to provide safe working conditions and therefore violated that provision of the Agreement...The Agreement imposes a duty not merely to respond, but to correct unsafe conditions. While mitigation efforts such as fans and chillers may reflect an attempt to manage the condition, they are not sufficient if the unsafe condition persists. The persistent and uncorrected presence of excessive heat — which Management itself labeled an emergency — reflects a failure to correct the hazard as required under Article 14, Section 2.

The arbitrator awarded a remedy, but the most important part of his decision was the recognition of the true purpose of a 1767. It is not just a form to exchange and then ignore. It should prompt action that responds to the hazard that we address in a 1767. Hats off to NALC advocate Andy Tuttle and the branch for the work in putting that grievance together.

Keep an eye on each other.

# OPM's Online Retirement Application



**Dan  
Toth**

**T**he Office of Personnel Management (OPM) is the government agency that administers Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS) benefits. It issues the rules and regulations that the Postal Service must follow such that eligible employees can retire and apply for benefits.

In the spring of 2025, OPM announced that all agencies would transition from a paper retirement application to an electronic application called the Online Retirement Application (ORA), which is a web portal created

and administered by OPM.

The Postal Service has now implemented the use of the online application for optional immediate retirement, effective Jan. 1, 2026. Any retirement applications submitted prior to Jan. 1, 2026, regardless of the retirement effective date, will continue to be processed using the paper-based process and do not need to be resubmitted, but as of Jan. 1, it is not possible to submit paper applications. Those applying for disability retirement will continue to file a paper application until further notice.

The Postal Service affirms that the ORA is a secure, fully digital system and will allow applicants to complete retirement applications online, track the application status, and expedite processing time. Hopefully the benefits of this transition will be shared with the applicants, leading to an easier application process, more transparency, and quicker processing to ensure retirees start receiving the benefits they are entitled to. Our retirees deserve great customer service for the benefits they've earned over their entire career.

**To initiate the optional retirement application process,** you can log into [LiteBlue.usps.gov](https://liteblue.usps.gov) > My HR > Planning for Retirement > click on the eRetire link, or by calling the Human Resources Shared Service Center (HRSSC) at 877-477-3273 and selecting Option 5. Once your retirement eligibility is established, you will receive a confirmation email from the HRSSC. Approximately three business days later, you will receive an email from

the OPM's address: [DoNotReply@retire.opm.gov](mailto:DoNotReply@retire.opm.gov), containing a link to begin the ORA retirement application.

Of course, to receive an email, you are required to provide a valid personal email address. Those without a personal email can use any of the free email services. Gmail (Google) and Yahoo are popular options.

Secondly, you must establish a [login.gov](https://login.gov) account, using the same email address. Visit [login.gov](https://login.gov) to sign up. Your [login.gov](https://login.gov) account will be used for other web portals such as OPM's Services Online, Social Security and the Thrift Savings Plan. Anyone without a smartphone or computer access must make accommodations to complete the retirement application. Friends, family, libraries and branch computers may be good options.

Sign up for retirement counselling via eRetire or by calling the HRSSC. We also recommend signing up for the HRSSC's retirement seminars, which can be found linked under myHR.

OPM provides some helpful videos and information on its website at [retire.opm.gov/help](https://retire.opm.gov/help). Additional guidance is to be posted in myHR shortly. As the NALC receives more information on this process, we will share it through the website and other avenues.

**Meanwhile, at OPM, the backlog of retirement claims** has reached by far the highest inventory that I've seen since I became the director of retirees about seven years ago. The inventory of backlogged cases as of December exceeded 50,000. However, despite the transition to the ORA, the number of claims processed each month is only slightly higher than it was before the ORA. Hopefully OPM will staff properly and continue to improve its processes to ensure our retirees have their claims processed in a timely manner and start receiving the benefits they've earned.

What this means for future retirees: Be sure to have money set aside so that you can cover expenses while OPM finalizes your retirement.

**The electronic application may make things easier** for some retirees and muddle the process for others. No matter your comfort or familiarity with electronic forms, everyone should be sure to schedule their retirement counseling with HRSSC and begin completing the application as early as six months in advance, if possible. As questions come up, be sure to make a notation so that you can seek clarification during the counseling.

# Retirement Savings Plan settlement options



**James W.  
“Jim” Yates**

In my last article I gave an overview of the Mutual Benefit Association’s (MBA’s) Retirement Savings Plans (RSPs). In this article I will explain what settlement options are available when the time comes that you wish to start receiving payments from your RSP.

More than 4,500 active and retired letter carriers and their families participate in the MBA RSPs. As covered in my January article, the RSPs are available as traditional individual retirement accounts (IRAs), Roth IRAs and non-qualified deferred annuity policies.

Both career and non-career letter carriers and their family members use these plans to prepare for a secure financial future. By making contributions while they are employed, they will receive a lifetime of benefits during their retirement years.

The MBA RSPs provide many different settlement options when it is time to start receiving benefits from the policy. The benefit amount will depend upon the age of the annuitant, the amount of money in the plan, and the specific option chosen.

The following settlement options are outlined in the MBA Retirement Savings Plan policies; however, the MBA may allow other settlement options requested by the annuitant:

- **Life annuity:** Monthly payments will be made to the annuitant as long as they are alive. No further benefits will be paid after the date of the annuitant’s death.
- **Life annuity with 10 or 20 year period certain:** Monthly payments will be made for a specified period of 10 or 20 years and will continue after the expiration of the specified period as long as the annuitant is alive. If the annuitant dies during the specified period, monthly payments will continue to the end of the period to the beneficiary designated in the supplemental contract.
- **Joint life annuity:** Monthly payments will be made during the joint lifetimes of two annuitants and after the death of one annuitant during the lifetime of the surviving annuitant. The amount

of the monthly payments is determined by the ages of the annuitants on the date the supplemental contract is effective.

- **Full cash refund annuity:** Monthly payments will be made as long as the annuitant is alive. At the death of the annuitant, we will pay to the annuitant’s beneficiary any remaining proceeds of the policy.

At the time of choosing a settlement option, some letter carriers decide to forego taking a payment for the rest of their lives, and instead choose a specific dollar amount to be paid each month or a specific number of months (or years) to be paid a monthly benefit. For these options, the annuitant will receive a monthly check for the designated period of time. Upon receiving the full benefits outlined in the supplemental contract, the benefits end.

The RSP settlement options are available to the policy owner at any time. However, any funds distributed from a RSP prior to age 59½ will be subject to an early withdrawal penalty from the IRS.

As life circumstances can change, the choice of an RSP settlement option is not made until the time the policy owner wishes to start receiving the benefits. If a settlement option has not been chosen prior to the maturity date of an RSP (as defined in each MBA policy), the MBA will send a letter to the policy owner informing them of the upcoming maturity date and the settlement options available.

When a settlement option has been chosen and the monthly benefits begin, the option may not be changed. Therefore, when considering choosing a settlement option, contact the MBA executive office and ask for a list of the monthly benefit amounts that you would receive under each option. Our knowledgeable representatives can provide you with information to make an informed decision about your supplemental contract payments.

MBA’s Retirement Savings Plans are excellent choices for adding to retirement planning for letter carriers and their families. These plans are not intended for short-term savings. The earlier you begin saving through your MBA RSP, the more money you will have for your retirement years!

For more information about the MBA RSP or any of the MBA products, please call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. You may also visit our website at [nalc.org/mba](http://nalc.org/mba).

# 2026 prescription benefits



**Stephanie Stewart**

**I**n this month's article I would like to focus on the changes to the NALC Health Benefit Plan's 2026 prescription benefits. The Plan fully understands that the change from copay to coinsurance in our 2026 prescription benefit package is significant for some members. It's important to understand the reason for the change, what's on the horizon, and how each member can help control their individual costs that may have increases under the new prescription coverage.

Benefit changes are not made lightly. Health care coverage is a complex issue, and we must ensure long-term sustainability while con-

sidering future and overall health costs, evolving trends, which include higher usage of brand-name medications, and lastly, equitability for *all* health plan members.

Approximately 87.5 percent of the plan's dispensed prescriptions are generic medications; however, despite the high percentage of generic medications still being prescribed, the cost associated with pharmaceutical benefits has drastically increased. This increase is related to the introduction of high-cost brand name drugs and GLP-1 medications for diabetes and weight loss.

Although we recognize our members may need to use these medications, the high costs have resulted in the health care industry nationwide trending toward percentage-based coverage, with many of the other Postal Service Health Benefits (PSHB) plans already moved into the coinsurance structure. Despite our attempts to resist this change and mitigate the impact for a few years, it was no longer sustainable. NALC had to make a difficult decision—change the prescription benefits or add additional premium increase to all members to cover those rising costs.

**Why did we choose to change the benefit rather than include an additional increase to premiums?**

First, additional premium increases affect all members. In addition, premiums are absolute. There is no avenue for an individual member to obtain savings on their premiums. With an 87.5 percent generic dispensing rate, the majority of our members would be adversely affected.

Also, with the evolving market in the pharmaceutical industry, drug pricing can fluctuate dramatically. The Plan's Pharmacy Benefit design was no longer providing the best value to our members using generic medications—a

tenet of the Plan's copay model. For example, under the copay structure, a prescription that costs \$3,000 had a \$50 copayment, or 2 percent member cost share. But in comparison, a generic medication that costs \$50 had a \$10 copayment, or 20 percent-member cost share.

Making a benefit change to coinsurance versus additional premium increases provides reasonable coverage for all members, regardless of the type of medication prescribed, and mitigates the cost-share disparity without adding a significant increase to all premiums.

Another way to consider the prescription benefit coverage change is to look at it from a broader perspective. Compare the Plan's prescription coverage to the Plan's medical coverage. Currently, all members pay an equal coinsurance percentage for medical procedures. Although every procedure may have a different cost and different out-of-pocket expense, each member is equally financially protected by the Plan's catastrophic maximum out-of-pocket limit.

Although we have consistently encouraged our members to discuss generic options with their providers to obtain the best value, I do understand that many health conditions may benefit from a prescription that does not offer a generic alternative. Rest assured that we are committed in our efforts to work toward lowering prescription costs for our members and are working closely with CVS, our pharmacy benefit manager, on innovative solutions for brand-name drug coverage and to help lower costs for our members who may need GLP-1 medications for diabetes and weight loss.

**While we continue our efforts to help lower costs, we encourage members to use options available to help lower their individual out-of-pocket cost.**

Non-Medicare members can use manufacturer discounts or coupon cards. Members should speak to their physician or pharmacist about assistance programs that may be available, visit the manufacturers' website to learn more about coupons that are available, or visit prescription discount platforms and cost comparison tools.

Medicare members, although not permitted to use coupons or discounts, have a significantly lower out-of-pocket cost when enrolled with SilverScript or our Aetna Medicare Advantage option (\$2,100). Plus, this amount is calculated using Medicare's assigned value for medications, not the actual cost paid. To learn more about the Medicare Part D out-of-pocket maximum, please refer to your monthly statement, which indicates the amount met toward the \$2,100 out-of-pocket expenses. (Beneficiaries may reach this amount earlier than anticipated, as many Part D drugs will have an applied out-of-pocket credit significantly higher than what was actually paid.)

