Volume 139/Number 10 November 2026

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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THANK YOU
for your
SERVICE

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FIGHT LIKE HELL!

Tell Congress to support our priority legislation

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

- Join together with thousands of other letter carriers to take action on the issues that matter most to us
- Find your representatives and senators, and contact them
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- Access NALC's fact sheets on our priority issues and legislation

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

Bargaining in transition

Brian L. Renfroe

One of NALC's most important and impactful missions is to negotiate our collective-bargaining agreement with the Postal Service. Our contract determines our pay, our rights on the job, and is the blueprint for us to work from in our ongoing fight to improve our members' working lives.

As I've mentioned in previous articles, collective bargaining today looks different than it did in years past. It's not an old-school, stuffy process with a series of prescheduled meetings. We're constantly bargaining with the Postal Service, whether an agreement has just been settled or a contract is in its final days. Whether in person, by phone, video call, email, or even text message, we constantly exchange ideas with our counterparts at the Postal Service, regardless of where we are in the negotiation cycle.

We have officially been in negotiations with the Postal Service for our next contract since earlier this year. During that time, we have continued the near-constant exchange of ideas and back-and-forth with our counterparts referenced above. At our national convention this summer, I announced that we were moving forward with selecting an arbitration panel to begin the interest arbitration process. While that work continues—and we are still working with the Postal Service to agree on a neutral arbitrator—regular, everyday bargaining has not stopped.

As our union prepares to install its 28 new national officers next month, including a new president, bargaining has not paused. Negotiations and interest arbitration preparations have continued. NALC's next leader will be fully brought up to speed on where negotiations and arbitration preparations stand when they assume office, and my goal is for them to seamlessly pick up where we left off and determine the best way to proceed.

A change in leadership inevitably means change for our union. There were changes when I assumed office four years ago, just as there were under my predecessors. But I am confident that the central goal of our union will remain, because that hasn't wavered since our founding 137 years ago. NALC is, and always will be, about achieving the best possible contract, securing our jobs and retirements, protecting our members on the job, and serving our members in every way possible.

Change could also be on the horizon in Congress. I am writing this article days before the midterm elections. While pollsters and pundits predict Democrats will take control of at least one chamber of Congress, we know anything is possible.

If Democrats assume leadership in the House, Senate or both, Washington will look different next year. If Democrats prevail in the House and the Senate, they will set the legislative agenda for the next two years.

"NALC's next leader will be fully brought up to speed on where negotiations and arbitration preparations stand when they assume office, and my goal is for them to seamlessly pick up where we left off and determine the best way to proceed."

Regardless of midterm outcomes, NALC will continue to work on both sides of the aisle because, as we all know, what Congress does, or doesn't do, deeply affects us. As we continue to pursue legislation that will guarantee an on-time and fair retirement for letter carriers, protect our members from violent crime on the job, and more, we know the Postal Service's financial situation cannot be ignored.

Securing our jobs and retirements begins with ensuring that we have an operational, financially sound employer. Congress could make meaningful, commonsense changes to help chart the Postal Service's course to financial solvency. Urgent action is needed. As always, NALC will lead those conversations, push for reforms, and ensure that letter carriers' voices are heard as any changes are considered or pursued.

National Association of Letter Carriers, AFL-CIO

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

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New York, NY 10036-6941
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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).

James Henry elected NALC president

The National Election Committee, appointed at the 74th Biennial Convention in Los Angeles, CA, to conduct the election of national officers for NALC, has announced the results. Below are the full results, listed in ballot order. Winners are highlighted in italics. The terms are four years each. Note that voting for the regional national business agent offices was limited to NALC members from the respective regions.

President

—James Henry, Garden Grove, CA Br. 1100: 23,077
—Lew Drass, Huntsville, AL Br. 462: 6,746
—Nicole R. Rhine, Lincoln, NE Br. 8: 18,009
—Michael Caref, Chicago, IL Br. 11: 12,327

Executive Vice President

—Manuel L. Peralta Jr., Garden Grove, CA Br. 1100: 26,108
—Corey Walton, Nashville, TN Br. 4: 33,031

Vice President

—Mark S. Camilli, Northeastern New York Br. 358: 29,444
—Kimetra Simpson-Lewis, Dallas, TX Br. 132: 28,770

Secretary-Treasurer

—Raquel "Rocky" Acasio, San Diego, CA Br. 70: 31,731
—Mack I. Julion, Chicago, IL Br. 11: 26,605

Assistant Secretary-Treasurer

—Larrissa Parde, Lincoln, NE Br. 8: 30,729
—Esteban Ramirez, San Antonio, TX Br. 421: 27,209

Director of City Delivery

—David L. Mudd, Louisville, KY Br. 14: 23,804
—Christopher Jackson, Garden Grove, CA Br. 1100: 34,503

Director, Safety and Health

—Shawn Boyd, Dallas, TX Br. 132: 28,769
—Rob Kosier, Milwaukee, WI Br. 2: 29,143

Director of Retired Members

—Daniel Toth, Lorain, OH Br. 583: 27,708
—Anita Guzik, Los Angeles, CA Br. 24: 30,972

Director of Life Insurance

—James W. "Jim" Yates, Long Island Merged, NY Br. 6000: 32,880
—Phillip C. Rodriquez, Salt Lake City, UT Br. 111: 25,204

Director, Health Benefit Plan

—Henry Cordero, Beverly Hills, CA Br. 2293: 10,242
—Kevin Sommers, State College, PA Br. 1495: 9,249
—Stephanie Stewart, Central Iowa Merged Br. 352: 35,958

