

The Postal Record

Volume 139/Number 5

May 2026

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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—PAGES 20-26



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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



Delivering for the community, delivering for letter carriers



**Brian L.
Renfroe**

The cover story of this magazine highlights our union's decades-long partnership with the Muscular Dystrophy Association (MDA). As MDA's first national sponsor, our branches nationwide have helped raise funds to support medical research on dozens of neuromuscular diseases for more than 70 years.

Every year, I'm inspired by our branches' dedication and creativity when fundraising for our official charity. These fundraisers not only bring money that supports medications and treatments for neuromuscular diseases, but they are also community events where

branch members come together. It showcases what NALC does best—uniting to support one another.

Our union's involvement with MDA is only one of the countless ways our members give back to their communities. As I write this, the Stamp Out Hunger Food Drive is just a few weeks away. On May 9, letter carriers across the country will pick up tens of thousands of pounds of donated food to help restock America's food banks.

“As our members are busy being stewards to their communities, NALC remains focused on collective bargaining.”

As our members are busy being stewards to their communities, NALC remains focused on collective bargaining. While we continue regular meetings and discussions with our USPS counterparts, our bargaining team is also busy preparing for a weeklong round-the-clock negotiations with the Postal Service scheduled for the third week in May at a hotel in Washington, DC. Member feedback from an all-member survey, our first ever Rank-and-File Bargaining Committees, and branch and state leaders at last year's national rap session continue to guide our goals and strategy in every bargaining meeting and especially in our lead-up to the week of all-day negotiations later this month.

As we work toward better pay at the bargaining table, we cannot lose sight of what is happening around us. The truth is that things outside of bargaining, and outside the Postal Service itself, affect our job security and retirement. What lawmakers on Capitol Hill or the administration do—or don't do—can have major impacts on our future.

Unlike thousands of other federal employees, we are fortunate that our collective-bargaining rights are still in place. While our members' activism has helped keep detrimental actions from happening, there are still a few things that we need Congress and the administration to do.

“While our members' activism has helped keep detrimental actions from happening, there are still a few things that we need Congress and the administration to do.”

By adopting a new investment strategy for USPS retiree health and pension funds, a fair recalculation of the agency's Civil Service Retirement System pension obligations, and an increase in the agency's borrowing authority, Congress and the administration can help the agency on the path to financial solvency. This is important for every NALC member, since a fight to improve the Postal Service's finances is a fight for our job and retirement security.

As collective bargaining continues, I am looking forward to welcoming branch and state presidents to Washington, DC, at the beginning of next month for a Collective-Bargaining Conference. Where we are in the collective-bargaining process at that time will dictate much of conference schedule. If we have reached or are close to a tentative agreement, leaders will be briefed on the terms. If it is evident that a deal is not in reach, we will discuss our interest arbitration case in depth. Regardless, it will be an important few days for branch and state leaders to gather information, gain insight into the process, and share it with their members as we work toward achieving the best possible outcome for letter carriers.

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



National Association of Letter Carriers, AFL-CIO

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The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



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© 2026 by the National Association of Letter Carriers. Circulation: 287,000. Union-printed using soy-based inks.
The Postal Record (ISSN 0032-5376) is published monthly by the National Association of Letter Carriers. Periodicals postage paid at Washington, DC, and at additional mailing offices.

POSTMASTER: Send address changes to Membership Dept., NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.
Subscription included in membership dues. First-class subscription available for \$20 per year (contact Membership Department).





News from Washington

As vote-by-mail is under attack, NALC participates in House field hearing on protecting mail-in ballots and democracy

On March 31, President Trump signed an executive order called the “Ensuring Citizenship Verification and Integrity in Federal Elections.” While many experts believe the president lacks the authority to issue such an executive order, and litigation challenging the order is pending, this is the administration’s attempt to reshape how elections are conducted. The executive order instructs the Department of Homeland Security to work with the Social Security Administration to create a list of all citizens age 18 and over who are confirmed to be U.S. citizens. This list would be sent to election officials in each state.

The order would require the Postal Service to send ballots only to individuals on the list, “ensuring that only eligible absentee or mail-in voters receive absentee or mail-in ballots.” This order was issued as the SAVE America Act—legislation that imposes strict voting requirements such as proof of citizenship, photo ID requirements, and registration changes eliminating most online and mail-in registration methods—and is stalled in the Senate because of a Democratic filibuster. The president and many Republicans are pushing for including the SAVE America Act in their proposed upcoming reconciliation packages.

Following these ongoing unprecedented attacks, on April 9, Speaker Emerita Nancy Pelosi (D-CA) and House Committee on Administration Ranking Member Joe Morelle (D-NY) hosted a field hearing in San Francisco, CA, focused on protecting democracy, election security, voting rights and vote-by-mail.

NALC President Brian L. Renfroe

was invited to participate as a panelist to share letter carriers’ perspective on the recent attacks on mail-in ballots and how such drastic action could affect letter carriers’ work.

President Renfroe began his remarks saying, “I want to be real clear about what the Postal Service’s role is in our democracy. It is that we accept, transport, process and deliver mail, including ballots.”

Despite extreme vote-by-mail surges in 2020, 2022 and 2024, the process remains extremely secure, and instances of fraudulent mail-in ballots are still exceedingly low.

“We continue to be committed to make the whole process better and better and better through what we do operationally with the Postal Service, as well as fighting back attempts that, at the end of the day, are designed to keep people from participating in our democracy,” Renfroe said.

Other panelists included Dr. Barbara Simons, former chair of Verified Voting Foundation; Kevin Shelley, former California secretary of state; Brittany Stonesifer, voting rights and redistricting program manager at California Common Cause; professor Rory K. Little, UC Law San Francisco; and Gabriela Carcamo from The Arc San Francisco.



President Brian L. Renfroe testifies at the House field meeting.

Reps. Mike Thompson (D-CA), Mark DeSaulnier (D-CA) and Kevin Mullin (D-CA) also attended the hearing.

“I appreciated the opportunity to bring NALC’s voice to this panel as we continue fighting to protect America’s access to mail-in ballots,” Renfroe said following the hearing.

USPS announces agency’s temporary suspension of FERS contributions

On April 9, the Postal Service announced it will temporarily pause employer contributions to the defined benefit portion of the Federal Employees Retirement System (FERS). The pause has no immediate impact on any current or future retired letter carriers.

The Postal Service is required to make two types of payments to its FERS account: normal cost payments, which cover the cost of the pension benefits earned by postal employees each year, and amortization payments, which pay down the agency’s

News from Washington (continued)

unfunded liability (the difference between what is owed to current and future retirees and the actual assets in the account).

As the Postal Service's financial condition has declined due to changes in mail volumes and significant financial constraints placed on the agency by Congress, USPS resorted to defaulting on most of its annual amortization payments in order to preserve cash to maintain operations and payroll. It continued to make all of its normal cost payments during this period.

However, the Postal Service now says its financial situation has deteriorated so much that it has become necessary not to make any of these payments. According to USPS, the two actions outlined below are necessary to prevent the agency from running out of cash as early as February 2027.

First, the USPS Board of Governors voted last month to allow the Postal Service to temporarily suspend its normal cost payments, which will allow the agency to retain about \$2.5 billion for operations. This suspension is effective April 10.

During the suspension, the Postal Service will continue to transmit postal employees' contributions to FERS. This suspension will not affect the Thrift Savings Plan (TSP). The Postal Service will continue to transmit USPS automatic contributions, employee contributions, and USPS matching contributions to TSP.

Second, the Postal Service petitioned its regulator, the Postal Regulatory Commission (PRC), to grant it a waiver lifting restrictions on how USPS may use some of its revenue. Under the current price cap system designed by the PRC, the Postal Ser-

vice has been allowed to raise rates slightly higher than inflation, but it's been required that revenue is used to pay FERS amortization costs. As of April 9, the PRC has granted the Postal Service's request allowing the agency to use that revenue for operations instead, stating that it "expeditiously granted the waiver in the interest of the public and to provide the Postal Service some breathing room." The PRC estimates that this will free an additional \$2.4 billion for USPS operations this fiscal year, and potentially a total of \$15 billion through 2030.

These actions will not immediately have a detrimental impact on current or future retirees, but each missed payment increases the Postal Service's FERS unfunded liability. The two actions combined will result in about \$5 billion in additional past-due FERS contributions this year, bringing the Postal Service's total missed FERS payments to about \$17 billion since 2014.

"This move is necessitated by the Postal Service's current financial situation and is a direct result of continued inaction by Congress to fix the legislative constraints that inhibit the Postal Service's ability to invest in its infrastructure and modernize to meet the needs of its employees and the American people," Renfroe said.

"If Congress were to allow for a new investment strategy for USPS retiree health and pension funds, a fair recalculation of the agency's Civil Service Retirement System pension obligations, and an increase in the agency's borrowing authority, this pause in FERS contributions would not be necessary," he added. **PR**

Correction: Scotch Plains, NJ Br. 4102 was left out of the list of branches that contributed to the Shut Down Hunger campaign. Its total donation was \$1,500.

Food Drive Day is Saturday, May 9

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

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

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

"Letter carriers know the struggles that people in their communities face—they see it every day," NALC President Brian

L. Renfroe said. "For more than three decades, we've helped to meet their needs each May, and it's time to pull off this annual miracle again."

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

NALC's communications team at Headquarters and our national partners will continue spreading the word and raising

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

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

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

Former Assistant Secretary-Treasurer Willoughby dies

Judy Willoughby, former assistant secretary-treasurer and national business agent (NBA) for Region 9, died on March 26 at the age of 70.

Willoughby began her postal career in 1980 and joined West Coast Florida Branch 1477, where she quickly became a shop steward after witnessing management violations of the contract. She served as a steward from 1981 to 1983 and continued that service after transferring to Tallahassee, FL, in 1984, where she became a member of Tallahassee Branch 1172. She went on to serve Branch 1172 as trustee and vice president before serving as branch president for nearly 12 years.

In 2000, NALC President Vincent R. Sombrotto appointed her as a regional administrative assistant for Region 9. Sister Willoughby also served in several appointed NALC positions in the North



Point Sequence coordinator. She had also been an arbitration advocate since 1988 and served as a local business agent for many years. She served as an executive board member for District 5 of the Florida State Association of Letter Carriers and as FSALC director of education.

In 2004, Sister Willoughby made history as the NALC's first female NBA when NALC President William H. Young appointed her

Florida District, including as an Employee Involvement facilitator, a member of the local joint steering committee and the joint route inspection team and as Delivery

as Region 9 NBA to fill a vacancy. She was subsequently elected to that position by acclamation at the 2006 national convention and again in 2010. She was later elected NALC assistant secretary-treasurer by ballot among the union's active and retired members, and she retired from the position in 2018 at the end of her term.

An Army veteran, Sister Willoughby held two associate degrees from St. Petersburg Junior College and also attended the University of South Florida.

"NALC mourns the loss of Sister Willoughby," NALC President Brian L. Renfroe said. "She dedicated more than four decades to fighting for the rights of letter carriers, breaking barriers and setting a standard of service that will not be forgotten. On behalf of the NALC, I extend our deepest sympathies to her family and friends. She will be greatly missed." **PR**

Negotiations continue; NALC to hold Collective-Bargaining Conference

As this magazine was going to press, NALC and the Postal Service had completed seven weeks of negotiations for a new collective-bargaining agreement for city letter carriers. NALC has presented and discussed more than six dozen proposals on a multitude of subjects designed to improve wages, hours and working conditions.

NALC still has additional proposals to submit and will do so as the parties continue negotiations. Collective-bargaining subcommittees comprised of each member of NALC's Executive Council and Headquarters letter carrier staff helped create our proposals from the ideas we received from rank-and-file bargaining committees, delegates at past national conventions who adopted our official bargaining positions, branch and state leaders at the 2025 national rap session, and members from all over the country who offered their feedback.

Although official negotiations with the Postal Service have only been taking place for the last seven weeks, the collective-bargaining subcommittees have been in place crafting proposals and ideas to achieve NALC's goals for the past eight months.

As we continue negotiating with the Postal Service to present and discuss the union's work rule and economic proposals, NALC is simultaneously preparing for interest arbitration in the event a negotiated agreement cannot be reached. If an agreement cannot be reached that rewards America's letter carriers for the hard work they do day in and day out, NALC will not hesitate to present our demands and argue our case in front of an arbitrator.

NALC to hold conference

A Collective-Bargaining Conference is set for June 1-3 at the Washington Hilton Hotel in Washington, DC. Due to space constraints, attendance at the conference is limited to one representative from each branch and state association. Only the branch or state president or their designee may attend.

A registration process has been created online through the Members Only Portal on the NALC website. Branch and state presidents must go into the "Meetings Menu" tab and select "Meetings Registration by Officers," and then click "Collective-Bargaining



Conference" to register themselves or their authorized designee.

The conference will begin with registration check-in from noon to 5 p.m., followed by an opening session and welcome reception at 5:30 p.m. on June 1. Sessions run all day, starting at 9 a.m. on June 2 and 3.

NALC has arranged a block of rooms at the Washington Hilton Hotel for June 1-4 at a rate of \$299/night plus tax for a single/double room. For reservations, go to the NALC website or call 202-483-3000 and mention Group Code 973. The deadline for making hotel reservations is May 11. **PR**

President Renfroe appoints NBA

On April 20, NALC President Brian L. Renfroe appointed Allan Rios as national business agent (NBA) for Region 1 (California, Hawaii, Nevada and Guam) to fill the vacancy left by Keisha Lewis, who resigned the position when she won election as Garden Grove, CA Branch 1100 president. His appointment was effective immediately. Rios, a member of Branch 1100, joined the Postal Service in 1996 as an NTE casual employee delivering mail in Pomona, CA.

Rios began his advocacy for letter carriers when he became a shop steward in 2009, then served as area shop steward, local business agent and arbitration advocate, and in 2012 worked as a dispute resolution team representative. In 2015, President Fredric V. Rolando appointed him as a regional administrative assistant for Region 1, a position he held until his appointment as NBA. Rios is also a graduate of the NALC Leadership Academy Class 16. **PR**



National convention updates

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

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

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

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

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

Travel discounts

Southwest Airlines

Southwest Airlines is pleased to offer NALC's 74th Biennial National Convention attendees discounted fares. To use the discount, book via SWABIZ® at: swabiz.com/air/booking/index.html?companyId=90139895.

The airfare discount is valid for travel Aug. 1-8, 2026.



Delta Air Lines

Delta Air Lines is pleased to offer special discounts for the National Association of Letter Carriers. You may call Conferences and Events® at 800-328-1111 Monday through Friday, 8 a.m. to 8 p.m. (Eastern time) and refer to Meeting Event Code NY4FR.

Please note that there is not a service fee for reservations booked

and ticketed via the reservation 800-number.

Shuttle information

Below is a preliminary schedule for the shuttles between the convention hotels and the Los Angeles Convention Center and is subject to change.


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

Complimentary shuttle service is provided between the Los Angeles Convention Center (LACC) and the following hotels:

Hotel	Route	Shuttle Boarding Location at Hotel
InterContinental Los Angeles Downtown	1	Curbside on 7th St
Westin Bonaventure Hotel & Suites	1	Curbside on Figueroa St
Hilton Checkers Los Angeles	2	Walk to the Biltmore - Across Street from Entrance on Grand Ave
Hotel Per La, Autograph Collection	2	Walk to Sheraton Grand - Curbside on Hope St
Sheraton Grand Los Angeles Downtown Hotel	2	Curbside on Hope St
The Biltmore Hotel	2	Across Street from Entrance on Grand Ave
DoubleTree by Hilton Hotel Los Angeles Downtown	3	Curbside on Los Angeles St
Omni Los Angeles Hotel	3	Curbside on Olive St

Walkable Hotels	
AC Hotel Downtown Los Angeles	
Courtyard Los Angeles LA Live	
E-Central Downtown Los Angeles Hotel	
Hotel Figueroa	
Hotel Indigo Los Angeles	
JW Marriott Los Angeles at LA Live	
Residence Inn Los Angeles Downtown LA Live	

Hours of Service		
Saturday, August 1	11:30 AM - 5:30 PM	Service every 20-30 minutes*
Sunday, August 2	8:30 AM - 2:30 PM 2:30 PM - 8:30 PM	Service every 20-30 minutes* Service every 10-15 minutes
Monday, August 3 through Thursday, August 6	6:30 AM - 10:30 AM 10:30 AM - 3:00 PM 3:00 PM - 6:00 PM	Service every 10-15 minutes Service every 20-30 minutes* Service every 10-15 minutes
Friday, August 7	6:30 AM - 9:00 AM 9:00 AM - 12:00 PM 12:00 PM - 1:00 PM	Service every 10-15 minutes Service every 20-30 minutes* Service every 10-15 minutes

<p>*Scheduled departures from convention center</p> <p><i>Schedule may vary due to traffic & weather conditions.</i></p> <p><i>Last bus leaves from hotels 60 minutes prior to published end time.</i></p> <p><i>Last bus leaves from convention center at published end time.</i></p> <p>Transportation Managed By: <i>Production Transport®</i></p>	<p>Shuttle Information & Special Assistance</p> <p> Please call at least 60 minutes prior to desired pick-up time</p> <p>(310) 900-9525</p>
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How regional offices work for you

The *Postal Record* often brings you articles about the work done at the NALC Headquarters-level, but much is done to serve letter carriers across the country in the NALC's 15 regional offices.

NALC's national administration is grouped into 15 regions, each directed by an elected national business agent (NBA). Every region also employs at least two regional administrative assistants (RAAs) to assist the NBAs, and there are also regional grievance assistants (RGAs) who specialize in grievance handling and dispute resolution. Many regions also rely on letter carriers working part time or as volunteers to pitch in. Each region employs either a regional office assistant (ROA) or a full-time secretary who helps members with issues or directs them to someone who can help. They keep the office running smoothly.

Acting under the national president's direction, NBAs have extensive authority over union affairs in their regions and are members of the NALC Executive Council. Each NBA's primary responsibility as outlined in Article 9, Section 8 of the *NALC Constitution* is contract administration—handling grievances, presenting at arbitrations, and dealing with regional postal management. They also provide skilled services to the field by assisting in organization campaigns, gathering evidence for legal proceedings, assisting in the mediation and conciliation of labor disputes, advising members and local officers on practice and procedure, assisting in all activities relating to legislation, conducting training and educational seminars, and all other functions relevant to their duties.

With large territories to cover, NBAs, RAAs and RGAs spend a good chunk

of their time on the road. The travel and hours are required because of the broad responsibilities of the regional offices and the need to help carriers one at a time.

Regional offices do countless individual tasks for members, which fall mostly into two categories: helping local officers and stewards with information, coaching and training, and communicating directly with carriers to help them with their problems.

The regional office handles and administers many responsibilities while responding to branch officers' requests for advice and assistance and representing the membership at the USPS district and area levels.

Regional offices take many calls from carriers and are happy to help with problems, but sometimes they must refer a carrier to a steward or branch officer to start the process properly. For instance, a grievance starts with a local steward. The NALC's structure starts locally with shop stewards and branch officers and a president. The regional office interacts with USPS at the district and area levels as well as the local and branch levels of NALC.

The NBAs and regional staff are a critical part of the dispute resolution and grievance arbitration process. If there is a grievance that cannot be resolved at the lower steps of the grievance process—Informal Step A, Formal A or Step B—it then goes to the regional office for processing. Once Step B reaches an impasse, the NBA for the region may appeal the grievance to arbitration. Each NALC region has a panel of neutral arbitrators selected jointly by the NBA and the Postal Service. In arbitration, a neutral arbitrator considers the arguments presented by

both sides and makes a decision. Both NALC and USPS management present evidence and testimony. The arbitrator then issues a final and binding written decision on the grievance. It is the responsibility of the regional office to make sure each case is properly appealed for arbitration, and an NALC advocate is assigned to present the case in front of the arbitrator.

On many days, the regional offices assist branches in dealing with unusual or more complex issues. For instance, a small branch may call to request help on filing a grievance for a unique situation or a contractual provision that the branch has never dealt with before. In this circumstance, the RGA may be just the person for the job. The NBA can assign an RGA to file grievances, deal with management on specific issues, or to educate the branch on how to best handle certain situations.

Likewise, a carrier injured on the job might seek immediate advice from the regional office, since many branches have less experience helping a carrier with a compensation claim. If an injured worker needs specialized assistance with a complicated workers' compensation claim, the regional office may refer them to the regional workers' compensation assistant (RWCA). RWCA's are letter carriers who have extensive knowledge and experience with on-the-job injury situations and claims filing. RWCA's also assist the regions with providing training to stewards on Office of Workers' Compensation Programs (OWCP)-related contractual violations and grievances. When an injured letter carrier needs help navigating through the injury compensation process, the regions and RWCA's are there to help. Branch

officers should contact their NBA office to request RWCA assistance.

In many places, the Postal Service struggles to retain employees, which leads to constant hiring. The influx of new carriers, many with little or no knowledge of their rights, brings new challenges to regional offices. For instance, this winter led to numerous calls from city carrier assistants (CCAs) about how to handle a situation where they can't make it to work or have trouble delivering the mail due to weather—and what to do if their pay is docked or they are disciplined for it.

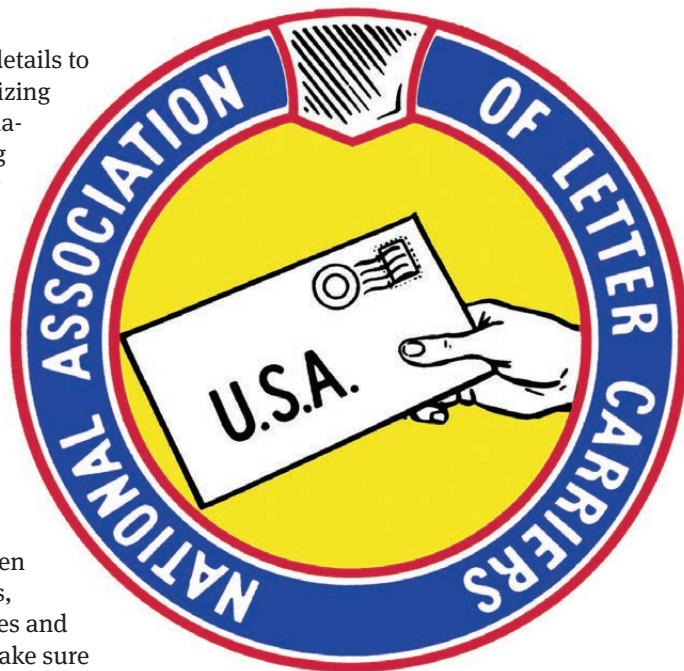
NALC's regions support local branches with charitable activities and events, too. Many branches will host MDA fundraisers such as picnics, golf outings or bowling nights. The regions also help organize and coordinate distribution of supplies for NALC's annual Stamp Out Hunger Food Drive. Some branches will hold retiree luncheons, holiday gatherings or special meetings to recognize their members. Oftentimes, the NBAs and regional staff will be asked to attend and assist with these events.

Every NALC region has at least one regional rap session or training every year, with some regions offering more. These rap sessions and trainings typically offer lots of information on collective bargaining, Postal Service conditions, the grievance arbitration procedure, and other union activities and events. They may also include workshops with specialized presentations on topics like retirement, building a case file and the grievance procedure, OWCP, stewards' rights and responsibilities, and community services. As you can imagine, there is a lot of work that goes into planning these rap sessions. Prior to the training,

there are many details to work out. Organizing hotel accommodation and meeting rooms, planning registration and scheduling, and workshop development all must happen long before the session even starts. At the rap session, the NBAs and regional staff often teach workshops, facilitate activities and speakers, and make sure every member in attendance gets the most out of the experience.

Recently, in many regions, the staff members are also busy with route inspection training. The Postal Service often conducts mail count and inspections during spring and fall. In anticipation of this, the regions will often offer route inspection training to ensure letter carriers are as educated as possible in the inspection process so that they get a fair and accurate route adjustment.

The average day or week in a regional office is extremely busy and hectic with a large number of daily phone calls and emails. Despite all the effort the regional offices put into serving carriers, they can't fix every problem in the Postal Service on their own. USPS staffing shortages and forced overtime are among the common complaints and, unfortunately, issues without an easy or immediate fix. Even though it may not be easy and there are some things that the regional staff cannot fix



contractually, every member will get a 100 percent effort from the team to assist them with their needs. Ultimately, NBAs, RAAs and RGAs do what other union representatives do, just on a larger scale.

Every city carrier should know that the regional office is available to them at any time. Members can speak directly to their NBA or a member of their staff to discuss their specific issues. You can find the contact information for your region by visiting the NALC website at nalc.org/union-administration/nalc-regions or seeing page 2 of this magazine. You should always let your steward or branch president know about a problem, but regional office staff are ready and willing to listen and help set you on the right path. It is all the professional work of the NBAs, RAAs, RGAs, RWCAs, ROAs, secretaries and volunteers who make NALC's efforts at the regional level possible. **PR**

Carrier donates kidney to local toddler

When she was invited to join a Facebook group called “A kidney for Luna” in early April 2025, **Amber Fandrey** quickly accepted.

Luna, then 2, was born with congenital nephrotic syndrome, a rare and severe kidney disorder, and was in end stage kidney failure due to excessive protein leakage. She was on a feeding tube and underwent hours of daily dialysis, and a kidney transplant was her only hope for a cure. When the family wasn’t an option for donation, the toddler’s grandmother started the Facebook group for a wider reach.

Fandrey, an Ann Arbor, MI Branch 434 member who began delivering mail in 2022, felt for the toddler when she saw the appeal for a donor online. “I’ve always been kind of passionate about organ donation, more so like donating organs like once you pass away. I didn’t really ever think about that you could be a living donor,” she said.

“But then my fiancé did it about a little over three years ago. ... He donated his kidney to a random person,” she added. “So, I thought that was pretty inspirational to see him go through it, and I thought, like, ‘Maybe one day I will—we’ll see.’ And then I came across Luna. It was almost like a sign to me, because I saw her page so many times.”

And so, Fandrey, 30, applied to be a donor by filling out a Living Donor Program interest form, thinking she’d never hear anything. “And then they called me literally the next morning after I signed up,” she said. “So that’s kind of how the process started.”

She soon made an appointment at Henry Ford Hospital in downtown Detroit, MI. “It was just a full day of testing, like six to eight hours I was at the hospital,” Fandrey said. Tests ran

the gamut—it included blood work, a kidney function test and a CT scan, and then she underwent a psychological evaluation and met with a dietitian.

Fandrey went back a few times over the course of April and May for extra testing. “They found out that one of my kidneys was smaller than the other and one was bigger, so then I had to get the split kidney test to make sure they were both operating,” she said. “They can only be a certain percentage difference in operation from each other to make sure I’m going to be OK once I only have one, and that the one that I give her is going to be strong enough and functional enough.”

She continued: “They usually take the left one from people. I guess it’s easier to put into the recipient’s body. But they had to take my right one because of my function. So, they didn’t tell me ‘yes’ right away. They kind of were trying to figure out if that’s what they wanted to do, because the right one is more complicated to ... connect into the recipient.”

Fandrey worried while she waited for news. “I was kind of like, ‘Oh man, that sucks,’ you know,” she said. “After all the testing and everything, I was really wanting to do it. I felt pretty passionate about it at that point.”

The medical team told her they were evaluating another candidate but that they’d let her know soon, and she heard back a few weeks later that she was the better match.

“I remember I was driving when they called, but I had the phone number saved, so I pulled over and I, like, started crying as soon as I got off the phone, because I was just, like, excited and I really wanted to do it,” Fandrey said.

The family had posted updates on their Facebook group throughout the

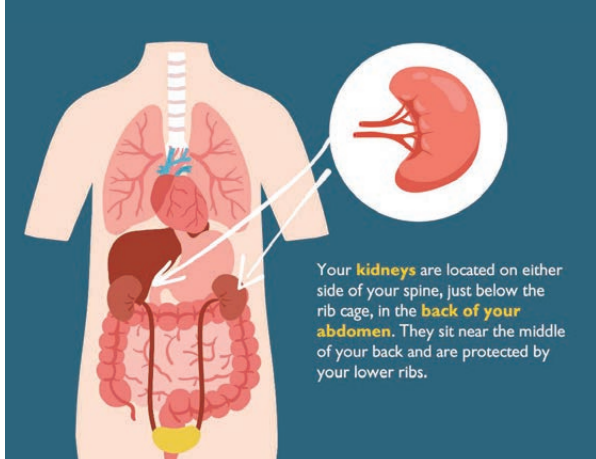
process about how a donor was chosen but they didn’t know who it was. “They posted, like, ‘I understand if you don’t want to tell us, but we would love to know one day,’” Fandrey said. “So, it was really hard to keep watching them post that and know it was me. But I was nervous. I wanted to make sure everything went smoothly.”

The carrier waited until her pre-op appointment the week before surgery before reaching out to Luna’s grandma, who runs the “A kidney for Luna” group. “I sent her a long message, and I let her know it was me and that I felt really grateful to be her donor,” Fandrey said.

Once Luna was stable after experiencing some medical issues, the surgeries were scheduled for July 16, and Fandrey reported to Henry Ford Hospital for her part of the procedure. “They took my kidney and they took it for a ride,” she said, taking her organ 3 miles across town and delivering it to Detroit Medical Center’s Children’s Hospital of Michigan, where Luna was waiting. Amber’s kidney began functioning immediately inside of the toddler.

The carrier’s mom and fiancé were able to communicate with Luna’s family during the transplant to provide updates while at the hospital.

“I’ve never had a major surgery. I’ve never had a child, so it was my first time ever being put under besides wisdom teeth [removal]. So, I was pretty nervous, and I’m giving a whole organ. But I think the excitement outweighed my nerves,” Fandrey said. “When I woke up, I remember I was just very happy, because they updated me and let me know that she was also in the midst of waking up and the surgery went well. They showed me a picture



Your **kidneys** are located on either side of your spine, just below the rib cage, in the **back of your abdomen**. They sit near the middle of your back and are protected by your lower ribs.

Left: The kidneys are part of the urinary tract system, filtering the blood and removing the waste.

Below: Fandrey (l) with Luna and Dr. Rohini Prashar, Fandrey's nephrologist and the medical director of Henry Ford's kidney transplant program

of my kidney ... before they passed it to her, and that was really cool. ... It was a really good day."

Fandrey spent two nights in the hospital before heading home and took five weeks off work for recovery, most of which time was covered by the Postal Service under a program for organ donation.