# Route adjustments after a route inspection

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

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

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

## Office time

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

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

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

(2) Another method to determine the office time percentage factor is to divide the average office time for the count week by the average total time. For example: 165 minutes office time divided by 486 minutes total time equals 34 percent. Therefore, the allowance of 34 percent of the total time value of any territory to be added or taken away from a route must be allowed for office time to prepare the mail for delivery.

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

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

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

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

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

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

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

## Street time

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

b. Permanent relief may be provided by reducing carrier office or street time. Consider items such as additional segmentations, use of routers, hand-offs, relocating vehicle parking, withdrawal of mail by clerks or mailhandlers, providing a cart system for accountable items, etc. When routes require a cur-

(continued on the next page)

# Route adjustments (continued)

(continued from the previous page)

rent adjustment and Delivery Point Sequencing will commence within 6 months, management will adjust using non-territorial, non-scheme change adjustments. Where actual transfer of territory is necessary, see 243.23. If a hand-off is the method selected for providing relief on the street, the time value associated with the delivery of the hand-off must be deducted from the route getting relief and transferred to the gaining route.

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

## 243.22 Route Less than 8 Hours

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

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

## 243.31 Completing Reverse of Form 1840

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

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

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

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

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

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

When a route is inspected on more than one day, the parties agreed in the Memorandum of Understanding

(MOU) Re: Multiple Days of Inspection (M-01543) to the following:

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

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

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

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

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

## Available resources

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

# The Winter 2026 *NALC Activist*: Grieving management's OWCP mistakes revisited



Regional Workers' Compensation Assistant Coby Jones

In January, the NALC published a special edition of the *NALC Activist*: Grieving management's OWCP mistakes revisited. Copies of this *Activist* can be downloaded at [nalc.org/workplace-issues/resources/body/Winter-2026-Activist.pdf](http://nalc.org/workplace-issues/resources/body/Winter-2026-Activist.pdf).

Helping our injured brothers and sisters is fundamental to our identity as members of the NALC. Section 7 of the National Labor Relations Act gives us, as union members, the right to engage in concerted activities for mutual aid

and protection. The Supreme Court based our Weingarten rights on this language: "mutual aid and protection." There are also no better words than these to describe the work we do when we help our injured members; it lies at the core of who we are as a union.

While providing mutual aid and protection involves assisting our members with filing and maintaining OWCP claims, it also involves filing grievances to protect them from management's abuses, especially its failures to follow its legal and contractual obligations toward its injured employees.

Twenty years ago, the entire Spring 2004 *NALC Activist* was dedicated to grieving management's OWCP mistakes. Before this seminal publication, many NALC local leaders and shop stewards erroneously believed that the union could not grieve issues involving the Postal Service's handling of OWCP cases. Thanks to the *Activist*, filing grievances on management's mishandling of OWCP cases has become a routine part of many shop stewards' arsenals. And now it's time for an update!

Since the 2004 *Activist*, however, there have been major changes not only in OWCP's policies, but also in how claims are processed both by OWCP and the Postal Service. Many of the most common management mistakes in claim processing in the 2004 *Activist* are now much less common, while other mistakes and problems have become more prevalent. What hasn't changed is that postal management routinely mishandles claims. And those mistakes result in delays and claim denials that harm our most vulnerable members.

The Federal Employees' Compensation Act (FECA) is intended to protect federal employees by providing compensation when they suffer job-related injury or illness. The law places the burden on the injured worker to prove that the injury is work-related. While the OWCP claims process is supposed to operate efficiently and

to result in fair, accurate decisions, the procedures required to meet that burden are often complex and difficult to navigate.

For many, the OWCP claims process fails to deliver the benefits intended by FECA. Letter carriers know that too many legitimate claims are challenged by management or become unnecessarily complicated due to management mistakes in handling claims.

As a result, some letter carriers suffer on-the-job injuries but fail to obtain the protections of FECA. Management's mistakes lead to some of the worst injustices to injured letter carriers who seek workers' compensation benefits.

The FECA requires management to process claims in accordance with regulations, but frequently supervisors do not. Supervisors' mistakes often result in legitimate claims being delayed or even denied. Their mistakes also violate the law, as well as postal regulations and the *National Agreement*.

Activists and shop stewards should not allow postal management, through its own errors, to transfer the costs of legitimate on-the-job injuries onto letter carriers and their families. They should educate their supervisors and managers concerning their legal and contractual obligations when a letter carrier reports an on-the-job injury. Then they should enforce those obligations through the grievance process.

This enforcement will promote the safety and welfare of every NALC member by encouraging the Postal Service to correct unsafe working conditions. The Postal Service will also benefit because it will learn the true cost of maintaining a safe and healthy workplace.

The Postal Service should pay the full cost so it can make informed decisions about investing to prevent injuries. USPS is a numbers-driven organization. If it determines that it is spending more on letter carrier on-the-job injuries than it would cost to prevent those injuries, then it will act to make the needed ergonomic changes in letter carrier work.

Finally, of course, the individual letter carriers who have experienced on-the-job injuries will benefit. Their legitimate claims will more likely be accepted by OWCP, and they will enjoy the medical care and financial protection intended by the FECA.

Almost all of us—as activists, branch representatives or shop stewards—will be called upon at some point in our careers to walk a mile in the shoes of an injured brother or sister. The NALC's goal through the new *Activist* is to make that walk a little easier, and to make the mutual aid and protection that we render to our injured members a lot more effective.

# Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

### 75-year plaques

Joseph F. Collins	Boston, MA	Br. 34
Guy J. Ruggieri	Boston, MA	Br. 34
Victor J. Staffier	Boston, MA	Br. 34
Julius J. Watkins	St. Louis, MO	Br. 343
Richard E. Zimmerman	St. Louis, MO	Br. 343
Phillip F. Santangelo	Northeastern NY	Br. 358

### 70-year plaques

J. T. Dias Jr.	Modesto, CA	Br. 1291
Russell B. Springstroh	Spacecoast FL	Br. 2689
Fred C. Brown Jr.	Boston, MA	Br. 34
Herbrt G. Ferran	Boston, MA	Br. 34
William J. Lowry	Boston, MA	Br. 34
John W. Eineke	St. Paul, MN	Br. 28
Thomas E. Ethier	St. Paul, MN	Br. 28
Raymond F. Johnson	St. Paul, MN	Br. 28
Gerald A. Lundeen	St. Paul, MN	Br. 28
William J. Moynagh	St. Paul, MN	Br. 28
John R. Buchheit	St. Louis, MO	Br. 343
Henry Deibel	St. Louis, MO	Br. 343
Rogers H. King	St. Louis, MO	Br. 343
Charles N. Moss	St. Louis, MO	Br. 343
Narvel J. Murrell	St. Louis, MO	Br. 343
James S. Powell	St. Louis, MO	Br. 343
William H. Rowland	St. Louis, MO	Br. 343
John J. Samuelson Jr.	St. Louis, MO	Br. 343
Kenneth T. Kaforey	Akron, OH	Br. 148
Raymond Tomblin	Akron, OH	Br. 148
Gerald R. Kelly	Findlay, OH	Br. 143
Sylvester Nowakowski	Pittsburgh, PA	Br. 84
Robert H. Rebholz	Pittsburgh, PA	Br. 84
Valentine A. Zagorski	Pittsburgh, PA	Br. 84
Samuel Jordan	Nashville, TN	Br. 4

### 65-year pins

Peter E. Dulisse	Modesto, CA	Br. 1291
Robert D. Howe	Spacecoast FL	Br. 2689
Gerald Dougherty	Peoria, IL	Br. 31
John E. Donahue	Dubuque, IA	Br. 257
Robert J. Blouin	Boston, MA	Br. 34
Richard J. Boudreau	Boston, MA	Br. 34
Walter J. Brown	Boston, MA	Br. 34
Daniel P. Burke	Boston, MA	Br. 34
William P. Caton	Boston, MA	Br. 34
Martin F. Connolly	Boston, MA	Br. 34
Joseph P. Costantino	Boston, MA	Br. 34
Robert F. Depietro	Boston, MA	Br. 34
Daniel E. Devereaux	Boston, MA	Br. 34
Wallace J. Forrest	Boston, MA	Br. 34
James T. Griffin	Boston, MA	Br. 34
Joseph J. Guazzerotti	Boston, MA	Br. 34
Richard J. Intravaia	Boston, MA	Br. 34
John S. Kelly	Boston, MA	Br. 34
Edward J. Krupwich	Boston, MA	Br. 34
Fred F. Macqueen	Boston, MA	Br. 34
Vincent Maglio II	Boston, MA	Br. 34
Frank N. Mersicano	Boston, MA	Br. 34

J. J. Nee	Boston, MA	Br. 34
John V. Raymond	Boston, MA	Br. 34
Michael J. Rutledge	Boston, MA	Br. 34
C. F. Simard	Boston, MA	Br. 34
Warren S. Shave	Southeast MA Mgd.	Br. 18
Loren M. Doffing	St. Paul, MN	Br. 28
Wallace R. Riedel	St. Paul, MN	Br. 28
Bobbie L. Thompson	Kansas City, MO	Br. 30
Julian R. Najbar	St. Louis, MO	Br. 343
Raymond E. Schlereth	St. Louis, MO	Br. 343
Condon E. Story	Southwest MO	Br. 366
Kenneth E. Allen	Albuquerque, NM	Br. 504
Richard J. Nowak	Buffalo-Western NY	Br. 3
M. S. Parkhurst	Buffalo-Western NY	Br. 3
William F. Chandler	Northeastern NY	Br. 358
W. E. Leonard	Northeastern NY	Br. 358
A. L. Stillman Jr.	Northeastern NY	Br. 358
Nick J. Losurdo	Long Island Mgd., NY	Br. 6000
Evander H. Bullard	Fayetteville, NC	Br. 1128
Phillip M. Sealey	Fayetteville, NC	Br. 1128
Joseph A. Duve	Akron, OH	Br. 148
James R. Millard	Eugene, OR	Br. 916
Ray M. Nelson	Eugene, OR	Br. 916
Alphonse R. Bonaccorsi	Pittsburgh, PA	Br. 84
Thomas L. Schaffer	Pittsburgh, PA	Br. 84
Morton G. Gibson	Nashville, TN	Br. 4
James S. St. Clair	Nashville, TN	Br. 4
Robert W. Winkler	Nashville, TN	Br. 4
Wayne A. Dean	Appleton, WI	Br. 822
Orville E. Cussins	Cheyenne, WY	Br. 555

### 60-year pins

John T. Anthony	Tampa, FL	Br. 599
James D. Barrentine	Tampa, FL	Br. 599
William L. Gaskins	Tampa, FL	Br. 599
Robert P. Gasperment	Tampa, FL	Br. 599
Benjamin F. Henson	Tampa, FL	Br. 599
James F. Kingston	Tampa, FL	Br. 599
Conrad J. Kuhlman	Tampa, FL	Br. 599
Nelson J. Mongiovi	Tampa, FL	Br. 599
Argelo R. Rodriguez	Tampa, FL	Br. 599
Jamie R. Rodriguez	Tampa, FL	Br. 599
Alfred Rosello	Tampa, FL	Br. 599
Hugh T. Stone	Tampa, FL	Br. 599
Joe Villa Jr.	Tampa, FL	Br. 599
James E. Ward	Tampa, FL	Br. 599
William E. Meadows	Valdosta, GA	Br. 998
Arthur R. Weisman	Twin Falls, ID	Br. 1392
Harold C. Leroy	Peoria, IL	Br. 31
Glen C. Smith Sr.	Peoria, IL	Br. 31
Dennis J. McGrath	Michigan City, IN	Br. 455
John A. Anastos	Boston, MA	Br. 34
Thomas G. Andersen	Boston, MA	Br. 34
Gerald L. Berren	Boston, MA	Br. 34
Robert J. Bradley	Boston, MA	Br. 34
Robert A. Campanelli	Boston, MA	Br. 34
R. J. Carney	Boston, MA	Br. 34
Bernard A. Casella	Boston, MA	Br. 34
Frederick W. Cavanagh	Boston, MA	Br. 34
Jan A. Childs	Boston, MA	Br. 34