National Trustees

—John A. Cruz, Brooklyn/Staten Island Merged, NY Br. 41: 28,966
—William Heller, Knoxville, TN Br. 419: 8,634
—Sandra D. Laemmel, Detroit, MI Br. 1 : 25,423
—Jeffrey Wagner, West Palm Beach, FL Br. 1690: 9,985
—Howard K. Komine, Honolulu, HI Br. 860: 22,151
—Elise M. Foster, Chicago, IL Br. 11: 25,914

—David J. Grosskopf Jr., Buffalo-Western New York Br. 3: 25,707
—Charles P. Heege, New York, NY Br. 36: 18,370

Region 1 NBA

—Christopher Reed, Kailua Kona, HI Br. 5516: 2,337
—Allan Rios, Garden Grove, CA Br. 1100: 4,902

Region 2 NBA

—Nick Vafiades, Longview, WA Br. 2214: 964
—Debbie Dixon, Olympia, WA Br. 351: 1,699

Region 6 NBA

—Walter McGregory, Southeast Michigan Br. 2184: 2,118
—Kyle D. Inosencio, Grand Rapids, MI Br. 56: 2,021

NALC national election results (continued)

Region 7 NBA

—Elliot Simmons, Bismarck, ND Br. 957: 1,352
—Patrick Johnson, Milwaukee, WI Br. 2: 1,537

Region 8 NBA

—Christopher Strickland, Tuscaloosa, AL Br. 1096: 515
—Steve Lassan, Nashville, TN Br. 4: 697
—Danna Chambless, Nashville, TN Br. 4: 870

Region 9 NBA

—Caroline Jones, High Point, NC Br. 936: 2,485
—Cliff "Eddie" Davidson Jr., Durham, NC Br. 382: 3,121

Region 10 NBA

—Karrie Blough, Houston, TX Br. 283: 1,557
—William Moody, Austin, TX Br. 181: 1,756

Region 11 NBA

—Mike Hayden, Toledo, OH Br. 100: 2,623
—Michael Brim, Columbus, OH Br. 78: 2,229

Region 12 NBA

—Brian Thompson, New Castle, PA Br. 22: 2,276
—William Kriebel, Bethlehem, PA Br. 254: 1,821

Region 13 NBA

—Vada E. Preston, Tidewater Virginia Br. 247: 1,070
—Jerry Kerner Jr., Baltimore, MD Br. 176: 860

Region 14 NBA

—Kenny Janulewicz, Worcester, MA Br. 12: 2,920
—Tom Rooney, Boston, MA Br. 34: 2,035

Region 15 NBA

—Roy Jancio Jr., New Jersey Merged Br. 38: 3,038
—Orlando Gonzalez, New York, NY Br. 36: 2,493

The election was conducted by mail ballot and administered by an independent party, following the requirements of the *NALC Constitution* and the regulations of the U.S. Department of Labor, and subject to oversight by the NALC National Election Committee.

Official election instructions were included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person was required to have been a regular member of NALC and in good standing as of June 1, 2026.

Preparation, printing and mailing of ballots began on Sept. 8. Returned ballots were picked up by the Election Committee on Monday, Oct. 19. Counting of ballots began the following day.

Candidates for national business agents in Regions 3, 4 and 5 were unopposed and therefore elected by consent at the Los Angeles convention. The installation of NALC's 28 elected national officers will take place in Washington, DC, on Saturday, Dec. 12.

The National Election Committee, as appointed by President Brian L. Renfroe, is made up of: Brian Wiggins (chair), Seattle, WA Br. 79; Lamanda Bradshaw, Modesto, CA Br. 1291; Mike Hansen, Salt Lake City, UT Br. 111; Veronica Ramirez, Arlington Heights, IL Br. 2810; Kathy Walter, Tucson, AZ Br. 704; Morgan Harrington, Southwest Michigan Br. 246; Linda Johnson, Duluth, MN Br. 114; Sylvin Stevens, Charlotte, NC Br. 545; Juan Munoz, Corpus Christi, TX Br. 1259; Monique Mate, Rochester, NY Br. 210; Michele Galda, Camden, NJ Mgd. Br. 540; Melissia Johnson, Rockville, MD Br. 3825; Joseph Stearns, Massachusetts Northeast Mgd. Br. 25; Eric Lomax, Jamaica, NY Br. 562; and Mike O'Neill, New Jersey Mgd. Br. 38.

The tabulation of ballots for the 2026 NALC national election of officers began on Monday, Oct. 19, and concluded on Friday, Oct. 23, at NYC Seminar and Conference Center, 114 W. 26th St., 3rd Floor, New York, NY 10001. Secrecy of the ballots was maintained at all times. **PR**

Installation of officers set for Dec. 12

The installation of NALC's 28 elected national officers for four-year terms will take place in Washington, DC, on the evening of Saturday, Dec. 12, at the Washington Hilton, 1919 Connecticut Ave. NW. Tickets for the event are available through the NALC secretary-treasurer's office for $90 per person. Full payment (payable to "Secretary-Treasurer, NALC"), along with the order form printed at right, **must be received no later than Monday, Nov. 16.** The maximum number of seats at each table is eight. Individuals or smaller parties purchasing tickets will be assigned to "open seating" tables. The person picking up tickets must be listed on the order form as the official person authorized to receive them. Tickets can be picked up at NALC Headquarters on Friday, Dec. 11, from 11 a.m. to 4 p.m. or at the hotel on Dec. 12 from 2 to 5:30 p.m.

Installation dinner tickets include admission to the holiday party, which will follow the installation dinner. **Attendance at the holiday party for all others is by invitation only.** Branches that wish to attend the holiday party should contact the secretary-treasurer's office by Nov. 16. No tickets for either function will be available after that date.