"The recovery was actually better than I thought it would be. The first three to four days is rough, as expected. I was in some pain, but I just slept a lot and took it easy," she said, adding that she had to get up slowly and had some pain around the incision area. "And then I would say after the first week, I was surprisingly doing really well. Like, I remember I kept having my friends and family check in on me, like, 'Hi, how are you doing?' At the two-week mark ... I was like, 'I'm doing really good. I don't really have much else to say to you. ... I'm kind of bored at home, to be honest.'"

Fandrey is expected to lead a normal life with one kidney. She's been advised to increase her water intake to around 80 ounces daily and has a few minor dietary restrictions. "My way of living hasn't changed much," she said. "Everything is very back to normal."

"Altruistic donation—giving an organ to a stranger—is extremely rare but an extraordinary act of giving," Dr. Ahmed Nassar, the transplant surgeon who placed Amber's kidney into Luna's body, told Henry Ford Health. "Luna's family and the transplant teams are extremely honored to celebrate and thankful of Amber for her life-saving gift."

And Luna's life has greatly improved. After a long hospital stay, her life has a happy new normal.



Dr. Rohini Prashar, medical director of the kidney transplant program at the Henry Ford Transplant Institute, told CBS news, "She's going to get to play, celebrate birthdays, celebrate holidays, so it's an incredible gift."

The carrier keeps up with Luna and her family on occasion through texts and phone calls, and they've met in person twice since the transplant, first at a Labor Day barbecue that Luna's family hosted, and the second in December in front of local media.

Fandrey isn't the type to seek attention, so she tried to keep her involvement as quiet as possible for as long as possible, only telling her family, close friends and a couple of co-workers beforehand. After meeting Luna, she agreed to let the toddler's family share that she was the altruistic donor.

"The next day I had, like, the newspaper calling me, and it blew up," Fandrey said. "She lives in Westland and I used to live in Westland, and there's a Westland community page that has a ton of followers, and they posted about it and it went huge, and I was not expecting it at all. It was kind of a lot to take in, but everybody was obviously super positive about it. ... Then I came back to work and people

were like, 'What the heck? You didn't tell us! We saw you on Facebook, we saw you on the news.'"

Branch 434 President **John Odegard** called Fandrey an "outstanding young lady" who has "a servant's heart and a giving heart," adding, "She deserves all the accolades."

Despite feeling weird about the attention, Fandrey is glad to bring a spotlight to organ donation and to encourage people to consider applying.

"I mean, I saw my fiancé do it and he had a good experience. He's very healthy. He runs ultra runs, 100-milers, 200-milers, and he's doing just fine. And I did it and I'm healthy. I live my life completely normal," she said. "And now I get to watch Luna grow up as a healthy baby. She had to do dialysis for eight hours every night and whatnot, and she couldn't eat, she couldn't use the bathroom, and now she can do all those things."

"There's so many people waiting for a kidney on the list, it's insane," she said. "[A]nd it's so easy just to change someone's life completely.

"It's just very, very worth it," she added. "Probably one of the best things I will do in my whole life. So, I would love to see more people do it." **PR**

Carriers and the mail make news online



Barb Crane
Sunflowers Forever stamps



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

Indiana carrier retires after 46 years

Carmel, IN Branch 888 member **Barb Crane** will be retiring in May after 46 years as a letter carrier, 40 of which were on the same route, and she was recently featured in *Current in Carmel*, a local newspaper. Over the decades, Crane became a familiar and trusted presence in her community, delivering mail to hundreds of homes and forming close relationships with residents.

Crane is widely praised for her reliability, kindness and dedication. Neighbors describe her as someone who went far beyond her job—checking in on people, offering emotional support and celebrating life milestones with families.

“It just made me feel good that I was helping somebody,” she told the *Current Publishing* reporter.

On one occasion when she knew there would be severe winter weather, Crane, who lives more than 30 minutes away from her route, slept in her car to ensure she was able to make her deliveries.

Her supervisor, Courtney Burnett, said, “There aren’t many employees like Barb still at the post office. She’s extremely customer oriented. She goes the extra mile.”

Customer Curtis Williamson shared his thoughts on her. “At a time when so many interactions feel transactional and impersonal, Barb has been a steady reminder of what ‘community’ looks like,” he said. “When our daugh-

ter was born, she gifted our family a small ornament we now place on our Christmas tree every year.”

After retiring, Crane plans to stay busy. “I’m not one to just sit around,” she said. “I’ll volunteer somewhere—maybe a hospital or a school.”

She said she’ll look back on her years with the Postal Service fondly.

“It’s just been a wonderful job,” Crane said. “I really couldn’t have asked for much more.”

USPS releases Sunflowers Forever stamp

USPS issued a new Sunflowers Forever stamp on March 14 in Strongsville, OH. The stamp celebrates the sunflower as a native plant, highlighting its beauty as well as its cultural, ecological and agricultural importance—including its role in supporting pollinators and providing food.

Long associated with happiness and loyalty, sunflowers are admired for turning toward the sun and for their resilience, allowing them to thrive across diverse regions of the United States.

The stamp’s design features four stylized sunflowers, with bright yellow petals, rich brown centers, and green stems set against a pale-yellow background.

NYC tries ferry-to-bike delivery to reduce congestion

The New York City Department of Transportation is testing out a pilot program called Blue Highways where packages will be brought from Brooklyn to Manhattan via boat then cargo bike. The program is starting on a small scale with only about 800 parcels traveling by water each day, according to the *New Yorker*.

The article described the travel route of a Sephora package: At 2 a.m. the



A Dutch X biker backs his pedal-assist e-bike onto a ferry in New York.

package left a distribution center in Aberdeen, MD. At about 3 a.m. it arrived at a Red Hook waterfront terminal in Brooklyn owned by Dutch X, an environmentally cautious company that provides next-day delivery service. Then, a Dutch X employee wheeled the package onto a passenger ferry. When it reached the other side of the river in Manhattan, it was assigned to a Dutch X rider named C. Jay Jaime, who rode a pedal-assist e-bike with an attached trailer for packages to deliver it to the intended address.

Jaime described the efficiency of using a bike rather than a car: “Sometimes it takes longer to drive around the corner than to walk there.”

The program was created to help reduce the tens of thousands of delivery trucks that crowd the streets of New York City. The Department of Transportation estimates that a small number of cargo bikes can replace a single truck, making deliveries faster and more environmentally friendly.

Pen pal project connects deaf and hearing students

Students at the North Carolina School for the Deaf (NCSd) and members of the pen pal club at the North Carolina School of Science and Mathematics (NCSSM) connect through an exchange of letters. The initiative began after an NCSSM senior, Ariel, delivered a presentation on Deaf culture that sparked widespread inter-

est among students. Inspired to learn more, they formed a pen pal club that brings students from the two schools together through written correspondence.

Students exchange letters several times throughout the school year, often sharing details about their daily lives, hobbies and school experiences.

This year is the second year of the club, which is composed of only high school juniors and seniors. It has become popular enough with NCSd students that NCSSM students sometimes have multiple pen pals to correspond with.

Students at NCSd enjoy having connections outside of the deaf and hard-of-hearing community. Miles Castillo, a NCSd middle schooler in his second year of pen pal correspondence, said to *The Paper*, “When we’re writing, you get to know that person, and you get to know different people. What they like, what color they like—just a variety of different things. Every year it’s a new person.”

Ariel, the club leader, told *The Paper*, “Not everybody perceives the world the same way. Even though NCSSM is very good at being inclusive and encompassing all of that, sometimes you can still get caught in your own little bubble and not realize that there are very different perspectives on the world that can be based on just physically not having the same experiences.” **PR**

The correspondence between the North Carolina School for the Deaf and the North Carolina School of Science and Mathematics comes in the form of handwritten journals filled with notes between pen pals at the two schools.



Photo courtesy NCSSM

LIFE INSURANCE

MADE SIMPLE

As a letter carrier, your family depends on you. But what happens if something happens to you and you're no longer there for them to depend on? It may be difficult for many people to think about, but you owe it to them and to yourself to consider life insurance—and NALC's Mutual Benefit Association (MBA) can make it easy.

Life insurance ensures that your spouse, children or other loved ones will receive financial support no matter when you die. Life insurance can also cover costs such as debt, taxes and funeral expenses, and as a result, your

spouse and children aren't left to deal with such matters when they're most grief-stricken.

Even if you are young and don't have a spouse or children, buying a life insurance policy makes sense because it is less expensive, offering more benefits by starting early. Furthermore, some policies build a cash value you can use later in life.

"It's always smart to start planning your financial life early, and to make adjustments as your life changes," NALC President Brian L. Renfroe said. "NALC members have several good options for life insurance and should

consider them no matter where they are in life.”

We know that life insurance seems complicated, so MBA is working to make it simple.

YOUR MUTUAL BENEFIT ASSOCIATION

Founded in 1891, MBA is an insurer for NALC members and their families, administered from its office, which is located at NALC Headquarters in Washington, DC. Thanks to the multiple programs designed to meet the varied needs of letter carriers, MBA currently insures about 7,200 people for a total of \$170 million in life insurance coverage. MBA is overseen by Director of Life Insurance Jim Yates, a letter carrier from Long Island Merged, NY Branch 6000.

While most insurance companies put their profits ahead of your needs, the MBA is a not-for-profit insurer, run by letter carriers for letter carriers and their families.

“Unlike other insurance companies, everything we do is with the thought of how it will benefit our members and their families,” Yates said.

MBA offers two types of life insurance—term and whole life.

The simplest is **term life insurance**. Like home or auto insurance, term life protects the insured for a certain time period, or term, such as 10 years. While this kind of insurance covers only a set period, many term life products are renewable. The cost of term life insurance varies a great deal depending on your age—the older you are, the more expensive insuring your life will be.

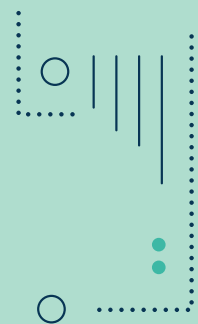
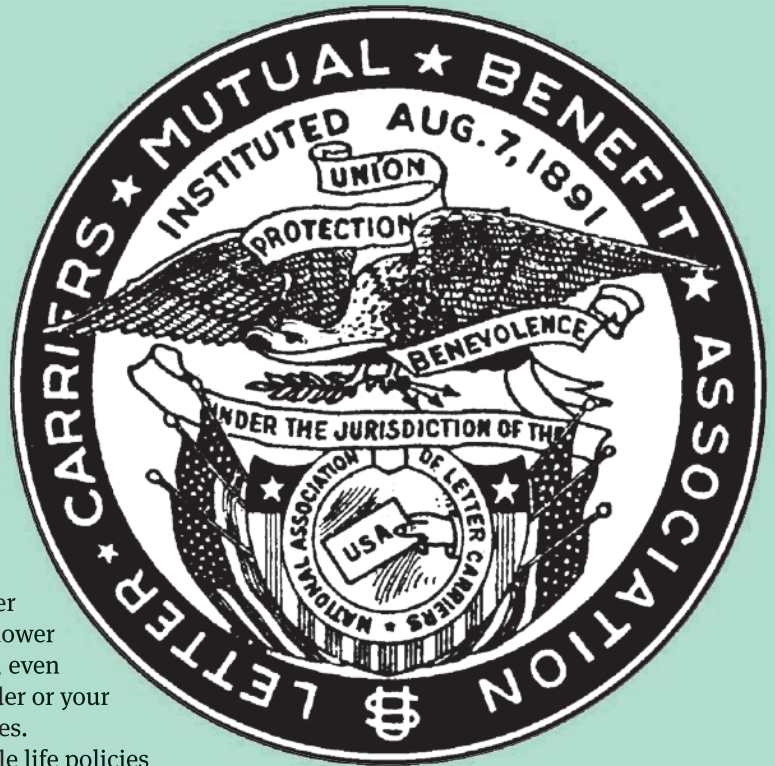
A **whole life insurance** policy has no term—it is guaranteed to pay a benefit when the insured dies, no matter when that is. Whole life policies

spread the costs over the payment period, and the premium amount will remain the same throughout the lifetime of the policy. That means that the earlier you buy, the lower the premium, even as you get older or your health declines.

MBA’s whole life policies come with a cash value, functioning like a savings plan. As you make premium payments on a whole life policy, a portion of the premium goes toward providing the death benefit (which is paid to the beneficiary at the time of the insured’s death), while the other portion builds a cash value. MBA invests the cash value portion of the premiums. This cash value remains available to the owner of the policy.

As with term life insurance, if you die with a whole life policy in force, the death benefit is paid. However, if you cancel a whole life policy, you receive the cash value that has accrued. For instance, you might choose to cancel a whole life policy and receive the cash value after you retire because your family has less need for life insurance coverage, and you need the money for living expenses instead. In addition, based on the policy contract, loan options may be available.

MBA pays dividends—a share of the profits—to its whole life insurance policyholders when the paid premiums exceed the amount needed by MBA for



LIFE INSURANCE MADE SIMPLE



policyholders when the paid premiums exceed the amount needed by MBA for the year to cover death benefits. Moreover, for whole life policies, the policyholder can choose between three options with their dividend to buy more insurance using the dividend, as life paid-up additions, leave the dividends on deposit to increase the policies cash value, or receive a dividend check.

Whatever your career status, letter carriers have many insurance options from MBA to choose from, and your needs may change over time. As you get older, buy a home, get married, have children, and perhaps divorce or form blended families with stepchildren, you might want to update your insurance plans or anticipate future changes. Your health also can change as you age, and some insurance policies take this into account.

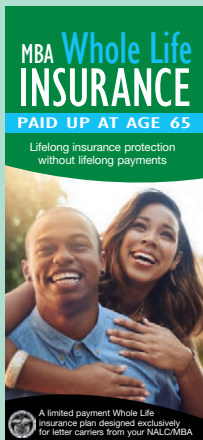
“MBA offers both term and whole life policies that could make sense for almost any letter carrier at any age or stage in life, from CCAs to retirees,” Yates said.



MANY OPTIONS FOR YOU

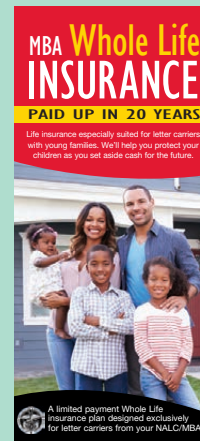
Here’s a look at the many whole and term life insurance products MBA offers to fit every letter carrier’s needs:

MBA Whole Life Paid-Up at Age 65 is a limited-payment whole life insurance policy. It is ideal for all letter carriers and their family members. MBA Life Paid-Up at Age 65 offers lifelong insurance protection without lifelong payments. This plan allows the insured to reduce their financial obligations upon retirement while maintaining insurance coverage. You can purchase life insurance coverage amounts between \$10,000 and \$150,000. Premium payments are required up to the policy’s anniversary date after the insured’s



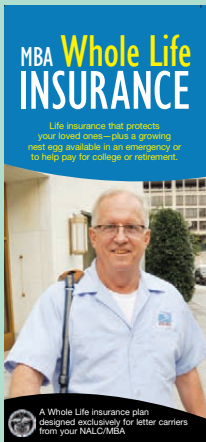
65th birthday. At that time, the policy is fully paid up, yet coverage stays in force throughout the insured’s lifetime, unless you decide to surrender the policy for its cash value.

MBA 20 Pay Whole Life is a limited-payment life insurance policy that lets you build up cash for your future. Whether you choose \$10,000 or \$150,000 worth of coverage or anything in between, you pay premiums for only 20 years. In the event of the insured’s death,



MBA 20 Pay Whole Life will pay the beneficiaries the full amount of the policy. After 20 years, you can keep the coverage at no cost or surrender your policy for its cash value. If you choose to keep the policy in force, your cash value will continue to grow, and you will continue to earn dividends. The MBA 20 Pay Whole Life is ideal for members who want to cover their children or grandchildren. The younger the insured is at the time of purchase, the lower the monthly premiums will be. Ownership of the policy can be transferred to the child when they become of age.

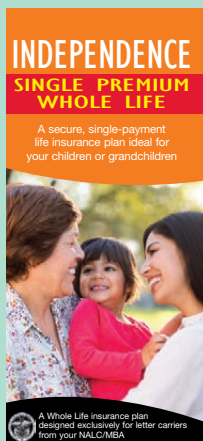
As with the Paid-Up at Age 65 and 20 Pay Whole Life plans, the **MBA Whole Life** policy is a whole life plan that lets you choose from \$10,000 to \$150,000 worth of coverage. Premiums are based on the amount of the policy benefit and your age at the time of purchase. With this plan, premiums remain the same throughout the life of your poli-



cy. This is ideal, as it is consistent coverage that can be taken out at any time up until age 90. The **Independence—Single Premium Plan**, one of the most convenient whole life plans available, provides you or any eligible member of your family with life insurance coverage of \$5,000, \$10,000, \$20,000, \$150,000 or any amount you choose within that range (subject to limitations) for a single, once-in-a-lifetime premium payment. With this plan, you not only get immediate real-cash value, but also investment advantages such as favorable tax-free interest earnings, easy low-interest loan availability, an instant cash-value option, a no-cancellation guarantee and, of course, full death benefits.

Similarly, there are the term life options:

MBA 10-Year Renewable and Convertible Term Life is a 10-year renewable and convertible policy. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it is in force. This plan lets you choose coverage of

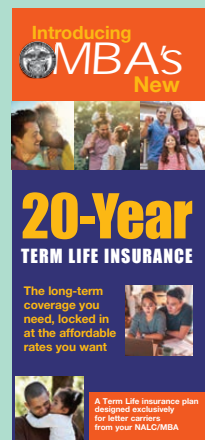
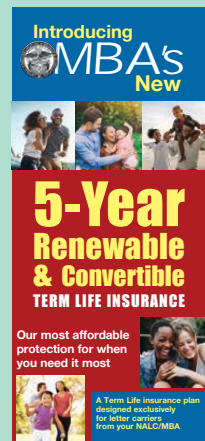


\$10,000 to \$150,000. Your premium will remain the same until the 10-year term ends. You can renew for another 10 years of coverage without a medical exam. At each renewal period, your premium increases according to your age. You can continue your MBA 10-Year Renewable and Convertible Term coverage until age 80. Also, you can convert your term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65, certain restrictions apply. Term Life is available for your spouse, children, grandchildren, great-grandchildren (all, including steps) and parents, at the same benefit amounts open to you.

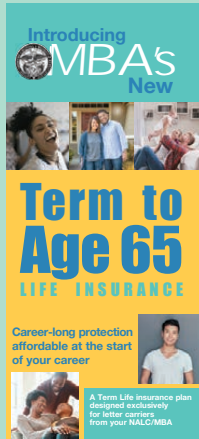
If you want a shorter term, there is **MBA 5-Year Renewable and Convertible Term Life**. This five-year renewable and convertible term policy functions the same as the 10-year version, but at five-year intervals.

If you want a longer term, there is **MBA 20-Year Term Life**. While not automatically renewable, as are the five- and 10-year term life options, it is convertible to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65, certain restrictions apply. When your 20-year term expires, you can reapply for another 20-year term if you are age 60 or under.

The final term life product is **MBA Term to Age 65 Life Insurance**. This plan offers term-life insurance until the insured reaches age 65. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65. This plan



LIFE INSURANCE MADE SIMPLE



Life, without taking a medical exam, with restrictions.

OTHER PRODUCTS

Beyond whole and term life insurance, MBA offers other products that letter carriers and their families should consider.

All NALC members are automatically enrolled in free accidental death coverage that covers letter carriers for \$5,000 if they die as the result of an accident.

Individual Disability Income policies can cover active NALC members when the unexpected happens. It helps ensure that you have the money you need—and are better able to continue living the lifestyle you have worked for—if you become hurt or too sick to work. Disability income benefits start 14 days after your disability begins and payments continue during your disability for a period of up to six or 12 months, depending on which benefit period you select for your plan.

It's guaranteed renewable to age 65 by payment of the premium on each renewal date. As long as the premium is paid on time, MBA cannot change any benefits or refuse to renew the policy. Premiums are based on the table of rates in effect for all members insured under the policy who have the same issue age and policy date.

If you are hospitalized for illness or injury, MBA's **Hospital Plus** can help your financial health with cash payments of \$30, \$50, \$75 or \$100 a day, depending on your specific policy. Cash benefits start



on the first day you are hospitalized and continue for up to 365 days for one hospitalization. Our Hospital Plus also lets you cover your whole

family, your spouse at the same coverage amount as the member, and children are covered at 60 percent of the member's coverage.

Benefits are paid in full regardless of other health insurance benefits you receive. Cash benefits are paid directly to you and may be used for any purpose. This is extra cash protection to help you meet the financial burdens associated with accidents and illnesses.

All applying members, regardless of age, and their eligible dependents may be covered. As long as you pay your premium, you can keep your policy, regardless of prior benefits received or future health conditions. Rates will not be individually raised.

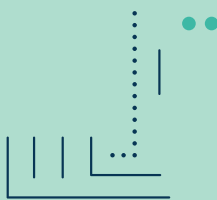


MORE INFORMATION

Life insurance is a lot to consider, and sometimes you might want to talk to another letter carrier for information and guidance. Branches should have a local MBA representative, a letter carrier who understands MBA insurance policies, and who can help you.

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

"Whatever your stage in life, it's a good idea to look at your life insurance needs," President Renfro said. "Please consider the options MBA has, and protect the financial future of you and your family." **PR**



TURNING A LOVE OF ART INTO A LOVE OF READING

Although Hartford, CT Branch 86 member **Devon Torres** didn't have kids, he's had an idea for a children's book since his mid-20s. When he had children, his wife reminded him and encouraged him to try making the book a reality, so he did.

Torres, now 30, has been drawing since kindergarten and was voted "most artistic" in high school. It was nothing more than a hobby for most of his life, which he took a break from in his 20s due to work and life responsibilities.

His first and only book so far, *Freddy the Frog*, is designed to make reading engaging and fun. His biggest inspiration being Dr. Seuss books, he includes rhymes and fun use of color and word play in his book. "Engagement is a big thing for me," Torres said.

The nine-year letter carrier "worked [his] way little by little." He wrote the story first, then designed character prototypes and matched the imagery to the text carefully.

Torres chose a frog as the main character because of the opportunities it presented for "playful wording."

After he finished writing, illustrating and putting everything together, he then moved on to the book publishing process. He started with Amazon Kindle Direct Publishing, then worked directly with printers. He didn't personally know anyone who had started a publishing company, so he learned from people on social media who had done so.

Torres said he "started looking at children... more in a family community perspective," after he had two daughters of his own, who are now 3 and 1. He felt drawn to not just nurturing his own children, but helping and encouraging all children.

"I kind of want to make a broader impact," he said.

In late November 2025, Torres received a local grant from the Urban

League in Hartford that helped him expand his business by providing funding to get more inventory.

To try to expand his reach, he contacted many local schools to see if they would be interested in purchasing copies of his book. If the schools accept, he provides a reading with a large group of children. The read-along is his way to demonstrate how teachers and students can engage with the book together. His first read-along was April 7, when he read to seven or eight classes at a school that had purchased 125 of his books.

"I feel that if I present the book in a certain way that the kids will be engaged, and maybe that'll make a positive impact on them and encourage them to read more," Torres said.

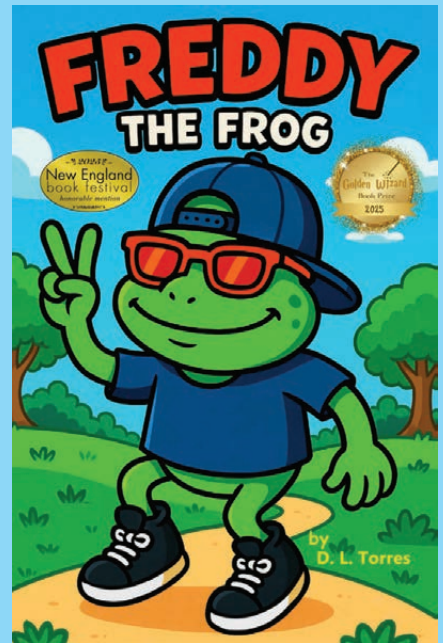
"Some teachers have called it a little bit clever," he added. "They chuckle at it and the kids sometimes smile."

In terms of community engagement, he is signing up to participate in as many book fairs as possible.

As a letter carrier, publisher and father, it can be difficult to balance all his responsibilities, but he tries to find time for everything. He is currently working on another book for his publishing company and already has it written, but doesn't "want to rush it."

In the future, he plans to expand his impact on young students, maybe putting on events and providing free school supplies, such as book bags, crayons and pencils.

Overall, the main "goal with my company is to make reading fun," Torres said. **PR**



Torres' book has received several awards.

The letter carrier has started to go to schools to do readings for kids.



Practice makes perfect for MDA[®]

Sometimes it's a new idea that takes off. Sometimes it's an old standby that works. Either way, letter carriers never stop finding ways to support the Muscular Dystrophy Association (MDA). We've been MDA's oldest and most stalwart partner for seven decades because branches keep finding the best way to bring in donors.

"Branches keep trying and refining new fundraising ideas, while keeping the proven ones in play and learning from experience what works and what doesn't," NALC President Brian L. Renfroe said. "Letter carriers combine dedication and creativity to keep boosting our overall support for MDA."

NALC's efforts to support MDA help children and adults with neuromuscular diseases, as well as their families, who depend on MDA for medical research and support. NALC began raising funds for MDA when it was founded in 1950, and two years later, the union adopted MDA as its official charity and became MDA's first national sponsor. Branches nationwide committed to raising money on the local level.

Since then, NALC branches and state associations have dreamed up creative ideas for fundraising events that increased our fundraising totals to more than \$1 million in many years, and expanded on the ones that work best. Many rely on events like bowlathons, golf and poker tournaments, fill-the-satchel drives and dozens more. Letter carriers also support MDA by volunteering at MDA Summer Camps and other events.

Branches were forced to expand their reach using internet tools created when the COVID-19 pandemic forced the suspension of traditional fundraising events starting in 2020. Those tools were so successful that many NALC branches kept them in place to supplement in-person fundraising.

MDA works in close collaboration with NALC to offer similar online tools so that letter carriers can focus on the fundraising, such as event websites that track donations. Branches add the details of their events and enter the RSVPs, payments and other data, which automatically go to MDA.



MDA can help with fundraising details as well, from tax information to assisting with donation letters to offering an MDA-branded template for publicity materials. The popular shamrock, summer camp and holiday pinups that donors can buy and display their names on a wall also are available. The charity can often arrange for a nearby MDA ambassador with muscular dystrophy to attend an event to represent the people whose lives MDA affects.

“We have the tools you need to succeed at the branch level,” Assistant to the President for Community Services Christina Vela Davidson said. “All it takes is planning the event and getting people to participate. This is how we’ve succeeded in building our support for MDA for so long.”

Every year, NALC recognizes the top fundraising branches. On page 25, you’ll find the MDA Honor Roll, listing branches that collected the most donations for MDA in 2025, along with the list of what each contributing branch and other offices brought in.

As in several past years, the top fundraising branch this year was New Jersey Merged Branch 38.

“Branch 38’s success with Muscular Dystrophy Association fundraising comes from our commitment to running a wide variety of events that engage different members and supporters throughout the year,” Branch 38 President **Joe Rutkoski** said. It’s also “due to our teamwork, led by Branch 38 MDA coordinator **Armando Pedreira**. He really does an outstanding job. Each MDA event has a different chairperson who is responsible for and runs an event. Each one of these chairpersons, along with all the officers and staff, are dedicated to the cause of MDA.”

Finding new ways to raise funds is a big part of the branch’s success, Rutkoski added.

“The real key to our success is our willingness to innovate. We’re always open to trying new ideas and seeing what works and what does not work. In 2025, we introduced a deep-sea fishing trip and a bourbon-and-cigar day—both were strong successes, and we’re bringing them back again this year. In 2026, we are looking into a karaoke night for MDA. You have to keep trying new things. That’s the formula: Keep experimenting, keep what works, and don’t hesitate to drop what doesn’t.”

“I’m so proud of what all our branches have accomplished, and I thank them for their hard work,” Vela Davidson said. “We’re here to help them with whatever they need to support their events in the future. Thanks to their efforts, NALC raised a total of \$945,757.16 for MDA last year.”

Each year, *The Postal Record* takes a look at some of the ways branches are raising money for MDA and what they are learning from it.

Going with what works on the right day

Kenneth Best, vice president and MDA coordinator for Kansas City, MO Branch 30, has figured out how to put on an MDA event that gets results. For more than two decades, the branch has relied on a tried-and-true golf tournament with a dinner afterward that usually attracts about 60 golfers. The latest tournament yielded about \$3,000 for MDA.

The branch also holds a bowlathon the Sunday before Columbus Day each year that brings out roughly 80 bowlers. The timing is key, Best said—letter carriers work long, hard hours, even on Saturdays, so an event with a break the next day gives them room to come out.

“It works out better when you have it on a Sunday before a holiday,” he said. “People show up. It’s just hard to get the



New Jersey Merged Branch 38 has a lot of success with its golf tournament, where it includes other fundraising ideas, such as putting names of donors on shamrocks.



Kansas City, MO holds a bowlathon the Sunday before Columbus Day each year.



new generation of people out there. And we try to do stuff on Saturday nights in the hall, and people just wouldn't come."

A recent trivia night event flopped because of the scheduling. "It was on Saturday night," Best said. "It just didn't work out. It's just too much competition from everything else people can do."

The branch schedules the golf tournament for nice weather, of course, but avoids competing with outdoor opportunities for the bowlathon.

Best has boosted participation, especially among younger carriers, by giving incentives to organizers like stewards to get the word out.

"The station that gets the most teams, I throw them a pizza party. I pay for it out of my own pocket," he said. "The last year was a big increase because we got several stations ... that in the past we didn't have a lot of participation [from]."

At the bowlathon, he said, they nearly filled all the lanes at Premier Bowl.

"I was more out there networking with the younger people, trying to get them involved to keep it going and get them to talk to their people," he said. One carrier wrangled seven teams in a station that usually sends one.

"It doesn't just have to be postal workers," he added, "It's going to be family and friends like that who come out and participate, which makes it better."

Building back with new ideas

Retirements and the pandemic hurt Fargo-West Fargo, ND Branch

205's MDA fundraising efforts, but the branch is clawing its way back with innovative events, said Branch President **Cory Carter**.

The branch once relied on an annual auction of items donated by local businesses, he said: "We would raise around \$13,000 in some years. But the COVID pandemic really slammed the door on that. We weren't getting out to the businesses." When the carrier who spent months going from business to business each year, **Randy Sorby**, retired as well, the auction faded.