Edward A. Cole	Boston, MA	Br. 34
Raymond Dinitto	Boston, MA	Br. 34
George L. Doherty	Boston, MA	Br. 34
Lawrence P. Donohue	Boston, MA	Br. 34
Joseph P. Fontana	Boston, MA	Br. 34
Herman P. Greenberg	Boston, MA	Br. 34
James S. Kadlick	Boston, MA	Br. 34
James J. Kane	Boston, MA	Br. 34
Dennis M. Kenney	Boston, MA	Br. 34
Edward J. Krupwich	Boston, MA	Br. 34
James J. Laurenza Jr.	Boston, MA	Br. 34
Robert M. Lombard	Boston, MA	Br. 34
R. W. Mackie	Boston, MA	Br. 34
John A. Maguire	Boston, MA	Br. 34
Leo A. Mazzucco	Boston, MA	Br. 34
Kevin J. McCusker	Boston, MA	Br. 34
James H. McDermott Jr.	Boston, MA	Br. 34
John J. Messina	Boston, MA	Br. 34
John M. Needham	Boston, MA	Br. 34
John J. Nerino	Boston, MA	Br. 34
Robert J. Norris	Boston, MA	Br. 34
E. S. Rapp	Boston, MA	Br. 34
Henry A. Rattenbury Jr.	Boston, MA	Br. 34
Ralph A. Renna Jr.	Boston, MA	Br. 34
Thomas J. Sheehan Jr.	Boston, MA	Br. 34
Arthur J. Speranza	Boston, MA	Br. 34
James T. Stynes	Boston, MA	Br. 34
Leonard J. Suslowicz	Boston, MA	Br. 34
Joseph J. Tiano	Boston, MA	Br. 34
Joseph E. Tighe	Boston, MA	Br. 34
John J. Wiemert	Boston, MA	Br. 34
Stanley L. Wiencus	Boston, MA	Br. 34
Daniel J. Wood	Boston, MA	Br. 34
Jack W. Grossman	Lansing, MI	Br. 122
David A. Panasiewicz	Lansing, MI	Br. 122
Mildred K. Reed	Lansing, MI	Br. 122
Marvella R. Witt	Lansing, MI	Br. 122
Wesley L. Barnes	St. Paul, MN	Br. 28
James R. Bealke	St. Paul, MN	Br. 28
Randall J. Brenhofer	St. Paul, MN	Br. 28
Stanley A. Ciolkosz	St. Paul, MN	Br. 28
Thomas B. Juarez	St. Paul, MN	Br. 28
Leon E. Kabes	St. Paul, MN	Br. 28
Edward W. Mikes	St. Paul, MN	Br. 28
Lyle R. Pieper	St. Paul, MN	Br. 28
Robert S. Priebe	St. Paul, MN	Br. 28
Frank C. Resch	St. Paul, MN	Br. 28
Thomas B. Schlundt	St. Paul, MN	Br. 28
William A. Weiss	St. Paul, MN	Br. 28
Wayne E. Henderson	Kansas City, MO	Br. 30
Joseph E. Pulley	Kansas City, MO	Br. 30
Frank S. Sinsley	Kansas City, MO	Br. 30
Raymond J. Blase	St. Louis, MO	Br. 343
Paul A. Hertel Jr.	St. Louis, MO	Br. 343
Curtis G. Hill	St. Louis, MO	Br. 343
Lowell D. McClune	St. Louis, MO	Br. 343
Arwin D. Grinnell	Southwest MO	Br. 366
Larry J. Pearson	Fremont, NE	Br. 89
Paul J. Volsky	Albany, NY	Br. 29
Joseph W. Denesha Jr.	Buffalo-Western NY	Br. 3
Joseph H. Dexter	Buffalo-Western NY	Br. 3



# Get your action plan ready

**N**ALC and MDA families know firsthand how diseases like muscular dystrophy and ALS severely limit physical strength and mobility. These diseases take away everyday freedoms, such as walking, playing, hugging, running, talking, and even breathing. NALC's support has contributed to significant progress in the fight to end muscular dystrophy.

For decades, the partnership between NALC and MDA has stood as one of the most recognizable and impactful labor-charity collaborations in the United States. As we move through 2026, the continued support of local NALC branches is more important than ever in advancing MDA's mission to empower individuals and families affected by muscular dystrophy, ALS, and related neuromuscular diseases.

At the heart of this partnership is a shared commitment to community. Letter carriers are uniquely positioned within American neighborhoods. You are there to serve as trusted, familiar faces who connect daily with families in every corner of the country. When you rally behind MDA fundraising efforts—whether through annual campaigns, local events, or volunteer outreach—you amplify awareness and inspire participation in ways few other organizations can.

This year, our collective strength will help accelerate treatments, care and support for MDA families. The more our branches are connected with MDA, the better we can #DeliverTheCure.

**From large branches to small, below is a list of easy ways to raise money for MDA:**

- Raffles
- Car washes
- Yard sales
- Shamrock sales
- Satchel drives
- Texas hold'em tournaments (follow state laws)
- Local credit union partnerships
- Bowling tournaments
- Pool and dart tournaments
- Comedy/karaoke nights
- Charity golf tournaments
- Corn hole and bean bag tournaments
- Bake sales
- Bingo nights
- Branch member donation drives
- Pancake breakfasts or spaghetti dinners
- Muscle walks
- 5K Tough Mudders
- Trivia tournaments

Once you have figured out what you want to do, you need to develop an action plan that includes specific tasks, times and assignments for each person about what needs to happen and when. The committee should periodically check the progress related to the tasks and should ask itself the following questions:

- Are we on schedule?
- Are our plans still feasible?

- Did we leave anything out?
- Have things come up that we did not anticipate?
- How did we handle them?
- Does new information suggest that changes in strategy are needed?

Review your objectives and strategy with the aim of adjusting and improving if necessary. Depending on what the evaluation shows, celebrate your branch's accomplishments, make corrections and keep moving forward toward the goal. Then, next year about this time, repeat the whole process over again. If we can keep moving our strategic plan along, we will help get MDA ever closer to finding a cure, and we will provide the help and hope that the MDA families need.

**Your branch participation also strengthens internal union engagement.** MDA campaigns and events often unite members across generations, from seasoned carriers to new hires. These events continue to show all members our strength and determination to continue to help "Deliver the Cure." Through MDA, branches can witness firsthand how their efforts translate into tangible outcomes—funded research grants, mobility equipment for children, accessible clinics, and inclusive summer camp experiences.

In 2026, we have an opportunity to re-energize our commitment to MDA through creativity, collaboration and community spirit. Whether through large-scale events or simple, consistent efforts, every branch—regardless of size—can play a meaningful role. Together, these activities not only raise vital funds but also reaffirm the NALC's enduring legacy of service and compassion.

We have a special union. We have been successful in raising money for MDA in past years because of branch leadership and coordinators. Our members, whether active or retired, feel a deep connection to those we serve every day.

All checks and offline gifts received by the branch should use the NALC Donation Allocation Card (see [nalc.org/mda](http://nalc.org/mda)) and mail donations to: Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354. Also, please send copies to NALC Headquarters or the Region 9 office.

The partnership is more than tradition—it is a testament to what working people can accomplish when they stand together for a cause greater than themselves. Thanks again for your continued hard work helping to deliver the cure! Remember, helping MDA can help you, too. By supporting MDA, you enhance letter carriers' public image, boost members' morale and draw positive attention to NALC.

"I want to thank all those who have worked so hard to raise money for MDA," MDA Coordinator Christina Vela Davidson said. "Remember, you never know when it might be you or someone you love who may need help."

## When an active letter carrier dies...

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

## When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
  - Visit [servicesonline.opm.gov](https://servicesonline.opm.gov) and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
  - Send an email to [retire@opm.gov](mailto:retire@opm.gov) and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
  - Call OPM at 888-767-6738.\*
  - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- \*Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
  - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
  - application for Federal Employees' Group Life Insurance (FEGLI)
  - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

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

# State Summaries

## California

Recently I attended Bakersfield Branch 782's installation. I want to take this opportunity to thank Mike Towery for his many decades of work on behalf of the letter carriers of the southern half of the San Joaquin Valley. Even in retirement he continued to serve his membership for a couple of decades when he very easily could have been doing something else. John Ortega is Branch 782's new president. He is a graduate of our union's Leadership Academy and has served as the branch vice president for many years. I know that John will continue the tradition of great leadership in his branch, and congratulations to all of Branch 782's new officers.

If your office hasn't gone through route inspections recently, they're coming. Please do your job in a professional manner. The only standard you have as a letter carrier is to case 18 letters or eight flats per minute. If management tells you that you have to be out the door in an hour or less and/or threaten disciplinary action against you for failure to meet some arbitrary metric, ask to speak to your steward. There is no street standard. Take the time to perform route maintenance, such as labeling your CBUs. We need to provide quality service to our customers. We don't do that when we misdeliver mail because we feel rushed or want to please the boss.

Our younger members are watching us. We need to set a good example for them, as they are the future of the Postal Service and the NALC. Roughly three-quarters of our active membership consists of CCAs or former CCAs. Many of them now serve in leadership roles in our union. Let's continue to encourage them to become more involved, as us older letter carriers aren't going to be around forever.

*Eric Ellis*

## Indiana

Hip-hip-hooray to these 31 state senators of the 124th Indiana General Assembly!

Republicans: Bassler—Washington, Becker—Evansville, Bohacek—Michigan City, Bray—Greenwood, Buchanan—Lebanon, Buck—Kokomo, Clark—Avon/Greencastle, Crider—Greenfield, Charbonneau—Michigan City, Deery—West Lafayette, Dernaluc—Schererville, Doriot—Elkhart, Glick—Auburn, Goode—Terre Haute, Holdman—Marion, Leising—Greensburg, Niemeyer—Crown Point, Mishler—Mishawaka, G. Walker—Columbus, K. Walker—Fishers.

Democrats: Ford—Zionsville, Hunley—Indianapolis/Garfield, Randolph—Hammond, Jackson—Indianapolis/Lawrence, Niezgodski—South Bend, Pol—Portage, Rogers—South Bend, Spencer—Gary, Taylor—Indianapolis/Pike, Yoder—Bloomington, Qaddoura—Indianapolis/Washington.