The NALC hotel room rate at the Washington Hilton is $179 standard single/double. The rate is good for the nights of Dec. 11 and Dec. 12 only. To reserve a room, call 800-445-8667 and select Option 1—Request Reservation at the Washington Hilton, DC under Group Code 958. If reserving online, go to book.passkey.com/go/NALC2026Dinner. **The cutoff for the hotel rate is Nov. 17. After this date, rooms will be subject to the hotel prevailing rate.**

Discounted self-parking for the event is $28/car. Parking is limited on a first-come, first-served basis. Overnight parking is $58 per night (subject to change). PR

Installation of National Officers Dinner order form

Saturday, Dec. 12, 2026

I would like to reserve tickets to the NALC Installation of National Officers Dinner on Saturday, Dec. 12, at the Washington Hilton. Tickets will be held for pickup at the secretary-treasurer's office at NALC Headquarters or onsite. **Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope.** Maximum eight guests per table.

Number of tickets: _____ at $90 each = $ _____ (Total amount)

Person ordering tickets contact name: _____

Branch #: _____ State: _____ Contact number: _____

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

Cell phone number of person picking up tickets: _____

Do you or anyone in your party have dietary restrictions: _____

Name of person with dietary restrictions and what restrictions: _____

_____

Names of individuals to be seated at table (please print). Attach names of all individuals if additional tables are purchased.

1) _____

2) _____

3) _____

4) _____

5) _____

6) _____

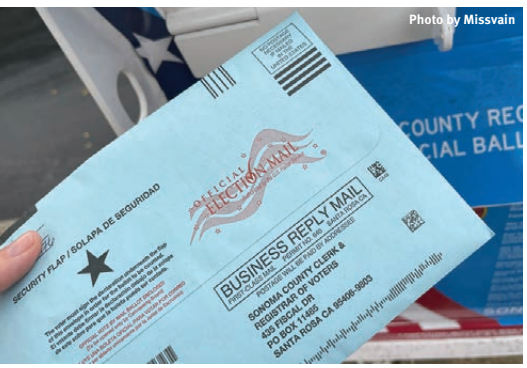
7) _____

8) _____

Mail order form and payment to: Installation of National Officers Dinner, NALC Secretary-Treasurer, 100 Indiana Ave. NW, Washington, DC, 20001. Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by Nov. 16.

News from Washington

Supreme Court blocks administration from restricting mail-in ballots



The Supreme Court (below) rejected an executive order that could have restricted many mail-in ballots (above) from flowing through the mail stream.

On Sept. 14, the Supreme Court rejected President Donald Trump's executive order (EO) to limit mail-in ballots nationwide. The decision follows an intense legal battle that culminated in a ruling by the highest court.

"NALC applauds the Supreme Court for upholding the Constitution and guaranteeing Americans' access to voting by mail," NALC President Brian L. Renfroe said. "This ruling dealt with an executive order that was a clear effort to diminish the credibility of mail-in voting, sow doubt in our elections, and discredit the work of our union's 200,000 active letter carriers.

"Voting by mail has been a safe, secure and reliable way to participate in our democracy since the Civil War. As we always have, letter carriers are prepared and proud to get the job done once again in this year's mid-term elections."

The Supreme Court's decision blocked the EO the president had issued in March. The EO aimed to severely limit mail-in ballots by giving the Postal Service new responsibilities outside its typical, constitutionally mandated operations. The order granted USPS the authority to reject and refuse delivery of ballots unless states complied with a uniform envelope style and submitted lists of eligible voters to an online portal that had yet to be released.

These measures were challenged in the courts, and a U.S. district judge in Boston, MA, issued a temporary order blocking implementation until after November. However, on Aug. 24, the Supreme Court overturned that order and allowed the Postal Service to proceed with planning. While the Court did not rule on the legality of the changes at the time, it stated that the lawsuit was premature, given that the Postal Service had yet to issue a rule on how it would implement the EO. The Postal Service released its implementation rule a day before the Supreme Court's ruling.

Meanwhile, earlier this month, a Postal Service whistleblower said the new online portal that USPS was building in compliance with the EO was dysfunctional and not ready for the midterm elections.

Ahead of the ruling, on Sept. 10, an appeals court upheld the block on the EO, and on Sept. 13, a U.S. district judge in Washington, DC, issued a similar block.

Days before the ruling, a bipartisan group of current and former lawmakers filed an amicus brief in the Supreme Court case, urging it to uphold the lower court's block.

President Trump urged the Supreme Court to rule on the case, while the Democratic states and voting rights groups challenging the plan argued it would be nearly impossible for states to comply with new Postal Service rules weeks before the midterm elections.

The ruling eliminated any proposed changes included in the EO and confirmed that the Postal Service and letter carriers' roles will remain the same in the midterm elections.

Senate confirms next secretary of labor

On Sept. 30, in a party-line 47-41 vote, the Senate confirmed Keith Sonderling as the next secretary of the Department of Labor (DOL). Sonderling has served as acting secretary since former Secretary Lori Chavez-DeRemer left the agency in April. President Trump officially nominated Sonderling for the position in June.

Sonderling is an attorney who has served in several government positions. Before becoming acting secretary, Sonderling was confirmed as deputy secretary of labor in March 2025, overseeing the department's operations, strategic planning, budget and more. From 2020 to 2024, he served as a commissioner of the Equal Employment Opportunity Commission, serving as vice chair of the commission from 2020 to 2021. Before that, from 2017 to 2020, he served as acting administrator and deputy administrator of the Wage and Hour Division at the DOL.