"He retired in the midst of that and we were trying to find somebody to take it over," Carter said. "But, you know, the Post Office and being a letter carrier is so different now, compared to what it was pre-COVID. I mean, the forced overtime and short staff just really prevents us from being able to do what Randy had done. He never worked overtime, so he would have his days off to be able to go around. He had all these relationships built up, and so many businesses closed or were just really pulling back on anything that they donated."

The branch has turned to new ideas to support MDA.

A Fargo restaurant, the 701 Eatery, was offering a new way to fundraise, and the branch jumped at the chance.

"They had a thing called Dine to Donate, and it was a new thing they were trying at their restaurant," Carter said. "So, all they really required was, you know, four to five people to volunteer their time for—I think they were there for three or four hours, something like that. And what they would do then is cut us a check for 10 percent of everything that they brought in for the evening."

Instead of four or five volunteers, eight letter carriers showed up, raising a quick \$341 for MDA. They also took



Fargo-West Fargo, ND Branch 205 found success recently holding a “Dine to Donate” campaign at a local restaurant.

advantage of the opportunity for publicity. While he was bussing tables and bringing drinks to customers, branch member **Dave Steichen** made sure customers knew they were letter carriers working for a good cause.

“He was so good with the customers. He would go around to all the tables and tell them what we were doing, why we were there, who we were. He was phenomenal with that,” Carter said. “He was like the social butterfly for us.”

Carter backed up the event with an appearance on a local radio station to get customers out, giving both the restaurant and MDA an extra boost.

The branch tried another ready-to-use fundraising opportunity by selling raffle tickets for all-inclusive travel packages offered by a fundraising company. The winner chose the package they wanted. The packages included package trips like three nights in Kentucky for a bourbon-tasting tour and a six-day trip to Italy with a private chef and winery tour.

The results were disappointing, though.

“I thought this was going to be beating people away to buy tickets, but it didn’t turn out as well as I thought,” Carter said. “We sold enough tickets to cover the cost of the trip,” but they had trouble selling more.

“We ended up selling 28 tickets and, you know, tough economy right now, I guess,” he said. “But had we sold all 100 tickets, and I think some larger branches would easily be able to do this, we would have \$8,100 to send to MDA.”

Taking advantage of an event that already attracts folks—the branch’s annual Christmas dinner—has yielded results, though.

“The last couple years, we’ve played bingo and people love it. We do like \$5 a card and play like three games,” yielding an easy \$400 for MDA last year, he said.

“That’s a fun one to do, and it doesn’t take a whole lot of preparation,” Carter said. “And who doesn’t love bingo?”

Keeping it fun

For many years, Western Massachusetts Branch 46 has relied on its annual golf tournament to bring in a healthy haul for MDA. The branch charges \$500 for a foursome and \$125 for single golfers, which includes a catered dinner afterward. Last year’s event, held at the Southampton Country Club, brought in about \$8,000 for MDA, said Branch President **Michael Harazmus**.

“It’s a fun event, so that it makes it easier,” he added. “We do have hole sponsors. We ask businesses or individuals to sponsor tees [at \$150 per hole]. That’s a way of raising money. Then there’s a dinner that follows and a raffle. And, you know, we either purchase or get donated prizes. And then that’s another way of generating revenue for MDA.”

Planning the event requires some work, he said, but running it is easy: “There’s heavy lifting behind the scenes, but the day of the event, it just kind of flows freely.”

Harazmus estimates that about half the players are letter carriers, with the rest made up of family, friends and members of the community.

As with many fun-oriented golf events, the Branch 46 tournament uses a scramble format where each player in a foursome plays from the best shot among them. “Doesn’t matter how good you are, you’re playing the best shot out of the four shots that you take,” he said.

The tournament usually brings in at least 80 players, but the branch’s goal this year is 28 foursomes, which would require 112 golfers. Most are reliable



participants each year. Harazmus credits the lively atmosphere for the consistent success of the tournament.

“The fact that it’s fun,” he said, “keeps them coming back.”

MDA’s mission

Since it was founded, MDA has used the funds raised by letter carriers to support medical research on dozens of neuromuscular diseases to develop medications and treatments that ease symptoms, some of which might extend life spans. For instance, most children with Duchenne muscular dystrophy, the most common and severe type of the disease, once died in their teens. Today, there are adults in their 40s living with Duchenne.

MDA is the nation’s largest nonprofit supporter of research on neuromuscular diseases, funding hundreds of physicians and scientists in the struggle to free children, and the families who love them, from the harm caused by muscular dystrophy and by more than 40 related muscle-debilitating diseases, including amyotrophic lateral sclerosis (better known as ALS). MDA’s efforts have contributed to numerous major advances in muscle biology and therapy development.

MDA has been involved in research into basic muscle and nerve biology since its inception, when little was known about how muscles were formed or how they functioned. Since then, thousands of published scientific papers have explained how the tissues work and what goes wrong in neuromuscular diseases, building a knowledge base for finding treatments. MDA funding supported the research that led to the identification of the genetic causes of dozens of diseases, starting with the discovery of the dystrophin gene in 1986. This research is paying dividends as new medications and therapies are being developed.

The charity also supports children and adults with neuromuscular diseases, and their families, by improving their quality of life. One way it provides this support is by sponsoring summer camps for children. At these adaptive camps, children participate in traditional summer camp events, including swimming, arts and crafts, sports and games. Letter carriers not only help fund these camps—some carriers volunteer their time to work directly with the children.

MDA Honor Roll

To recognize the efforts of NALC branches in supporting MDA’s mission each year, *The Postal Record* publishes the MDA fundraising results of every participating branch from the previous year, as reported to us by MDA. The branches listed on the following pages have helped to fulfill the shared vision of support for NALC’s official charity.

If your branch didn’t participate in the fundraising drive for MDA last year, perhaps it is time to contact your branch leadership and volunteer as an MDA coordinator or event volunteer. If your branch raised funds last year but you do not see your branch’s donations listed or the amount is inaccurate, please contact NALC Assistant to the President for Community Services Vela Davidson at mda@nalc.org or 202-662-2489 as soon as possible.

“Our goal is always to top the previous year in support for MDA,” President Renfroe said. “Any letter carrier can organize events, volunteer or participate, and the more good ideas and dedication we bring to the table, the better we do. We are proud of what our union has accomplished to make the lives of people affected by neuromuscular diseases better. I can’t wait to see what letter carriers accomplish together for MDA again this year!” **PR**

2025 MDA Honor Roll

Category 1 (2,000+ members)

New Jersey Mgd. Br. 38	\$50,813.12
St. Louis, MO Br. 343	\$15,000.00
Chicago, IL Br. 11	\$14,010.78

Category 2 (1,500-1,999)

Minneapolis, MN Br. 9	\$25,112.62
Portland, OR Br. 82	\$11,183.00
Seattle, WA Br. 79	\$10,558.83

Category 3 (1,000-1,499)

Louisville, KY Br. 14	\$19,743.22
Arizona Mgd. Br. 1902	\$17,172.00
Toledo, OH Br. 100	\$16,601.17

Category 4 (700-999)

Northeastern NY Br. 358	\$10,554.83
Youngstown, OH Br. 385	\$10,150.00
Clearwater, FL Br. 2008	\$10,004.00

Category 5 (500-699)

Fort Wayne, IN Br. 116	\$26,241.83
Central Iowa Mgd. Br. 352	\$4,488.20
New Hampshire Mgd. Br. 44	\$4,009.00

Category 6 (350-499)

Erie, PA Br. 284	\$15,387.00
Springfield, IL Br. 80	\$12,025.00
Stamford, CT Br. 60	\$8,300.00

Category 7 (200-349)

South Central IN Br. 828	\$18,005.19
Mansfield, OH Br. 118	\$14,050.00
Saginaw, MI Br. 74	\$11,463.00

Category 8 (100-199)

Zanesville, OH Br. 63	\$8,018.00
Waterloo, IA Br. 512	\$7,156.00
Greeley, CO Br. 324	\$6,377.45

Category 9 (50-99)

Manitowoc, WI Br. 490	\$15,291.00
Albany, OR Br. 959	\$5,365.00
Adrian, MI Br. 579	\$1,222.00

Category 10 (1-49)

Laramie, WY Br. 463	\$1,149.00
Los Alamos, NM Br. 4112	\$1,000.00
Natchez, MS Br. 476	\$300.00

Alaska

Anchorage Br. 4319	\$100.00
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Alabama

Huntsville Br. 462	\$10,000.00
Birmingham Br. 530	\$4,200.00
Tuscaloosa Br. 1096	\$1,755.00
Decatur Br. 1314	\$300.00

Arkansas

Little Rock Br. 35	\$1,000.00
Fort Smith Br. 399	\$1,000.00
Hot Springs National Park Br. 543	\$1,250.00

Arizona

Tucson Br. 704	\$1,803.00
Arizona Mgd. Br. 1902	\$17,172.00
Sun City Br. 6156	\$3,418.34

California

Central CA Coast Br. 52	\$5,945.00
San Diego Br. 70	\$13,386.50
Sacramento Br. 133	\$8,267.09
Stockton Br. 213	\$400.00
San Francisco Br. 214	\$600.00
San Bernardino Br. 411	\$410.15
Bakersfield Br. 782	\$2,000.00
Greater East Bay Br. 1111	\$7,357.00
Santa Clara Br. 1427	\$3,397.00
Hayward Br. 1707	\$748.69
Burbank Br. 2086	\$1,050.82
Upland Br. 2168	\$107.10
Pasadena Br. 2200	\$3,014.61
Carmichael Br. 4494	\$1,000.28

Colorado

Denver Br. 47	\$500.00
Colorado Springs Br. 204	\$4,892.00
Greeley Br. 324	\$6,377.45
Ft. Collins Br. 849	\$4,625.00
Arvada Br. 4405	\$1,100.00
Centennial Br. 5996	\$460.00

Connecticut

Connecticut Mgd. Br. 20	\$4,716.00
Bridgeport Br. 32	\$584.00
Stamford Br. 60	\$8,300.00
Hartford Br. 86	\$8,449.00

District of Columbia

Washington Br. 142	\$500.00
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Florida

North Florida Br. 53	\$1,991.10
Pensacola Br. 321	\$32.50
South Florida Br. 1071	\$8,887.00
Central Florida Br. 1091	\$2,090.00
West Palm Beach Br. 1690	\$436.00
Bradenton Br. 1753	\$500.00
Clearwater Br. 2008	\$10,004.00
Emerald Coast Br. 4559	\$1,000.00
Naples Br. 4716	\$1,440.00

Georgia

Savannah Br. 578	\$309.00
Marietta Br. 1119	\$1,080.00
Roswell Br. 4862	\$500.00

Hawaii

Waipahu Br. 4683	\$800.00
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Iowa

Central IA Mgd. Br. 352	\$4,488.20
Davenport Br. 506	\$200.00
Waterloo Br. 512	\$7,156.00
Fort Dodge Br. 645	\$564.00

Illinois

Chicago Br. 11	\$14,010.78
Peoria Br. 31	\$6,039.10
Springfield Br. 80	\$12,025.00
Galesburg Br. 88	\$235.00
Aurora Br. 219	\$3,640.00
Rockford Br. 245	\$3,275.00
Joliet Br. 305	\$693.00
Bloomington Br. 522	\$752.00
Oak Brook Br. 825	\$13,954.53
Wilmette Br. 1107	\$1,107.00
Granite City Br. 1132	\$150.00
Naperville Br. 1151	\$450.00
Downers Grove Br. 1870	\$1,545.00
Des Plaines Br. 2076	\$1,147.01
S. Suburban Mgd. Br. 4016	\$5,906.00

Indiana

Indianapolis Br. 39	\$10.00
Muncie Br. 98	\$1,869.25
Fort Wayne Br. 116	\$26,241.83
South Bend Br. 330	\$1,608.00
New Albany Br. 367	\$25.00
Evansville Br. 377	\$1,500.00
Marion Br. 378	\$338.00

Anderson Br. 489	\$1,615.00
Jeffersonville Br. 553	\$318.00
Hammond Br. 580	\$25.00
Valparaiso Br. 753	\$10.00
S. Central IN Br. 828	\$18,005.19

Kansas

Topeka Br. 10	\$310.00
Lawrence Br. 104	\$759.86
Wichita Br. 201	\$2,845.01
Hutchinson Br. 485	\$240.00
Manhattan Br. 1018	\$728.00
Shawnee Mission Br. 5521	\$434.02

Kentucky

Louisville Br. 14	\$19,743.22
Central KY Br. 361	\$1,226.73
Paducah Br. 383	\$35.00
South Central KY Br. 468	\$5.00

Louisiana

Baton Rouge Br. 129	\$800.00
Lake Charles Br. 914	\$6,767.11
Houma-Thibodaux-Lockport Br. 2464	\$1,000.00

Massachusetts

Worcester Br. 12	\$2,107.00
Southeast MA Mgd. Br. 18	\$5,718.39
MA Northeast Mgd. Br. 25	\$5,673.50
Boston Br. 34	\$11,521.39
Western MA Br. 46	\$8,690.58
Fall River Br. 51	\$1,361.00

Maryland

Baltimore Br. 176	\$707.44
Hagerstown Br. 443	\$500.00
Laurel Br. 3755	\$50.00

Michigan

Detroit Br. 1	\$9,760.00
Muskegon Br. 13	\$5.00
Grand Rapids Br. 56	\$8,315.00
Saginaw Br. 74	\$11,463.00
Lansing Br. 122	\$20.00
Bay City Br. 187	\$250.00
Jackson Br. 232	\$5,315.00
Southwest MI Br. 246	\$1,825.60
Mid-Michigan Br. 256	\$2,105.00
Battle Creek Br. 262	\$100.00
North Oakland Co. Br. 320	\$65.00

2025 MDA Honor Roll

Iron Mountain Br. 395	\$500.00	Nevada		Tennessee	
Ann Arbor Br. 434	\$1,045.35	Reno Br. 709	\$938.00	Nashville Br. 4	\$9,000.00
Petoskey Br. 523	\$5.00	Las Vegas Br. 2502	\$7,335.00	Memphis Br. 27	\$2,465.00
Port Huron Br. 529	\$869.00	New York		Knoxville Br. 419	\$2,835.00
Adrian Br. 579	\$1,222.00	Buffalo-Western NY Br. 3	\$3,022.83	Texas	
Holland Br. 601	\$60.00	Albany Br. 29	\$765.00	Waco Br. 404	\$1,120.00
Traverse City Br. 618	\$10.00	New York Br. 36	\$6,500.00	San Antonio Br. 421	\$185.00
Mount Clemens Br. 654	\$7,670.60	Brooklyn Br. 41	\$25.00	Beaumont Br. 842	\$1,241.00
Wyandotte Br. 758	\$150.00	Syracuse Br. 134	\$7,146.66	Pasadena Br. 3867	\$1,724.00
Southeast MI Br. 2184	\$190.00	Rochester Br. 210	\$8,447.92	North Texas Br. 4065	\$340.00
Midland Br. 2317	\$4,785.00	Watertown Br. 302	\$1,015.00	Utah	
Royal Oak Br. 3126	\$16,465.74	Binghamton Br. 333	\$6,694.00	Ogden Br. 68	\$6,014.88
South Macomb Br. 4374	\$296.26	Long Island City Br. 357	\$900.00	Salt Lake City Br. 111	\$9,576.47
Minnesota		Northeastern NY Br. 358	\$10,554.83	Virginia	
Minneapolis Br. 9	\$25,112.62	Yonkers Br. 387	\$7,265.00	Lynchburg Br. 325	\$200.00
St. Paul Br. 28	\$5.00	Westchester Mgd. Br. 693	\$546.00	Alexandria Br. 567	\$500.00
St. Cloud Br. 388	\$1,845.25	New City Br. 5229	\$160.00	Fredericksburg Br. 685	\$650.00
Albert Lea Br. 718	\$100.00	Long Island Mgd. Br. 6000	\$10,625.00	Virginia Beach Br. 2819	\$1,700.00
Hopkins Br. 2942	\$370.00	Ohio		Northern VA Br. 3520	\$9,020.00
Missouri		Cleveland Br. 40	\$2,731.35	Chesapeake Br. 6066	\$50.00
Jefferson City Br. 127	\$374.00	Cincinnati Br. 43	\$634.00	Washington	
Springfield Br. 203	\$650.00	Zanesville Br. 63	\$8,018.00	Seattle Br. 79	\$10,558.83
St. Louis Br. 343	\$15,000.00	Columbus Br. 78	\$3,466.00	Tacoma Br. 130	\$488.00
St. Charles Br. 984	\$1,026.00	Toledo Br. 100	\$16,601.17	Spokane Br. 442	\$2,115.00
Hazelwood Br. 5847	\$782.00	Mansfield Br. 118	\$14,050.00	Snohomish Co. Br. 791	\$315.00
Mississippi		Akron Br. 148	\$3,775.00	Vancouver Br. 1104	\$6,134.25
Natchez Br. 476	\$300.00	Dayton Br. 182	\$590.00	Kitsap Peninsula Br. 1414	\$1,250.00
North Carolina		Elyria Br. 196	\$8,150.00	Wisconsin	
Durham Br. 382	\$1,500.00	Youngstown Br. 385	\$10,150.00	Racine Br. 436	\$473.00
Raleigh Br. 459	\$1,893.00	Hamilton Br. 426	\$1,806.00	Manitowoc Br. 490	\$15,291.00
Winston-Salem Br. 461	\$500.00	Oklahoma		Janesville Br. 572	\$3,733.00
Charlotte Br. 545	\$867.00	Oklahoma City Br. 458	\$3,631.00	Green Bay Br. 619	\$1,105.90
Fayetteville Br. 1128	\$2,381.24	Tulsa Br. 1358	\$3,627.34	Eau Claire Br. 728	\$556.00
Henderson Br. 1286	\$250.00	Oregon		Appleton Br. 822	\$5,899.81
Burlington Br. 2262	\$1,090.00	Portland Br. 82	\$11,183.00	Wyoming	
North Dakota		Salem Br. 347	\$1,520.00	Laramie Br. 463	\$1,149.00
Fargo-W. Fargo Br. 205	\$1,045.00	Eugene Br. 916	\$543.00	State Associations	
Grand Forks Br. 517	\$900.00	Albany Br. 959	\$5,365.00	Arkansas	\$2,200.00
Bismarck Br. 957	\$3,765.00	Pennsylvania		Arizona	\$170.00
Nebraska		Scranton Br. 17	\$80.00	California	\$1,000.00
Lincoln Br. 8	\$2,500.00	Pittsburgh Br. 84	\$13,025.00	Delaware	\$623.00
Kearney Br. 312	\$200.00	Wilkes-Barre Br. 115	\$3,863.00	Georgia	\$1,192.00
New Hampshire		Philadelphia Br. 157	\$5,826.27	Indiana	\$4,047.00
NH Mgd. Br. 44	\$4,009.00	Reading Br. 258	\$2,098.00	Kentucky	\$315.00
New Jersey		Lancaster Br. 273	\$200.00	Maryland	\$550.00
NJ Mgd. Br. 38	\$50,813.12	Lehigh Valley Br. 274	\$1,496.70	Minnesota	\$9,277.54
Elizabeth Br. 67	\$1,205.00	Erie Br. 284	\$15,387.00	Missouri	\$1,066.99
Trenton Br. 380	\$1,933.50	Johnstown Br. 451	\$3,000.00	Mississippi	\$170.00
Bergen Co. Mgd. Br. 425	\$10.00	Allentown Br. 500	\$1,000.00	Montana	\$3,815.00
Garden State Mgd. Br. 444	\$940.00	Uniontown Br. 520	\$1,500.00	North Dakota	\$853.25
Camden Mgd. Br. 540	\$4,890.00	Southeast PA Mgd. Br. 725	\$4,179.09	New Mexico	\$1,433.00
Cherry Hill/Haddonfield Br. 769	\$2,528.00	Bux-Mont Br. 920	\$762.41	Pennsylvania	\$1,520.00
South Jersey Br. 908	\$5,265.00	State College Br. 1495	\$7.00	South Carolina	\$271.00
Freehold Br. 924	\$700.00	Great Valley Mgd. Br. 4317	\$1,180.00	South Dakota	\$853.25
Westfield Br. 1492	\$5,300.00	Rhode Island		Virginia	\$1,046.00
Toms River Br. 2128	\$50.00	Pawtucket Br. 55	\$1,480.00	Washington	\$7,500.00
Brick Town Br. 5420	\$900.00	Newport Br. 57	\$1,038.00	Wisconsin	\$3,746.25
New Mexico		South Carolina		Regions and Headquarters	
Albuquerque Br. 504	\$3,083.00	Anderson Br. 1871	\$223.00	Region 15	\$290.00
Alamogordo Br. 3994	\$1,000.00	South Dakota		Headquarters	\$250.00
Los Alamos Br. 4112	\$1,000.00	Sioux Falls Br. 491	\$5,794.12	Grand Total	\$945,757.16

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

Honoring heroic carriers

Heroism, like the mail, comes in many packages—think of police officers or firefighters. But for some citizens in need of assistance, their heroes come in the form of 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 runs into burning building twice

Misty Newman had just finished a route on Jan. 31 in Hermantown, MN, and was in her postal vehicle rounding a corner. As she did so, “a giant orange flaming tower shot up right to my left,” she said.

“The initial explosion was taller than all the trees and all the neighboring buildings,” the Duluth Branch 114 letter carrier said. “It was very loud and very scary.”

Newman realized the explosion was at the retirement community she sometimes delivered mail to. Worried, she turned into the complex where the one-year letter carrier immediately made her way to the flames.

“I honestly didn’t think about getting hurt,” Newman said. “I literally don’t remember any actual thoughts going through my brain other than, ‘Get there. Help them.’”

“There were some younger girls standing outside one of the doors yelling, ‘She won’t leave! We can’t get her out!’ and I just went right past them into the apartment,” Newman said. “I spent probably a minute arguing with a lovely old lady [Helen] about her

quiche being in the oven, and how she didn’t want it to burn until I dragged her out to my car. I drove her maybe half a block away just to get her away from the flames.”

Without fear, Newman went right back to the site of the explosion. She knew there were about a dozen large buildings with six apartments in each and wanted to make sure all the residents were able to get out.

“On the other end of the housing complex, the lady [who lived there, Nancy] was still inside, so I grabbed her and took her to my car,” she said, and added, “I tried going back a third time, but there was a police officer there then, and she wouldn’t let me back in.”

Newman said, “The fire hydrant was between my vehicle and the house that was burning, so I actually had to stay there until midnight, because I couldn’t drive over the fire hose,” and there was no other way of leaving the area.

For about an hour and a half before the residents were shuttled to the community center, Newman made sure Nancy and Helen—who was insistent on going back for her quiche—stayed in the car. Despite having saved her life, Nancy was mad at Newman, too, because the carrier had dropped some of Nancy’s pill bottles and hadn’t grabbed her cell phone.

“Nancy kept getting out and trying to fight the cops and the fire department and the owner,” Newman said. “She’s this little 5-foot-nothing 76-year-old, and she was chest to chest screaming at him. It was entertaining.”

Newman talked to other residents who informed her there were two people who were unaccounted for. She lamented the people she couldn’t save and felt guilty that she didn’t go back for them, too.

“I felt I could have saved them,” she said. “I found out when I stopped back



Misty Newman



The fire that MacLeod spotted

by two days later that I couldn't have. They were entirely too close to the initial explosion. They passed instantly."

After the residents left, Newman "sat in my car and cried," she said. "As soon as I got out of my own head and calmed myself down enough to not cry, [that] was when they located and brought out the first body and I lost it all over again. I blamed myself for not saving the two that passed, even though I know I couldn't have saved them all."

Since the incident, she has received therapy and has been working a lot to keep herself busy.

Looking back, Newman called running into a burning apartment without any safety gear "stupid." But she said she felt it was something from the different roles she has filled in her life—being in the Army National Guard from 2002 to 2008; being a nurse from 2014 up until she became a letter carrier; and as a mother of four—that drove her to act without thinking when it came to saving lives.

When she returned to the site two days later, she found out from an apartment manager that the fire was caused by an explosion of the boiler system.

The building where the explosion occurred is still vacant, and it's estimated that it will be about a year and a half before it is restored. The rest of the facility was opened by the next day following some small repairs.

Residents in the building where the explosion occurred lost nearly everything but what was on their backs. Newman said, "Two potholders is all that was left of [Helen's] apartment 'cause she was wearing those" while she waited for her quiche to bake.

City officials in Hermantown later called out Newman's bravery during a press conference.

As a newer carrier, Newman rotates routes, but she was on the route with the senior complex again at the end of February. While she was there, she said, "A lot of the residents came out to talk to me and thanked me." Although she appreciates the praise from the residents, Newman said she felt saddened because the family of one of the residents who died in the explosion was there.

The carrier had spoken to Helen, Nancy and each of their families, and by the end of February they had planned to have dinner together. "I promised Helen a quiche since I let hers burn," Newman said.

Carrier alerts resident of spreading house fire

Mark MacLeod, a letter carrier in Ilion, NY, noticed an "unusual" amount of heavy smoke coming from his customer's chimney on Jan. 29, he said.

The 24-year letter carrier approached the homeowner, who was outside inspecting the house and believed



the issue had been resolved. MacLeod passed by the house again about 15 minutes later, after having delivered some parcels, and discovered the situation had worsened—it was clear the home's attic had caught fire.

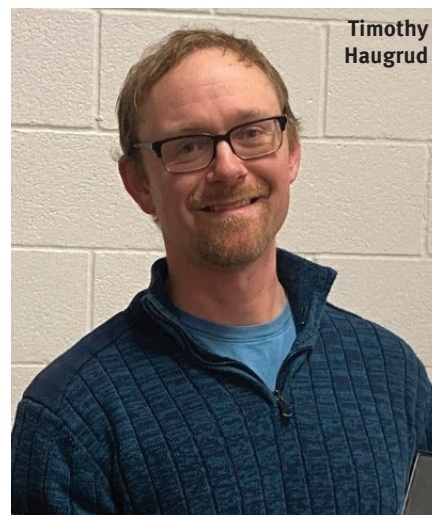
"I was surprised at how fast it went up" in flames, the Northeastern New York Branch 358 carrier said.

MacLeod immediately stopped his postal vehicle and pounded on the door to alert the resident, who had gone back inside and was unaware the fire had spread.

"It's just kind of fortunate that I was there," MacLeod said.

The homeowner ran outside and called 911 while MacLeod moved his vehicle to clear the way for firefighters. Because the local fire station was nearby, crews arrived quickly and were able to contain the blaze before it destroyed the wooden house.

The blaze caused smoke damage and subsequent water damage from the firefighters putting out the flames. MacLeod said it "was bad enough that he had to move out," but the carrier later spoke with the homeowner, who thanked him and said that repairs were fortunately covered by insurance and were underway. The resident plans to move back in during the spring.





The car that Mack rescued a woman from

Letter carrier calls for wellness check

Tina Antin, a Huron, OH, letter carrier helped an elderly resident, Florian Tilosanec, whose mail was piling up. A few months earlier she saw Tilosanec take 20 minutes to mow a small strip in his front yard.

“I feel like this is someone I have to keep an eye out for,” the Branch 583 letter carrier said.

In mid-January, following a snowstorm, the carrier noticed something unusual.

“There are a bunch of newspapers in his front yard, and then I looked at his mailbox and I’m like, ‘Hmm, that’s weird,’” Antin said of the unemptied mailbox. “He’s here every day getting all of his mail and newspapers.”

After returning the next day and seeing the items still untouched, she knocked on the door but received no response.

“Something in my gut was like, ‘I feel like something bad has happened,’” Antin, a seven-year carrier, said. So, she called the police to request a wellness check.

Officers arrived about 20 minutes later and forced open the door after contacting relatives and receiving permission. Inside, they found Tilosanec unresponsive on the floor, where he had been for several days.

He was taken to the hospital, and a relative later told the carrier that Tilosanec had survived and spent about a week in the intensive care unit before being transferred to a rehabilitation facility, where he is expected to make a full recovery.

“Tina Antin saved Mr. Tilosanec’s life by being aware of her customers and taking notice and action when

something did not seem right,” Branch President **Anthony Ross** wrote to NALC. “Tina is a hero and should be recognized for her actions.”

Carrier helps distressed teen

Fargo-West Fargo, ND Branch 205 member **Timothy Haugrud** noticed a teenage girl walking about a block behind him while delivering his route on Dec. 6, 2025. When she caught up, she asked the six-year carrier for help and requested that he call the police, which he did.

“I just dropped what I was doing, immediately did that,” Haugrud said.

The carrier contacted dispatch and told officers he would stay with the teen until they arrived. He walked with her to his postal vehicle, where he gave her a jacket and mittens because she was underdressed for the below-freezing weather.

The girl told him she had run away from a nearby residential mental health treatment center for youth ages 10 to 17. She had been away from the facility for about a half-hour when she encountered the carrier.

Officers were already searching for her and arrived within minutes and took over the situation.

“I’m glad she asked for help and assumed and trusted that I would be able to provide a small amount of help,” Haugrud said.

Later, co-workers showed the carrier a community Facebook post from the girl’s mother thanking the letter carrier for helping her daughter, whom she had recently adopted from foster care. He learned that the teen was having a mental health crisis at the time she ran away.

“He quite literally saved her life just by showing her kindness, and I thank



Terrance Mack

him from the bottom of my heart,” the girl’s mother later said.

The carrier brushed off any accolades, insisting that his actions were just part of the job. “We’re in these neighborhoods day in, day out, and you have all sorts of unexpected opportunities to do good for people,” Haugrud said. “I work with a lot of great people, and I think almost any of the other letter carriers I’ve worked with would have done more or less the same thing.”

Letter carrier helps woman who crashed car into a pool

Anderson, SC Branch 1871 member **Terrance Mack** was delivering mail on his route one day in late September 2025 when he saw a woman driving on a busy road having what appeared to be a medical emergency. She lost control of her vehicle and crossed multiple lanes of traffic before veering off the road.

The car narrowly avoided several oncoming vehicles, a telephone pole and trees before ending her journey in a residential swimming pool. The five-year carrier turned back to see what he could do to help.

As he and another man ran toward the scene, the woman was still experiencing a seizure in the car as water slowly began rising.

“Her eyes was going in the back of her head, and she had her arms folded and she was shaking,” Mack said. “The water started with her ankle, and then it started coming up towards her hip.”