In mid-December, the 124th Indiana General Assembly united across party lines to vote against redistricting with 31 nays and 19 yeas. This would have fired Indiana's two U.S. legislators that regularly vote in favor of letter carriers' issues. *They never daunted.*

In mid-January, Indiana University's 2025-2026 football team completed its season undefeated with a 16-0 record to win the Heisman Trophy and the College Football Playoff National Championship. *They never daunted.*

In late January, Indiana letter carriers braved a snowy windy winter storm that stayed. It wasn't

the winter vortex that we have become familiar with, but it was nasty for a 48-hour period regardless of where you were. This made for several weeks of complicated delivery. *We never daunted.*

"Never daunting" is part of the verbiage in Indiana University's fight song. The letter carrier motto is that "Neither snow, nor rain, nor heat, nor gloom of night stayed these couriers from the swift completion of their appointed rounds." There is a commonality in their fight song and our motto. During this 45-day period, Indiana letter carriers and the public we serve came together to support one another. We are our brother's and sister's keeper.

*Kieaunta Roberson*

## Michigan

Every day, I hope to find some piece of news that we can rally around. All too frequently, the news that comes to letter carriers isn't the best—whatever new program management thinks will save the Service, the latest struggle on the grievance front, another economic indicator pointing to a tough go for unions in general.

Late in January, Michigan letter carriers received great news. We have a pro-letter carrier bill in the Michigan House of Representatives! On Wednesday, Jan. 28, Rep. Joey Andrews (D-St. Joseph) introduced Michigan House Bill 5483. This bill amends MCL 750.81d to include letter carriers among the list of first responders and community servants who are protected against violent crime by enhanced criminal penalties. H.B. 5483 already has 20 co-sponsors!

Lobbying the state house is new ground for us. We have the know-how, infrastructure and contacts to influence our representatives in Washington. Making ourselves heard in Lansing is a different, but similar, road. In the coming months, the state association will be presenting the tools you'll need to get support for House Bill 5483. You can look for updates here, in the state newsletter, in the monthly article that gets sent to your branch on the first of the month, and on the state Facebook page. (Not on the state Facebook page? You can find it at [facebook.com/groups/NALC.Michigan](https://facebook.com/groups/NALC.Michigan).)

*Ronald Zalewski*

## Tennessee

Hello, brothers and sisters! Have you ever heard of what is occasionally said behind the back of union delegates who attend national and state conventions? Sometimes they'll say it is an excuse to party and not do anything. Normally, delegates get a bad reputation, but what our brothers and sisters don't realize is that delegates do work during the eight hours that they're in attendance, and what they do on their private time is private.

Delegates are nominated by their branch during the election year that is outlined in their branch bylaws. They are entrusted with responsibilities such as participating in discussions and debates on union issues. They vote on resolutions and make resolutions, proposals that shape the organization (NALC/state). As elected representatives, they represent your interests and values of your branches with integrity and professionalism. Their contributions are instrumental in driving positive changes and ensuring that every voice is heard.

Most importantly being a delegate is an act of commitment—commitment to your fellow carriers, to the democratic process, and to the continued success of the NALC. It is a role that requires dedication, integrity, and a genuine desire to make a positive impact. When delegates participate fully and thoughtfully, they help strengthen the foundation of our union for years to come.

*Tony Rodriguez*

## Texas

Special elections have concluded in Texas, and primary elections are scheduled for March 3. In District 18, which includes portions of the Houston area, Christian Menefee defeated Amanda Edwards in the special election. Mr. Menefee will assume the seat previously held by Sylvester Turner, which remained vacant for 11 months following Mr. Turner's passing. Taylor Rehmet successfully secured a traditionally Republican state Senate seat, winning by a margin of 17 points. District 9, previously regarded as predominantly conservative, has now transitioned to Democratic representation. With primary elections quickly approaching, please ensure you are registered to vote and make your voice heard on March 3.

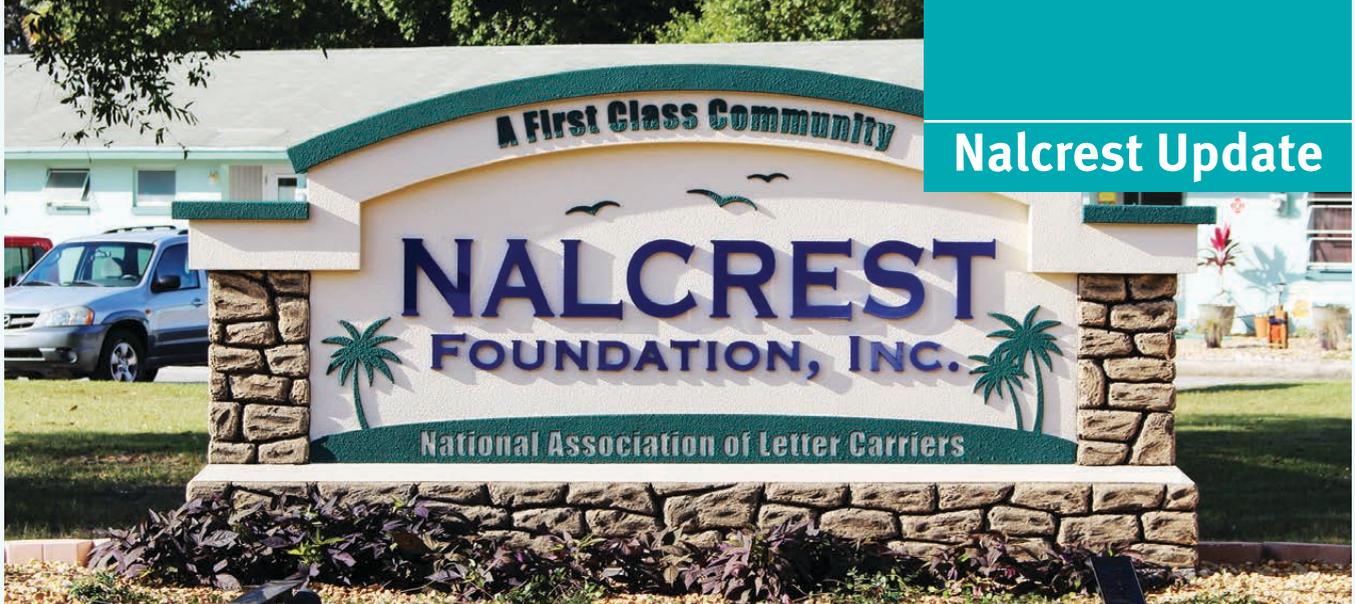
I would like to extend my sincere gratitude to Arlington Branch 2309, Wichita Falls Branch 1227, McAllen Branch 2130 and Austin Branch 181 for extending invitations to their branch meetings. It was a privilege to visit and engage in discussions regarding legislative affairs and the significance of the LCPF. If you wish to request a visit from me or members of the e-board to your branch, please reach out to me or your board member. Contact information is available on the TSALC website at [tsalc.net](https://tsalc.net).

The TSALC conducted its quarterly meeting in early February, featuring special guest and U.S. Senate candidate Jasmine Crockett. Approximately 60 members from across the state participated to listen as Rep. Crockett discussed the significance of supporting letter carriers and union laborers throughout the state. Quarterly meetings will be held to ensure that all members remain informed and updated.

*Everett Wyllie*

## Notice

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



# Nalcrest Update

## From the Trustees

I hope everyone had a safe and happy holiday season! I was going to write this month about the various clubs and activities here that keep our residents busy and entertained, but I think I'll save that for next month, as I want to report this month on Nalcrest's first golf tournament, which I attended.

When you become a resident of Nalcrest, you have an opportunity to also become an active part of the community. For example, there was a need to replace and upgrade some of the equipment in the Nalcrest gym. Two of our residents, Lori Barnes and Barry Crabtree (who love to play golf), decided that it would be great to have a golf tournament to raise money for new gym equipment.

They organized a Nalcrest golf scramble on Jan. 11 at the Indian Lake Estates Golf and Country Club. They named it Hackers and Hecklers. The Hackers were comprised of 16 teams of four golfers. The Hecklers were comprised of dozens of Nalcrest residents who participated from the sidelines by observing, cheering, heckling, and enjoying the music and fellow-

ship. And of course, many residents volunteered their time in preparation and to make the day a success.

Afterward, Hackers and Hecklers (and volunteers) alike enjoyed a luncheon at the club, where many gift baskets and other donated items were distributed as prizes. All in all, \$5,583.31 was raised to be used to upgrade the gym equipment.

Thanks to Lori and Barry, the Hackers, the Hecklers and all the volunteers, the tournament was a great success. All those involved said they are looking forward to the next such event.

While there are around 375 members on the waitlist to move to Nalcrest, many of those on the list are not yet retired or ready to move in. So, if you're interested in moving to Nalcrest sometime in the future, you may want to secure your place on the list now. For those of you already on the list, please make sure Nalcrest has your current contact information so that we can stay in touch and know when you will be available to move in as apartments become available.

Be blessed and be a blessing.

*Starr Hunter*

## Apply to live at Nalcrest

For an application to live at Nalcrest, visit [nalc.org/nalcrest](http://nalc.org/nalcrest), call 863-696-1121 or fax 863-696-3333.

## Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter



Nalcrest put on a golf tournament in January to raise funds for new gym equipment.

# Nalcrest

## Application and Confidential Questionnaire

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

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

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

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

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

FULL NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_

PHONE (contact number required) \_\_\_\_\_

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

NAME OF SPOUSE OR S/O: \_\_\_\_\_

CURRENT NALC BRANCH (Location and Branch Number): \_\_\_\_\_

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

Are you a Veteran?  YES  NO

### Additional information and photos can be accessed at NALC.org

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

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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

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

### NALC's retirement community



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

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

 Find us on Facebook



Nalcrest Foundation, Inc.

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

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

No pets allowed.

Smoking is only permitted in designated areas.



## Anchorage, Alaska

I assisted a member for the first time using the Online Retirement Application (ORA) platform, which was effective Jan. 1. All optional retirements must now be completed using ORA. The objective of this new system is to be able to track the processing of your application and expedite processing time.

One drawback I foresee is that many members don't have scanning capabilities at home. You could also take a photo of your document and upload it. The problem with that is, how do you get the photo onto your desktop to upload it into the application? The forms from OPM you complete and save, won't allow you to upload them into the ORA. I had to complete the form, print it out, sign and date, and then scan it as a PDF.

If you don't use the link provided for it in LiteBlue and simply go onto OPM's platform to complete the retirement application, your information isn't uploaded from the USPS into the form, which will require you to type that information in, and some sections we could not access. You'll be required to complete a new W-4. That form had to be printed, signed and dated, and scanned. And I haven't seen any information put out by the Postal Service on how they plan to help employees complete the paperwork like they did in the old legacy program.

So, if you are planning on retiring, ensure you can get on LiteBlue. You will also receive emails, so ensure you can get into your email program. If you receive the link in your email that you view on your cell phone, it will be difficult to complete your application on your cell phone. Having access to a desktop computer that has your email account accessible will make it somewhat easier.

*Jim Raymond, Branch 4319*

## Bergen Co. Mgd., New Jersey

The NALC food drive started in 1993. After a successful pilot drive in 10 cities back in 1991, the NALC decided to make it a nationwide effort. I am very proud to say that Branch 425 has been there since the very beginning.

Our carriers once again did a great job at the 2025 drive. Thank you to our food drive coordinator, Valerie Keyton, and the Center for Food Action, which helped facilitate where all the donations would go.

Join our Facebook group and please attend our union meetings.

*Dennis Spoto, Branch 425*

## Centennial, Colorado

It's hard to believe that another contract is about to be negotiated; didn't we just go through this?