The DOL plays a key role in advancing economic opportunities and is crucial to ensuring the safety and well-being of letter carriers and all workers.

"As Secretary Sonderling officially takes on this critical role, NALC urges him to focus on workers by acting on some of NALC's top priorities with the agency," NALC President Brian L. Renfroe said. "Resuming the rulemaking process for a national heat safety standard and improving the services administered through the Office of Workers' Compensation Programs, which letter carriers injured on the job rely on, are essential for letter carriers' safety."

NALC files comments on SEC proposed e-delivery regulation

The Securities and Exchange Commission (SEC) has proposed a rule that would make electronic delivery the default method for certain financial information under federal securities laws. Currently, this information is required to be delivered to recipients by mail unless they select electronic delivery. NALC opposes implementation of this rule and submitted comments to the commission.

NALC's comments emphasized that the proposed rule would threaten letter carriers' jobs, the Postal Service's financial stability, and the agency's ability to provide universal service. If enacted, the proposed rule could result in a nearly 9 percent reduction of USPS First-Class Mail. This significant loss in volume and revenue would drastically impact USPS's ability to provide high-quality service, noticeably affect the agency's finances, and in turn, threaten letter carriers' jobs. Additionally, the proposed rule would impede the public's access to important financial information while opening the door to unnecessary security risks.

Visit the "Government Affairs" section of nalc.org to read NALC's full comments. **PR**

Keith Sonderling

Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) is a federal law that entitles eligible postal employees to take unpaid, job-protected leave for qualifying family and medical reasons and requires continuation of their group health benefits under the same terms and conditions as if the employee had not taken leave.

Eligible employees are entitled to use up to 12 workweeks of FMLA-protected leave in a 12-month period for qualifying conditions. Under the law, the Postal Service is prohibited from interfering with, restraining or denying the exercise of any rights provided by FMLA. Nor can the Postal Service retaliate against an employee for exercising or attempting to exercise FMLA rights. Employers cannot use the taking of FMLA leave as a negative factor in employment actions, such as hiring, promotions or any disciplinary actions. Employees cannot waive, nor may employers induce employees to waive their prospective rights under FMLA.

FMLA is not a separate category of leave; time off protected by the FMLA is charged to annual leave, sick leave or leave without pay (LWOP) in accordance with current Postal Service leave policies. Also, FMLA does not provide letter carriers with any additional paid leave beyond what they already receive under NALC's *National Agreement* with the Postal Service and any related postal handbooks and manuals.

Letter carriers are eligible for FMLA-protected leave if they have:

1) Worked for the Postal Service for at least 12 months.

CCA breaks in service do not cancel out accrued time of service for FMLA purposes since the 12 months do not have to be consecutive.

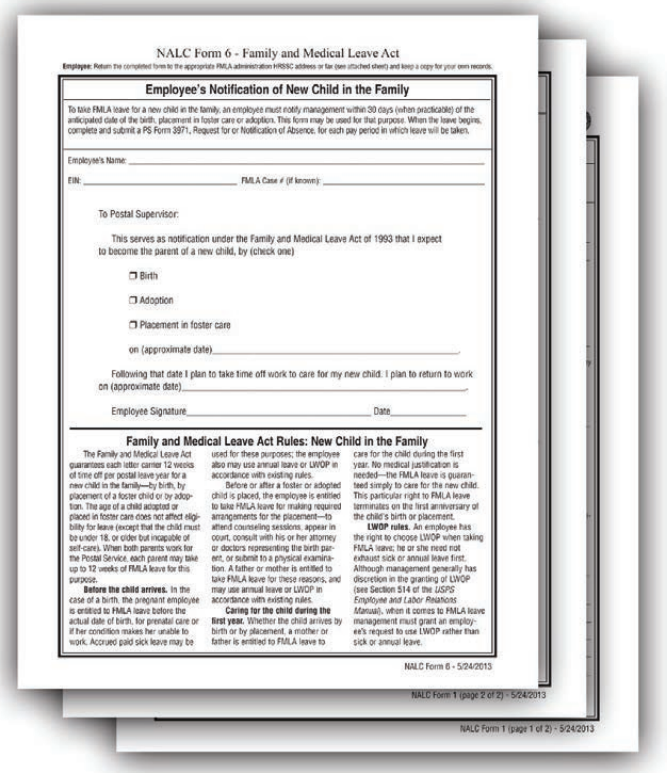
And you must have:

2) Accrued at least 1,250 work hours during the 12-month period immediately preceding the leave.

Only actual hours worked, not time spent on paid leave, are used to determine if an employee has met the 1,250-work hour requirement.

Every eligible postal employee is guaranteed FMLA-protected leave for any of the following reasons:

- The birth of a child and to care for the newborn child within one year of birth.
- The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement.
- To care for the employee's spouse, child or parent who has a serious health condition.
- A serious health condition that makes the employee unable to perform the functions of their job.
- Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter or parent is a covered military member on covered active duty or call to covered active-duty status.



NALC Form 6 - Family and Medical Leave Act

Employee: Return the completed form to the appropriate FMLA administration HRSSC address or fax (see attached sheet) and keep a copy for your own records.

Employee's Notification of New Child in the Family

To take FMLA leave for a new child in the family, an employee must notify management within 30 days (when practicable) of the anticipated date of the birth, placement in foster care or adoption. This form may be used for that purpose. When the leave begins, complete and submit a PS Form 3971, Request for or Notification of Absence, for each pay period in which leave will be taken.