The men were able to stabilize the vehicle from the side of the pool and

tried to get the driver's attention. After the woman came out of the seizure, she lowered the window and unbuckled her seat belt. The men then pulled her out through the driver's-side window.

During that time the homeowner came out, and the pair asked him to call 911.

Emergency responders arrived about 10 minutes later, although Mack said, "It seemed like forever." Even though the woman had stopped seizing, she appeared disoriented and repeatedly asked what was happening.

"I'm just happy nobody got hurt, because that situation could have been a whole lot worse," Mack said.

Carrier helps elderly customer after fall

Kevin Stover, a Lexington, KY Branch 361 letter carrier, was driving his route on a winter day in Lexington. As he stopped his truck he noticed something odd—the elderly resident's door was open, and it almost never was.

He went up to deliver her mail and "heard a faint noise, and I thought, 'This isn't right,' so I approached the entrance, and I found her laying there," the six-year carrier said. "She said that she had fallen sometime before, and that she didn't know where her phone was, and she wasn't sure what to do. She asked me to call the ambulance and I did, then I stayed with her there until they arrived."

As he talked to her, he noticed that she seemed to be confused and said he was "lucky to find the door open." He believes she was there for about a day or so. The carrier also notified neighbors about what had happened.

Stover was glad he was able to help, and said, "It made me feel like part of the community and in addition was proud to be a postal worker, because



Kevin Stover

they know their community and can therefore help accordingly."

Carrier shelters patrons from gunman

As **Stephen Au**, a letter carrier since 2013, was walking his route at around 9 a.m. on Feb. 26 in Milwaukee, WI, a man rolled down his car window to tell the letter carrier there was a home invasion occurring in the house Au was walking toward. The Branch 2 member then heard gunfire coming from the house and called 911.

The resident of the house, who Au recognized as Rhonda Downey, was running out of the house with her dog "screaming and hollering, asking for help," he said. Seeing her in distress, Au brought Downey into his truck to hide from the attacker.

"I was just worried about getting her safe, away from him, so he wouldn't shoot at her anymore," Au said.

A news article published by a local NBC affiliate reported that the alleged attacker—Sincere Nequon Blake—told police he was under the influence of ecstasy during the attack.

A few minutes later, another woman, Sam, came out of the house with another dog, followed by Blake, who was armed and allegedly trying to steal her car and money. In the time between Downey and Sam coming out of the house, Blake allegedly attempted to sexually assault Sam, the two women told Au. Per NBC, Blake "faces multiple charges, including attempted first-

degree sexual assault, armed burglary, second-degree recklessly endangering safety, false imprisonment and possession of a firearm by a felon."

Sam walked with Blake out of the house and to her car, but as they were walking, the man heard the sirens and froze in his tracks. Sam ran, and Au sheltered her and her dog in his truck, too.

"I just kept them safe from the guy with the gun," Au said.

The letter carrier stayed and talked to the police about what he had seen

and made sure the women were safe before returning to his route. Au was glad he was able to come to their aid. "I was happy I could be there," he said. "I felt pretty good about it."

Branch 2 President **Rob Kosier** commended Au for his actions, saying, "He saw people in danger and stepped in. He stayed calm and did what needed to be done. That decision very likely kept someone from getting seriously hurt."

Carrier notices pile of mail, calls for help

Just past 9 a.m. on March 9, **Derek Paquette** was on his route in Clinton, MA, when the Worcester Branch 12 letter carrier dropped the mail of Ruth—an elderly customer on his route—into her mailbox. As he did so, he noticed something was off—there was already several days' worth of mail in the mailbox.

"I said to myself, 'I had Thursday, Friday, Saturday, Sunday off, and this was Monday morning,'" Paquette



Stephen Au

said. “This lady, she’s the type of woman that as soon as she hears the top of the mailbox closed, she opens the door when you’re walking away and then it’s, ‘Hey, Ruth,’ ‘Hey, Derek, how you doing?’ ”

He went to deliver to the other customers’ mailboxes, which were steps away from Ruth’s, then looked over the banister and noticed her car was parked down there.

“Ruth is approximately 78 to 80 years old, so it wasn’t like her not to grab her mail,” Paquette said. “So, I started banging on the window, and then I banged on the door and I got no response.”

He went down the stairs to his truck and called his boss to request a wellness check for the customer, and his supervisor let him know that police were on the way.

Paquette went back to Ruth’s door and continued banging. A few minutes later, an officer showed up and asked him what was going on.

“He’s banging on the window, and I’m banging on the door,” Paquette said. “We still had no response, and he took out his flashlight, and he shined it through the window, and fortunately she waved at him.”

Then the fire department came and were able to get into the house. The letter carrier didn’t want to be in the way, so he provided the emergency responders with his contact information and went back to his route.

Paquette later found out from town police officers that the woman had been on the floor since Thursday, and that they didn’t “know how long she would have made it” if the letter carrier hadn’t noticed the unusual behavior and called for help.

Ruth’s niece called Paquette and thanked him for helping her aunt and told him that Ruth had a bilateral pel-



Derek Paquette

vis fracture. She had to go to rehab and will go into an assisted-living facility afterward.

“I don’t really feel like a hero. I feel like it’s a part of my job,” Paquette, a nine-year carrier, said. “I’ve been on that route for nine years. I know everybody. I know people’s habits. It’s part of my job to look after the customers.”

Branch 12 President **Michael Cipro** praised Paquette, saying, “This act reflects the very best of public service. Derek Paquette’s vigilance, dedication to the people on his route, and willingness to act likely saved a life. His actions embody the Postal Service’s commitment to looking out for the communities we serve and demonstrate how our employees go above and beyond their daily duties to care for others.”

Letter carrier helps pull man from crash

On March 23, during the middle of her delivery route in Lubbock, TX, 10-year letter carrier **Toni Smith** witnessed a vehicle veer erratically across a busy intersection. The driver plowed over the curb of a concrete median and a traffic sign before coming to a stop on the other side of the street halfway in the access road, partially blocking traffic. The Branch 2589 member and a nearby truck driver who had also noticed the situation stopped to help.

“It was a no-brainer,” Smith said. “I needed to stop and render aid.”

They found the driver actively



Toni Smith

seizing inside the vehicle, partially collapsing into the passenger-side floorboard. The car was still running with the doors locked, and fluids were leaking from underneath the car. There were no other people in the car, but two dogs were inside.

Taking action, the truck driver forced open a rear window enough for the letter carrier to climb inside.

“I didn’t think twice about jumping in and helping him,” Smith said.

She unlocked the doors, and the truck driver shut off the engine.

“We could hear him choking and gagging,” Smith said. “His face was busted up pretty bad with his left eye swollen, nose bleeding, as well as his mouth. His left leg was twisted up in the passenger floorboard.”

Together, they repositioned the man to prevent choking. The carrier physically supported the man, holding him upright and reassuring him while waiting for emergency responders.

Other bystanders stopped to call 911 and manage traffic. Emergency responders arrived quickly, took the man to the hospital, and cleared the scene. The carrier then resumed her mail route.

The police told Smith that they were unable to update her about what happened to the driver, which Smith said “has been bugging me since it happened,” but that she hopes he is doing well.

Smith was happy with her actions, and so was her branch. “She didn’t take any recognition and continued on and delivered the rest of her route that day,” Branch 2589 President **Kevin Perry** said. “This selfless act makes Toni a great human being and makes NALC proud to have her in our ranks.” **PR**



Making deposits for military service

As planning for retirement is on the minds of many of our members, we're reprinting this article, last published in November, about how to make deposits toward retirement for time spent in military service.

The law that permits certain veterans to make deposit for their time in the military to count toward Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirement (eligibility and amount of annuity) requires the employee to completely pay the full amount of the deposit prior to separation for retirement.

This column begins with a general introduction to making a deposit for military service, follows with discussion of the Postal Service's obligation to provide accurate and complete counseling regarding deposits for military service, and ends with a review of the exception to the general rule that military deposits must be completed prior to separation.

Under the CSRS and the FERS, an individual's "years of service" is a determining factor to establish eligibility to retire and to calculate the amount of the retirement pension. Generally, years of service are computed for a retiring employee by measuring the elapsed time between the start date of career service and the date of separation for retirement.

Military veterans can, in most cases, increase their years of service by making a deposit for their time in the military. Many veterans will find this advantageous because doing so may enable them to retire earlier and receive a higher pension. The amount of the deposit depends on which retirement system a veteran is in, how much they earned in the military and when the deposit is made.

The Office of Personnel Management (OPM) is the federal agency that has authority over CSRS and FERS retirement matters. OPM regulations require that deposits for military service be paid in full prior to the date of retirement. The

deposit must be made to the employing agency (in our case, the Postal Service). The amount of the deposit is 7 percent of basic military pay under CSRS, or 3 percent of basic military pay under FERS. Interest will begin to accrue two years after beginning career employment at the Postal Service, and is compounded annually. However, if the deposit is completed prior to the third year, there is no interest charged.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides an alternative method to calculate the deposit under certain conditions. Where military service interrupts creditable civilian service and reemployment, the deposit payable may not exceed the amount that would have been deducted and withheld from basic pay during civilian service if the employee had not performed the period of military service. The Postal Service, when applicable, should calculate the deposit under the normal method and the alternate method under USERRA. The deposit will be the lesser of the two.

OPM regulates federal employers, including the Postal Service, when it comes to retirement matters. OPM provides the following guidance in a Benefits Administration Letter (BAL 17-101) dated Jan. 27, 2017:

- Each federal employing agency...must have the capacity to counsel, calculate, collect and to post all payments related to employees' deposits for military service...
- Agencies are required to provide accurate and complete counseling to all employees who seek to make post-1956 military deposit; this includes counseling as to the effect of paying or not paying the deposit(s) as well as the proper calculation of the deposit(s).
- Agencies are responsible for including accurate information about the accrual of interest on military deposits and to accurately determine and apply the Interest Accrual Date in any given request to make deposit for a period of military service.
- In general, an [agency] administrative error occurs when in response to an employee's inquiry, the employing agency provides material misinformation concerning

the deposit and the consequences of not making the deposit prior to separation... In addition, if an employee, at the time of election, affirmatively asks for information regarding the amount of the military deposit or the consequences of failing to make a deposit, the government commits administrative error if its response either misrepresents the dollar amounts in question, or is so indirect, inaccurate, or incomplete as to confuse the employee as to the amount of the deposit or the effect of any failure to make the deposit on the annuity recalculation.

It is clear from the above that the Postal Service is required to provide accurate and complete counseling regarding making deposit for military service to any employee requesting such counseling. There have, however, been instances where the Postal Service provided inaccurate and incomplete advice about making deposit for military time. Fortunately, there is an exception to completing the full deposit prior to separation: If a veteran did not make deposit prior to separation due to administrative error by the employing agency, the former employee may have the opportunity to make or complete a military deposit after separation.

If a veteran does not make deposit for military service prior to retirement because of a Postal Service administrative error or incorrect advice, they can write to OPM and request belated deposit. OPM will investigate and make a decision allowing or disallowing the request. Adverse decisions by OPM on such a request can be appealed to the Merit Systems Protection Board.

Veterans can access the above-quoted OPM Benefits Administration Letter at opm.gov.

Alternatively, you may contact the NALC Retirement Department at 202-393-4695 or 800-424-5186 (Monday, Wednesday or Thursday) to request a mailed copy.

To begin the military deposit process, contact the Human Resources Shared Services Center at 877-477-3273, Option 5, or TTD/TTY at 866-260-7507.

Veteran profile: Amanda Greer

From the time she was a child, St. Paul, MN Branch 28's **Amanda Greer** worked hard. She had a disciplined life as a child, waking up early on Saturday mornings to get her chores done with her family. But due to a rocky relationship in her teen years, she was kicked out of her house by her mother when she was 16.

She described that time in her life as "a lot of partying, drinking, drugs." She slept anywhere she could, saying "sometimes I had to sleep outside," although she often was able to sleep on friends' and family members' couches. While at a friend's place, she was left alone with three young children and an armed drug dealer. "I was so scared, and I didn't know what to do," she said, so she snuck herself and the kids out the window to ensure they would be safe.

"It was a hard time in my life," she said, her voice unsteady.

Despite the difficulties she experienced at the time, she was resolute that, "no matter what I go through or where I'm at, I will finish [high school]."

Hoping to put an end to her unstable living arrangements, she decided to enlist in the Navy about a year after graduating.

"It literally was either the streets for me at that time or the Navy," Greer said.

Greer feels strongly about her identity as a woman. She viewed the Navy as the branch that would allow her to "maintain her femininity," as she perceived the branch to be less associated with traditionally masculine culture compared to other military branches. She also recalled her uncle telling her sister that the Navy was the best branch for women, a sentiment that influenced her when she enlisted. As for the Navy, it was going through a time of change where women were concerned.

At the beginning of the 1990s, women made up just 9.8 percent of the enlisted sailor population, increasing to 12.8 percent by the end of her enlistment in 1998, according to a report released by the Government Accountability Office about women's changing roles in the service in the 1990s. That compares to 21.3 percent of enlisted sailors being women in 2023, according to data from Statista.

In 1992, women in the Navy still faced restrictions on the roles they could serve in. They were not permitted to serve on combat ships or submarines, participate in special operations, command combat units or fly combat missions. During that year, a presidential commission studied the restrictions put on women's service, which had been enacted with the 1948 Women's Armed Forces Integration Act.

The National Defense Authorization Act for Fiscal Years 1992 and 1993 removed legal prohibitions on women serving in combat aircraft, giving military leaders the authority to assign women to those roles, although they did not immediately do so.

In 1993, a year into Greer's service, Secretary of Defense Les Aspin directed the military to expand opportunities for women, including opening combat aviation roles and increasing their assignments on Navy ships wherever legally possible.

By 1994, Congress officially repealed legislation prohibiting women from serving on Navy combat ships. That same year the Department of Defense created a new policy that allowed women to serve in all positions for which they were qualified other than on-the-ground combat roles, of which there are few in the Navy compared to other branches.

Following these changes, thousands of additional positions were



Amanda Greer entered the Navy in 1992 and worked as a plane captain (inset).



opened to women across the military. By the end of Greer's service in 1998, 90 percent of military occupational specialties and 80 percent of total positions were open to women.

After boot camp, Greer worked at the Naval Air Station Miramar in California as a plane captain. She would go to sea on an aircraft carrier for two or three weeks at a time. She was part of a training squadron that aided pilots practicing taking off and landing on the carrier. By the time she arrived, there were women who were already a part of her squadron, but they had been some of the first women to be on that ship.

"These guys were starting to learn how to coexist with us and work with us and be around us," Greer said. "Some were more than welcoming. Some were very hesitant, like, 'Are they gonna be able to do this job?' It is a very hard job. You have to prove yourself twice as hard when you're working next to men who have done this job forever and [in roles that] women weren't accepted [for] before. So, it was really hard, but I've never been one to shy down a challenge or to think that I'm any less than anybody."

The year she joined, the Navy implemented mandatory sexual harassment training.

"The guys were not talking to us... We thought... they must hate us," she

Veteran profile: Greer (continued)

said, but she later found out from a male sailor on her ship that they had been through months of sexual harassment training, and he had said that they were scared of interacting with the women, lest it be misinterpreted.

In spite of these difficulties, she said, “I loved being on aircraft carriers. Oh my gosh. They were dangerous, and the adrenaline, though, and watching the jets land and take off—it was so cool.”

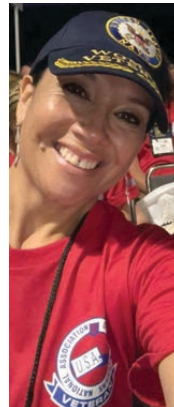
After she performed her plane captain role for two years, she went to “A” school to learn her occupational specialty, or rating, and trained and transitioned to work as an aviation ordnance technician working with bombs and weapons. She was the only woman in her training school for the role.

As determined as ever, she said, “I couldn’t let those guys think that they were smarter than me,” and she graduated second in her class, “which I’m very proud of.”

Greer “experienced a lot” of gender-based prejudice and discrimination from her peers daily, she said.

“It would make me angry, even though I couldn’t really use my voice in the service because I would just get shut down,” Greer added. “Knowing that that was happening to me, I knew it was happening to all the other females, too. So that’s when I became like the mama bear. I would keep talking to them and saying, ‘You can do this. Don’t let them get to you. We’re just as good as them, if not better.’ I was always [giving] words of encouragement.”

The most egregious discrimination Greer recalled is when she was ordered to be on an aircraft carrier at sea about a year after her daughter was born. She was in the middle of a divorce and if she accepted those orders, she would be forced to leave her daughter for two years to be at sea. She attempted to get her orders



Greer joined the Postal Service in 1999 and has delivered mail for 27 years.

changed to an overseas base where she could raise her daughter and still serve in the military and remembered being told, “You women wanted to be on aircraft carriers. You’re going to an aircraft carrier because I’m giving all my overseas shore billets to my men.”

After that incident, she chose to leave the Navy in 1998.

Despite her experience, she still asserts, “I loved, absolutely loved, my time in the Navy. I have no regrets whatsoever.”

Her experience as a woman in the military shaped her strong advocacy for letter carriers, especially women in the Postal Service.

“I know because of the military how to get my point across,” Greer said. “I know how to make my voice heard. Even though I would get shut down in the military, the Post Office couldn’t do that to me, so my voice got even stronger.”

When she joined the Postal Service in 1999, she became deeply involved in the union.

Greer credits former Branch 28 President **Pam Donato** for encouraging her union leadership.

“She blew me away with her knowledge, with the way she was so em-

powering when she spoke,” Greer said. Donato encouraged Greer to advocate for other carriers, especially for women.

Over her 27 years as a letter carrier, Greer served in numerous roles including shop steward, state coordinator and recording secretary. Greer even participated at an international level, being sent to London for early discussions and testing related to the Postal Service’s Next Generation Delivery Vehicles.

In the past few years, Greer has taken a step back from union involvement, focusing on informally advising her peers and delivering her route while she prepares for retirement in the next few years.

“I love my job,” she said. “I love being a letter carrier. Making my customers happy—that is the most important thing for me.”

At the same time, Greer continues to push for a more supportive workplace for women, adding, “We don’t want you to feel bad for us. We just want you to have our backs.”

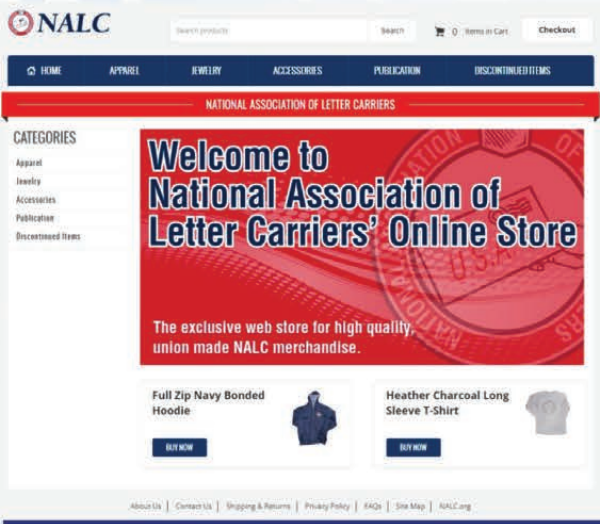
Join the NALC Veterans Group

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

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

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

NALCSTORE.ORG



Placing an order online is very simple!

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

Collective bargaining— negotiating work rules



**Paul
Barner**

The Postal Reorganization Act of 1970 converted the Post Office Department into the independent government agency we know as the United States Postal Service. Along with this fundamental structural change, NALC gained the right to collectively bargain pay and benefits in addition to working conditions and work hours with the Postal Service on behalf of letter carriers. Many of the protections and benefits letter carriers receive are in the form of what are termed work rules. Routinely, members ask about how bargaining proposals addressing work rules are created. This article

will provide some context for that process.

In preparation for the most recent round of bargaining that opened in February, the members of the NALC Executive Council, supported by certain Headquarters letter carrier staff employees, assembled at NALC Headquarters to begin reviewing the collective-bargaining agreement and convention resolutions from which bargaining proposals were developed. At the outset, subcommittees comprised of officers and staff were created. It is from these subcommittees that the work rule proposals originated.

The question often arises as to what guides the bargaining team in determining proposed additions or changes to the work rules. In order to fully answer this question, one should look to the *NALC Constitution* for guidance.

Article 1, Section 4 reads in pertinent part:

The National Convention shall be the supreme body...

Article 4, Section 1 establishes branch and state association delegates to conventions:

Each Branch having twenty (20) or less members shall be entitled to one delegate and one vote in the National Convention. Branches having more than twenty (20) members shall be entitled to one delegate and one vote for each twenty (20) members, or fraction thereof. Each State Association shall be entitled to two Delegates-at-Large. National Officers and Delegates-at-Large shall each be entitled to one vote, as such, provided that vote may not be cast for officers. Each delegate shall be supplied with a certificate of election signed by the President and Recording Secretary of the Branch.

Article 12 establishes the process of submitting resolutions pertaining to the National Working Agreement:

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

Based on the referenced constitutional citations, work rule resolutions approved by the supreme body of the National Convention become official bargaining positions of NALC. Currently, there are unachieved resolutions that have been approved at national conventions going back as far as the 1970s. Accordingly, the NALC bargaining team makes it a priority to achieve or partially achieve as many of those resolutions as possible as directed by the supreme body.

In preparing for the current round of bargaining, NALC sought input from rank-and-file members. These members were assembled to brainstorm ideas that could improve the plight of letter carriers on the workroom floor. The combined efforts put forth by the officers of the NALC Executive Council and staff in their respective subcommittees, rank-and-file members, and the directions derived from the official bargaining positions of NALC resulted in more than 550 ideas. While many of the ideas overlapped, this exercise proved to foster a variety of thought-provoking concepts. Numerous ideas were combined into single proposals that have been or will eventually be passed to the Postal Service at the bargaining table. As of the writing of this article, NALC has convened bargaining meetings with the Postal Service every Tuesday since the opening of bargaining to pass proposals. We are still engaged in that process.

As in previous rounds of negotiations, NALC seeks to achieve a bargained contract for the nation's city letter carriers. However, if we are unable to achieve an acceptable agreement, NALC stands ready to pursue a fair agreement through interest arbitration.

Steel sharpens steel



James D. Henry

The age-old maxim “steel sharpens steel” or “iron sharpens iron” embodies the simple premise that we grow stronger when we surround ourselves with others who are strong. As we go about our daily activities at work, we encounter events and situations that sharpen our mental blade. These experiences help achieve our potential to be at our best and brightest.

The union—in our case, the NALC members—is one such example of surrounding ourselves with others who are strong. As such, we all benefit from the affiliation with one another. Whether you are a rank-

and-file member or in the leadership structure, we pride ourselves on being strong individuals and a strong union.

The education of the NALC membership and the superior training of NALC representatives at every level make them tremendous assets for the union, but also vital tools to help the rest of us sharpen our knowledge and skills and prepare us for success. The NALC offers continuing education to the members through information that is provided by, but not limited to, *Bulletins*, training sessions and the NALC website. The national and regional training sessions allow for the shop stewards and branch officers to assemble with one another and sharpen their tools, as well as to draw inspiration, determination, strength from experience, level up on their knowledge, and potentially gain a mentor and/or the opportunity to mentor and simply pay it forward.

When our leaders are able to surround themselves with strong individuals, it makes them stronger and the NALC membership benefits tenfold. When I speak of being stronger, I’m not referring to the physical body, rather, the enduring strength that is developed by surrounding yourself with those who possess the following traits:

- **Integrity**—Demonstrating honesty, ethics and moral principles in actions and decisions, fostering trust and credibility.
- **Resilience**—Showing mental toughness and the adaptability to bounce back from setbacks and lead during challenging times.
- **Empathy**—Understanding and acknowledging the

feelings and perspectives of others, promoting a supportive and empathetic environment.

- **Decisiveness**—Making well-informed and timely decisions, even in the face of ambiguity or uncertainty.
- **Effective communication**—Articulating ideas clearly and actively listening to others, ensuring seamless information flow within the organization.
- **Adaptability**—Embracing change and remaining flexible in dynamic environments and fostering growth.
- **Accountability**—Taking responsibility for actions and results, fostering a culture of responsibility and ownership.
- **Confidence**—Demonstrating self-assurance and belief in one’s abilities, inspiring confidence in each other.
- **Humility**—Being open to learning and valuing others’ contributions, fostering a collaborative and humble leadership style.
- **Strategic thinking**—Possessing the ability to analyze situations and make long-term plans to achieve organizational objectives.
- **Inspiring and motivating**—Encouraging and energizing team members to perform at their best and teach their potential.
- **Courageousness**—Displaying bravery and boldness in making difficult decisions and taking calculated risks.
- **Continuous learning**—Valuing personal and professional growth, continuously seeking knowledge and improvement.
- **Building and nurturing relationships**—Cultivating strong connections and networks, fostering a collaborative supportive work environment.
- **Transparency**—Being open and honest in communication, promoting trust and authenticity within the team and organization.

As I endeavor to impart and partake of these traits, I know it’s a work in progress. However, for the NALC to be, grow and remain strong, at minimum we all must participate, be involved in activism, training, attending our branch meetings and we’ll be engaging in “steel sharpening steel!”

The Reciprocal Agreement, obtaining a branch checking account



**Nicole
Rhine**

All branch officers need to be aware of the Reciprocal Agreement and how it works.

The Reciprocal Agreement applies to all members of the NALC, the National Rural Letter Carriers' Association, the American Postal Workers Union and the National Postal Mail Handlers Union. Each union's procedures are slightly different, so representatives should refer to the *Reciprocal Agreement* handbook.

The Reciprocal Agreement is important, as it provides a process that, if acted upon immediately, reduces the number of unintended dues withholding to

two unions. For example, if a clerk who belongs to the APWU transfers to the letter carrier craft and wishes to join the NALC and cancel dues withholding to the APWU, the member should complete the Form 1187 with the "Union Transfer" section completed by circling which union's dues they are requesting to be canceled.

Upon receipt of the notation on the Form 1187, the NALC Membership Department will notify the APWU that the member belongs to NALC and wishes to cancel dues withholding to APWU. In some cases, this can take two or more pay periods. The member may then make copies of paycheck stubs showing dues to both the NALC and the APWU to send to the Membership Department for review and possible reimbursement of the APWU double dues.

Keep in mind that the Reciprocal Agreement applies *only when the member transfers crafts and is joining another union*. If a member transfers crafts but does not join another union, they must wait until the window period of their anniversary date per Section 925 of the *Employee and Labor Relations Manual* to cancel their NALC membership. City carrier assistants may also cancel within 10 days after starting another term of non-career employment.

An important point: A change in crafts does not automatically cancel dues withholding to another union, nor is membership automatically transferred from one union to another.

One other important point: Not every letter carrier moving into another postal craft should terminate their NALC membership. If an NALC member changes crafts but still wishes to retain enrollment in the NALC Health Benefit Plan, they must continue membership in the NALC.

For more information, please see the *Reciprocal Agreement* handbook, which was mailed to every branch. The handbook may also be found on the NALC website from the secretary-treasurer's page. Click on the link to "NALC membership and dues."

Branch checking account

Since the passage of the Patriot Act in 2001, opening a checking account can be a trying experience for NALC branches. Many branch officers have arrived at the bank only to find they have not taken along the necessary documentation banks are required to obtain from customers. The bank is required to identify an entity (non-individuals) and verify the entity's existence. Unfortunately, in order to verify the branch's existence the bank may require multiple documents, resulting in redundancy of information.

The following are items NALC branch officers should have with them when opening an account with a different bank:

- The name and address of the branch and the branch's IRS identification number (Employer Identification Number). If you have a Form 990 or 990-EZ, take it with you as well as an invoice billed to the branch's address.
- NALC and its branches are 501(c) 5 labor organizations, not a 501(c) 3 as many people incorrectly assume. You should print out the IRS Determination Letter available on the website at nalc.org on the secretary-treasurer's page titled "What to do if your Branch Lost Its Tax-Exempt Status." Although not all banks ask for the same documentation, you should have the letter available and be aware that NALC's Group Exemption Number is o685.
- NALC and its branches are also unincorporated associations. If the bank asks you for articles of incorporation, they are unaware of our status as unincorporated associations and are making the request in error.
- If the branch has bylaws, take a copy along as well as a copy of the *NALC Constitution*. Also take the branch charter if it is available, or a photocopy.
- A resolution must be submitted to the bank to identify the individuals who are authorized to use the branch's bank account. The resolution should include the name, address and position of each person authorized to use the account.

A resolution is separate from the actual signature card, which the bank should provide. Many banks will have a resolution ready, which, if the officers are not all present at the bank, you may take with you to have signed and then return to the bank.

Showtime!



**Mack I.
Julion**

People who are old enough to remember the Los Angeles Lakers of the '80s are familiar with the term "showtime" as it relates to their basketball games *whenever* at the Forum during that era. (It was later perfected by Michael Jordan and the Chicago Bulls in the '90s *wherever* they played, but that's another story.) Over the years, I think of it as a term that is synonymous with any big event, usually sports, that was happening in the City of Angels.

So, with our national convention just a couple months away in L.A., I can't think of anything more appropriate to refer to this biennial gathering of the membership than the

NALC's version of *showtime*. If this is your very first national convention, I believe you will be blown away by the humanity of more than 5,000 letter carriers from every place that has city letter carriers who work for the United States Postal Service.

Prior to our last convention in Boston, I wrote about the significance of our national convention and the roles of delegates in attendance. In this article I will borrow heavily from that column, but I want to also reference the *NALC Constitution* to give insight into the daily agenda during the convention. Just like in our bylaws, the order of business in this large "meeting" is stipulated in the *Constitution*. The direction of this union comes directly from the membership from the convention floor and/or from the resolutions and amendments submitted by the state associations and branches. The ultimate decisions come from what Article 1, Section 4 of the *Constitution* refers to as the "supreme body" of the NALC.

As provided by Article 4, Section 1 of the *NALC Constitution*, each branch having 20 or fewer members shall be entitled to one delegate and one vote in the national convention. Branches having more than 20 members shall be entitled to one delegate and one vote for each 20 members, or fraction thereof. The state associations are allowed two delegates-at-large. Together with the Executive Council, we chart the course for our union. The delegates also decide the final appeals of the members and what issues are presented for collective bargaining and our legislative priorities. There is so much that goes on during convention week, including classroom training sessions every day. That information and those schedules will be provided before the convention, and most locals use that as a guide to assign training courses for their represen-

tatives and delegates. These training sessions do not require the approval of your local to attend. So, I encourage all members to take advantage of the information that is provided while there at the convention. I have always maintained that stewards and officers should not be alone on the workroom floor educating and informing our members.