Life sure can be complicated. Speaking of which, what is going on with Medicare and retirees? It is supposed to be the primary insurer once we retire, with secondary insurance to cover what Medicare does not. Apparently, Medicare thinks my 76-year-old spouse (on my plan) is still working and therefore they are the secondary—so no bills have been paid since May. Nothing like spending hours on the phone waiting to speak with a person. Ah, the life of a retiree!

We got the chance to celebrate recent retirees in January and President Robles did an outstanding job securing a venue for the event. Delicious food, unique door prizes and lots of camaraderie—it was well attended and a joyous occasion. Well done, Branch 5996, in recognizing the carriers who went before us and fought for the benefits we all enjoy.

I happened to strike up a conversation with a carrier who was involved in getting edit sheets up and running when the Postal Service started automating. He learned ev-

erything he could about the process and then proceeded to teach his fellow workers how to implement DPS. It reminds me that not everyone in the union needs to be a steward—there are many facets to our positions that can be explored.

Which leads to my monthly shout-out. Marcie Miller joined our branch as a transfer from Oklahoma and hit the ground running by becoming a trustee, newsletter editor, food drive coordinator and carrier trainer. Hardworking and creative are just two descriptors; her energy is unmatched. The newbies love her teaching flair; the seasoned carriers enjoy her communication skills. Thanks, Marcie, for keeping us motivated!

In unity—

*Barb Larson, Branch 5996*

## Paterson, New Jersey

The National Association of Letter Carriers Branch 120 would like to take this opportunity to announce the list of branch leaders and officers for the 2026-2027 term. They are as follows: President Christy Ball; Vice President Salvatore Rodriguez; Secretary-Treasurer Robert H. Blanos; Trustees Tasha Barr, Kevin Carter and Stephanie Suarez; Director of Retirees Joseph Murone; Mutual Benefit Association Representative Nicola Miller-Pearl; Political Liaison Fitz-Patrick McLoren; Political Fund Coordinator Justin Crespo; and Health Benefit Representative Zanaba Burton.

It is exciting to see fresh and new talent taking their place as some of our elected officials. We give full congratulatory support to all of our elected officials. We thank them all for taking the time out of their daily lives to make this union stronger.

*Joseph Murone, Branch 120*

## Scholarships available for Florida colleges

The Costas G. Lemonopoulos Scholarship Trust, established by the late West Coast Florida Branch 1477 member Costas G. Lemonopoulos, will award scholarships to children of NALC members attending public, four-year colleges or universities supported by the state of **Florida**, including St. Petersburg College (no private colleges, universities, or junior colleges).

For an explanation of the rules governing the awards and instructions on how your son or daughter can compete, fill out and send the form at right by **June 1** to the Costas G. Lemonopoulos Scholarship Trust, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

### Lemonopoulos Scholarship Application

*(Please print clearly)*

Date \_\_\_\_\_  Check if renewal

Please send details on how I can compete for a scholarship award.

son retired

I am the \_\_\_\_\_ of active letter carrier \_\_\_\_\_

daughter deceased

*(Name)*

of Branch No. \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

My name is \_\_\_\_\_

My home address is \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Signature of NALC parent member  
(or spouse if deceased)

Signature of branch officer

NALC parent's Social Security No. \_\_\_\_\_

Title \_\_\_\_\_

Date \_\_\_\_\_

# Branch Items

## Albany, New York

How many of you remember when we delivered every piece, every day? For many of us in Branch 29, that feels like a distant memory.



**NALC Assistant Secretary-Treasurer Mack Julion (at podium) installs the new officers of Anchorage, AK Branch 4319.**

Management here has taken the position that no carrier is allowed to be on the street after 8 p.m. This is being enforced despite the new contractual provision that allows carriers to volunteer to work beyond the 12/60-hour limits. Instead of honoring the new language, management is forbidding carriers from exceeding those limits and issuing discipline for as little as 0.01 units over 12 hours. The result has been devastating to the service we provide our customers.

We have not delivered every piece since November 2025; each week it gets worse and worse. What began as 40 hours of delayed mail in a week quickly became 100 hours, and last week more than 350 hours of mail delivery went undelivered over the course of a single week. The public has noticed, as online community forums are filled with customers asking, "Did anyone in the neighborhood get mail?" and "I haven't received mail in three days."

Last spring, management eliminated 16 routes in our city. As resignations and retirements followed, delayed mail became inevitable. At first, the impact was masked by unassigned regulars filling gaps, but that buffer is gone. Now the consequences are on full display in every office. It feels like we've traveled back in time to the peak of COVID operations. Some days, only odd-numbered routes go out, other days even-numbered.

Grievances have been filed and are moving through the system, but we all know how that process is doing these days. In the meantime, carriers are left to shoulder the blame for management decisions that have pushed service to the breaking point, with no end in sight.

*Norris Beswick, Branch 29*

## Bridgeport, Connecticut

Greetings from Southern New England. A new year is upon us, and with it come many changes that will affect all of us. Challenges lie ahead for our union from the highest levels all the way to the newest hire. These challenges must be taken seriously and not ignored.

With football season just wrapping up, like many others, I've watched more than my fair share of games. Anyone who follows football

knows there are two types of running backs: those who look to initiate contact with the defense, and those who try to avoid it by stepping out of bounds. Both styles have their positives and negatives.

As union members, we often face similar choices. Some carriers or stewards constantly seek confrontation with management, while others do everything they can to avoid it. I'm here to say that both extremes are wrong. As carriers and branch leaders, we should be choosing our battles wisely.

So, what should be the gauge for deciding which path to take? In my view, that decision is largely driven by management. After all, management is almost always the moving party. Since time immemorial, management acts and the union reacts, whether it's through contract violations or the issuance of discipline.

If you have managers who are writing up carriers for something as trivial as a shirt not being fully tucked in, then management should expect to be held strictly accountable for every mistake they make. On the other hand, if you work in an office where management is generally reasonable and easygoing, filing a grievance because the holiday schedule was posted 15 minutes late may not be the wisest move.

The key is balance, judgment, and understanding when to engage and when restraint better serves the membership.

*Anthony Constantinople, Branch 32*

## Charlotte, North Carolina

Branch 545 would like to wish everyone a happy spring and a much-appreciated welcome back to daylight saving time. Please remember to be on alert for wildlife that can make nests in your boxes like birds and insects. Many of our members are very allergic to certain bites or stings from wildlife, and we want to protect them as best we can. If you see them making a nest, please notify the homeowner or property manager to have it taken care of to protect our co-workers. Also, the Postal Service should have bee or ant sprays available; please ask your supervisor and or safety captain if you need some.

We would like to thank everyone who was able to make it out to our bowlathon MDA fundraiser. It was a great time of fellowship amongst our members and raised funds for a great cause. The branch will be doing more events in the future, and we will be getting the information of dates and times out to our members as soon as possible.

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

all of our members who are able to make it out. Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

*Justin Fraley, Branch 545*

## Escondido, California

Congratulations go out to the following 18 longstanding union members who have gone above and beyond in their duties as city letter carriers for the following offices: Escondido Main, Escondido Orange Glen, Carlsbad Main, La Costa, San Marcos, Fallbrook and Ramona.

45 years: Anthony Martinez and Harvey Pankow.

40 years: Alice Aparis, David Foulds, George Hill, Kathleen Klos and Matauaina Leapepetele.

35 years: Elise Turner.

30 years: Leon Fisher, Robert Kaminsky and Russell Merrick.

25 years: Maria Arellano, Adeljon Arreola, Christopher Douglas, Andrina Espinosa, Brian Keyer, Maria Soldevilla and Victor Yulo.

Thank you for being a union member of NALC Branch 2525!

*Dawn Dann, Branch 2525*

## Fargo-West Fargo, North Dakota

It's sad to report the passing of a longtime letter carrier. Mr. Clint Ambers passed away on Jan. 29. Mr. Ambers, 76, of Audubon, MN, retired from the Fargo Post Office in 2005 after 35 years of dedicated service.

Postal workers tend to rank near the top among trusted professionals, often alongside nurses and firefighters. We can find ourselves in situations where giving assistance, helping in providing directions, or a friendly smile, among many other deeds that are appreciated by the public without any expectation of recognition.

Branch 205 member Tim Haugrud just happened to be in a place to help a young woman while he was delivering mail in Fargo on a cold and windy December 2025 day. He noticed a young woman behind him and, finding out she was cold, he offered her a jacket and mittens to let her wear. He promptly called police dispatch. They arrived and gave her the assistance she needed. At the completion of his tour, he briefly made mention of this to his supervisor and his wife. Later he was informed by someone through a Facebook post that the girl's grateful mother reached out and said if the letter carrier had not rendered assistance, it would have been far more serious and critical.

When he was told he was being submitted for a hero nomination, he thought, "This isn't about me." Helping humanity and his strong faith was a driving force in helping this young woman. He will be presented the Hero Award by our business agent during our March union meeting. Outstanding, Mr. Haugrud; we are grateful you were in the right place and for your assistance.

Just a thought—

*Dave Steichen, Branch 205*

## Fresno, California

Letter carriers deal with many hazards on the route. We all know this. There are the dogs, traffic, assaults, LLV fires, robbery, physical threats, stalking and others. Racial profiling is included.

I never thought being deported, or shot dead by ICE, would be something we have to be concerned about. When a 37-year-old mother of three, and a legal observer, not a target of law enforcement, is shot dead by ICE, the current administration was quick to label her as a domestic terrorist.

They will not apologize or show shame. She is not the first person to be killed by ICE. Trump is basically saying that everyone is fair game. That could include letter carriers. It is possible. Is this what we have to watch for?

I have served as a legal observer several times. We are observing the police/law enforcement at the request of a group having a rally, or protest. Not as domestic terrorists. Just reporting what we see and hear. We are told to avoid arrest. Our phones, notes, photos will be confiscated.

Outside groups such as the Proud Boys have shown up just to harass the legal observers. I dealt with this. We all know how the president feels about the Proud Boys. One year ago, who would have imagined this? Times have changed for all of us. Letter carriers are not exempt. You can be perfectly innocent, and still be a victim. ICE is like postal management: They both will falsely charge you, then label you as guilty. No matter what evidence you have.

Brothers and sisters, watch your backs. It's gotten crazier in our country. Always support each other.

*Jesse Dominguez, Branch 231*

## Greenville, South Carolina

This is official notice to all active and retired members of Branch 439. Due to the state convention falling on April 2, the April branch meeting will be held at 211 E. Butler Road, Mauldin, on Thursday, April 9.

*Michelle Harlow, Branch 439*

## Knoxville, Tennessee

Hello, brothers and sisters!

Maintenance is not a concept, but a reality-driven process that involves the care or upkeep, as of machinery or property. In our case, upkeep and care of a carrier's route and the importance of route maintenance. Examples of route maintenance are housing construction, demolition, and renaming of a street.

Address changes such as opening a closed box or closing an open box are probably the most common activities that a carrier encounters on their route. How does a carrier perform their route maintenance? Ever hear of the "Red Book" or the "Address Management System (AMS) Book"? It is the same process, depending on where you are in this great country. It is a computerized printout that shows your line of travel in accordance with your recent route inspection.

Whose job is it to maintain the upkeep of this book? Well, management seems to think that it's their responsibility to make unilateral

decisions concerning what goes into this book. Step 4 decision Mo1377, dated Feb. 22, 1999, stated that AMS update and care is letter carrier work. Additionally, another Step 4 decision, Mo1274, dated January 1997, stated that management cannot make unilateral changes to a carrier's line of travel. Let your steward know if this is occurring in your station.