Employee's Name: _____

EIN: _____ FMLA Case # (if known): _____

To Postal Supervisor:

This serves as notification under the Family and Medical Leave Act of 1993 that I expect to become the parent of a new child, by (check one)

❒ Birth

❒ Adoption

❒ Placement in foster care

on (approximate date)_____

Following that date I plan to take time off work to care for my new child. I plan to return to work on (approximate date)_____

Employee Signature_____ Date_____

Family and Medical Leave Act Rules: New Child in the Family

The Family and Medical Leave Act guarantees each letter carrier 12 weeks of time off per postal leave year for a new child in the family—by birth, by placement of a foster child or by adoption. The age of a child adopted or placed in foster care does not affect eligibility for leave (except that the child must be under 18, or older but incapable of self-care). When both parents work for the Postal Service, each parent may take up to 12 weeks of FMLA leave for this purpose.

Before the child arrives. In the case of a birth, the pregnant employee is entitled to FMLA leave before the actual date of birth, for prenatal care or if her condition makes her unable to work. Accrued paid sick leave may be used for these purposes; the employee also may use annual leave or LWOP in accordance with existing rules.

Before or after a foster or adopted child is placed, the employee is entitled to take FMLA leave for making required arrangements for the placement—to attend counseling sessions, appear in court, consult with his or her attorney or doctors representing the birth parent, or submit to a physical examination. A father or mother is entitled to take FMLA leave for these reasons, and may use annual leave or LWOP in accordance with existing rules.

Caring for the child during the first year. Whether the child arrives by birth or by placement, a mother or father is entitled to FMLA leave to care for the child during the first year. No medical justification is needed—the FMLA leave is guaranteed simply to care for the new child. This particular right to FMLA leave terminates on the first anniversary of the child's birth or placement.

LWOP rules. An employee has the right to choose LWOP when taking FMLA leave; he or she need not exhaust sick or annual leave first. Although management generally has discretion in the granting of LWOP (see Section 514 of the *USPS Employee and Labor Relations Manual*), when it comes to FMLA leave, management must grant an employee's request to use LWOP rather than sick or annual leave.

NALC Form 6 - 5/24/2013

NALC Form 1 (page 2 of 2) - 5/24/2013

NALC Form 1 (page 1 of 2) - 5/24/2013

Requesting FMLA-protected leave

If you know ahead of time you are going to need leave (e.g., pregnancy), notify management of the need for leave and provide appropriate supporting documentation at least 30 days before the absence is to begin. If 30 days' notice is not practicable, you must give notice as soon as possible (i.e., the same day you learn about your need for leave or the next business day).

If you have an unexpected absence that qualifies for FMLA protection, the law states that you must comply with the employer's usual and customary notice and procedural requirements for requesting leave, absent unusual circumstances. Letter carriers should notify management as soon as practicable in writing via PS Form 3971, Request for or Notification of Absence, by telephone using the Interactive Voice Response

system, or by submitting a request via the Enterprise Leave Request Application accessible through LiteBlue using a computer, smartphone or other mobile device. You should submit accompanying medical certification for FMLA-covered absences within 15 days, and you should correct insufficient certification within seven days (unless you can't despite good-faith efforts in the circumstances).

The certification may be in any format, including the NALC FMLA forms, if it provides the information required for certification by the FMLA regulations. Members can find these forms at nalc.org/workplace-issues/contract-administration-unit/fmla.

You may ask, "Can management require supporting documentation for an absence of three days or less in order for an employee's absence to be protected under the FMLA?" In response to that question, the national parties have agreed that:

> The Postal Service may require an employee's leave to be supported by an FMLA medical certification, unless waived by management, in order for the absence to be protected. When an employee uses leave due to a condition already supported by an FMLA certification, the employee is not required to provide another certification in order for the absence to be FMLA protected.

For the implementing regulations, specific family member definitions, or more information on the FMLA, visit dol.gov/agencies/whd/fmla. If you have any additional questions or concerns about USPS and the FMLA, you should consult with your shop steward or NALC branch officer.

When you have the need to take leave for one of the qualifying conditions, be sure to exercise your rights and protect yourself with FMLA. **PR**

Former vice president Ron Brown dies

Ronald Brown, age 84, died on Oct. 16. During his 62-year postal career, Brown served as a Region 6 national business agent (NBA), national vice president and national director of retired members.

Joining the Postal Service in 1964 after three years in the Army, the Royal Oak, MI Branch 3126 member became safety officer in 1970 and shop steward the following year. After serving his branch as secretary from 1973 to 1975 and vice president the next two years, and as state training officer in 1977, Brown was named regional administrative assistant for Region 6 that year, where he excelled in grievance handling and arbitration.

Brown spent 10 years as NBA for Region 6 before being appointed as vice president in September 2000 and served until 2002, when he was appointed director of retired members.

He served in that position until the end of the year.

Affectionately known as "The Godfather," Brown was a respected leader, mentor and friend who continued to be involved with NALC projects and trainings after his retirement.

"I grew up in a union family, so I've always been aware of how the union helps working people," Brown told *The Postal Record* in 2000.

He is survived by his beloved wife of 64 years, Marie Brown; his children, Ronnie Brown and Donna Brown; his grandchildren, Cory Bowman, Parker Bowman and Sarah Carlson; and his brother, Jerry Brown. He was preceded in death by his parents, Thelmer and Pauline Brown.

"NALC mourns the loss of Brother Brown," NALC President Brian L. Renfroe said. "He dedicated more than six decades to fighting for the rights of letter carriers, never refusing to help a union brother or sister in need, and setting a standard of service that will not be forgotten. On behalf of the NALC, I extend our deepest sympathies to his family and friends. He will be greatly missed." **PR**

Adam and the giant pumpkin

Adam Momirov and one of his giant pumpkins

A single thought by Adam Momirov started a hobby that would ultimately produce thousands and thousands of pounds of pumpkin. The thought was, "I wonder how big these things really get," while he stared at a pumpkin he had grown from a seed. "That just kind of led me down a rabbit hole," Momirov said, eventually leading to him being named one of the world's top growers.