As for the convention itself, Monday is the opening day of the convention, following the reception the night before. The reception itself is a wonderful opportunity to meet and greet with the national officers and union buddies from across the country. Just keep in mind that those in attendance are all letter carriers, so consider them brothers and sisters who you have yet to meet. On Monday of the convention, the rules of the convention are presented and voted on, as well as the appointment of an election commissioner and the Board of Tellers by the chair (Article 6, Section 6, *NALC Constitution*). They oversee any election at the convention (such as for AFL-CIO delegates) or votes by the delegates on the floor. Monday also includes the required "statement of the condition of this association" by the Secretary-Treasurer Nicole Rhine (Article 9, Section 4.a.)

Tuesday of the convention, before any other business is conducted, the delegates will consider any amendments to the *Constitution* that have been properly submitted (Article 19, Section 2, *NALC Constitution*). No other business will be considered until all proposed amendments have been voted on by the delegates (Article 21, Section 1(a), *NALC Constitution*). On Wednesday, the third day of the convention, or right after all proposed constitutional changes have been voted on, any retirees resolutions and any other business pertaining to retirees or retirement shall be taken care of (Article 21, Section 1(b), *NALC Constitution*). Also on Wednesday, every four years, officers and delegates to the AFL-CIO convention are nominated. Those qualifications, and the process of nominations, are spelled out in Article 6 of the *NALC Constitution*. Article 6 also provides for the appointment of the national election committee on Thursday of the convention for the nationwide election. All qualified regular members as of June 1 of this year are eligible to a vote (Article 6, Section 8, *NALC Constitution*.)

On the last day, Friday, all other remaining business is taken care of, and usually that includes appeals to the supreme body by members, branches or state associations. Throughout the convention week there will be plenty of guest speakers, debates, discussions, information pertaining to our craft and infomercials.

If this is your first convention and you are actively involved, it probably won't be your last. If you are not actively involved, you probably will be after this convention. In less than 90 days it's showtime again in L.A.!

City Delivery, Carrier Academy updates



Christopher Jackson

The Postal Service routinely sends correspondence to NALC on updates, initiatives and pilot tests that affect the letter carrier craft. One duty of the City Delivery Department is to review assigned USPS correspondences to check if there is any potential negative impact on the letter carrier craft. In this month's article, I will discuss a few of these USPS correspondences and provide an update on the Carrier Academy training materials.

Mobile Delivery Device-Technical Refresh (MDD-TR)

In my April *Postal Record* article, I notified the membership of an update made by the Postal Service in December 2025 to the MDD-TR regarding the hold mail process. Since this update, the City Delivery department sent questions to USPS on the hold mail process. Through a response letter dated March 26, USPS indicated that this update to the MDD-TR was not implemented but was created for the Mail Delivery Device In-Office (MDD-IO) handheld scanners typically utilized by clerks.

Although this update was not implemented for the city letter carrier craft, and as mentioned in last month's article, if local management denies you checking your hold mail in the office per the *M-41*, request to speak with your shop steward or branch officer and, if appropriate, request that a grievance be filed on your behalf.

Welcome to USPS (W2USPS)

In February, the Postal Service notified the NALC that it was in the process of revising the Welcome to the United States Postal Service for New Employees orientation material. Revisions done by the USPS included updates to the *Participant Guide* and *District's Facilitator Guide*. Drafts of these guides were also provided within the notification to NALC.

As of the writing of this article, my staff and I have been reviewing all edits, changes and additions made to these guides to ensure that they do not conflict with our collective-bargaining agreement or any postal handbooks or manuals. I will update the membership on any relevant or impactful changes that may have a negative effect on the city letter carrier craft.

Postal Regulatory Commission (PRC) notice

In March, the Postal Service notified the NALC that it had filed notice with the PRC regarding a time-limited price change to align its cost of transportation with the market. This planned price change is an 8 percent increase that would affect base postage prices of the following retail and commercial domestic competitive products: Priority Mail Express, Priority Mail, USPS Ground Advantage and Parcel Select.

Through this notification, USPS indicated that no other products or services would be affected. The price change, if favorably reviewed by the PRC, would go into effect on April 26, 2026, and would remain in place until Jan. 27, 2027.

Carrier Academy update

In my December 2024 and May 2025 *Postal Record* articles, I provided the membership with an update on the roundtable discussions with Carrier Academy facilitators and ongoing discussions between NALC and USPS on updating the training materials for the Carrier Academy. As it stands currently, all newly hired city carriers must complete the Postal Service's Standard Training Program for City Letter Carriers and the Carrier Academy. The complete training program consists of five phases: orientation, driver training, shadow day, Carrier Academy and on-the-job training.

Specifically, the Carrier Academy consists of five guides: *Administrator Guide*, *Site Readiness Guide*, *On-The-Job Training Guide*, *Facilitator Guide* and *Participant Guide*. During the roundtable discussions, these guides were reviewed by the Carrier Academy facilitators, my staff and me, and USPS Headquarters staff.

Since the last roundtable discussion held in March 2025, my staff and I have continued to meet with the Postal Service, both virtually and in person, to discuss all five guides and go over all suggestions and feedback provided to us during the roundtable discussions by the Carrier Academy facilitators.

As of the writing of this article, the City Delivery Department has received a draft from the Postal Service of the *Administrator Guide* and *Site Readiness Guide*. The drafts consist of suggested edits and changes based on discussions between NALC and USPS over the course of the last several months. My staff and I are in the process of reviewing these drafts. Although the finished product has not been completed yet, I believe we have continued to move in the right direction.

I will continue to share updates to Carrier Academy materials, MDD-TR updates and other initiatives and/or pilot tests received from USPS with the membership. Be sure to read my article each month and visit nalc.org for more information.

Failure to settle



Manuel L. Peralta Jr.

In recent years there have been a number of citations issued by the Occupational Safety and Health Administration (OSHA) to the USPS, directly relating to injuries suffered from the heat. One of those citations followed the June 2023 death of Eugene Gates of Dallas, TX.

As a result of the number of citations at issue, the Occupational Safety and Health Review Commission (OSHRC) assigned one of its judges to help mediate a corporate-wide settlement agreement between the USPS, the Department of Labor (DOL) and the NALC.

Talks began in the fall of last year. All heat-related OSHA citations pending a hearing before the OSHRC were held pending these discussions. To be clear, we were successfully working through a number of issues, many of which were very substantive. We felt optimistic that we would reach agreements that would be very helpful to our craft.

During the last week of discussions, things took a turn and the bubble burst.

Throughout their career, many union grievance handlers find themselves bargaining with an unknown person that is not in the room. This is in spite of clear language in Article 15, which requires that during grievance meetings both the USPS and the NALC grievance handler must have authority to settle the grievances they are assigned.

During the settlement conference, the parties were required to have their decision-makers available to facilitate the process. The USPS had a representative present from Operations, and the head of Safety and a representative from Labor Relations.

I am extremely disappointed in the USPS for not caring enough about you to finalize what would prevent injuries and save lives.

Believe it or not, we could not reach agreement on the issue of availability of cool water. This is in spite of the recommendation from the National Institute for Occupational Safety and Health (NIOSH), which defines cool water as “less than 15°C [59°F].”

The purpose of cool water is in part to help reduce

core body temperature. If it’s not cool enough, it has little effect.

The next dispute involved acclimatization. We know we have to get used to the heat or it will take us down, and NIOSH indicates that in a matter of a few days it is possible for an employee to lose their acclimatization. NIOSH also recommends getting used to the heat on returning from absences.

We were tasked with exploring the steps that need to be taken for an employee who is returning to work following an extended absence and we could not reach agreement on that issue.

“I am extremely disappointed in the USPS for not caring enough about you to finalize what would prevent injuries and save lives.”

If you take a close look at the heat-related injuries our craft has suffered, you will find that the most severe injuries and deaths involved the beginning of a heat wave, employees new to the job and employees returning from an extended absence. These employees, while not used to the heat, and suffering from the effects of the heat, may not be able to properly think through the fact that they are in danger. NIOSH makes reference to this in its recommendations:

If cognitive function is impaired as the environmental heat stress increases, psychomotor, vigilance, and other experimental psychological tasks may show decrements in performance...

Translated, we should not place a responsibility to make a decision on the shoulders of an employee who may be impaired by the heat.

The NALC will continue to work on this important issue, and we will keep you posted on changes.

In last month’s column, I commented on the stand-up talks that the USPS had provided us for 2026. They are now posted on my “Extreme Weather” page under communications from the USPS and me. Make sure that the carriers in your office are properly trained on heat safety and that the training is followed by your supervisors.

Keep an eye on each other.

Maximize your Thrift Savings Plan



Dan Toth

Career employees (hired after 1983) participate in the retirement “three-legged stool,” as we often refer to it. The three legs of retirement are the Federal Employees Retirement System (FERS), Social Security and the Thrift Savings Plan (TSP). The first two are not discretionary. They are mandatory and there are no decisions to be made regarding contributions or investments by participants. However, regarding the TSP, participants have a variety of decisions that can be made. These decisions, along with the performance of the stock market, can have major implications on one’s retirement.

If letter carriers only know one thing about the TSP, it should be about employer contributions. By contributing 5 percent of base pay, one will double their money even before any interest is earned in the stock market. This is due to the Postal Service contributing 5 percent when you contribute 5 percent. That means a new career employee in Step B contributing 5 percent from their own pay will receive more than \$2,600 from the Postal Service into their TSP. I know I’m not about to pass up an additional \$2,600 per year, and I implore everybody to contribute at least 5 percent to maximize the Postal Service contribution.

Fortunately, the default employee contribution for new employees is now 5 percent, so they will get a full match unless they decrease their contributions. To increase contributions, one must go through the Postal Service’s PostalEase portal.

Contributions by the Postal Service are not the only benefit of the TSP. The TSP also provides tax advantages to help you save and grow your money for retirement. There are two tax vehicles in the TSP: the traditional TSP and the Roth TSP. In general, with the traditional TSP you pay taxes later, and with the Roth TSP you pay taxes now.

Once you’ve got money in your traditional TSP, Roth TSP or both, you can make decisions about your investment mix. There are five individual funds that provide for a diverse portfolio. The TSP explains the objective of the five funds as follows:

- **The Government Securities Investment Fund (G):** Ensure preservation of capital and generate returns above those of short-term U.S. Treasury securities.

- **Fixed Income Index Investment Fund (F):** Match the performance of the Bloomberg U.S. Aggregate Bond Index.
- **Common Stock Index Investment Fund (C):** Match the performance of the Standard and Poor’s 500 (S&P 500) Index.
- **Small Cap Stock Index Investment Fund (S):** Match the performance of the Dow Jones U.S. Completion Total Stock Market Index.
- **International Stock Index Investment Fund (I):** Match the performance of the MSCI ACWI IMI ex USA ex China ex Hong Kong Index.

The TSP also offers nearly a dozen Lifecycle Funds (L Funds). Each of these L Funds is just a mix of the G, F, C, S and I Funds explained above. However, every three months the target allocations of the L Funds are automatically adjusted, gradually shifting from higher risk and reward to lower risk and reward as the target date gets closer. These L Funds take the guesswork out of allocating funds as we age and get closer to our target retirement so that we aren’t as vulnerable to market swings when it comes time to access the money. The default investment fund for new participants is now a Lifecycle Fund based on the participant’s expected retirement age of 63. To change funds or reallocate, log into your account at tsp.gov.

Speaking of market swings, things have been a little hectic this year. It’s a good time to remind everyone that we can’t predict the future, and trying to time the market or panic sell after prices have already dropped is generally not advisable. Remember that your retirement savings are long-term investments. Many studies have shown that simply leaving your money in the market outperforms those who try to time the market. The adage is “time in the market beats timing the market.”

A reason to invest as much and as early as you can is compounding interest. Compounding interest can help your nest egg grow faster than you can contribute. Even a 5 percent growth rate would turn \$100,000 into approximately \$430,000 over 30 years. What could be better than your money earning money for you?

The TSP is an important benefit that all career carriers should be taking advantage of from Day 1. To learn more about the TSP, head to nalc.org and tsp.gov. City carrier assistants (CCAs) who want to start saving and invest in their future should look at the Mutual Benefit Association’s CCA Retirement Savings Plan. When converted to career, you can transfer your CCA Retirement Savings Plan traditional IRA funds into the Thrift Savings Plan. Learn more about MBA’s products at nalc.org/mba.

Beneficiaries



**James W.
“Jim” Yates**

It is never a bad time to review the beneficiaries you have named on any of your insurance policies or other policies, such as retirement accounts, where a beneficiary may be named. This is often forgotten about or overlooked when a policy has been in place for a long time. Simply defined, a beneficiary is the person designated to receive the benefits of the policy upon the death of the insured. This relatively simple concept can be quite complicated.

Applications for the Mutual Benefit Association (MBA) and most other life insurers include a section where the applicant designates who will be named as the beneficiary of the policy. Some life insurance applica-

tions have specific language for the designation of a beneficiary or a default pecking order for who will be paid if the policy owner doesn't specifically name anyone. For example, "Death benefits will be paid to the spouse of the insured, if living. If the spouse of the insured is not living, death benefits will be paid to the living children of the insured, in equal amounts. If no spouse or children are living, death benefits will be paid to the estate of the insured."

A policy applicant is well advised to specifically designate a beneficiary on their life insurance policy. This will ensure that the person (or persons) whom they desire to receive the life insurance proceeds actually does receive them. Each beneficiary should be identified as clearly as possible, using their full name, Social Security number, and relationship to the insured. Providing this information can help in locating, and properly identifying, the beneficiary after the insured's death.

Choosing a beneficiary for a life insurance policy can be challenging, and no one can tell the applicant who to name. In addition, the applicant is not limited to having only one beneficiary. The "primary beneficiary" (or beneficiaries) of a life insurance policy is the first person (or persons) who will receive the benefits upon the death of the insured. More than one person may be named as primary beneficiary. A "contingent beneficiary" (or beneficiaries) will receive benefits only if the primary beneficiary predeceases the insured. This beneficiary is often called a secondary beneficiary. As with the primary beneficiary, more than one person may be designated as contingent beneficiary.

In a case where there are multiple beneficiaries on a life insurance policy, the proceeds generally are divided equally among all beneficiaries. However, the applicant

or policy owner, prior to the death of the insured, may designate a specific percentage or amount to be given to each beneficiary.

A beneficiary may be "revocable" or "irrevocable." Naming a beneficiary as revocable means that the policy owner has the right to change the beneficiary at any time (prior to the insured's death). If a beneficiary has been named as an irrevocable beneficiary, the policy owner may change the beneficiary only with the consent of the original beneficiary.

One consideration when deciding whom to designate as beneficiary is the person's age. Minors cannot legally manage their own money. A life insurance company cannot pay the proceeds of a policy to a minor. However, the policy owner can name a guardian for the minor and the insurance company can pay the proceeds of a life insurance policy to the minor's guardian for the benefit of the minor.

A policy owner may choose to make the "estate of the insured" or the "insured's living trust" the beneficiary. If so, the life insurance company must receive a copy of the living trust prior to paying benefits. In addition, the executor of the estate or a trustee of the trust must complete all the forms for requesting the proceeds.

A will also is an important part of securing the financial future of family members, and it plays a critical role in helping them after the death of the insured. Listing life insurance policies in a will can help family members know that the coverage exists. However, life insurance proceeds will be paid to the beneficiary designated in the life insurance policy, regardless of what is stated in the will. That is why it is so important to specifically designate a beneficiary on life insurance policies.

Designating a life insurance beneficiary is not something that a policy owner should do once and forget. The policy owner should review the policy every few years and after major life events such as marriage, having children or divorce. If someone exits your life and they are still named as the beneficiary, they will get the proceeds of the policy.

It is wise to tell beneficiaries about life insurance policies. They should know where the policy is, how to obtain it, and how to contact the insurance company. This knowledge can aid the beneficiary at the time of the insured's death. It will save time and possible confusion during a very stressful period.

To update a beneficiary on an MBA life insurance policy, please contact the MBA home office for a Beneficiary Designation form or download it from the "MBA Brochures, Applications and Forms" page of the MBA website—nalc.org/mba. Simply complete the form and send it to the MBA home office.

For information regarding any of the MBA products, please call the MBA 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.

Women's health



**Stephanie
Stewart**

May is National Women's Health Month. In recognition, the NALC Health Benefit Plan would like to highlight benefits related to women's health.

From preventive care to mental health awareness, prenatal care and pregnancy to navigating menopause, we want to remind our members that we are here to support them at every stage of life. We understand life gets busy, but this is a great opportunity to remind all the women in our lives to prioritize their health.

Start with scheduling your preventive care. Remember, the earlier an issue is detected, the better chance you may have for more treatment options. Although many preventive care visits may require in-person scheduling, the Plan also has many options available for women via remote care.

Through the NALC HBP High Option telehealth women's health service, we now offer specialized and convenient care for women. Clinicians can provide virtual treatment for a variety of health concerns including birth control, endometriosis, premenstrual syndrome and breastfeeding support by board-certified lactation consultants. Telehealth visits are available for women 18 years of age or older, and best of all, the telehealth women's health services program does not have a copayment.

However, should you need to see a provider in person, schedule your appointment with a Cigna Open Access Plus (OAP) provider for the best value (in-network copayment applies).

Some of the most common women's preventive health benefits covered by the Plan at no cost when using an in-network provider include:

- Routine physical exam—one annually, age 22 or older.
- Biometric screening—one annually.
- Cervical cancer screening—see [hrsa.gov/womens-guidelines](https://www.hrsa.gov/womens-guidelines) for age and frequency.
- Routine mammograms—age 35 and older, as follows:
 - Age 35 through 39—one during this five-year period.
 - Age 40 and older—one every calendar year.

Other partnerships who offer specialized programs geared toward women's health are Maven, Hinge Health and Hello Heart.

New in 2025 for the High Option plan, we began our partnership with Maven to offer our members support for women and family health solutions. Maven is the premier women's and family health platform, offering 24/7, unlimited access to dedicated care navigation and advocacy, virtual provider appointments across more than 30 specialties, clinically validated resources, and the ability to connect with other members, all in one digital solution.

The platform offers support for:

- Fertility and family building
- Adoption
- Surrogacy
- Maternity and newborn care
- Parenting and pediatrics
- Menopause and midlife health

Maven's mission is to provide safe, affordable and accessible care to members whether they are seeking services on Maven's platform or within their broader benefits ecosystem. With focused support on navigation and providing equitable benefits, Maven helps members reach the highest quality in-network clinics, resources and providers whether they are in rural towns or need support through a social need.

Through our partnership with Hinge Health, you can find help with symptoms typically known as pelvic floor disorder. While it may occur at any age and feel embarrassing, help is available. With proper guidance and a personalized care plan through Hinge Health that addresses your unique needs, you can reduce pelvic pain, improve bladder and bowel control, and increase pelvic and core muscle strength. Take the first step and find relief on your schedule at no extra cost.

Hello Heart supports women's heart health at every major stage of life by providing personalized daily tools to understand and manage their heart health, addressing a critical gap where women often delay care or lack awareness of their risk. Through daily heart check-ins, tracking of key metrics such as blood pressure and cholesterol, and AI-powered coaching, the program helps women stay engaged in their health, recognize

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Special route inspections

Since the expiration of the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) in the fall of 2024, management has been conducting unilateral route count and inspections under the provisions of Chapter 2, *Handbook M-39, Management of Delivery Services*. They are using every available method to reduce letter carrier hours. All too often they conduct regular route examinations that do not follow the established *Handbook M-39* procedures or the misapplication of the minor route adjustment procedures in *Handbook M-39*, Section 141. The result is often badly adjusted routes that cannot be completed in eight hours. Any such violations of handbook and manual provisions should be grieved; however, there is an additional contractual right afforded to letter carriers that forces managers to live up to the Postal Service's commitment to adjust all letter carrier routes to as near to eight hours as possible.

Handbook M-39, which is incorporated into the *National Agreement* by Article 19, requires that a special route inspection be conducted whenever the regular carrier on a route requests it and qualifies under *Handbook M-39*, Section 271g, which states in pertinent part:

271g. If over any six consecutive week period (when work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of three days or more in each week during this period, the regular carrier assigned to such a route shall, upon request, receive a special mail count and inspection within four weeks of the request. The special route inspections provided for in M-39 Section 271g must be conducted in exactly the same manner as regular counts and inspections conducted under the provisions of M-39, Chapter 2.

The provisions of Section 271 refer to the route and not the carrier on the route, despite the fact that the purpose of any such inspection is to adjust the route to the individual carrier. Thus, the fact that the regular carrier on a route may have been absent for any part of the six-week period is irrelevant (see M-01262, M-01263, M-00688).

National Arbitrator Britton held in C-11099 that, if the route otherwise qualifies, management must complete a special route examination within four weeks of the request, even if the inspection must be conducted in June, July or August. Of course, the summer months are usually a low-volume period, but if your route is severely overburdened it may make sense to request a special route examination immediately. After all, if management makes an unrealistic adjustment, they can be forced to do it again—and again, until it is done right.

Managers frequently try to evade these obligations by manufacturing various excuses for not complying with the

special route inspection provisions. One frequent excuse has been that management adjusted the route unilaterally since the request, so there is no longer a problem. Another excuse has been that a carrier only met the criteria for a special inspection because performance was not “satisfactory.” Fortunately, the *Joint Contract Administration Manual* puts these arguments to rest. Its explanation of the M-39 special route inspection provisions (page 41-32) states that:

Once a route qualifies and the incumbent requests a special route inspection, it can not be avoided by unilaterally providing relief, or making an adjustment. Special route inspections are not unit and route reviews. The right to a special route inspection is unaffected by the fact that the office involved may be undergoing, or be scheduled for, a unit and route review.

Performance deficiencies should be addressed in a timely manner. Once the request is made by the incumbent letter carrier, management should not try to avoid conducting the special route inspection by attempting to identify performance deficiencies after-the-fact. Unsatisfactory performance can be a reason for denying a special route inspection if reasonable efforts towards improving performance to a satisfactory level have not been successful and the reasons have been documented and discussed with the carrier during the six week period. Additionally, ‘Unsatisfactory conditions such as “poor case labels,” “poor work methods,” or “no route examiners available,” should not be used as an excuse not to conduct the inspection within the 4-week time frame.’

Handbook M-39, Section 242.122 requires that inspections result in routes being adjusted to “as nearly eight hours daily work as possible.”

Available resources

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

Schedule awards, Part 2



Regional Workers' Compensation Assistant Coby Jones

Last month's column provided basic information regarding schedule awards, with a focus on how to obtain the necessary medical report and how the Office of Workers' Compensation Programs (OWCP) calculates the dollar amount. The regulations regarding schedule awards, however, are complex. In addition, there are many misconceptions about them. This column explains additional details about schedule awards, with the goal of dispelling those misconceptions and providing useful information. It

should be read in conjunction with last month's column.

One of the most common mistaken beliefs about schedule awards is that they constitute final settlements or payouts that end further on-the-job injury benefits. This error probably is due to the fact that some state workers' compensation systems do provide for lump-sum payouts that constitute final settlements, after which no further benefits are payable. Schedule awards paid by OWCP do not constitute a settlement or final payout. They do not in any way end the right to continue receiving other OWCP benefits, such as payment for medical bills, reimbursement of transportation expenses for travel to medical appointments, wage-loss compensation benefits, etc.

Additional common misconceptions concern the relationship between retirement and schedule awards. Some mistakenly believe that retirement is a bar to receiving a schedule award. Retirement, in and of itself, has no effect on an employee's right to a schedule award. And in fact, there is no time limit on requesting a schedule award even after retirement.

Others incorrectly believe that it is a good idea to wait until retirement to pursue a schedule award. Generally, if an injured employee is working, either without restrictions or on limited duty, there is no logical reason to wait until retirement to pursue a schedule award. Instead, unless an employee is drawing wage-loss compensation, it is normally in the employee's interest to pursue a schedule award when maximum medical improvement (aka MMI) is reached.

Schedule awards are paid out in weeks of compensation. The reason they are called schedule awards is that 5 USC 8107, the relevant provision of the Federal Employees' Compensation Act (FECA), is titled "Compensation schedule," and sets out a schedule of body parts with corresponding number of weeks. For instance:

- Arm lost, 312 weeks' compensation
- Leg lost, 288 weeks' compensation
- Hand lost, 244 weeks' compensation¹

¹ The current complete schedule can be found at 20 CFR §10.404.

Schedule awards are paid for a certain number of weeks, calculated by multiplying the percentage of impairment of a body part (determined by the rating physician) times the number of weeks set out in the schedule in the FECA for that body part. Each week of the schedule award is paid at the employee's compensation rate, which is weekly salary times $\frac{2}{3}$ or $\frac{3}{4}$, depending on whether the employee is single with no dependents ($\frac{2}{3}$) or married or otherwise has one or more dependents ($\frac{3}{4}$).

The general rule is that schedule awards may not be received concurrently with wage-loss compensation but may be received concurrently with actual wages or with retirement benefits. There is an exception to the prohibition of simultaneous receipt of wage-loss compensation and a schedule award. If an employee has a job-related injury that causes impairment in one body part (that entitles them to a schedule award) and at the same time has a different job related injury to a different body part that is disabling, both wage-loss compensation for the disability and a schedule award for the impairment may be paid concurrently.

There is also an important, and dangerous, limitation that arises when employees are entitled to Social Security Disability Insurance (SSDI) benefits. Employees covered under the Federal Employees Retirement System (FERS) are required to apply for SSDI in order to obtain FERS disability retirement. And even though the Office of Personnel Management requires the employees to apply for SSDI, more often than not the SSDI is not approved while the FERS disability retirement is approved. This is because Social Security has a much stricter definition of disability.²

Social Security regulations provide for a dollar-for-dollar offset of Social Security disability benefits up to a certain point if an employee receives workers' compensation disability benefits. Social Security considers OWCP schedule awards as disability benefits and will in many cases deduct the full amount from any Social Security disability benefits due. Moreover, Social Security will report the full amount of the deduction to the IRS as taxable income, even though it never was paid to the injured worker.³ Because of this, employees receiving SSDI benefits should not apply for a schedule award until they are no longer on SSDI. It should be noted here that there is no offset between a schedule award and FERS disability retirement.

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

² For a more detailed discussion of this, see the director of retired members' column in the December 2025 *Postal Record*, page 48.

³ How Social Security calculates the amount of the offset is discussed in more detail in this column in the October 2025 *Postal Record*, page 41.

Quarter 1 Branch Challenge results, national convention campaign

Quarter 1 is over and MDA Summer Camp is just around the corner. Thanks to your incredible efforts, 74 branches have raised more than \$81,000—enough to send 40 kids to camp! Let’s keep the momentum going and help send 40 more kids before camp season officially kicks off in June.

This summer, MDA will offer 23 in-person camp sessions and two virtual options—all completely free for families. MDA Summer Camp is a place where kids living with neuromuscular diseases can experience independence, adventure and connection. Campers enjoy activities such as swimming, fishing, ziplining, horseback riding, dancing and campfires—all while building confidence, life skills and lifelong friendships. Last year, your support helped send 836 kids to camp!

Want to experience the best week of the year? Join us for a Sponsor Day near you! Sign up here for more information: shorturl.at/AbBwz.

Special shout-out to our top 10 branches for Quarter 1:

1. **Stamford, CT Branch 60: \$8,300**
2. **Camden, NJ Merged Branch 540: \$6,532**
3. **North Oakland County, MI Branch 320: \$5,700**
4. Chicago, IL Branch 11: \$5,475.15
5. Albuquerque, NM Branch 504: \$5,370
6. Western Wayne County, MI Branch 2184: \$5,323.75
7. Huntsville, AL Branch 462: \$4,580
8. Medford, OR Branch 1433: \$2,774.49

9. Royal Oak, MI Branch 3126: \$2,153
10. Bismarck, ND Branch 957: \$2,070

The top three branches will receive an MDA prize pack. Congratulations to all of NALC’s Quarter 1 Branch Challenge champions!

Thank you again for all of your hard work.

As you know, the national convention is right around the corner. NALC will sell raffle tickets for MDA at the national convention, but you can get them before. There will be five drawings and each winner will win a \$3,000 travel voucher. Here is the link for electronic sales: mda.donordrive.com/NALCConvention26 and the QR code is at right.

As a reminder, you can find all the details for the 2026 quarterly branch challenge at mda.donordrive.com/NALC2026. Also, any events you want NALC to promote or for MDA Coordinator Christina Vela Davidson to attend, send a letter or an email. Have questions or need assistance? Contact the NALC Service Team at nalc@mdausa.org or 719-640-8625.



Director, Health Benefits

Women’s health (continued)

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symptoms that may present differently than men, and take preventive action earlier. It also delivers personalized education so women can better understand their unique cardiovascular risk and feel confident taking control of their well-being.

For women going through menopause—a time when cardiovascular risk significantly increases due to hormonal changes—Hello Heart provides targeted support to navigate this transition. This includes menopause-specific guidance, lifestyle coaching around

nutrition and physical activity, and mental health support to build sustainable habits and reduce long-term risk. Together, these tools empower women to take charge of their health during a critical life stage. To get started, go to join.helloheart.com.

If you need more information, make sure to visit nalchbp.org, where you will find more information about our 2026 benefits and programs. We continue to support our mission—providing members with access to quality medical care—while maintaining a comprehensive and affordable benefits package.