*Tony Rodriguez, Branch 419*

## Lima, Ohio

Hello, Lima. This month's topic is route inspections—coming to your office soon! The inspection is expected in the last two weeks of March. For some of the senior carriers who have been through an inspection before, no worries, but there are a lot of new faces in our office now. I will try to sum it up in a few words.

You have 33 minutes of fixed office time, which includes service talk, vehicle check and first withdrawal from throwback case. You might have a postmaster or other standing behind two or three carriers at a time watching what you do. Your mail has been counted.

Remember the basic rules of 18 letters and eight flats per minute; all markups are counted. You will do a second withdrawal from the throwback case, grab spars, parcels and accountables. On your way to your route, you place markups in correct locations. Use your parcel scan tool to load parcels! If you have any questions, refer to the M-39 located at your case; if that is not clear, ask a union representative.

Nationally, the union is urging carriers to write their representatives for support on the Protect Our Letter Carrier Act (H.R. 1065/S. 463), Federal Retirement Fairness Act (H.R. 1522), anti-privatization resolution (H.Res. 70/S.Res. 147), Improving Access to Workers' Compensation (H.R. 3170/S. 3296), and the Equal COLA Act (H.R. 491/S. 642).

Reminder: The food drive will be on the second Saturday of May, and we have approval for the union to do some cooking on the big day! As always, union meetings are held every second Tuesday of the month at Rigali's Pizza Village at 505 W. North St. at 7 p.m. Free pizza!

*Jeffery Steegman, Branch 105*

## Louisville, Kentucky

Greetings from Branch 14.

Welcome into the new year! New goals and new experiences! I'm looking forward to everyone coming out for our first meeting of the year on Jan. 27. Knowledge is a problem, so the more of us that know our rights, the better off we are.

I cannot stress enough how important it is for safety. I don't know about your city, but mine has emphasized how we're going back to the rules. Hilarious! You must be on time for work, be prepared with your necessary supplies, and not take part in time-wasting practices. Seat

belts are not a question, but a requirement, and carriers will be taken off the street for this. Watch for dogs, and do not engage improperly with customers (check recent news outlets).

I asked when this would take place, and when are we going to repeat this for the carriers who were missing from the plan five. The answer: "They should already know, these are the rules!" So, if anything, we know that this year will be a heavy repeat from our previous years, at least at the Post Office.

*Adriane Shanklin, Branch 14*

## Manhattan, Kansas

Brother Melvin Nudson of Branch 1018 passed away on Saturday, Jan. 24, at his home in Riley, KS. He was a lifelong member of the NALC and served 40 years as a city letter carrier. He had a quiet strength about him and was steadfast in showing kindness to everyone fortunate enough to meet him. He will be missed, remembered, and cherished always.

*Kimberly Montero, Branch 1018*



The Florida State Association and Tampa Branch 599 donate \$15,000 to the Metropolitan Ministry of Tampa Bay, which serves unhoused and at-risk families.

## Marietta, Georgia

To all members of Branch 1119: Due to the Aug. 4 regular monthly meeting of Branch 1119 falling during the week of the 2026 NALC convention, the meeting will be moved to Aug. 11 at 6:30 p.m. at 734 Roswell St., Marietta. Please contact any member of the executive board with any questions.

In solidarity—

*Carol Jennings, Branch 1119*

## Marrero, Louisiana

I would like to start by thanking everyone who helped organize and participate in our union holiday party. The holiday party held on Dec. 20, 2025, was a great success and a wonderful opportunity to spend time with our union family. A special thank-you goes out to our sister union, APWU Branch 2871 (the Tri-Parish Branch), and their union president, Sister Alexis Causey, for collaborating with us and hosting the event together. Congratulations to all of the door prize winners, and thank you to everyone who came out and made the night memorable.

## Branch Items

I would also like to congratulate Brother Greg Mosley on his retirement as a letter carrier. Brother Mosley proudly delivered mail for over 41 years at the Marrero Post Office. He is a United States Marine Corps veteran and has faithfully served our members as a shop steward and president of NALC Branch 4323. We thank him for his decades of service and dedication. Please note that proposed branch bylaw updates will be presented and voted on at our March 12 union meeting.

To our members observing, I wish you a happy and safe Ramadan and an Eid Mubarak. In solidarity—

*Abraham Askar, Branch 4323*

### North Florida

Sadly, Branch 53 and the NALC has lost a life-long union activist, brother Dennis Bonilla. Dennis served Branch 53 in several positions, including vice president. He was instrumental in getting the Daytona Letter Carriers union to merge with Branch 53 back when President Sombrotto was in office. Most recently he was the MBA director for the branch.

Dennis became very active with legislation has attended many rallies, protests and town hall meetings to ensure postal employees rights were preserved. He attended most state and national conventions. This is a union man through and through, and he will be missed.

Branch 53 participated in this year's MLK parade. Even with temperatures in the high 20s, we had a good showing from our members. Thank you all for coming out.

*Bob Henning, Branch 53*

### Providence, Rhode Island

I would first like to congratulate the following Branch 15 members on their recent retirements: Dan Cook of Riverside, Mike Riley of Rumford, Steve Larsen of East Greenwich and Gerry Sayong of Garden City.

Also, a motion was made at February's meeting to participate in the food drive again this coming spring. Branch 15 also held an election on Feb. 3 to fund three delegates for the 2026 national convention in Los Angeles this summer. The winners of that election were Derek Watts, Alan Conca and Jeremy Johnston, with the first alternate being Briana Lacasio and the second alternate being Anthony Ianiero. Also, congratulations to Meghan Avery for winning the shop steward election in Johnston.

It has been a tough winter weather-wise, with lots of snow and extreme cold temperatures, which has made delivering at times fairly difficult. Hopefully, carriers took the extra precautions to ensure their safety. If you see someone new, especially CCAs, it doesn't hurt to look out for them to make sure they have the proper gear for this weather. I know at my station, a CCA was spotted by a regular without gloves on during one of the extremely cold days. That regular brought it to management's attention. We have to look out for each other, espe-

cially in harsher and more extreme conditions. With that being said, spring is right around the corner, and with that, more ideal weather.

Lastly, if you didn't know, Branch 15 meetings are now being held at our new office as of January. Check your union board or ask your steward for the address if you need it. Until next time, be safe and good.

*Anthony Turcotte, Branch 15*

### Racine, Wisconsin

I decided to get a part-time job in retirement. Found a good job making calendars. I was let go, though, because I missed a day. (I'll let that sink in.)

Thanks to VP Josh Driver for another well-attended Branch 436 Christmas/retiree banquet this past January. Everyone had a great time. An event like this takes months of planning and hard work. We appreciate your efforts, Josh!

Say it ain't so! Better yet, it's about time! Branch 436 celebrates another retirement. Congratulations, Brenda Ambruso! Brenda retired Dec. 31, 2025, after 26 years of slinging mail. Many of us worked with Brenda at the Main Office, and at the 4-Mile Post Office before Brenda migrated to our West Racine Station. One thing you quickly pick up about Brenda was that she enjoyed singing. For all practical purposes, that's what we're calling it. Brenda enjoyed singing. Brenda was somewhat melody-challenged though. Don't get me wrong, Brenda could, on occasion, produce a noteworthy rendition of Buddy Holly rockin' his geetar. Holding a tune or a note differed from day to day. Depending on where your case was in relation to Brenda's, the tune was either ear-piercing or mercifully muted. Brenda continued to sing despite her critics and sing she did! So, for all you West Racine carriers, I guess Dec. 31, 2025, will be the day the music died.

In honor of Brenda's retirement, we're going to sing a line from Don McLean's song book. C'mon, you know it. Here we go: "Bye-bye, Miss Brenda Ambruso / Drove your trailer to the trailer park and parked it all summer / Saying these will be the days that you chill / Yes, these will be the days that you chill!"

Keep singing, Brenda; enjoy your retirement. Peace out!

*Chris Paige, Branch 436*



**Savannah, GA Branch 578 members marches in the city's Martin Luther King Jr. Day parade.**

### Rockville, Maryland

We just received an arbitration decision paying two-plus years of back pay. With overtime, this should amount to about \$200,000 minus any outside earnings. The grievant provided documentation that he could return to work. Management rejected this documentation and then fired/disciplined him for failing to come to work! Outrageous, right!?

I want to thank our union advocate, Jeanine Gasper, for all the hard work she put in, studying this enormous case file and achieving such a good outcome for our union member. The removal notice was completely rescinded and expunged. Management did not even get a discussion out of this! I also want to thank the stewards who worked on this grievance: Chief Steward Sergio Lemus, and Stewards Melissa Johnson, Mike Shawn and Karla Carter. We also thank RAAs Hugh McElroy and Tonya Detrick for their contributions, strategies and suggestions. This was a team victory!

We are continuing to win an additional 250 percent for the non-ODLs for Article 8, Section 5G violations in Rockville. For Step O carriers, this amounts to an additional \$100 per hour of violation. That is on top of the \$60 the non-ODL already made for a total of \$160 per hour of violation! Plus, the ODL carrier is getting an hour of penalty pay, or \$80 per hour of violation. The total cost to management is \$240 per hour of violation! In 2024, we won an arbitration for this amount and numerous pre-arbs in 2025. You can download the arbitration from our website at [www.nalc3825.com](http://www.nalc3825.com).

I came across a quote from Dr. Martin Luther King: "We must see now that the evils of racism, economic exploitation, and militarism are all tied together. And you can't get rid of one without getting rid of the other." This is on full display right now!

In the struggle—

*Kenneth Lerch, Branch 3825*

### Saginaw, Michigan

Saginaw's No. 1 seniority carrier, 90-year-old Warren Wedding, suffered a stroke in early December and was found at his home by union member Tammy Vinke, who did a wellness check on him after he failed to report to work. Warren is in a rehab center and recovering. He is now retired.

The Saginaw Post Office is stuck in a cycle of massive overtime and absenteeism, which has led to non-delivery of vacant routes and denial of steward time and a backlog of grievances. Branch 74 Steward Tomika DeLeon is recovering from a nasty dog attack. Saginaw has had five carrier assaults this year.

One of the new EV power stations in the parking lot is bent over after being hit.

More retirements this winter: Ray Reid, Tammy Sheahan and Dave Cavanaugh hung up their satchels. Sadly, Kevin Kubzak, who was scheduled to retire in January, passed away at home Christmas week.

At the February branch meeting, a motion was passed to name our

annual MDA golf outing the “Kevin Kubzak Memorial Golf Outing for MDA.” Kevin had been a lifelong participant in this event.

Forrest Robison, Branch 74

## St. Louis, Missouri

As we begin the process of negotiating another national agreement, we do so amid an organization in chaos. We’re a ship of state floundering in a sea of incompetent managers with limited or no understanding of the meaning of adhering to contractual obligations, service to the public, or even the fundamental understanding of what the duties and responsibilities of the U.S. Postal Service are.

So as not to confuse anyone, let me cite chapter and verse what those responsibilities are. If you need corroboration, just look up the Postal Reorganization of 1970 signed into law by President Richard Nixon on Aug. 12, 1970: “The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people.”

The service was also *required* to “provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities.”