"I've just kind of ran with it and just continuously tried to improve my personal best weights every year," the Alliance, OH Branch 297 member said.

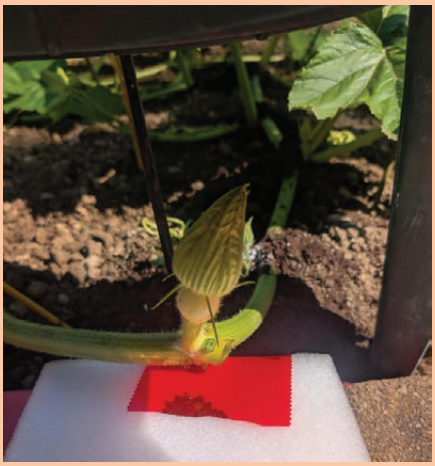
The process of growing giant pumpkins takes months, and each year he grows only three in his yard. Each pumpkin takes up about 1,000 square feet of land. He starts the seeds indoors in early April, then moves them to a heated greenhouse outside. Normally several pumpkins grow on one vine, but once he pollinates a pumpkin, he makes sure to remove all the other small pumpkins from the vine so the plant's energy is completely focused on just the one pumpkin that grows to maturity.

He spends about 30 minutes tending to the pumpkins before work and 45 minutes to an hour tending to them at night. "It's a lot of work to even grow one," he said, adding that it's worth it to him because "it's really rewarding when you take something from a seed, you know, and start it and you see life and it just kind of grows and you keep it healthy. And next thing, you have a 2,000-pound-plus pumpkin."

Momirov said that the process can be difficult given the environmental elements present in Ohio. The pumpkin patch uses heating cables and protective structures to protect from the environment, such as humidity, rain, cold, hail and major storms. He uses fungicides and insecticides regularly to prevent diseases and insects from killing the plants.

This is important, because pumpkins must meet strict physical require-

Momirov grows a giant pumpkin from a single seed.



ments to be eligible for competition, including being free of rot, large cracks and leaking.

"It's amazing," Momirov said. "One little bug can carry a bacteria that infects your plant."

His pumpkins' appearances, specifically their roundness and orangeness, have always been something Momirov takes pride in. When he began about six years ago, his first-ever pumpkin of 1,086 pounds—on the small side for a giant pumpkin—won the Howard Dill Award, which is given to a pumpkin that has a minimum weight of 500 pounds and is orange, round, and free of cracks and rot.

"Not knowing really what I was doing, I actually did pretty well," he said about his first pumpkin. "That very first pumpkin I grew was probably the most memorable one."

In his pumpkins he values appearance as well as weight. He seldom grows non-orange pumpkins, selectively cross-pollinating orange pumpkin seeds. "I think pumpkins should be orange," he said. "Like, to me, a pumpkin is orange."

Most competitions are won based on weight, and Momirov's pumpkins have only grown in size since his first.

"The one last year that I grew that weighed 2,273 pounds, that's probably my second favorite just because that's a huge pumpkin," he said of his personal best. "It was a huge accomplishment for somebody who just kind of started out growing pumpkins."

Once he has grown his giant pumpkins, Momirov picks one and takes it to a "weigh off," where pumpkin growers gather to compete on who has the biggest pumpkin. He prefers local competitions due to the difficulty in transporting the pumpkins.

To get a pumpkin to a competition, he has to "just kind of baby it the whole way," he said. He and a friend use straps and slowly raise the pumpkin with a four-wheeled skid-steer loader. They set the pumpkin on a pallet before using the skid steer's forks to load it onto the trailer. He places 4-inch-thick foam padding between the pallet and the pumpkin to absorb bumps, then straps it down tightly. Finally, he drives slowly and carefully with the pumpkin, stopping along the way to ensure the pumpkin hasn't shifted.

In the months preceding a weigh off, Momirov and other growers estimate a pumpkin's weight by taking three measurements and consulting an estimate chart, but many don't put them on the scale until competition day.

Momirov takes the surprise of the competition one step further and stops weighing the pumpkins a few weeks before. He doesn't know what others will bring either, which further adds to the surprise. The weigh offs aren't only about the competition between growers; Momirov describes them as being "a really fun event" where the giant pumpkin grower community comes together to talk about what they grew that year, their struggles, and what worked and what didn't.

The owners of the winning pumpkins receive prize money ranging from a couple hundred dollars to thousands.

"It's a lot of fun," Momirov said of the growing process and competition. "What I get more enjoyment out of is just seeing other people's faces. It's a huge conversation piece. Everybody thinks it's cool. Like, I haven't had one person say, like, you know, that's dumb or stupid. They just think it's the coolest thing ever. So, seeing kids and just families go to fall events and festivals and having these pumpkins on display, it's rewarding in that aspect, just to be able to see that people are

Momirov carefully transports his pumpkin to the "weigh off."

enjoying it. I think everybody likes a big pumpkin."

Most giant pumpkin weigh offs and events are run through the Great Pumpkin Commonwealth, with the Ohio Valley Giant Pumpkin Growers being Momirov's local organization. Through the Great Pumpkin Commonwealth, he attends seminars, patch tours, weigh offs and the international convention. He particularly enjoys the international convention due to the opportunity to meet his giant pumpkin grower icons and learn from others from all over the world, including attendees from Russia, Germany, Denmark and South Africa.