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

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

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

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

Years of Service ²	City Carrier / High-3 Average ¹ : 79,519			Carrier Technician / High-3 Average ¹ : 81,189		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,402	\$218	\$2,184	\$2,453	\$223	\$2,230
21	2,535	231	2,304	2,588	236	2,352
22	2,667	244	2,423	2,723	250	2,473
23	2,800	257	2,542	2,859	263	2,595
24	2,932	271	2,662	2,994	277	2,717
25	3,065	284	2,781	3,129	290	2,839
26	3,197	297	2,900	3,264	304	2,961
27	3,330	310	3,019	3,400	317	3,082
28	3,462	324	3,139	3,535	331	3,204
29	3,595	337	3,258	3,670	345	3,326
30	3,727	350	3,377	3,806	358	3,448
31	3,860	364	3,497	3,941	372	3,569
32	3,993	377	3,616	4,076	385	3,691
33	4,125	390	3,735	4,212	399	3,813
34	4,258	403	3,854	4,347	412	3,935
35	4,390	417	3,974	4,482	426	4,057
36	4,523	430	4,093	4,618	439	4,178
37	4,655	443	4,212	4,753	453	4,300
38	4,788	456	4,331	4,888	466	4,422
39	4,920	470	4,451	5,024	480	4,544
40	5,053	483	4,570	5,159	493	4,665
41	5,185	496	4,689	5,294	507	4,787
41+11 months & over ⁵	5,301	508	4,794	5,413	519	4,894

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1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between July 1, 2023, and June 30, 2026, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$635.51 per month if for self plus one (PSHB code 77C), \$579.41 if for self and family (PSHB code 77B), or \$262.47 if for self only (PSHB code 77A) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

Monthly FERS annuity payments for letter carriers who retire on July 1, 2026

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

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

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

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

Years of Service ²	City Carrier / High-3 Average ¹ : 79,519			Carrier Technician / High-3 Average ¹ : 81,189		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,325	\$133	\$1,193	\$1,353	\$135	\$1,218
21	1,392	139	1,252	1,421	142	1,279
22	1,458	146	1,312	1,488	149	1,340
23	1,524	152	1,372	1,556	156	1,401
24	1,590	159	1,431	1,624	162	1,461
25	1,657	166	1,491	1,691	169	1,522
26	1,723	172	1,551	1,759	176	1,583
27	1,789	179	1,610	1,827	183	1,644
28	1,855	186	1,670	1,894	189	1,705
29	1,922	192	1,730	1,962	196	1,766
30	1,988	199	1,789	2,030	203	1,827
31	2,054	205	1,849	2,097	210	1,888
32	2,121	212	1,908	2,165	217	1,949
33	2,187	219	1,968	2,233	223	2,009
34	2,253	225	2,028	2,300	230	2,070
35	2,319	232	2,087	2,368	237	2,131
36	2,386	239	2,147	2,436	244	2,192
37	2,452	245	2,207	2,503	250	2,253
38	2,518	252	2,266	2,571	257	2,314
39	2,584	258	2,326	2,639	264	2,375
40	2,651	265	2,386	2,706	271	2,436
Each additional year ⁵	66.27	6.63	59.64	67.66	6.77	60.89

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between July 1, 2023, and June 30, 2026, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$635.51 per month if for self plus one (PSHB code 77C), \$579.41 if for self and family (PSHB code 77B), or \$262.47 if for self only (PSHB code 77A) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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

State Summaries

Indiana

The ISALC was set to convene in Michigan City April 27-28. National Director of Safety and Health Manny Peralta was expected to be in attendance. With respect, his presence is very necessary, considering we recently had a sister in Kokomo stabbed multiple times while on the clock. She survived. Please pray for her mental and physical healing and comfort.

Again, let's talk about it. The Protect Our Letter Carriers Act needs to be co-signed by each U.S. congressperson. This should be a realization for Hoosiers to aggressively contact all our U.S. representatives about H.R. 1065/S. 463. Do it for her! Do it for your case partner! Do it for the carrier who you'd least expect for something like this to happen to, because it did. Contact Rep. Victoria Spartz—she's the rep for where this attack took place.

The bill requires the DOJ to appoint an assistant U.S. attorney in each judicial district to coordinate and supervise investigations and prosecutions of crimes related to the USPS, such as assaults on us and others. The bill also requires the U.S. Sentencing Commission to amend sentencing laws to provide that assault or robbery of a postal employee shall be treated the same as the assault of a law enforcement officer.

NALC showed up by sending the Emergency Response Team to support our Kokomo brothers and sisters. Kokomo family, love on our sister, please. Take care of each other and yourself as well. We are no good to our customers and our families if we are no good while at work. Everyone deserves to leave work in the same or similar condition in which we come to work.

Let's Stamp Out Hunger on May 9. Happy Mother's Day and enjoy Memorial Day. We are our brothers and sisters' keepers.

Kieaunta Roberson

Michigan

Time is just flying by! We're in third spring here in Southeast Michigan and our friends in the UP might actually begin seeing ground soon as the snow dissipates. What a wonderful time to be in the Midwest!

As the snow leaves, things legislatively pick up both in Lansing and in Washington. One of the best methods we have to influence our representatives is to contact them directly. A phone call to their office to push them to support our legislative priority or, even better, a letter mailed to them through the USPS will have an outsized effect when compared to the time and effort it takes. It really is just five

minutes that could preserve our jobs and our future.

I mentioned last month that state Sen. McMorrow would be introducing our bill in the Michigan Senate. I had no idea how fast that would happen. I met with her on March 9, and on March 18, SB 844 was introduced. Nine days. Just...wow! Like any other legislative endeavor, the work is now up to us. I'll have sample letters posted to facebook.com/groups/NALC.Michigan under the "Files" tab. You can find your state house and senate district and who represents you at legislature.michigan.gov under the "Contact your Senator" and "Contact your Representative" tabs on the right center of the page. Get those letters out as soon as you can.

It is never too early to make plans for Labor Day. Please pencil us in for the morning of Monday, Sept. 7. The state association will again this year be in Downtown Detroit for Metro Detroit AFL-CIO Labor Day march and rally. We will share details as they become available.

Ron Zalewski

Tennessee

Hello, brothers and sisters!

Communication is a two-way street, and when you receive a mass text urging you to contact your representative, please do so. Also, urge your family and friends to do so as well. We must contact our representatives (Senate and House) before we ask anyone else to do so. Why? To protect our jobs, benefits and our middle-class lifestyle, and to take care of our loved ones.

How? NALC Headquarters has an app specifically for this! Go to nalc.org, click on "Government Affairs," click on "Legislative Action Center," and follow the prompts to send letters to your representative. If you are not registered, click on the "New? Register here" block and afterward, send your letter email/phone message to your representatives.

We do have friends in Congress who support unions. How do we do this? Since it's illegal to rely on union dues for this purpose, we rely on the Letter Carrier Political Fund (LCPF) to protect our jobs and benefits and continue the fight to protect our future as carriers. Let's get on board with the LCPF—your future depends on it! Numbers are our strength, and when we all respond, we send a loud and clear message of solidarity. We must flood the phone lines of our representatives and, if possible, shut them down. Strength in numbers!

Tony Rodriguez

contributions are the beginning of a death spiral in the business world.

And I think how some managers think they are the greatest thing since sliced bread. Yet, what'll be their legacy? They were a manager at the Post Office and part of tanking a public

Texas

Recently, Charles Johnson, Ira Brown and I visited Rep. Pete Sessions' office in Waco. As subcommittee chair for the United States Postal Service, Congressman Sessions' staff informed us early on that he does not support privatizing the Postal Service, which was encouraging to hear at the start of our discussion. Throughout the meeting, we reviewed key H.R.s prioritized by the NALC. Near the end, his District 17 staff made a notable remark: They expressed dissatisfaction with the PMG's testimony before the subcommittee on Capitol Hill. The staff even suggested that letter carriers, the people doing the actual work and familiar with the workroom floor, could be brought to Capitol Hill to testify directly. That will be an interesting day!

The primary runoff elections in Texas are scheduled for May 26. More than 30 races will be decided by voters, including a highly anticipated contest between incumbent John Cornyn and current Texas Attorney General Ken Paxton. Both candidates are seeking endorsements from President Trump. The voter registration deadline is April 27, and early voting will take place May 18-22.

The TSALC scholarship is also coming up. It's an exciting opportunity for six scholars to receive a \$2,000 scholarship. The applicants must be a son, daughter, grandchild, stepchild or foster child with legal guardianship or an active, retired or deceased Texas letter carrier. Information about the scholarships and applications can be found on the TSALC website at tsalc.net. The deadline for application is May 31.

In solidarity, brothers and sisters—

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.

jewel that has been around for a quarter of a century. Now that's something to be proud of that you can tell your grandkids.

And think of the managers/supervisors that you've worked for and ask yourself, "In what company could these managers/supervisors

Retiree Reports

Anchorage, Alaska

The recent news coming out of the Post Office isn't very good. Losing \$9 billion, increasing the price of the stamp, adding a fuel surcharge, and temporary suspension of FERS

keep their job?" Imagine if you owned a company and had a supervisor who cost you tens of thousands of dollars in grievance payouts. What would you do? Well, in the Post Office, the way it works is, f*@& up, move up. In the real world, these supervisors would be out on their asses! Because there's no accountability from upper management. They're just as guilty of mismanagement as the supervisor.

In my nearly 40 years involved with the Post Office, I haven't seen supervisors held accountable in their decisions of wasting money in the grievance procedure, whether it was a contractual or discipline violation that should never have happened.

And these supervisors/managers truly believe that they will get a good job in the real world if the Post Office were to fail. Really? Can you imagine their résumé? It would read, "I was a supervisor/manager that caused the Post Office to collapse that was in business for more than 250 years." Yeah, good luck with that.

My advice to the supervisors/managers is to practice this saying: "Would you like fries with that order?"

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Today as I write this, about 40 states are getting hit with a massive winter storm. Depending on what weather forecaster you listen to, the amounts of snow will range between 10 and 20 inches. It was a struggle to deliver the mail in these conditions, and the worst part was when the patrons decided not to shovel and then the very cold temps changed the snow into ice. As an 18-year retiree and now living on the West Coast, all of those days are behind me.

When delivering mail, please be careful and take your time. If it takes you longer to complete your route, so be it. Everyone knows that in these kinds of conditions it is impossible to do your route in your normal time, no matter what management thinks.

Facebook posts allow me to see what my friends and family are going through, and I just want all of them to hunker down and stay safe.

Join our Facebook group (NALC Branch 425) and please attend our union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

May means the tulips are up, the irises are blooming and it's time for the annual letter carrier food drive. If your office was lucky enough to get bags to deliver to collect food, you are in for a reward. When I was carrying mail, if customers got a container to put their donations in, we got triple the amount of food. There is something about getting a sack in the mail—it "begs" to be filled for Food Drive Day. And if you are retired, consider helping out your local post office. Be ready to work hard and hopefully enough food is collected to help a local pantry get through the summer.

Lately I've been pondering why I continue to stay involved in the union after a 25-plus-year career. The short answer is that I enjoy the camaraderie with my sisters and brothers, even if it's just a monthly visit. Also, the sense of getting the next crew to retirement—there's always excitement when I hear a fellow co-worker has joined our ranks. Our branch does a monthly breakfast gathering and we are lucky to have found a restaurant that will do separate checks, and has great food and outstanding service. Anywhere from four to 15 people show up to reminisce, share their lives, or just keep those friendships going long past our working years. If you are recently retired and looking for an enjoyable morning meal, please come and say hello and tell us about your newfound freedom.

This leads me to this month's shout-out: Denise Den Hartog has helped keep this tradition alive. Organized and creative, she is always willing to help and does it with a smile. Thanks, Denise—your energy is contagious!

In unity—

Barb Larson, Branch 5996

Michigan

OPM created a major problem when they decided to send out all 1099Rs by email when

none of us ever allowed this change. This was compounded by printer breakdowns and paper shortages. If you look at your profile on login.gov you will see that the 1099R default setting is by email and you must physically change that setting to "via US Mail." We are telling everyone to contact your congressperson to complain about this action and to register your complaint about the inability of OPM to answer any calls even at 7:40 a.m.! It can be very frustrating, especially for those without computer access.

The other issue is with the Notice of Annuity Adjustment. Receiving this NAA in January will reflect the 2.8 percent increase due to COLA, which will be reflected in your January annuity deposit. The increase in your health benefit premium will not show up until your February deposit. This means your deposit from February on is reduced from January by the increase in your health benefit premium.

Mike Sheridan, Michigan State Association

Paterson, New Jersey

What is happening with our postal system and service? Customers are reporting slow, delayed and/or no delivery service, long lines at the post office when attempting to pick up a letter or package, delayed postmarks, the Postal Service nearing and/or increasing the debt limit. This is not the type of service that the American public has grown to expect.

The Postal Service needs a vision to attempt to attract new customers, create additional avenues of revenue, and make customers fully confident in using our mail system. We could only hope that the postmaster general is aware of this situation and the dire need to address its concerns. Is he fully committed to providing universal service, six-days-a-week delivery to every address, and the way to attract any and all customers in making sure that using our postal system as their first and only option? Do we have representatives looking to protect our mail service?

The American public needs to watch closely and hold accountable the people who can make our system stronger and better.

Joseph Murone, Branch 120

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 includ-



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

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

80-year plaques

George G. Pennington Kansas City, MO Br. 30

75-year plaques

James C. Sandford Garden Grove, CA Br. 1100
 Raul Palomino Merced, CA Br. 1340
 Joseph F. Quade Alton, IL Br. 309
 David D. Delancey Waterloo, IA Br. 512
 Clinton R. Russell Jr. Monroe, LA Br. 136
 Joseph E. Campbell Detroit, MI Br. 1
 William H. Common Mid-MI Br. 256
 George G. Pennington Kansas City, MO Br. 30
 Douglas L. Lee Hobbs, NM Br. 3727

70-year plaques

Joseph Coniglio Garden Grove, CA Br. 1100
 Donald H. Crocker Garden Grove, CA Br. 1100
 Kenneth W. Davis Garden Grove, CA Br. 1100
 Herbert Y. Lee Garden Grove, CA Br. 1100
 James A. Ritter Garden Grove, CA Br. 1100
 Raul Palomino Merced, CA Br. 1340
 Ronald A. Riggs Merced, CA Br. 1340
 Arthur W. Matthies Santa Rosa, CA Br. 183
 Regis F. Haug Denver, CO Br. 47
 Joseph Martini Panama City, FL Br. 3367
 Ronald V. Fugiel Oak Brook, IL Br. 825
 Eugene E. Curl Kansas City, KS Br. 499
 Virgil J. Kelsay Jr. Kansas City, KS Br. 499
 Robert E. Bush Ashland, KY Br. 745
 Carl E. Griffith Ashland, KY Br. 745
 Gerald A. Reinhardt Adrian, MI Br. 579
 Maurice Beard Jr. Detroit, MI Br. 1
 Frank Tasson Jr. Mid-MI Br. 256
 Roy L. Phelps Jr. Kansas City, MO Br. 30
 J. T. Turner Kansas City, MO Br. 30
 Richard D. Beers South Jersey, NJ Br. 908
 John J. Delehanty Albany, NY Br. 29
 William C. Hartlaub Cincinnati, OH Br. 43
 Peter R. Conti Providence, RI Br. 15
 John J. Wassman Providence, RI Br. 15
 Lowell W. Rohrbach Salt Lake City, UT Br. 111
 Richard A. Thiel Tacoma, WA Br. 130

65-year pins

Howard J. Banwart AZ Mgd. Br. 1902
 Gene W. Cole AZ Mgd. Br. 1902
 Thomas G. Cook AZ Mgd. Br. 1902
 Maxwell A. Morton AZ Mgd. Br. 1902
 William N. Mrozek AZ Mgd. Br. 1902
 Thomas J. Raia AZ Mgd. Br. 1902
 Thomas R. Storz AZ Mgd. Br. 1902
 Clois R. Dansby Central CA Br. 231
 James E. Espinosa Central CA Br. 231

Logan L. Howard Central CA Br. 231
 Loy D. Hutchens Central CA Br. 231
 Gerald J. Graham Garden Grove, CA Br. 1100
 Dan D. Dorman Greater E. Bay, CA Br. 1111
 Frank A. Swezey Greater E. Bay, CA Br. 1111
 Michael J. Crowley Merced, CA Br. 1340
 John P. Gurnsey Jr. Denver, CO Br. 47
 Edward C. Herling Jr. Denver, CO Br. 47
 Jack L. Neff Denver, CO Br. 47
 Marvin D. Peterson Denver, CO Br. 47
 Louis M. Tancik Denver, CO Br. 47
 Kenneth S. Nuehs Alton, IL Br. 309
 Philip A. Albert Oak Brook, IL Br. 825
 John G. Belmonte Oak Brook, IL Br. 825
 Robert D. Borum Oak Brook, IL Br. 825
 Chris I. Carlson Oak Brook, IL Br. 825
 Lawrence R. Cheehy Oak Brook, IL Br. 825
 Richard L. Schmid Mount Prospect, IL Br. 4099
 John P. Kranz Springfield, IL Br. 80
 Charles D. Smith Springfield, IL Br. 80
 James V. Thornton Hammond, IN Br. 580
 Ernest L. Hopson Hammond, IN Br. 580
 Robert E. Woerpel Wichita, KS Br. 201
 Robert W. Ketzner Wichita, KS Br. 201
 Jeral W. Lipps Wichita, KS Br. 201
 Charles L. Rich Jr. Wichita, KS Br. 201
 Larry E. Smith Wichita, KS Br. 201
 Marcellus Werth Wichita, KS Br. 201
 Ronald L. Wisley Ashland, KY Br. 745
 Herbert L. Roberts Ashland, KY Br. 745
 William M. Sagraves Battle Creek, MI Br. 262
 Duwayne E. Clous Battle Creek, MI Br. 262
 Henry J. Egan N. Oakland Co., MI Br. 320
 Richard J. Rompa Kansas City, MO Br. 30
 T. H. Boone Kansas City, MO Br. 30
 Elmer W. Price Portsmouth, NH Br. 161
 Charles W. Brewster Albany, NY Br. 29
 William C. Dietz Syracuse, NY Br. 134
 Michael A. Addabbo Syracuse, NY Br. 134
 Jerry E. Segovis Winston-Salem, NC Br. 461
 Maurice L. Moser Providence, RI Br. 15
 Arthur A. Salzillo Salt Lake City, UT Br. 111
 Bryant D. Anderson Salt Lake City, UT Br. 111
 Theron J. Larsen Salt Lake City, UT Br. 111
 Byron W. Litster Salt Lake City, UT Br. 111
 Marcel Saldivar Salt Lake City, UT Br. 111
 Narvel E. Scherzinger Salt Lake City, UT Br. 111
 Duane N. Flamoe Spokane, WA Br. 442
 Kevin R. Healy Spokane, WA Br. 442
 Russell G. Kocher Wheeling, WV Br. 66

60-year pins

Mary E. Halford AZ Mgd. Br. 1902
 William M. Lippincott AZ Mgd. Br. 1902
 Marvin K. Miller AZ Mgd. Br. 1902
 Ronald E. Pankratz AZ Mgd. Br. 1902

Wesley A. Davis Hot Springs National Park, AR Br. 543
 Roy J. Williams Hot Springs National Park, AR Br. 543
 Bruce O. Taylor Pine Bluff, AR Br. 240
 James D. Garner Central CA Br. 231
 David J. Holmes Central CA Br. 231
 Victor F. Horg Jr. Central CA Br. 231
 Richard Maldonado Central CA Br. 231
 Richard W. Reiter Central CA Br. 231
 Nello A. Sciacqua Central CA Br. 231
 Richard A. Cortez Garden Grove, CA Br. 1100
 Robert E. Sprague Garden Grove, CA Br. 1100
 David D. Miller Greater E. Bay, CA Br. 1111
 Stephen R. Fetchko Hemet, CA Br. 2901
 Roger L. Acquistapace Santa Rosa, CA Br. 183
 Benjamin D. Brewer Denver, CO Br. 47
 Eloy M. Fernandez Denver, CO Br. 47
 Thomas R. Garnes Denver, CO Br. 47
 Benito G. Hernandez Denver, CO Br. 47
 Bernard J. Hiatt Denver, CO Br. 47
 Tsutomu Kagiya Denver, CO Br. 47
 Eloy R. Martinez Denver, CO Br. 47
 Charles E. McDaniels Denver, CO Br. 47
 Vernon E. Moore Denver, CO Br. 47
 Dale F. Sanderson Denver, CO Br. 47
 John L. Widmar Jr. Denver, CO Br. 47
 Donald R. Faglier Augusta, GA Br. 263
 Charles B. Ivey Augusta, GA Br. 263
 Mack J. McLaughlin Augusta, GA Br. 263
 Donald Goodwin Alton, IL Br. 309
 Kenneth E. Knight Alton, IL Br. 309
 Frank P. Burnell Oak Brook, IL Br. 825
 Howard J. Cload Oak Brook, IL Br. 825
 Lawrence B. Doyle Oak Brook, IL Br. 825
 Leland B. Eilers Oak Brook, IL Br. 825
 Kenneth F. Hurtig Oak Brook, IL Br. 825
 Robert J. Pedersen Oak Brook, IL Br. 825
 John M. Pranga Oak Brook, IL Br. 825
 Michael A. Spielman Oak Brook, IL Br. 825
 John A. Stasiek Oak Brook, IL Br. 825
 Robert Wild Oak Brook, IL Br. 825
 Paul E. Bahlow Springfield, IL Br. 80
 John J. Bartolozzi Springfield, IL Br. 80
 George E. Hamrick Springfield, IL Br. 80
 Terrance L. Schou Springfield, IL Br. 80
 Defoird R. Hogan Hammond, IN Br. 580
 Charles E. Cosby Jr. Lawrenceburg, IN Br. 1395
 Alfred J. Goetz Kansas City, KS Br. 499
 Ronnie L. Masters Kansas City, KS Br. 499
 Ronald A. Sobba Kansas City, KS Br. 499
 Roger C. Atherton Wichita, KS Br. 201
 Richard E. Baker Wichita, KS Br. 201
 Emil J. Beneke Wichita, KS Br. 201
 Vern L. Conley Wichita, KS Br. 201
 Alan R. Cunningham Wichita, KS Br. 201
 Robert W. Ketzner Wichita, KS Br. 201

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

Garry L. Kuether	Wichita, KS	Br. 201	John A. Ellis	Hot Springs		John T. Musial	Oak Brook, IL	Br. 825
Jeral W. Lipps	Wichita, KS	Br. 201		National Park, AR	Br. 543	Larry R. Peterson	Oak Brook, IL	Br. 825
Richard W. Pohlman	Wichita, KS	Br. 201	Marvin G. Hansen	Hot Springs		Larry E. Petkus	Oak Brook, IL	Br. 825
Charles L. Rich Jr.	Wichita, KS	Br. 201		National Park, AR	Br. 543	Richard W. Poteracki	Oak Brook, IL	Br. 825
Larry E. Smith	Wichita, KS	Br. 201	James H. Moore	Hot Springs		Kenneth C. Rus	Oak Brook, IL	Br. 825
Leonard Thomas	Wichita, KS	Br. 201		National Park, AR	Br. 543	Randy J. Thiede	Oak Brook, IL	Br. 825
Marcellus Werth	Wichita, KS	Br. 201	James R. Richmond	Hot Springs		Darlene F. Turczyn	Oak Brook, IL	Br. 825
Ronald L. Wisley	Wichita, KS	Br. 201		National Park, AR	Br. 543	Joseph E. Urban	Oak Brook, IL	Br. 825
Paul V. Brinley	Louisville, KY	Br. 14	Gary L. Swilley	Hot Springs		David K. Watson	Oak Brook, IL	Br. 825
Lawrence B. Carruthers	Louisville, KY	Br. 14		National Park, AR	Br. 543	Larry W. Winkelman	Oak Brook, IL	Br. 825
James R. Cecil	Louisville, KY	Br. 14	Ronald W. Walters	Hot Springs		Frederic C. Carlson	Rock Island, IL	Br. 292
Dennis L. Cornell	Louisville, KY	Br. 14		National Park, AR	Br. 543	Thomas H. Hartman	Rock Island, IL	Br. 292
Joseph A. Halbleib II	Louisville, KY	Br. 14	Thomas H. Wooten	Hot Springs		David L. Stimpson	Rock Island, IL	Br. 292
Linda L. Ireland	Louisville, KY	Br. 14		National Park, AR	Br. 543	Donald V. Corso	Springfield, IL	Br. 80
William A. Jones	Louisville, KY	Br. 14	Claude M. Wallace Jr.	Camarillo, CA	Br. 4114	Richard T. Scott	Springfield, IL	Br. 80
Bobby D. Tinsley	Louisville, KY	Br. 14	David J. Corona	Central CA	Br. 231	Julia B. Barbour-Fowler	Hammond, IN	Br. 580
Edward E. Unsel Jr.	Louisville, KY	Br. 14	Benny M. Flores	Central CA	Br. 231	Charles R. Wallace	New Castle, IN	Br. 814
Bobby J. Hendrix	Monroe, LA	Br. 136	R. K. Freeman	Central CA	Br. 231	Arnold L. Wallen	New Castle, IN	Br. 814
Richard F. Ewanowski	Worcester, MA	Br. 12	Larry E. Glispey	Central CA	Br. 231	Charles R. Jones	Kansas City, KS	Br. 499
Robert A. Ambs	Battle Creek, MI	Br. 262	Ruben Acebedo	Garden Grove, CA	Br. 1100	Ivan E. Klautd	Kansas City, KS	Br. 499
Cleops C. Jackson	Detroit, MI	Br. 1	Jeffery M. Davis	Garden Grove, CA	Br. 1100	Bradford R. Anderson	Wichita, KS	Br. 201
Johnnie Pruitt	Detroit, MI	Br. 1	John W. Koning	Garden Grove, CA	Br. 1100	Max W. Burks	Wichita, KS	Br. 201
Joseph J. Sheaver	Detroit, MI	Br. 1	Ismael Medrano Sr.	Garden Grove, CA	Br. 1100	Lester W. Carey	Wichita, KS	Br. 201
Theofil J. Szydowski	Detroit, MI	Br. 1	John W. Wellen	Garden Grove, CA	Br. 1100	George W. Chapman Jr.	Wichita, KS	Br. 201
Thomas E. Trakul	Detroit, MI	Br. 1	Thomas T. Wood Jr.	Garden Grove, CA	Br. 1100	Vern L. Conley	Wichita, KS	Br. 201
Phyllis A. Boyd	Mid-MI	Br. 256	Arleigh A. Tison	Greater E. Bay, CA	Br. 1111	Jay D. Cook	Wichita, KS	Br. 201
Betty M. Grandstaff	Mid-MI	Br. 256	Ronald E. Urizar	Greater E. Bay, CA	Br. 1111	Kenneth Coon	Wichita, KS	Br. 201
Catherine M. Brunke	South Macomb, MI	Br. 4374	Arnold Valerio	Greater E. Bay, CA	Br. 1111	Ronald E. Gilchrist	Wichita, KS	Br. 201
Rubie M. Calvert	South Macomb, MI	Br. 4374	Wallace W. Woods	Greater E. Bay, CA	Br. 1111	Donald R. Howard	Wichita, KS	Br. 201
Mark P. Mathewson	South Macomb, MI	Br. 4374	Allen L. Wright	Greater E. Bay, CA	Br. 1111	Garry L. Kuether	Wichita, KS	Br. 201
Gerald F. Sheffer	South Macomb, MI	Br. 4374	John J. Wyszynski	Greater E. Bay, CA	Br. 1111	Norman L. McPhail	Wichita, KS	Br. 201
Gilbert W. Kuhn	Saint Charles, MO	Br. 984	Howard Yang	Greater E. Bay, CA	Br. 1111	William R. Murphy	Wichita, KS	Br. 201
Walter J. Sensmeyer	Saint Charles, MO	Br. 984	Richard E. Dills	Hemet, CA	Br. 2901	Ronnie G. Poe	Wichita, KS	Br. 201
William J. Loges	Camden, NJ Mgd.	Br. 540	Richard D. Jenkins	Hemet, CA	Br. 2901	Jack L. Shumard	Wichita, KS	Br. 201
R. S. Mazza	Camden, NJ Mgd.	Br. 540	Norman S. Knight	Hemet, CA	Br. 2901	Lawrence A. Snider	Wichita, KS	Br. 201
Sheldon R. Williams Jr.	Camden, NJ Mgd.	Br. 540	Rudolph J. Mares	Hemet, CA	Br. 2901	Leonard Thomas	Wichita, KS	Br. 201
Daniel J. Brilbeck	Syracuse, NY	Br. 134	Antone J. Morris	Hemet, CA	Br. 2901	Janet M. Zeller	Wichita, KS	Br. 201
Louis Petrilli	Syracuse, NY	Br. 134	Michael D. Nelson	Hemet, CA	Br. 2901	Lawrence Armstrong	Louisville, KY	Br. 14
Kerry K. Rose	Syracuse, NY	Br. 134	William E. Young	Hemet, CA	Br. 2901	Thomas P. Bowling	Louisville, KY	Br. 14
John W. Brotherton	Cincinnati, OH	Br. 43	Sidney R. Brumfield	Merced, CA	Br. 1340	Deborah E. Harper	Louisville, KY	Br. 14
Elbert H. Brown	Cincinnati, OH	Br. 43	Ronnie A. Deanda	Merced, CA	Br. 1340	Prentice L. Raisor	Louisville, KY	Br. 14
Billie D. Chitwood	Cincinnati, OH	Br. 43	David M. Love	Merced, CA	Br. 1340	William J. Thornsberry	Louisville, KY	Br. 14
Edgar A. Groen Jr.	Cincinnati, OH	Br. 43	A. M. McHenry	Merced, CA	Br. 1340	Buford O. Brady	Monroe, LA	Br. 136
Roger C. Kennedy	Cincinnati, OH	Br. 43	Abraham L. Ochoa	Merced, CA	Br. 1340	Michal L. Gilley	Monroe, LA	Br. 136
Carl W. Rooks	Cincinnati, OH	Br. 43	Alan S. Rankin	Merced, CA	Br. 1340	George R. Herring Jr.	Monroe, LA	Br. 136
Paul R. Wilbers	Cincinnati, OH	Br. 43	Rachelle L. Smith	Palm Springs, CA	Br. 4149	Billy R. Lyles	Monroe, LA	Br. 136
John H. Meek	Shawnee, OK	Br. 883	Lutie M. Milner	Van Nuys, CA	Br. 2462	James L. Phillips	Monroe, LA	Br. 136
George E. Bell	Erie, PA	Br. 284	Raymond E. Cox	Denver, CO	Br. 47	Michael H. Reeves	Monroe, LA	Br. 136
Robert R. Brown	Providence, RI	Br. 15	Wayne L. Dykstra	Denver, CO	Br. 47	Robert H. Dupell	Worcester, MA	Br. 12
Pasquale J. Cimalore	Providence, RI	Br. 15	James J. Garcia Jr.	Denver, CO	Br. 47	William S. Schaeffer	Battle Creek, MI	Br. 262
Dante Tomassi	Providence, RI	Br. 15	Celso L. Maestas	Denver, CO	Br. 47	Joseph DiMaggio	Detroit, MI	Br. 1
Don J. Austin	Salt Lake City, UT	Br. 111	Kenneth A. Maestas	Denver, CO	Br. 47	Andrew J. Johnson	Detroit, MI	Br. 1
Aubrey W. Booth	Lynchburg, VA	Br. 325	Melvin J. Mollendor	Denver, CO	Br. 47	Richard A. Johnson	Detroit, MI	Br. 1
Dennis G. Miller	Spokane, WA	Br. 442	Daniel L. Morrosis	Denver, CO	Br. 47	Joseph A. Lewandowski	Detroit, MI	Br. 1
Lloyd D. Tiffany	Spokane, WA	Br. 442	Gerald W. Phillips	Denver, CO	Br. 47	Frederick Martin	Detroit, MI	Br. 1
Lawrence C. Kowalski	Milwaukee, WI	Br. 2	Michael J. Zibits	Denver, CO	Br. 47	John W. Patterson	Detroit, MI	Br. 1
			William D. Hodges	Panama City, FL	Br. 3367	Rodney A. Rounke	Detroit, MI	Br. 1
			Raymond A. Niemiec	Panama City, FL	Br. 3367	Walter A. Stanlonis	Detroit, MI	Br. 1
			Ronald Robbins	Panama City, FL	Br. 3367	Sylvia S. Head	Mid-MI	Br. 256
			Roger C. Storey	St. Augustine, FL	Br. 689	Sharon L. Irwin	Mid-MI	Br. 256
			Edwin E. Norris	Augusta, GA	Br. 263	Ella B. Teamer	Mid-MI	Br. 256
			Robert D. Bowen	Mount Prospect, IL	Br. 4099	James D. Contrucci	South Macomb, MI	Br. 4374
			Kenneth L. Doktor	Mount Prospect, IL	Br. 4099	Betty L. Garmen	South Macomb, MI	Br. 4374
			Walter E. Drummond	Mount Prospect, IL	Br. 4099	Linda J. McShane	South Macomb, MI	Br. 4374
			William J. Proksa	Mount Prospect, IL	Br. 4099	Ronald A. Mele	South Macomb, MI	Br. 4374
			Raymond J. Stauner	Mount Prospect, IL	Br. 4099	Roger N. Strye	South Macomb, MI	Br. 4374
			Richard A. Carlson	Oak Brook, IL	Br. 825	Myron B. Bowden Jr.	Portsmouth, NH	Br. 161
			Ronald J. Carlson	Oak Brook, IL	Br. 825	Anthony J. Cincotta Jr.	Portsmouth, NH	Br. 161
			William J. Downing	Oak Brook, IL	Br. 825	G. G. Gelinas	Portsmouth, NH	Br. 161
			Larry A. Hodek	Oak Brook, IL	Br. 825	Arthur V. Scott	Portsmouth, NH	Br. 161
			Jarold J. Jansen	Oak Brook, IL	Br. 825	Richard E. Trafton	Portsmouth, NH	Br. 161
			Clyde E. Johnson	Oak Brook, IL	Br. 825	Paul J. Brodzinski	Rochester, NH	Br. 990
			Lawrence P. Martin	Oak Brook, IL	Br. 825	Anthony M. Lombo	Camden, NJ Mgd.	Br. 540