Somewhere between 1970 and the present, things have gone haywire. Every tenant of that fundamental requirement has been eviscerated by a collective group of postal hierarchy, who are either totally lacking in managerial skills or...tasked with the implosion of a federal agency marked for self-destruction. Either way you look at it, the writing’s on the wall, and you can’t unsee it.

Management’s blatant disregard to adhere to the contract, violations of workers’ rights and the abdication of responsibilities to even fulfill our obligation to “provide prompt, reliable services to patrons in all areas” should be reason enough to dismiss those individuals empowered to provide those services.

As we enter contract negotiations, we should begin by providing our counterparts with a copy of the Postal Reorganization Act of 1970.

Tom Schulte, Branch 343

## St. Paul, Minnesota

Looks like management has gotten a jump on spring route inspections. February saw a blitz of four weeks of inspections on some of our branch’s biggest stations. From early reports, they’re coming in with all their usual tricks in order to cut as many routes as they possibly can from the stations inspected. Since they’re doing such large stations, they’re pulling supervisors from who-knows-where, who likely barely know how to turn on the scanners, let alone use them for a proper inspection. This isn’t a joint process, either. So, the station stewards and Formal A representatives will be busy all spring trying to untangle the mess management’s sure to make. If I were to bet, they likely won’t be stopping with just the three stations they’re doing in February. So, brush up on your “letter carrier perfect” and protect your routes. It’s much easier to keep



Several members of Waco, TX Branch 404 are recognized for a million miles of accident-free driving. Picture (l to r) are District Manager Tom Billington, Corby Simpkins, Ivan Gonzalez, Everett Wyllie, Fredrick “Chuck” Owens, Darwin Jones, Andrew Solano and Postmaster Bret Watkins.

your time by carrying by the book than it is to claw back time management has deducted.

It hasn’t all been storm clouds and hard work, though. Sunday, April 20, will see our branch’s annual retirees banquet. This is open to both retired and active carriers and their families. If you haven’t been to one, the retirees banquet is one of the most fun events of the year. While we still haven’t heard if there will be a guest speaker from National, there will be small ceremony to honor some of our longtime members with pins and gold membership cards. No matter if you’re 30 years retired or 30 years from retirement, the stories and fellowship are always a good time.

Solidarity forever!

Kaylee Valerius, Branch 28

## Seattle, Washington

Billionaires have lots of money, gobs and gobs, but if enough people choose not to buy their, let’s say electric cars, it could be very costly for Mr. Moneybags. In a similar way, management wants to sell you something. They want to peddle you some pablum that other workers are somehow not doing their part. They want to sell you a bill of goods that the other guys, maybe most specifically those senior carriers, are not pulling their weight. Evidently some people just don’t have that true letter carrier ethos that they would undoubtedly have, if they had to carry mail, and that

you should have, and which is sorely needed in Postal Service today.

My advice is, don’t buy in! Believe me, supervisors have a hidden agenda. They want to sell you their point of view, which is mostly negative, about certain other employees. Essentially, they want to pour poison in your ear about those who aren’t working up to snuff. Let me say that having poison poured in your ear didn’t bode well for Hamlet’s dad and it won’t do you any good neither. Here’s a way to snuff that stuff.

Management’s job, if you want to call it a job, is to give instructions. Basically, that’s it. That’s what scheduling is all about. These are their instructions to you, what you are assigned to do. So, when they stop by with their piddling snivelings, about the others, about anything that is not about your assignment—pull out a pen. Write it down! Get it down on paper. It’s annoying to them, for sure, as the first thing you have to do is stop working, and then extra annoying—sit down! “You were saying?” Write it down. “You mentioned the shop steward? Carrier X?” Confront them!

Don Nokes, Branch 79

## Southeast Pennsylvania Merged

They are not your friends! Management has never been and never will be your friend. Many carriers fall for the trap. You may have a relationship of understanding with a supervisor or postmaster. These relationships will be somewhat secure, provided you are an exceptional worker.

But being an exceptional worker is unusual. Most carriers are good workers, but when we are compared to perfection, we *all* fall short. And postal upper management sends down directives that are totally unrealistic. They will order you to be written up knowing they are wrong but *let the union grieve it. Maybe they will come to work if they miss a few bills.* We know that is bulls#t.

We are back to those days! The days when management just openly pooped on us! The attendance piece is huge right now. The union always rails against carriers not coming to work. I cannot press upon each carrier of their responsibility to come to work.

## COLA: Cost-of-living adjustment

- The sixth regular COLA under the 2023-2026 National Agreement is **\$250** in February following the release of the January 2026 consumer price index. The sixth COLA is based on the increase in the CPI-W between the base index month and January, less any previously calculated COLAs.
- The 2027 projected COLAs for the Civil Service Retirement System (CSRS) is **0.2 percent**, and for the Federal Employees Retirement System (FERS), **0.2 percent**, following

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

- The 2027 projected COLA under the Federal Employees’ Compensation Act (FECA) is **0.2 percent** following the release of the January CPI. The 2027 COLAs will be finalized with the publication of the December 2026 CPI in January 2027.

Visit [nalc.org](http://nalc.org) for the latest updates.

## Branch Items

Management is inspecting routes in our branch and across the country. The circumstances are not good for us now. Mail volume is atrociously low. But we must do our best. We can't forget the people we serve!

I appreciate the supportive feedback that has been provided. It means a lot. Your branch is being transformed. New stewards, invigorated energy, and attention to detail to meet the challenges we face. But it is very hard.

We are embarking on a monumental task of adjustment. Companies in delivery services are laying off workers at a rampant rate. We must adjust and move to the future with an "eyes wide open" approach instead of the traditional "bitch and complain" model.

If you want a really real answer instead of some "pie in the bulls&T" answer, call me, I will answer.

*Eric Jackson, Branch 725*

### Springfield, Ohio

On a somber note, we said goodbye to two more retirees in the beginning of 2026. Marsha McLean carried mail for 29 years. Dominick Dennis carried mail for 42 years. They both passed away in January. I was Dominick's T-6 for years. Though he was about 27 years older than me, he was the only one on my string I could not keep up with. I enjoyed listening to his stories of his early days carrying mail. He used to take the city bus out to his route on East Main Street His route would be left in the blue collection boxes along the route, and he would refill his mailbag as he went. When he delivered deadhead loops up in the north part of town, he would leave his mail vehicle running in neutral. I think they had the old jeeps then, but I'm not sure. Anyway, the vehicle would slowly make its way down the street with Dominick running back and forth to the houses. Times have changed since then.

Not the least of which is mail volume. We were recently informed that USPS wants to do a COR route adjustment in our office. Evidently, the mail volume has dropped significantly in the two years since we did the TIAREAP adjustment and they think we should lose routes. According to Tom Schulte, the scribe for St. Louis, MO, the six stations inspected last year in the St. Louis area lost about 7 percent of their routes. Upper management proposed eliminating about 7 percent of our routes. Isn't it ironic, don't you think? Now we're in negotiations trying to achieve the lesser of two evils: maybe lose a handful of routes but avoid a COR adjustment.

"Times, they are a-changin'." —Bob Dylan. Meetings are the second Thursday of the month.

*Jerry Martens, Branch 45*

### Staunton, Virginia

The NALC is doing a series of advanced trainings for arbitration advocates. I had the opportunity to attend one of these sessions in Atlanta in January. The facilitators were our three national advocates, two HQ staffers and one



**Northeastern New York Branch 358 member David Wright visits a first grade class at Fisher Elementary School, reading the students a book and showing them his delivery vehicle.**

RAA. They were open, helpful, insightful, educated and well prepared. This spirit of sharing skills and information is exactly what we need to be successful.

Much of what we learned will help us be even more prepared to present our case to the arbitrators and deal with management shenanigans.

One of the key topics of the class relating to all levels of the grievance procedure is the importance of framing the issue. This should be done through a clear and properly crafted issue statement. Include the article numbers of the National Agreement you are arguing were violated. Ask what the appropriate remedy is for a violation. Remember that the arbitrator is bound by the parameters of your issue statement, so take proper care when developing it. The grievance starters on nalc.org have well-crafted issue statements and you can adapt them to your specific grievance. Seeking advice and taking them seriously when crafting issue statements can make all the difference.

Another key topic relating to all levels is organization: If you organize your file in an order that more clearly tells the story of your grievance, you will go a long way to making your case. Start with an inventory list, then the documents that triggered the grievance. Please include in Formal A inventory lists an indication of which documents were included by the union and which by the USPS. Make sure all documents are readable even when photocopied, including all photos. Believe me, it is not fun when the arbitrator scolds us because they can't read the evidence!

*Cindy Connors, Branch 513*

### Toledo, Ohio

Our officers and stewards for the next term were installed at our January meeting. The installation was presided over by Branch 100 President Emeritus Larry Ramsey. Among the stewards taking the oath of office were several younger members. It is encouraging to see them getting more involved with the union. A buffet enjoyed following the meeting.

In 2025, we established a new record for the number of grievances filed. That number was 2,772. That breaks down to over 50 grievances per week. Meanwhile, the arbitrations just keep on coming. Our paper supplier had a banner year last year and will probably have another, if nothing changes.

The postmaster in Toledo carried through on his threat to end our agreement releasing our Formal A representatives. As a result, we had no other choice but to send 1,100 grievances to the B team with no meetings to maintain timeliness. We now seem to be operating on a week-by-week basis without the Formal A releases.

There seems to be a game of musical chairs going on with management in Toledo. It's anybody's guess who's in charge any given week. Presently, Mike Brim, from the NBA's office, is in town, providing additional training for stewards and supervisors for Step A procedures. Plus, Formal A representatives and managers participated in a roundtable discussion. This is being provided by the Joint Workplace Improvement Program, or JWIP. We have seen this play before. The improvement lasts a few months, then it is back to their old ways.

As you may know, we like to have food at many of our meetings. In celebration of Black History Month, members Tim Spears and Angelo Gibson prepared mouth-watering ribs and chicken accompanied by delicious side dishes.

A lip-smacking good time was had by all! On behalf of the branch, mmm-mmm.

*Ray Bricker, Branch 100*

### Tri-Valley, California

Thanks, Branch 2902, and to all who make campaign contributions to the Letter Carrier Political Fund (LCPF).

The LCPF contribution pays for the NALC to lobby Congress to prevent the Postal Service from bankruptcy and privatization. This will help secure the rights of letter carriers to have good-paying jobs, health benefits and retirement benefits. All of the gains that the union has fought for letter carriers can be taken away with the stroke of a political pen.

It's up to us to have a seat at the political table, to fight for the jobs and rights of letter carriers. It's not a chance, rather an opportunity to be heard. It's also important for every active/non-active letter carrier to make small campaign contributions to the LCPF. It provides

### 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.

a path to reach out to political figures that will protect the interest and concerns of letter carriers.

The LCPF contributes to candidates, regardless of political affiliation, who support issues important to letter carriers. Only NALC members can contribute to the Letter Carrier Political Fund, it's our PAC.

LCPF contributions cannot be taken from union dues; it's prohibited by federal campaign laws. We only ask that you donate \$5 a pay period or \$10 per month, which is a very inexpensive way to ensure the future and way of life for letter carriers and their families. Letter carriers can make contributions by using PostalEASE, electronic funds transfer, OPM annuity, check or cash.

There are applications available online that are user-friendly to help you set up to make campaign contributions.