"It's great to network with other people that have the same passion as you and just pick up little tips and tricks along the way and exchange seeds," he said.

One of his favorite experiences was meeting Ian Peyton from England, who was formerly the world record holder for heaviest pumpkin at 2,819.25 pounds.

"I got to meet the world record-holder and just have a beer with him," Momirov said. "He's kind of like a celebrity, I guess, in the pumpkin world."

After competing, his pumpkins don't go to waste. They have been turned into gigantic jack-o'-lanterns and sculptures by Adam Bearden, a food carver who has appeared on the Food Network, as well as a local Ohio carver. Additionally, they have been in popular influencers' content on social media and displayed at fall festivals for families to enjoy.

Speaking of family, one of the reasons Momirov has stuck with giant pumpkin growing is its ability to connect him with his family. Before picking up giant pumpkin growing, Momirov's hobby for years was traveling around the country fishing competitively for walleye, but that took him away from his family for long periods of time. Once he settled into his giant pumpkin-growing hobby, he had more time for his kids, who also help him with the growing process.

They will tell Momirov, "Dad, your water's still running out there." He said, "They've saved my seasons a couple of times."

Now six years into pumpkin growing, Momirov has been named a top-10 grower in the world by the Great Pumpkin Commonwealth, a title he values due to his newer status as a pumpkin grower, as some who are on the list have been growing for decades.

"Just to have my name up there with some of the best in the world was a huge accomplishment," Momirov said.

Whatever he does, Momirov's goal is to master his craft.

"Whether it's letter carrying, hunting, fishing... a sport or a hobby or just work, just, do everything to the fullest and then share that knowledge with people who want to do the same thing," he said. **PR**

Amazon plans for life without Postal Service

At the end of last year, the Postal Service walked away from negotiations with Amazon to deliver packages for the company, despite the company being the Postal Service's largest customer. While a deal was completed in April between the two, in the interim, Amazon drew up a plan for how it could continue delivering to its customers without its longtime partner.

Amazon needs USPS to deliver its packages in rural and remote parts of the country where its own network is thinner and it's more cost effective to pay USPS to do it. But for how much longer? In October, *Business Insider* reported on the internal contingency plan, called Project Aurelian after the Roman emperor who reunited the fractured Roman Empire and earned the title "Restorer of the World."

During the negotiations, Amazon identified what it called the "structural fragility of external carrier dependency." In other words, there are locations in the country that its own network doesn't reach and it was beholden to USPS and other carriers such that if those carriers were to change the contract terms, Amazon doesn't necessarily have good alternatives.

The plan is simple: Amazon wants every addressable ZIP Code to be able to be served by both its own delivery network and at least one third-party carrier, such as USPS, UPS or FedEx. To do so, it needs to expand its own footprint to about 39,400 ZIP Codes, which Project Aurelian calls for by 2029.

If enacted, the plan doesn't necessarily mean that it won't use third-party carriers, but it won't have to, giving Amazon flexibility and leverage in future negotiations.

"No one should be surprised that Amazon works to build redundancy into its logistics network to ensure continuity of service for customers," a spokesperson told *Business Insider*.

Photo by Phil Murphy

So how does Amazon get its footprint up from its current 26,500 ZIP Codes to the 39,400 ZIP Codes? It has a three-prong plan:

- Increase its delivery stations, where Amazon can deliver from using van delivery.
- Pay more local businesses, such as private contractors, to deliver packages where delivery stations don't make sense.
- Expand the delivery radius from current delivery stations to reach farther into areas where it doesn't currently deliver to.

Amazon forecasts that it will deliver 88.7 percent of its packages in the country through its employees and contractors by 2029.

Amazon's contract with USPS ends in 2029, though even with its planned growth, the company expects the partnership to continue, citing "mutual dependency." But its growth plans will allow it to be less dependent on how those negotiations turn out. **PR**

Carriers and the mail make news online

Dave Hamilton

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.

New York letter carrier retires after 41 years

After 41 years as a letter carrier, 25 of them in the Sedgwick area in Syracuse, NY, **Dave Hamilton** decided to retire. But the Branch 134 member didn't leave without a proper sendoff from his customers.

On his last day, neighbors gathered with balloons, thank-you signs and a cake with his photo on it for a celebration of his dedication to the community for four-plus decades.

"He really does love [being a letter carrier]," Dave's wife, Sue Hamilton, told WSYR-TV. "He loves just being with people and being outside and loves the dogs."

Neighbors spoke to the local news channel, praising Hamilton for his work.

"We live in a utopia with Dave as our mail carrier," one neighbor said.

Although Hamilton has enjoyed his work, and said it's "hard leaving," he added, "my knees are tellin' me it's time to go."

During retirement he plans to play golf, travel and spend time with his granddaughter.

Young people use social media to find pen pals

Em-J Staples, a 37-year-old Bay Area content creator, posted on TikTok offering to make pen pal pairings as a way to recreate a nostalgic feeling for herself and others. Little did she know that her video would go viral. It received more than 330,000 views and about 14,000 signed up to be matched via a Google form. Using the responses, she matched people based on their interests and personalities.

"I was nostalgic for a '90s summer," she told *The New York Times* of the inspiration for the post.

This isn't the first time a pen pal-matching service has gone viral. Back in 2020, Rachel Syme started Penpalooza, which had a high of 15,000 participants at one time.

Mass offers for pen pal matching aren't the only way pen pals find each other. Pen pal hopefuls find each other by looking through comment sections, posting on various social media platforms or reaching out via direct message (DM).

And Staples isn't the only one who is reaching out online to find a pen pal. *The New York Times* story refers to an undergraduate student, Simme S., who posted on TikTok and now has a pen pal, Mallory Ensing, whom she writes to and receives letters from every three to four weeks.