55-year pins

Harold L. Brown	AZ Mgd.	Br. 1902
Richard F. Carrillo	AZ Mgd.	Br. 1902
Thomas H. Garner	AZ Mgd.	Br. 1902
Robert C. Hanson	AZ Mgd.	Br. 1902
Richard A. Hobson	AZ Mgd.	Br. 1902
Walter E. Morris III	AZ Mgd.	Br. 1902
Leighanne E. Ridge	AZ Mgd.	Br. 1902
David M. Rowan	AZ Mgd.	Br. 1902
Robert J. Andrews	Hot Springs	
	National Park, AR	Br. 543
Dan W. Crawford	Hot Springs	
	National Park, AR	Br. 543
Billy J. Edwards	Hot Springs	
	National Park, AR	Br. 543

Honor Roll

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

Thomas D. Magulick	Camden, NJ Mgd.	Br. 540	John D. Robinson	Pasco, WA	Br. 1528	Ronald G. Blank	Mid-MI	Br. 256
Edward J. Pszwaro Jr.	Camden, NJ Mgd.	Br. 540	Thomas W. Groh	Spokane, WA	Br. 442	Patrick L. Boudro	Mid-MI	Br. 256
Elliott I. Bradley	NJ Mgd.	Br. 38	Richard J. Perry	Spokane, WA	Br. 442	Steven W. Horton	Mid-MI	Br. 256
Robert A. Broer	NJ Mgd.	Br. 38	James C. Alvey	Tacoma, WA	Br. 130	Alexander C. Murray	Mid-MI	Br. 256
James J. Campbell	NJ Mgd.	Br. 38	Donald R. Britt	Wheeling, WV	Br. 66	David J. O'Boyle	Mid-MI	Br. 256
Charles A. Cocuzza	NJ Mgd.	Br. 38	Harry W. Fisher Jr.	Wheeling, WV	Br. 66	Cindy L. Severn	Mid-MI	Br. 256
Gary C. Delucca	NJ Mgd.	Br. 38	Rose M. Hart	Wheeling, WV	Br. 66	Sandra K. Anthony	N. Oakland Co., MI	Br. 320
Vincent T. Farrell	NJ Mgd.	Br. 38	John L. Hartley	Wheeling, WV	Br. 66	Glenn A. Williams Jr.	South Macomb, MI	Br. 4374
Todd C. Feffe	NJ Mgd.	Br. 38	Harry J. Mayles	Wheeling, WV	Br. 66	Michael L. Goff	Poplar Bluff, MO	Br. 1016
Michael J. Formisano	NJ Mgd.	Br. 38	R. R. Miller	Wheeling, WV	Br. 66	Peter G. Ascolese	NJ Mgd.	Br. 38
Harry R. Fulton	NJ Mgd.	Br. 38	Ernest L. White	Wheeling, WV	Br. 66	John F. Boyle	NJ Mgd.	Br. 38
Adolph J. Grabley	NJ Mgd.	Br. 38	50-year gold cards and pins			Elliott I. Bradley	NJ Mgd.	Br. 38
Ronald Harrison	NJ Mgd.	Br. 38	Eugene G. Fuller	AZ Mgd.	Br. 1902	Robert A. Broer	NJ Mgd.	Br. 38
Arthur P. Kerrigan	NJ Mgd.	Br. 38	Wayne M. Hokr	AZ Mgd.	Br. 1902	James J. Campbell	NJ Mgd.	Br. 38
Gerald A. Kryzniefski	NJ Mgd.	Br. 38	Steven R. Stardevant	AZ Mgd.	Br. 1902	Charles A. Cocuzza	NJ Mgd.	Br. 38
Charles E. Kucz	NJ Mgd.	Br. 38	Mark S. Mahan	Camarillo, CA	Br. 4114	Theodore A. Dalley	NJ Mgd.	Br. 38
Richard G. Lamb	NJ Mgd.	Br. 38	John T. Fishburn	Central CA	Br. 231	Gary C. Delucca	NJ Mgd.	Br. 38
Daniel Laurie IV	NJ Mgd.	Br. 38	John A. Gago	Central CA	Br. 231	Vincent T. Farrell	NJ Mgd.	Br. 38
John R. Lawton	NJ Mgd.	Br. 38	Donald J. Gennuso	Central CA	Br. 231	Todd C. Feffe	NJ Mgd.	Br. 38
Patrick W. Mack	NJ Mgd.	Br. 38	Donald Lipari	Central CA	Br. 231	Michael J. Formisano	NJ Mgd.	Br. 38
Kenneth R. McGill	NJ Mgd.	Br. 38	Bruce E. Marchbanks	Central CA	Br. 231	Harry R. Fulton	NJ Mgd.	Br. 38
Francis J. McGovern	NJ Mgd.	Br. 38	Brian H. Ohde	Central CA	Br. 231	Leonard Gaidies	NJ Mgd.	Br. 38
Colleen M. Mendez	NJ Mgd.	Br. 38	Yutaka Yamamoto	Central CA	Br. 231	Adolph J. Grabley	NJ Mgd.	Br. 38
Robert V. Nugent	NJ Mgd.	Br. 38	Norman A. Perez	Garden Grove, CA	Br. 1100	Ronald Harrison	NJ Mgd.	Br. 38
Richard A. Parisi	NJ Mgd.	Br. 38	Dale A. Rethwisch	Garden Grove, CA	Br. 1100	Carl J. Henkel Jr.	NJ Mgd.	Br. 38
Frank S. Patti	NJ Mgd.	Br. 38	Billy D. Robinson	Garden Grove, CA	Br. 1100	Joseph Kelly	NJ Mgd.	Br. 38
Clarence W. Stine	NJ Mgd.	Br. 38	Marvin N. Wagg	Garden Grove, CA	Br. 1100	Kevin M. Kelly	NJ Mgd.	Br. 38
Herbert H. Wittke	NJ Mgd.	Br. 38	Richard W. Cinnater	Tri-Valley, CA	Br. 2902	Arthur P. Kerrigan	NJ Mgd.	Br. 38
John T. Yostpille	NJ Mgd.	Br. 38	Frederick W. Shaw	Tri-Valley, CA	Br. 2902	Gerald A. Kryzniefski	NJ Mgd.	Br. 38
Ronald A. Priestster	Albany, NY	Br. 29	Edward F. Smith	Tri-Valley, CA	Br. 2902	Charles E. Kucz	NJ Mgd.	Br. 38
Joseph A. Schepisi	Albany, NY	Br. 29	Michael J. Steele	Tri-Valley, CA	Br. 2902	Richard G. Lamb	NJ Mgd.	Br. 38
Joseph F. Simonik	Albany, NY	Br. 29	Ronnie E. Weightman	Tri-Valley, CA	Br. 2902	Daniel Laurie iv	NJ Mgd.	Br. 38
Robert P. Testo	Albany, NY	Br. 29	Albert B. Chavez	Denver, CO	Br. 47	John R. Lawton	NJ Mgd.	Br. 38
John P. Walsh	Albany, NY	Br. 29	Samuel Conde	Denver, CO	Br. 47	Patrick W. Mack	NJ Mgd.	Br. 38
Philip T. Alexander	Syracuse, NY	Br. 134	Joseph C. Demont	Denver, CO	Br. 47	Kenneth R. McGill	NJ Mgd.	Br. 38
Charles J. Tilbe	Syracuse, NY	Br. 134	Christy A. Huggins	Denver, CO	Br. 47	Francis J. McGovern	NJ Mgd.	Br. 38
Charles E. Tipton Jr.	Syracuse, NY	Br. 134	James E. Mulcahy	Denver, CO	Br. 47	Colleen M. Mendez	NJ Mgd.	Br. 38
Byron M. Warren	Syracuse, NY	Br. 134	Russell L. Rose	Denver, CO	Br. 47	Robert V. Nugent	NJ Mgd.	Br. 38
John F. Yakoweloff	Erie, PA	Br. 284	Kenneth L. Doktor	Mount Prospect, IL	Br. 4099	Richard A. Parisi	NJ Mgd.	Br. 38
Douglas L. Ashbaugh	Providence, RI	Br. 15	Arturo Rodriguez	Mount Prospect, IL	Br. 4099	Frank S. Patti	NJ Mgd.	Br. 38
Aniello R. Buono	Providence, RI	Br. 15	Terry S. Rohan	Mount Prospect, IL	Br. 4099	Joseph N. Santoro Jr.	NJ Mgd.	Br. 38
Arthur J. Choiniere III	Providence, RI	Br. 15	William J. Downing	Oak Brook, IL	Br. 825	Richard M. Shanahan	NJ Mgd.	Br. 38
Joseph A. Laporte	Providence, RI	Br. 15	Keith M. Kowalewski	Oak Brook, IL	Br. 825	Clarence W. Stine	NJ Mgd.	Br. 38
James B. Mello	Providence, RI	Br. 15	Daniel J. Martin	Oak Brook, IL	Br. 825	Frederick J. Stpielo	NJ Mgd.	Br. 38
Vincent F. Neri	Providence, RI	Br. 15	Robert J. Murray	Oak Brook, IL	Br. 825	William C. Trudell	NJ Mgd.	Br. 38
Joseph Palmieri	Providence, RI	Br. 15	John T. Musial	Oak Brook, IL	Br. 825	Robert M. Wasyluk	NJ Mgd.	Br. 38
Kenneth E. Pflug	Providence, RI	Br. 15	Keene E. Palmer	Oak Brook, IL	Br. 825	Herbert H. Wittke	NJ Mgd.	Br. 38
Donald M. Slipp	Providence, RI	Br. 15	Robert D. Pappas	Oak Brook, IL	Br. 825	John T. Yostpille	NJ Mgd.	Br. 38
Carlo F. Velleco Jr.	Providence, RI	Br. 15	Arturo Ruiz	Oak Brook, IL	Br. 825	Charles S. Jacobs	Flushing, NY	Br. 294
James C. Atkinson	Florence, SC	Br. 1416	Margarita D. Scimeca	Holmes	Br. 825	Kermit J. Schneider	Portland, OR	Br. 82
Thomas C. Berry Jr.	Florence, SC	Br. 1416	Edward G. Courtney III	Davenport, IA	Br. 506	Michael B. Shannon	Erie, PA	Br. 284
Harry W. Cook	Florence, SC	Br. 1416	Terry W. McFadon	Muscatine, IA	Br. 644	James F. Barry	Providence, RI	Br. 15
Ernest E. Cox	Florence, SC	Br. 1416	Bradford R. Anderson	Wichita, KS	Br. 201	Thomas E. Bobek	Providence, RI	Br. 15
William B. Davis Jr.	Florence, SC	Br. 1416	Kathy M. Bell	Wichita, KS	Br. 201	Donald C. Dahlstrom	Providence, RI	Br. 15
Leo E. Dawkins	Florence, SC	Br. 1416	Herald L. Cheshier	Wichita, KS	Br. 201	Leo R. McDermott	Providence, RI	Br. 15
Leon R. Dickerson Jr.	Florence, SC	Br. 1416	Tom C. Glenn	Wichita, KS	Br. 201	Arthur G. Sazillo	Providence, RI	Br. 15
Randal E. Eaddy	Florence, SC	Br. 1416	Donald R. Howard	Wichita, KS	Br. 201	Ernest E. Cox	Florence, SC	Br. 1416
Rufus B. Gaskins	Florence, SC	Br. 1416	William R. Murphy	Wichita, KS	Br. 201	L. B. Hardaway Jr.	Florence, SC	Br. 1416
Paul A. Geise	Florence, SC	Br. 1416	Randall E. Rice	Wichita, KS	Br. 201	Duane B. Harris	Logan, UT	Br. 970
L. B. Hardaway Jr.	Florence, SC	Br. 1416	David A. Willits	Wichita, KS	Br. 201	Kenneth L. Morse Jr.	Spokane, WA	Br. 442
Kenneth R. Kennedy	Florence, SC	Br. 1416	Janet M. Zeller	Wichita, KS	Br. 201	Steven H. Chapman	La Crosse, WI	Br. 59
L. C. McLean	Florence, SC	Br. 1416	William S. Anderson	Louisville, KY	Br. 14	Michael F. Keaveny	La Crosse, WI	Br. 59
William F. Melton	Florence, SC	Br. 1416	Leonard J. Baurle	Louisville, KY	Br. 14	Samuel D. Monsoor	La Crosse, WI	Br. 59
Ernest P. Moody	Florence, SC	Br. 1416	John B. Bentley	Louisville, KY	Br. 14	James R. Schauland	La Crosse, WI	Br. 59
Harold V. Porter	Florence, SC	Br. 1416	John T. Denton	Louisville, KY	Br. 14	Jeffrey E. Mostowik	Milwaukee, WI	Br. 2
George A. Springs	Florence, SC	Br. 1416	James L. Doss	Louisville, KY	Br. 14	Edward M. Byrd	Bluefield, WV	Br. 880
Bobby E. Turbeville	Florence, SC	Br. 1416	Ann C. Gruber	Louisville, KY	Br. 14	Duane E. Caldwell	Bluefield, WV	Br. 880
Emilio Perez	Lubbock, TX	Br. 2589	Jerome P. Mattingly	Louisville, KY	Br. 14	Edwin D. Calkins	Sheridan, WY	Br. 1006
Duane B. Harris	Logan, UT	Br. 970	William M. Peek	Louisville, KY	Br. 14			
Jimmy L. Carter	Nephi, UT	Br. 3252	Charles E. Trice	Louisville, KY	Br. 14			
Steven J. Ingram	Salt Lake City, UT	Br. 111	Eugene E. Pratt	Worcester, MA	Br. 12			
Glen C. McKell	Salt Lake City, UT	Br. 111						
Simon P. Knopik	Pasco, WA	Br. 1528						

When an active letter carrier dies...

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

When a retired letter carrier dies...

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

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

Branch Items

Albany, New York

I would like to extend my sincere appreciation to our delegates who attended the Region 11 rap session in Columbus, OH, and the Washington, DC, lobbying trip this March. Your commitment to building your knowledge, strengthening your skills, and engaging with our political leaders continues to make our branch stronger and better prepared to represent our members. It took some extra effort just to get there and back with long security lines at the airport, canceled and rebooked flights, and flight delays, but our delegates took it all in stride and persevered.

The rap session was filled with outstanding training opportunities. One of the highlights was a mock arbitration built around the same case file used during the “Build a Better Case File” and “Attendance Discipline” training classes. This unique approach allowed participants to follow a grievance from Informal A and Formal A all the way through to arbitration. Seeing how each step impacts the final outcome reinforced the importance of preparation, documentation and strong advocacy at every stage. There were a few people who were in my Attendance Discipline training class that I presented who came up to me after the mock arbitration and commented how good the training was and said they connected how they can make a difference.

There has been significant media attention surrounding statements from the postmaster general warning that USPS could run out of money within the next year. Our delegates to Washington, DC, were able to bring our point of view from inside the USPS directly to our elected representatives and provide some insight about USPS finances beyond the attention-grabbing headlines. Let’s remind the public why they value us by setting the standard for customer service, and let’s stand together in protecting the service we know is worth fighting for.

Norris Beswick, Branch 29

Bridgeport, Connecticut

Greetings from Southern New England. The following excerpt was taken from the USPS website in 2010:

While overall trust in government declined this year, trust in the Postal Service remains at an all-time high, according to the nation’s premier Privacy Trust Study conducted by the Ponemon Institute. For the sixth year in a row, consumers ranked the Postal Service as the most trusted of all 75 federal agencies. Since the first study in 2004, the Postal Service has consistently improved its score—from 78 percent to the current rating of 87 percent. The survey asks Americans their opinions about government organizations that collect and use information about the public.

Even as mail volume declines, one thing has not changed: Our most important product is service. That responsibility falls squarely on the shoulders of city letter carriers. We are the face the public sees every single day. That’s

why it’s troubling to see service slipping in recent years.

A big part of the problem is the constant pressure from management to cut time at all costs. When carriers are rushed, distracted and second-guessed, service suffers. That’s not a coincidence—that’s the result of a system that prioritizes numbers over people. Let’s be clear, no supervisor builds the trust reflected in that survey. Carriers do. It’s built one delivery, one conversation, and one extra step at a time. Whether that means safely accessing a blocked box or making sure the right mail reaches the right address.

Now more than ever, we need the public on our side. That means refusing to let management’s shortcuts define the service we provide. The public didn’t give the Postal Service those ratings because of spreadsheets or metrics—they gave them because of us. They don’t just trust the Postal Service—they trust their letter carrier. Let’s make sure we earn that trust every single day.

Anthony Constantinople, Branch 32

Charlotte, North Carolina

Branch 545 would like to wish all the moms in our branch a happy Mother’s Day. Words alone cannot describe all the admiration and respect that your co-workers have for all that you do. We know it isn’t easy working long hours, then going home to your families to make sure they have a good meal, clean clothes, and a comfortable home to live in. We just want to show our appreciation for what you do, because it may not be said, but it does not go unnoticed. We hope all the mothers get to enjoy some much-needed rest, relaxation, and some quality time with your loved ones.

We want to thank all our carriers for participating in our NALC food drive. Thank you for your efforts to help those in need in our community. Also, we would like to congratulate our union brother, James Scott Davis, on his recent retirement. James was a carrier assigned to the Charlotte Westside S&DC. We thank you for all your service, and we wish you the best in the next chapter of your life.

The union leadership would like to let all our members know that we are continuing with our in-person meetings. We are holding our meetings on the third Tuesday of every month for anyone who is interested in attending. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all our members who are able to make it out. Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

Justin Fraley, Branch 545

Erie, Pennsylvania

Hello there! Welcome to sunny, rainy, snowy, windy Erie, PA. Being the first scribe from our branch, I would like to introduce myself. My name is Lyle Meyer. I am a 6.5-year United States Navy veteran and a 21-year city carrier. I also did multiple years as an OJ as well as a

City Carrier Academy facilitator. I also held positions as a casual mail handler, clerk and carrier, as well as a TE custodian.

As I am writing this, our higher-up union officers are negotiating our new contract. We can only hope they continue the good fight. With that being said, I would like to take this time to recognize and thank our local officers and stewards who represent us on a daily basis. Our president is Mark Murphy and our vice president is Bob Farrell. Tim Huhta is the branch secretary. The treasurer is Ed Tenon. We have Tim Masterson, Justin Grzegorzewski and Mike Hart as trustees. Nick Cipolla is our sergeant-at-arms. At the Erie S&DC, our stewards are Scott McGurn, Tim Getz and Brad McLaughlin, and the PI branch steward is Shannon Fox. Albion, Edinboro and Girard have Brian McGarvie as their steward. Kyle Seyler is the steward for Oil City, Union City and Titusville. Justis Byerly represents Youngsville and Kane. The steward for Franklin and Warren is Mark Murphy, and Tom Vogt is the steward for North East.

On a side note, I would also like to thank Kevin Bayer for his hard work organizing our annual food drive, as well as Tim Huhta and crew for putting together the annual MDA golf tournament.

Lyle Meyer, Branch 284

Fargo-West Fargo, North Dakota

I hope my Muslim friends had a blessed Ramadan and those celebrating Passover and Easter also had a meaningful time.

By the time this is published, we will be close to celebrating Memorial Day. A federal holiday observed to mourn and honor U.S. military personnel who died in service. Hopefully for people it’s more than just a day off. First called Decoration Day, it was a time to decorate Civil War graves. It became a federal holiday in 1971. The day can be celebrated at gravesite tributes, ceremonies, speeches, parades, family gatherings and picnics. The red poppy is worn as a symbol of remembrance for fallen soldiers.

The poem “In Flanders Fields” was written by Canadian physician Lieutenant Colonel John McCrae in 1915 presiding over the funeral of a friend and fellow soldier. Flanders Fields refer to the World War I battlefields located in the Belgian provinces of West and East Flanders, as well as parts of Northern France. From 1914 to 1918, Flanders Field was a major battle theater on the Western Front during the First World War. A million soldiers from more than 50 countries were wounded, killed, or missing in action.

*In Flanders fields, the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.*

*We are the dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie,
in Flanders fields.*

*Take up our quarrel with our foe:
To you from falling hands we throw*

*The torch; be yours to hold it high.
If ye break faith with us who die,
We shall not sleep, though poppies grow
in Flanders fields.*

Just a thought—

Dave Steichen, Branch 205

Fresno, California

In a world of changes, a world in a constant effort to advance, some really bad things are still wanted, mostly from the right. One such thing is to deliver mail for only five days, or less.

You read that right. Reducing mail service to save service. Some of our own members agree with that. In 2022, President Biden signed into law that mail is to be delivered no less than six days out of the week. That was part of a larger postal reform bill. It is now law. The NALC fought for years for that.

Now our PMG, David Steiner, is proposing to reduce mail delivery to five days, or less. He is not popular with postal unions. That would be a death blow to our rights and benefits, along with delivery service. Especially to rural patrons who depend on their life-saving medication, and communication in general.

In 2001, a Republican congressman told NALC lobbyists of people wanting mail service in rural areas, "Screw them. If they want to communicate, they can use the phone." When asked what other representatives felt, he snapped back, "Screw them, too. But I will not tell them that."

His mentality has spread to others in Congress. More so with our current president. Wall Street cannot wait. So, they can pick up the pieces of our Postal Service, and Social Security, so they can make a fortune off of the broken pieces. There would be fewer benefits for the people because Wall Street would want their share first. Those on the right stand to make lots of money in a failed Postal Service.

Pay attention to what is happening to your jobs and benefits. Help our union, help us. All of us.

Jesse Dominguez, Branch 231

Kansas City, Missouri

As PMG Steiner goes before Congress to plead the case of the USPS's dwindling finances, Amazon comes to the rescue with a new agreement worth millions. That, in conjunction with an 8 percent fuel surcharge, increasing postage (again) and a request for a higher borrowing limit could do the trick. OK, but what about management?

As the route inspections continue, there have been some losses. However, a Letter Carrier Salute goes out to Trustee Steve Murray and Mutual Benefit Association Representative Kevin William for conducting route inspection training since January. Karma played out as the station encountering the most dramatic action also had the fewest participants in the training. With a near-perfect scanning acceptance rate being part of the Amazon deal, the NALC has got to do better. The pressure only increases as the midterm elections draw near.



Above: Waco, TX Br. 404 members meet with a staff member for Rep. Pete Sessions (R-17th) to discuss letter carrier issues. Pictured (l to r) are staff member Stan-ton Bain and branch members Ira Brown, Everett Wyllie and Charles Johnson.

Below: Texas State Association members meet online with Rep. Jasmine Crockett (D-30) to discuss letter carrier issues.



It is a safe bet to assume any irregularities in the "last-mile delivery" will be intensified and scrutinized. Rule No. 5 states, "Don't buy your own Vaseline." The carriers of the NALC have a proven track record of responding big when a big response is needed. 2026 is not the time to break tradition, but to continue to build on what those before us established.

The Branch 30 Executive Board honored its officers, stewards and committees with an appreciation dinner at Jack Stack Barbecue in March. The Steward/Activist and Lifetime Achievement Recipient of 2026 was Melvin R. Moore. Former Branch 30 president, recently retired, yet will continue as the NALC AFL-CIO representative, he embodies what Region 5 NBA David Teegarden speaks of—retirees who continue to contribute big to the welfare of their branches even in a retiree status. Question is, if they're still committed while retired, what are the rest of us doing?

Yours in solidarity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers! Like the Pony Express, we have carriers who like to "run" their routes during the year and due to their willingness to not take their 10-minute break or lunch hour, find that their route has been abolished. And as happens, they lash out at the union for not protecting them and their route.

But are they gone from their station? Not necessarily. If they are a junior full-time carrier, they might be involuntarily excessed to

another station. If so, they have what is known as "retreat rights."

Once management has established the need to excess a full-time letter carrier, Article 12 must be read and fully understood. Article 41.3.0 must also be read, because if the carrier is excessed under Article 12.5.C.4, then management must determine the employee to be excessed, which in most circumstances is the most junior full-time carrier in the installation. Article 12.5.C.4(c) also provides the reassigned employee with retreat rights in such cases and may invoke restricted bidding under the provisions of Article 41.3.0, which is limited to employees from the section at the same salary level as the vacancy.

Finally, our local memorandum of understanding (MOU) (Article XII and Appendix A, Section 1) states: "The identification of assignments comprising a section when it is proposed to reassign within an installation employees excess to the needs of a section, for the express purpose of this MOU. A section shall be defined as a station or branch or main office."

Other branches who may be reading this article are highly encouraged to check their MOUs.

Tony Rodriguez, Branch 419

Marrero, Louisiana

Hello, brothers and sisters. I hope everyone is enjoying the beautiful spring weather.

I would like to share a few important updates regarding Branch 4323 and recent bylaw changes. At our March 12 union meeting, a vote was held to eliminate the position of executive vice president. This measure passed unanimously.

Moving forward, the Branch 4323 executive board will consist of the president, vice president, secretary, treasurer, three trustees, and a sergeant-at-arms. As outlined in the bylaws, the shop steward position will continue to be appointed by the branch president.

Additionally, a vote was held to establish a consistent monthly meeting schedule. This measure also passed unanimously, and union meetings were moved from the second Thursday to the second Wednesday of each month at 6:30 p.m.

Thank you to all members of Branch 4323 who participated in this democratic process. Your involvement and commitment help strengthen our union.

Lastly, thank you to everyone who continues to support and participate in the NALC food drive this May. Your efforts make a meaningful difference in our community.

In solidarity—

Abraham Askar, Branch 4323

Monterey, California

The Memorial Day holiday is almost upon us. May we stop and reflect on all those who fought for hard freedoms. All gave some, some gave all. Thank you for your service, your

Branch Items

dedication and your sacrifice for the rest of us! Whether you served one year or 20, thank you!

Boy, things are scary at the Postal Service. Never in my nearly 54 years of service to this organization have I seen the massive attempt to privatize, stop matching payments for our FERS retirement plan, cut hours and mail pick up, and rural offices being in jeopardy. It should spark every single one of us to speak up, stand up and let our voices be heard. Nothing has ever been resolved by folks sitting on their hands and keeping their mouths shut.

Contacting your congressional and Senate representatives is easy as 1, 2, 3: 1) pick up the phone, 2) dial the number, and 3) share your message. If you need assistance on what to see, contact your union representative, or email me (otterpc@aol.com). I will help anyone become more active.

To all the carriers, remember to follow the rules: Set the parking brake, turn off the engine, curb those wheels and deliver each letter with a smile on your face. Times are getting tougher, and we must remain vigilant.

Please stop writing statements against each other. There is *no* requirement that you do that, and if you cause someone to lose their job, well, just saying!

Again, to those who served, thank you for your sacrifice. Peace to all.

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Just a quick FYI for our members who don't follow national politics. On March 31, President Trump signed a new executive order directing the USPS to compile a list of citizens eligible to vote in federal elections, and to restrict mail-in ballots to voters on that list. This is yet another brazen attempt to take federal control over elections that are constitutionally governed by the states. This executive order is likely to be challenged in court immediately.

Hopefully, by the time you read this, the courts will have determined that this is a clear violation of voting rights. The Postal Service is not an election enforcement agency. It is independent and should not be forced into a politicized role. Whatever the outcome, remember that we're professional letter carriers. Do the job safely and do it well. That's all that anyone can ask of us.

In solidarity—

Edward Gretzula, Branch 542

North Florida

On March 26, NALC lost a great union member, activist, officer and friend. I have known Judy Willoughby since 1990, when she was president of Branch 1172 in Tallahassee. We worked together with the Employee Involvement program as facilitators. Judy was then appointed RAA, working for NBA Matty Rose and then when Matty retired, she became business agent for Region 9.