Our political involvement can save the USPS from privatization, bankruptcy, and the loss of jobs for letter carriers. The LCPF provides the vehicle to secure our future and the success of the United States Postal Service.

*James C. Perryman Jr., Branch 2902*

## Valley Stream, New York

As per the announcement placed in *The Postal Record* in October 2025, nominations for branch officers were held at the regular meeting of Branch 2189 on Jan. 13.

President Nugent informed the members that he was not accepting any nomination but would continue to serve the branch in an advisory role. A second motion was made to elect Mike Saninocencio president of the Branch. All members present voted in agreement of the motion, and Mike accepted the nomination. Nominations were taken for vice president; Trustee Luciano Rosa was nominated and he accepted the position. Nominations were taken for the position of secretary-treasurer; I was nominated and I accepted the position. All officers were elected by acclamation. Nominations were held for our three trustee positions. Kirk Innis, Kerry Cuccias and Marcelo Echevarria were nominated, and they all accepted the position of trustee. They, too, were elected by acclamation.

The board would like to thank the membership for their support.

*Tony Licari, Branch 2189*

## Washington, DC

On Nov. 20, 2025, at noon, the retired letter carriers of Branch 142 proudly marked its 40th anniversary with a celebratory luncheon honoring four decades.

The afternoon included a full agenda, the highlights were comprised of a prayer, flag salute, history background, service-year pin recognitions, with two gold-year pins awarded and anniversary gifts. Speakers were Brother Samuel Epps, president of Metro Washington Council



## Washington, DC Branch 142 retirees celebrate the 40th anniversary of the branch.

AFL-CIO, and Brother Hugh McElroy Jr., regional administrative assistant and former president of Branch 142. The event agenda had remarks from Executive Vice President Karen Nance and closing remarks from Chairman Steffen Jones. The retirees, their family and friends delighted in reminiscing and laughing, while embracing each other with handshakes and hugs.

The dedicated Anniversary Committee—Leroy Taylor, Jacqueline DeShields and Eugene Price—gave a special recognition for retiree James Jenifer, who turned 98 years young this year.

Branch 142 has remained committed to preserving the voice, rights and unity of retired carriers while supporting active members and the broader labor movement in union affairs and community engagement.

The Branch 142 retirees wish all the attendees a heartfelt thank-you and warm holiday wishes to each and every member.

In unionism—

*Karen Clark, Branch 142*

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

Robert H. Amis	Br. 530	Birmingham, AL
Karen R. Allen	Br. 469	Mobile, AL
Luis Vasquez	Br. 52	Central CA Coast
Anthony E. Ernst	Br. 1100	Garden Grove, CA
Erasto R. Izaguirre	Br. 24	Los Angeles, CA
Aaron J. Martin	Br. 24	Los Angeles, CA
Jeffrey C. Chester	Br. 133	Sacramento, CA
Bonifacio T. Reynoso Jr.	Br. 133	Sacramento, CA
Mary J. Dawson	Br. 183	Santa Rosa, CA
Eugene W. Robb	Br. 324	Greeley, CO
Stephen F. Staffy Jr.	Br. 32	Bridgeport, CT
David A. Reed	Br. 86	Hartford, CT
Maximillian J. Van Beveren	Br. 86	Hartford, CT
Thomas Tone	Br. 142	Washington, DC
Martin H. Ireland	Br. 2550	Ft. Lauderdale, FL
Frederick Sandler	Br. 2550	Ft. Lauderdale, FL
Fred E. Pritchard	Br. 1779	Lakeland, FL
Carl G. Bannister	Br. 1071	South Florida
James W. Barr	Br. 1071	South Florida
James H. Cook	Br. 1071	South Florida
Dequavious Graves	Br. 2225	Decatur, GA
Marcelle J. Boles	Br. 578	Savannah, GA
Carolyn D. Jones	Br. 11	Chicago, IL
John M. McDonald	Br. 11	Chicago, IL

Ronald J. Williams	Br. 1151	Naperville, IL
Louis M. Maniscalco	Br. 4007	Glenview, IL
Kirk L. Walquist	Br. 825	Oak Brook, IL
Dorothy Whittaker	Br. 580	Hammond, IN
Raymond P. Cavanaugh	Br. 466	Lafayette, IN
William F. Parr	Br. 466	Lafayette, IN
Stephen Bates	Br. 1035	Independence, KS
Melvin L. Nudson	Br. 1018	Manhattan, KS
Gary L. Mattson	Br. 695	Pittsburg, Kansas
James F. Gracy	Br. 5521	Shawnee Mission, KS
William H. Bevan	Br. 10	Topeka, KS
Kenneth A. Terry	Br. 197	Shreveport, LA
Michael P. Thibodeau	Br. 92	Maine Merged
Michael T. Boston	Br. 176	Baltimore, MD
Peter Demakes	Br. 34	Boston, MA
Jennifer L. Hebert	Br. 286	Pittsfield, MA
Anne K. Servideo	Br. 12	Worcester, MA
James J. Paull	Br. 1	Detroit, MI
Kevin R. Kubczak	Br. 74	Saginaw, MI
Gordon B. Garrett	Br. 30	Kansas City, MO
Lawrence E. Toleno	Br. 38	New Jersey Merged
Jesse F. Ivins III	Br. 908	South Jersey, NJ
Fred C. MacDonald	Br. 29	Albany, NY
Jacob D. Kurczewski	Br. 3	Buffalo-Western NY
Matthew Albanese	Br. 6000	Long Island Mgd., NY
Raymond E. Landers	Br. 6000	Long Island Mgd., NY
Chester L. Rhodes	Br. 6000	Long Island Mgd., NY
Orlando A. Riccio	Br. 6000	Long Island Mgd., NY
Wylie Tinsley	Br. 134	Syracuse, NY
Henry D. Corner	Br. 1128	Fayetteville, NC
Conly A. Bergene	Br. 205	Fargo-W. Fargo, ND
John L. Conway	Br. 43	Cincinnati, OH

Kenneth G. Dietrich	Br. 40	Cleveland, OH
James A. Kempton	Br. 182	Dayton, OH
John H. Thomas	Br. 182	Dayton, OH
John Dzonko	Br. 583	Lorain, OH
Arthur B. Mcguire	Br. 583	Lorain, OH
Albert J. Chisum Jr.	Br. 1358	Tulsa, OK
Larry W. Conner	Br. 1358	Tulsa, OK
Roy E. Johnson	Br. 1358	Tulsa, OK
Vernon H. McDowell	Br. 1358	Tulsa, OK
Manual E. Richmond	Br. 1358	Tulsa, OK
Lawrence D. Roseborough	Br. 1358	Tulsa, OK
Paul E. Snyder	Br. 1358	Tulsa, OK
Frank E. Stich	Br. 1358	Tulsa, OK
Paul A. Bruschi Jr.	Br. 284	Erie, PA
Gerald K. Miller	Br. 500	Harrisburg, PA
Herbert L. Roth Jr.	Br. 273	Lancaster, PA
James C. Leith	Br. 175	Lancaster, PA
Cecil J. Allen	Br. 57	Newport, RI
Arthur R. Crookes Jr.	Br. 55	Pawtucket, RI
Frieda N. Montgomery	Br. 3718	Bolivar, TN
Bobby W. Boulware	Br. 2309	Arlington, TX
Donald J. Bise Jr.	Br. 226	Fort Worth, TX
Patricia A. Mims	Br. 283	Houston, TX
Cheryl T. Scott	Br. 283	Houston, TX
Leonard G. Smith	Br. 3792	Midland, TX
Burl K. Timmons	Br. 3792	Midland, TX
Rodney B. Harris	Br. 4065	North Texas
Sandra L. Mills	Br. 501	Paris, TX
Alonzo W. Brown	Br. 496	Richmond, VA
John A. Valsechi	Br. 496	Richmond, VA
Harris C. Riach	Br. 79	Seattle, WA
Daniel R. Tooley	Br. 79	Seattle, WA

John Ratynski was erroneously listed as deceased in a previous issue of *The Postal Record*. We regret the error and apologize for any problems it may have caused.

# Mutual Exchanges

**CO: Aurora (3/20) to Montrose, CO.** Seeking mutual exchange with regular city carrier. Actual station is in Centennial, CO. Tyler, 303-249-9556 (call or text).

**FL: South Florida (9/07) to Santa Fe, Albuquerque, NM.** Looking for a mutual swap with a regular city carrier. Email for more info. John, 4fity4@gmail.com.

**MI: East Lansing (3/19) to Flint, MI or surrounding area.** 810-964-1027 (call or text).

**TX: Tyler (6/23) to Dallas, Fort Worth, TX or surrounding areas as far as Greenville, TX.** Regular city carrier. Overtime available! Mary, 214-476-3307 (text) or marymartin03@yahoo.com.

## How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., March's deadline is for the April 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.

# Election Notices

## Brick Town, New Jersey

This is official notice to all members of Branch 5420 that nominations of branch officers will be held at the Sept. 15 meeting and elections will be held at the Nov. 17 meeting. Meetings are held at the Pioneer Fire Co. on Drum Point Road in Brick. Doors open at 6 p.m.; the meeting starts at 6:30 p.m.

*Michael Wilson, Sec., Br. 5420*

as follows: change in date of general meetings; change in quorum size for general and special meetings; added duties of sergeant-at-arms; clarification of retirees dues; removing chaplain as an elected officer; changing qualifications for officer dues reimbursement; and clarification of convention delegate language.

*Scott Zimmers, Sec., Br. 426*

## Hamilton, Ohio

This is to serve as official notice that Branch 426 has received proposed bylaw amendments and that a vote on such amendments will be held at the regular branch meeting at 7:30 p.m. on March 17 at AMVETS, 914 Ross Ave., Hamilton. The substance of the proposed bylaw amendments are

## Santa Fe Springs, California

This is official notice to all members of Branch 4941 that nomination for branch officers will take place at the regular branch meeting on May 20. The election will be at the regular branch meeting on June 17.

*Dave Donovan, Pres., Br. 4941*

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

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



## WE NEED A PRESIDENT WHO DELIVERS!



- ✓ Active Letter Carrier in Branch 11 (Chicago) since 1994
- ✓ National Business Agent since 2014

Letter Carriers work harder, need more - \$30 per hour starting pay!  
Every member needs better wages, full COLA & a shorter path to the top step.

Visit [caref4prez.org](http://caref4prez.org) to learn more about the candidate



Scan the QR code above or visit

[NextGenerationCarriers.com/Caref](http://NextGenerationCarriers.com/Caref) to register!

## JOIN NEXT GENERATION CARRIERS PODCAST TO ASK PRESIDENTIAL CANDIDATE MIKE CAREF ANYTHING!

Let's build transparency within the NALC & provide answers directly to the membership

Are you a Next Generation Carrier?

Join our Community!

Sunday, March 29th 1PM EST (12pm CT/10am PST)

# READY TO JOIN THE FIGHT?

*Give it a listen wherever you stream your favorite podcasts*

NALC's "Fight Like Hell!" podcast is available on Apple Podcasts, Spotify, Google Podcasts, and wherever you listen to podcasts.

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



Listen on  
**Apple Podcasts**



Listen on  
**Spotify Podcasts**



# Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

NALC Disaster Relief Foundation  
100 Indiana Ave. NW  
Washington, DC 20001-2144

*The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.*



**NALC  
Disaster  
Relief  
Foundation**