Judy worked tirelessly for the membership. Her training classes were excellently prepared to the point that carriers would stay

after to discuss cases with her and her staff. We could always call her for guidance, and she would make sure you had the right answers. When she became assistant secretary-treasurer at Headquarters, even though she had more responsibility, she would still take calls from us in the field.

I had a few cases at arbitration in Tallahassee, and she happened to be in town. She took time to be my technical assistant, and at the end we would critique each other about how we did and the case. We both learned a lot.

Here in North Florida, we had a tight-knit group of EI facilitators and area coordinators. We all still stay in touch and we will miss her tremendously. Our thoughts and prayers go out to her husband, Ken, and son, Jeff. May she rest in peace.

Bob Henning, Branch 53



Freehold, NJ Br. 924 recognizes member Doug King for 40 years of service and 2 million accident-free miles. Pictured (l to r) are New Jersey District Manager Marcellina Del Pizzo, King, Region 15 NBA Bruce Didriksen and Branch President Bruce Stallworth.

Philadelphia, Pennsylvania

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

Tim Mulvenna, Branch 157

Pittsburgh, Pennsylvania

I can't believe that I have to go over this again, but for those of you who have been employed with USPS for any lengthy period of time, topics are very cyclical. What is old is new again and, if you're doing things the old way, you're doing it the wrong way!

Cost-cutting and savings are the topics du jour...again! The *M-41 Handbook*, Section 131.4 states that it is *your* responsibility to inform management when you cannot complete your assignment in eight hours. If you do not reach a verbal agreement with your supervisor, you *must* submit PS Form 3996 if you will

be late. *It is the closest thing you have to a get-out-of-jail-free card.* Submitting one is the best way to protect yourself from potential discipline.

I'm not sure if you've heard this, but management *will lie about your projections.* The nerve! Being in cost-cutting mode will cause them to stoop to new lows because they are deathly afraid of the bosses above them. This needs to become our new mantra: "Don't fall for their tricks—submit a 3996!"

The pad of 3996s has been out on the table in the middle of my work floor for quite some time now. Management has begun to claim that the 3996 is "a controlled form" and has locked it down, making us verbally request one. We will be filing an Article 5 past practice grievance on this. If this happens in your office, you need three things to establish a "past practice": 1) clarity and consistency, 2) longevity and repetition, and 3) acceptability. If you recognize these (even in situations other than the 3996), perhaps you should file also.

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

John Conger II, Branch 84

Racine, Wisconsin

Why does a four-way stop sign freak everybody out? A four-way stop sign is not an anomaly, it's on your driver's test. Seems like most people lose their mind and common sense and act as though it was a free-for-all. A four-way intersection was once called "courtesy corners" because they encouraged social interaction and communications between drivers. Social interaction? Yup, get a lot of that.

So, here we are again at contract negotiations. Once again, the USPS is crying foul and broke. Every single time. Well, then stop already with this over-the-top obsession with creating the next perfect delivery vehicle. Take what you already have and work with that. Our new PMG states that five-day delivery may be back on the table and stamps could be raised to 95 cents to make up for the mismanaged shortfalls of top USPS management. To my friends and family, if stamps are raised to 95 cents, only four of y'all getting Christmas cards.

Part of President Renfroe's opening statement was a commitment to an all-career workforce, that the CCA position does not serve our craft well. Preaching to the choir mother ship.

Regarding management's contract compliance or lack of, it's a disrespect to all hard-working letter carriers who take pride in their work *every day*. We all come across situations when we would rather not call or text for instructions during the day. Don't make those decisions that are not part of your pay grade. Your job is to show up and deliver some letters.

Correction: In last month's *PR* article regarding singing Brenda Ambruso, I had Brenda marked as 26 years. Brenda had 28

years. Not gonna cheat ya out of two years, my friend! You earned 'em!

Chris Paige, Branch 436

Rockville, Maryland

We just received a bunch of pre-arbs paying our members \$18,000 due to untimely postings in the city of Rockville. Other pre-arbs totaled several thousand more due to Article 8 and opting violations. Once again, I want to thank RAA Tonya Detrick for the hard work she put into getting these pre-arb victories. I also want to thank chief steward Robert Weisner as well as Mike Shawn for initiating these grievances and sending the thousands of documents to Step B.

On April 8, we had an arbitration out of Rockville concerning management refusing to provide a CA-16 to our member in violation of our contract and federal labor law. Even if one has their injury claim rejected by the Department of Labor, one's medical expenses are still paid for 60 days if a CA-16 is properly completed. Our member was billed a significant amount of money. I want to thank our union advocate, Jeannine Gasper; our technical assistant, Hugh McElroy; our expert witness and regional workers' compensation assistant, Kristin Williams; and the shop steward who put together a fine case with excellent contentions, Melissa Limage. This was truly a team effort.

A few days ago, Trump threatened to kill every person in Iran, stating, "an entire civilization will die tonight!" That means every baby, every child and every grandmother! Trump is what you get when you mix evil with being insane. Even ultraconservative Marjorie Taylor Greene said, "Everyone in his administration that claims to be a Christian needs to fall on their knees and beg forgiveness from God and stop worshipping the president and intervene in Trump's madness. I know all of you and him and he has gone insane, and all of you are complicit." Wow, when Marjorie Taylor Greene is calling Trump insane and a traitor, Trump has lost MAGA!

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

For nearly 50 years I've been writing about the antics of the U.S. Postal Service, most of the time with levity—because how else can you do it?—and other times with trepidation.

Our last and current postmasters general weren't carrier postal employees who worked their way up through the ranks and understood our mission, which is to provide timely, reliable, secure and affordable mail service across the country. No, these two gentlemen's credentials came from companies who are direct competitors to the Postal Service—no conflict of interest there, right? Mr. DeJoy had a 10-year plan in place to streamline the Postal Service operations, rebuild the infrastructure, replacing an aging fleet of vehicles, and was seemingly given an unlimited budget to do it with the consent of Congress. We were five years into this reorganization plan. What happened?

Zero talk from the current PMG to see that plan to fruition. Why?

So how were those billions of dollars spent, and what benefit did the Service derive from that effort? According to our new PMG Steiner, the Postal Service will run out of money within a year, and the problem is the unfair Civil Service Retirement System (CSRS) pension plan obligations. Coming from an anti-union board of directors of Federal Express, of course you blame the employees.

Mr. Postmaster, perhaps you should read the audits conducted by the USPS Office of Inspector General (OIG). They're available online. I'll give you a brief overview. Incompetence on the part of managers and supervisors from processing plants all the way to the station level. And all having to do with delayed mail. Yet with over a dozen of these audits conducted across the country, OIG investigators place blame directly on management. Perhaps you need to address the elephant in the room.

Tom Schulte, Branch 343

Seattle, Washington

Why can our government appropriate billions and billions of dollars for bombs, but then get all verklempt about providing billions of dollars that would provide a benefit for the public as a whole? Jobs, putting people to work, feeds us all. A job gives a person purpose. Employment provides an opportunity to an individual to contribute to the common wealth. We all benefit from an individual who goes to work. No one benefits from bombs except the war machine. We've all learned this lesson from wars; they are crazy-makers. We send mostly kids, mostly the young and vulnerable, into the battlefields, and if they make it back alive, many times they are never the same as the ones we sent into harm's way.

It's kind of like the old adage, "If you give a man fish, you feed him for a day. If you teach a man to fish, you feed him for a lifetime." It's the same with jobs. We can't afford, as a society, to keep teaching our children how to kill. There's not a whole lot of job slots open for

people whose skill set is knowing how to murder other people. Well, anyway, there used to not be a whole lot of those positions available, but current government openings seem to be speak to the contrary. Yeah. I'm talking about ICE. So what? Arrest me.

Jobs are an engine for peace. Billions and billions for bombs, no! Billions for jobs, yes. Jobs are the peace train that could and would bring us back from the brink. There is a precipice we all stand on, collectively, and it's dark and it's foreboding and it's sad that we would rather trust algorithms to give us what we want than workers and jobs to give us what we need.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

In these financially volatile times in the USPS, management will always resort to their old playbook (intimidation, etc.). There is a ring of truth to the company's financial woes. But they always cry broke right at contract time. It will all work out in the end. *But* don't put the whole weight of the company on the backs of letter carriers. We have carried the company far too long.

Why are we financially challenged? It's many things. The company has regulations that prevent us from raising our rates to be over 2 percent above the inflation rate. For that to happen, the USPS must apply for an exigent rate increase. This is because we are by rule a "service" and therefore, should not be very profitable.

The current postmaster general stated that USPS would like to increase the cost of stamps by 20 cents. Imagine that! But if that is what is needed to pay us for our hard work, then so be it. We have the *lowest* rates in the world, yet we provide the *best* service in the world. We move more mail than the next five countries put together. Additionally, there are over 2,500 new addresses added each day in this country. Every for-profit company passes on their costs directly to the consumer. But we are forbidden by law and must jump through hoops. The price of gas goes up, UPS/FedEx/Amazon just

COLA: Cost-of-living adjustment

- *The sixth regular COLA under the 2023-2026 National Agreement is \$250 in February following the release of the January 2026 consumer price index. The sixth COLA is based on the increase in the CPI-W between the base index month and January, less any previously calculated COLAs.*
- *The 2027 projected COLAs for the Civil Service Retirement System (CSRS) is 2.0 percent, and for the Federal Employees Retirement System (FERS), 2.0 percent, following*

the release of the March 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 1.9 percent following the release of the March CPI. The 2027 COLA will be finalized with the publication of the December 2026 CPI in January 2027.*

Visit nalc.org for the latest updates.

Branch Items

attaches a surcharge. We have the largest fleet in the world. So, when the price of gas goes up 1 cent, it costs the company over \$1,000,000.

Why don't they plan for these crises and have contingencies? Ha ha, very funny, MF! The monstrosity that is the USPS is quasi-government. Getting politicians to agree on anything is our biggest challenge.

#NOMailEqualsLessRoutes
#DontLetTheirStressDivideUs!
#WeAllWeGot

Eric Jackson, Branch 725

Springfield, Ohio

After completely forgetting to submit an article last month, I now have to say twice as much using half as many words. It's like the route adjustment process we are going through. After

agreeing to remove a smaller number of routes versus a full of office-wide COR adjustment where we would lose a larger number of routes, we are all being asked to deliver more stops in less time. Geography, seniority, scheme and type of delivery all have an impact on route adjustments. Is it worth moving an hour of mounted onto a route that is all park-and-loop with a ProMaster, which would then require a change in vehicles? We have a few routes losing half their territory due to the location and geography of a route targeted for removal. Unfortunately, we have to deal with the cards we're dealt.

After being understaffed with CCAs for quite a while, we are now overstaffed with CCAs. I just hope there is enough work to make them want to stay. After these new route adjustments are implemented, we will have a few unassigned regulars as well. One thing that puzzles me is with all the ballyhoo surrounding the new streamlined mail processing plants, it is taking longer for mail to arrive at its destination. Once again, the more automated mail processing becomes, the longer it takes to process. If letter mail volume continues to drop, it makes more sense to allow carriers to work the cased letters into the DPS and just carry the flats and spurs in the mail bag, just like we used to carry the flats back when we had letter cases and flat cases. But alas, we must remember the official USPS motto, we work harder not smarter. "We work hard for the money."
—Donna Summer



A hummingbird visits Fairmont, WV Br. 910 member Amanda Fitzpatrick on her route.

Jerry Martens, Branch 45

Staunton, Virginia

By the time you read this article, this year's Stamp Out Hunger Food Drive will be just days away, or maybe even in the rearview mirror. But as I sit here writing this article, I'm still planning, with just one month to go. So exciting and so much to do!

This is my first year serving as the Region 13 coordinator for the drive. It's been so rewarding talking with and getting to know local NALC leaders about inventive and successful (often free) ways to advertise the drive. We've been accumulating ideas, adding them to a spreadsheet and sharing them across the region. We are happy to share them with any branch across the country wanting to expand their drive next year. Contact information for all state and regional coordinators can be found on the NALC's community services web page. Just reach out and we will share!

Wishing you all a very safe and plentiful Food Drive Day. Thank you for all you've done to make the drive successful—delivering cards/bags, talking with your customers, picking up food, coordinating and so much more. Because of you, fewer families will go hungry this summer. Because of you, the public knows the worth of their trusted letter carriers.

Together we will help Stamp Out Hunger.
In solidarity—

Cindy Connors, Branch 513

Toledo, Ohio

I have never been one to support conspiracy theories. But I believe there's a conspiracy among the upper echelon to drive away customers and put the Postal Service out of business. Why else would they slow delivery by eliminating processing centers, resulting in miles and days added to your mail journey?

As package delivery has increased substantially, they have chosen to leave sorting machines sit idle locally and ship all parcels to Detroit, MI, for sorting, delaying the delivery timeline. Customer Connect has provided numerous shipping opportunities only to be lost to UPS and FedEx because the Postal Service can't provide reliable pickup or delivery service. Why do you think customers are willing to pay more to use UPS or FedEx? Because they get it there when they say they will!

The Postal Service has chosen to use the COR program to adjust routes resulting in overburdened routes, causing massive overtime and undelivered mail. Again, driving customers to the competition because of our unreliability.

This being an election year, with mail-in ballots a big topic of discussion, what does the Postal Service do? Add days to the delivery standards. Then to top it off, the newly appointed postmaster general comes to the Postal Service from FedEx. A fox in the henhouse? Tell me they're not set on eliminating your job!

In other news, we've had over 800 grievances filed in the first quarter, with another 1,500 at the dispute resolution team. Not to mention the hundreds we had waiting for arbitration scheduling.

Never a dull moment!

Ray Bricker, Branch 100

Tri-Valley, California

Tri-Valley Branch 2902 is excited to announce our upcoming MDA Bingo Night fundraiser in support of the Muscular Dystrophy Association (MDA). This fun-filled evening will bring members, retirees, family and friends together for a great cause.

Thanks to donors, more than 300,000 people living with neuromuscular diseases can find access to vital support and care, and benefit from research initiatives being driven by the MDA. Together, we can empower the individuals we support to live longer, and more independent lives.

Join us for a night of bingo, prizes and camaraderie as we raise funds to support the MDA, which provides critical financial assistance to members and their families during their times of need. Your participation will help ensure that this important program continues to offer meaningful support when it matters the most.

This event is not only an opportunity to win prizes, but also a chance to strengthen the solidarity and unity that define our branch. When we come together, we reinforce our commitment to looking out for one another both on and off the job.

Additional details, including date, time, location and ticket information, will be announced soon. Be prepared to mark your calendars and plan to attend this exciting event.

The success of our branch relies on the strength of the membership and boots that we have on the ground to represent and continue the NALC's partnership with MDA.

If you are interested in donating prizes, volunteering, or helping organize the event, please reach out to our branch MDA coordinator, Rochelle Harvey, and/or call the branch office. Your support is key to making this fundraiser a success.

Thank you for your continued support of Tri-Valley Branch 2902 and the MDA.

James C. Perryman Jr., Branch 2902

Washington, DC

Branch 142 respectfully requests a correction to our Branch Item published in the March *Postal Record* regarding the Branch 142 retiree 40th anniversary celebration luncheon. It has come to our attention that our article incorrectly identified Hugh McElroy Jr. as a previous president of Branch 142. Brother McElroy Jr. has served as president for the Maryland/DC State Association in his career. Brother McElroy Jr. did, however, serve Branch 142 faithfully in his union duties.

Karen Clark, Branch 142

Westchester Merged, New York

This is official notice to all Branch 693 members. There will be a vote on a proposed bylaw change on June 9 at the regular branch meeting held at the union office located at 6 North Division St. in Peekskill starting at 6 p.m.

Richard Montesarchio, Branch 693



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

Nalcrest Update



From the Trustees

Looking for something to do when you retire? Nalcrest offers many opportunities for residents who want to enjoy fellowship, fun, competition, learning, volunteering, leading, and making new friends.

There are many clubs you can join if you are interested in art, crafts, poker, quilting, traveling, and our Ladies Club, just to name a few.

If you like sports and other physical activities, we have bocce ball, exercise classes, golf, cornhole, line dancing, shuffleboard, horseshoes, men's and ladies' softball teams, tennis, pickle ball, and a basketball half-court.

There are many games you can participate in with others, such as bingo, cribbage, euchre, trivia, Whist, Swoop, and other card and board games.

There is an entertainment committee, an American Legion post and acoustic jam.

If you have a boat, trailer or RV, Nalcrest offers storage at a very low cost. A dock slip is also available for your boat.

Nalcrest has a great pool with weekly classes, and a spa. Many residents just enjoy riding their bikes or driving their golf carts around the large community.

The Town Center has a great library, a Nalcrest Museum, a wonderful gym, and a game room if you enjoy cards, games, table shuffleboard, puzzles, pool or ping-pong. The Town Center also features a laundromat, café, post office, massage spa and beauty shop. Across the parking lot is an automotive repair shop. Also on the grounds is a fire station, as well as an EMS station.

Stephen Sciarra has been living at Nalcrest for nearly five years. He retired after 37 years of delivering mail in Spring Valley, NY, as a member of Hudson Valley Merged Branch 137. He volunteers as the director of bingo, and as the assistant softball commissioner for the Nalcrest Eagles softball team. Stephen says he "loves living here," and Nalcrest is a "slice of heaven."

Nalcrest is not just a place to go, it's a place to do. Being retired is an opportunity to get started on your time!

We hope to see your name on the list to become part of our family.

Starr Hunter



Nalcrest resident Stephen Sciarra serves as director of bingo (l) and as assistant softball commissioner for the Nalcrest Eagles softball team (r).

Nalcrest Financial Report

Nalcrest Foundation, Inc.
Financial Report
6 months ending Feb 28, 2026

Operating Revenue:

Rent Revenue	\$ 1,442,183.73
Other Revenue	\$ 96,926.76
Interest	\$ 28,278.32
Total Operating Revenue	\$ 1,567,388.81

Operating Expenses:

General & Administrative	\$ 37,606.09
Salaries & Benefits	\$ 419,172.34
Taxes, Licenses, Fees & Professional Services	\$ 165,414.39
Utilities & Property Services	\$ 150,883.96
Maintenance, Repairs, Supplies & Improvements	\$ 303,358.93
Insurance	\$ 255,438.27
Total Operating Expenses	\$ 1,331,873.98

Operating Reserve	\$ 235,514.83
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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

Apply to live at Nalcrest

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

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

The Caref Record Real Change, Real Leadership, Real Results



Mike Caref, NBA, Region 3

We know our job today is harder than ever and definitely harder than the other crafts. Carriers are the face of the Service, we're on our feet and in the elements all day. The harassment from management is incessant and dangers abound out on the streets. We're essential and yet a clerk makes \$2.39 an hour more than a starting career letter carrier. No one should have to wait 10-15 years to earn a middle class wage, that's not the "career" our brothers and sisters fought for when they went out on strike in 1970. To make matters worse, we are not even the

top union in contract enforcement anymore. The chart to the right shows we're filing more grievances yet receiving lower payouts than other unions. NBA Mike Caref's region 3 is doing things differently and winning more for his members. From 2022 to 2024, eight out of the ten highest grievance payouts to individuals went to carriers in Region 3.

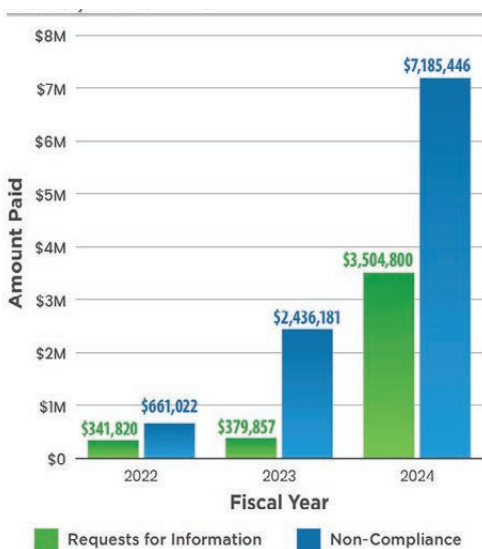
Our union needs a plan to make carriers middle class again. And to execute that plan we need a leader with a proven record of results.

Mike Caref is that leader.

Union	Number of Grievances	Number of Payments	Amount Paid	Average Amount Per Payment
APWU	205,992	682,134	\$372,356,440	\$546
NRLCA	34,316	61,324	28,222,402	460
NPMHU	65,434	293,696	110,483,116	376
NALC	404,286	2,415,947	350,983,216	145
Total	710,028	3,453,101	\$862,045,174	-

All charts courtesy of the USPS OIG Grievance Management report, Jan 15, 2026.

Payee	Facility	District	Craft	Payment Amounts
Employee 1	Chicago, IL Post Office (PO) - [REDACTED]	Illinois 1	Carrier	\$367,252
Employee 2	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	348,573
Employee 3	[REDACTED]	Louisiana	Carrier	277,534
Employee 4	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	237,343
Employee 5	[REDACTED]	Wisconsin	Clerk	228,134
Employee 6	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	227,151
Employee 7	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	224,182
Employee 8	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	210,847
Employee 9	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	204,294
Employee 10	Chicago, IL PO - [REDACTED]	Illinois 1	Carrier	197,373
TOTAL				\$2,522,683



Source: OIG analysis of GATS.

Non-Compliance and Requests for Information Grievance payouts Illinois 1 District, 2022-2024



Region 3 National Business Agent **Mike Caref** built a new hands on training program from the ground up. He didn't wait for Washington to get their act together, or for someone to tell him what to do. He worked with Branch Presidents and grievance handlers and together devised a strategy and executed it. They gave management a choice—follow our contract or pay the price. The numbers speak for themselves. **Mike Caref** has a record with real results. Now Mike wants to go to Washington to fight for you. He's written a plan that you can read or listen to, go to the **Caref4Prez.org** website under the platform tab. His plan is to raise wages, unite our union and make letter carriers middle class again. **If you want leadership that delivers real results we ask you to join us to elect,**

Mike Caref, President

Mutual Exchanges

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, 4fifty4@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.

Election Notices

Decatur, Georgia

This is an official notice to all members of Branch 2225 that nominations for branch officers will be held at the regular monthly branch meeting on Oct. 1. All members in good standing shall have the right to nominate or be nominated. Members need not be present for the nomination, but the member in good standing must submit a written notice of intent to the secretary by 5 p.m. on Oct. 1.

The election will be conducted by secret ballot. Ballots will be mailed to the home address to eligible members. The election committee will collect the ballots, count the ballots, and announce the results at the November meeting.

The nominations will be held at the regular meeting location 1842 Candler Road, Decatur.

Leigh Smith, Pres., Br. 2225

Memphis, Tennessee

This is an official notice to all members of Branch 27 that a special meeting will be held the evening of the regular branch meeting on June 4. This meeting will be held at 7 p.m. at the Branch 27 union hall at 584 S. BB King Blvd., Memphis. Any proposed changes to the branch bylaws should be submitted and discussed at this meeting.

Any proposed changes will be voted on at the regular meeting on July 2.

Steven Wright, Fin./Rec. Sec., Br. 27

Pasadena, Texas

This is the official notice to all members of Branch 3867 for nominations and election of officers for the 2027-2028 term and delegates to the 2027 state convention. Nominations will be held for president, vice president, secretary, treasurer, three trustees, health benefits representative, MBA representative, sergeant-at-arms and union stewards. Any member in good standing and current in their payment of dues may run for office.

Nominations will be held during the regular monthly meeting at 7 p.m. on Sept. 15 at the union hall at 130 S. Munger St. in Pasadena. Nominations may also be made in writing but must be received by the branch secretary no later than start of meeting. If a nominee is not present at the meeting, written acceptance is permissible. Nominees must certify that they have not served, accepted or applied for any supervisory position within two years. Candidates may accept nominations for only one office.

Election will be held by secret mail ballot, if necessary. Ballots will be mailed to the home addresses of eligible members. More details to come.

Lydia Amador, Sec., Br. 3867

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., May's deadline is for the June publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

In Memoriam

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

Enoch J. Youngblood	Br. 106	Montgomery, AL	Sylvester A. Kasprzak	Br. 580	Hammond, IN	Karen J. Sullivan	Br. 36	New York, NY
Timothy R. Starrett	Br. 4494	Carmichael, CA	Herbert J. Reinert Jr.	Br. 39	Indianapolis, IN	Frazier H. Bruton	Br. 1044	Kinston, NC
Thomas D. Wells	Br. 4494	Carmichael, CA	Frank E. Wilkins	Br. 39	Indianapolis, IN	Dermont O. Morris	Br. 461	Winston-Salem, NC
Jose G. Garcia	Br. 1100	Garden Grove, CA	Robert E. Walters	Br. 455	Michigan City, IN	Kevin A. Campbell	Br. 238	Canton, OH
Gary W. Quamme	Br. 1100	Garden Grove, CA	Kim L. Porter	Br. 14	Louisville, KY	Clifford P. Brown	Br. 43	Cincinnati, OH
Edward A. Rowe	Br. 1100	Garden Grove, CA	Charles O. Shrack	Br. 43	Cincinnati, OH	Harry R. Crofton II	Br. 43	Cincinnati, OH
Pedro Arrambide	Br. 24	Los Angeles, CA	Lashelle M. Smith	Br. 43	Cincinnati, OH	Robert L. Gabbard	Br. 43	Cincinnati, OH
Joe L. Orozco	Br. 24	Los Angeles, CA	Michael Vilao	Br. 51	Fall River, MA	Robert M. Huelsman	Br. 43	Cincinnati, OH
James A. Bilger	Br. 133	Sacramento, CA	Daniel J. Bache	Br. 334	Framingham, MA	Richard C. Newman	Br. 43	Cincinnati, OH
Stephen G. Fyten	Br. 133	Sacramento, CA	J. C. Boothroyd	Br. 25	MA Northeast Mgd.	Fred E. Ware	Br. 43	Cincinnati, OH
Dolores A. Anderson	Br. 411	San Bernardino, CA	Jeremiah A. Carney	Br. 25	MA Northeast Mgd.	Robert L. Johnson	Br. 40	Cleveland, OH
Raymond S. Chin	Br. 214	San Francisco, CA	Lawrence E. Degrenier	Br. 25	MA Northeast Mgd.	John L. Monbeck	Br. 182	Dayton, OH
Michael B. Romero	Br. 19	New Haven, CT	Everett J. Pond	Br. 18	Southeast MA Mgd.	James J. Kline	Br. 140	Ironton, OH
Tina L. Harris	Br. 142	Washington, DC	Frank J. Matynowski	Br. 1	Detroit, MI	Carl L. Dowdell	Br. 1358	Tulsa, OK
Patrick J. Nolan	Br. 142	Washington, DC	Louis E. Pichette	Br. 1	Detroit, MI	Lawrence R. Callahan	Br. 916	Eugene, OR
Charles A. Rooths	Br. 142	Washington, DC	Willie E. Thomas	Br. 1	Detroit, MI	Samuel R. Stauffer	Br. 82	Portland, OR
Raymond E. Sallay Jr.	Br. 142	Washington, DC	Ronald L. Everson	Br. 9	Minneapolis, MN	Michael J. Bianchi	Br. 84	Pittsburgh, PA
Ralph A. Lombardi	Br. 2008	Clearwater, FL	Joseph F. Pasiowitz	Br. 9	Minneapolis, MN	Donald McCammon	Br. 419	Knoxville, TN
Lewis W. Bradshaw	Br. 1071	South FL	Paul L. Boyer	Br. 30	Kansas City, MO	Wanda Grant	Br. 27	Memphis, TN
Bernard V. Cublinsky	Br. 1071	South FL	Herman R. Collins	Br. 195	St. Joseph, MO	Ezell Moss	Br. 27	Memphis, TN
Danny Corbin	Br. 2689	Spacecoast FL	Todd R. Manes	Br. 8	Lincoln, NE	Nelson H. Psencik	Br. 283	Houston, TX
Frank L. Melton	Br. 263	Augusta, GA	John C. Moore	Br. 44	NH Mgd.	Korry W. Brush	Br. 970	Logan, UT
Ralph H. Jackson Jr.	Br. 4862	Roswell, GA	Martin M. Scheffler	Br. 425	Bergen Co. Mgd., NJ	Roy M. Heintzelman	Br. 567	Alexandria, VA
Andrea J. Ward	Br. 11	Chicago, IL	John J. Pilek	Br. 38	NJ Mgd.	Harold C. Williams	Br. 807	Bristol, VA
Edward A. Adamson	Br. 1151	Naperville, IL	Cecil B. Laverne	Br. 908	South Jersey, NJ	Wayne A. Dean	Br. 822	Appleton, WI
Gina M. Cabral	Br. 825	Oak Brook, IL	Joseph G. Santangelo	Br. 908	South Jersey, NJ	Robert E. Jankowski	Br. 822	Appleton, WI
Lashon M. Jackson	Br. 825	Oak Brook, IL	R. W. Zurlo	Br. 908	South Jersey, NJ	Dennis R. Kline	Br. 59	La Crosse, WI
John A. Dietrich	Br. 216	Quincy, IL	John J. Bonghi	Br. 3	Buffalo-Western NY	Gary A. Dickhut	Br. 507	Madison, WI
James A. Vandament	Br. 216	Quincy, IL	Christopher D. Cooper	Br. 137	Hudson Valley Mgd., NY	Anthony P. Damato	Br. 2	Milwaukee, WI
James D. Hoglund	Br. 245	Rockford, IL	T. W. McElrath	Br. 137	Hudson Valley Mgd., NY	Stanley R. Klosowski	Br. 2	Milwaukee, WI
Mendnasan Purevdorj	Br. 245	Rockford, IL	Glover J. Patterson	Br. 36	New York, NY	Albin N. Zakowski	Br. 2	Milwaukee, WI
John R. Horgen	Br. 4016	S. Suburban Mgd., IL	Harry F. Savitt	Br. 36	New York, NY	Anthony A. Dabel	Br. 397	Waukesha, WI

READY TO JOIN THE FIGHT?

Give it a listen wherever you stream your favorite podcasts

NALC's "Fight Like Hell!" podcast is available on Apple Podcasts, Spotify, Google Podcasts, and wherever you listen to podcasts.

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



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Help your NALC family affected by natural disasters

The NALC Disaster Relief Foundation provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

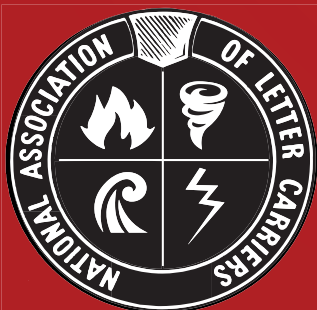
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



NALC
Disaster
Relief
Foundation