"There's no pressure to respond right away or keep a conversation going in real time," Simme, who describes herself as introverted, told the publication via DM.

Sophia Hue, another undergraduate student who found her pen pal on social media, said, "We don't have a set time when we need to respond to each other. There's a comfort element that you don't have to see them face to face."

While some seem to enjoy the element of virtual non-face-to-face communication, others have created connections that have led to in-person

adventures. Juliana Romeo is stationed with the Air Force in Germany. For the last four years Romeo has been writing with four pen pals, all of whom she found on TikTok. She recently went to visit one in Manchester, England.

"It could have been sketchy, but she was incredible," Romeo said. "I stayed with her and we went stationery shopping and had a whole weekend together."

Taylor Palmby (l) delivers mail to "Ted Lasso" star Jason Sudeikis (r).

Current resident of 'Ted Lasso's' former apartment delivers mail

It took three months of his mail being delivered to his old New York City apartment after he moved out before "Ted Lasso" star Jason Sudeikis finally received it. But it wasn't delivered to his forwarding address, nor was it delivered by a letter carrier. It was hand delivered by Taylor Palmby, the current resident of Sudeikis' former apartment, at the Aug. 4 "Ted Lasso" Season 4 premiere after-party.

"I was like, 'No way. There's no way this is the same Jason Sudeikis. There's no way,' " Palmby told *People* of receiving the mail at her new apartment. "Then I looked it up on the internet, and I found some website with him on it had this as his address. I was like, 'Oh, my God, I think that I'm living in Jason Sudeikis' old apartment.' "

Palmby was determined to get him his mail. "I don't know why, but I was like, 'It has become my job now to get this mail to Jason Sudeikis,' " Palmby said.

Palmby posted about the situation on Instagram. The post went viral with more than 64,000 likes and more than 1,000 comments. Palmby was shocked by the number of people with a connection to Sudeikis.

"I have so many DMs, 'I'm his cousin,' " Palmby told *Entertainment Weekly*. " 'I know his sister.' 'You can connect to this management company.' 'My boyfriend is best friends with him' or 'My ex knows him.' It was like six degrees of Kevin Bacon, but one degree of Jason Sudeikis."

Palmby said in her viral video that if Sudeikis wanted his mail, "You can reach out to me, or this is creepier, you know where I live."

Although Sudeikis didn't show up at her front door asking for his mail, the video eventually reached Sudeikis' team members at The Agency Group Public Relations, who invited her to the TV show premiere and after-party. Palmby accepted and was able to take her best friend Liv, a huge "Ted Lasso" fan. At the after-party, Sudeikis was finally reunited with the five pieces of mail that Palmby collected between May and August.

Describing her emotions to *Entertainment Weekly*, Palmby said, "I think it just really reminded me that things can be hard, but life is so beautiful and fun and whimsical. ... As Ted Lasso would put it, 'This experience really made me believe.' "

Some of the mail sent to Mallory Ensing by her pen pal, Simme

Online news (continued)

USPS prepares for winter holidays with new stamps

Between late August and late September, USPS has issued several stamps highlighting various winter holidays including Hanukkah, Christmas, Kwanzaa and general winter celebration stamps.

On Sept. 29, USPS released its ninth Hanukkah stamp during a dedication ceremony held at Touro Synagogue in New Orleans, LA. The graphic of the stamp has an aqua background and features a dreidel surrounded by orange flowers and small yellow dots to represent the lights.

Hanukkah is celebrated due to a ruler in the second century BCE banning Jewish practices resulting in a small group of Jews revolting. Upon reclaiming and cleaning the temple, they only found enough oil in the menorah for one day, but it somehow lasted for eight days.

The Christmas stamp was issued on Oct. 2 without a ceremony. The stamp took on a more traditional design using an early 16th century painting of Mary and Jesus named "The Virgin and Child Enthroned." The stamp follows a tradition, which began in 1966, depicting Mary and Jesus on a Christmas stamp each year.

The painting depicts Mary wearing red with a book in her hand on a throne and Jesus sitting on her lap with his hand on the book. In the background there are angels, foliage, two people, castles and mountains.

The holiday is celebrated due to Christian's' belief in the miraculous birth of Jesus to the Virgin Mary.

Additionally, USPS issued a Christmas cookie stamp on Sept. 19 at a family friendly event at the Smithsonian National Postal Museum. It depicts a Christmas tree, a Santa, a gift and a stocking cookie each on their own stamp.

Baking cookies began as a winter solstice tradition in Europe, Africa and other parts of the world but stuck as part of Christmas holiday tradition. Beginning in the 20th century, baking and decorating Christmas cookies became a tradition for many in the United States. Leaving out cookies for Santa started during the Great Depression as parents wanted to teach their children gratitude and kindness.

On Sept. 23, USPS issued a Kwanzaa stamp at the 11th annual conference of the Association for the Study of African American Life and History. The stamp is an illustration of a father and a daughter wearing green, red and yellow, colors which in combination symbolize African independence and anti-colonial resistance.

Kwanzaa is a holiday that originated in the United States in 1966 and was created to unify all African Americans by bringing together various religious and cultural backgrounds. The holiday follows ancient and modern first-harvest traditions practiced across the continent. It is seven days long and occurs from Dec. 26 to Jan. 1 each year. Each day celebrates a different principle: unity (*umoja*), self-determination (*kujichagulia*), collective work and responsibility (*ujima*), cooperative economics (*ujamaa*), purpose (*nia*), creativity (*kuumba*) and faith (*imani*).

USPS also issued a circular winter wreath stamp as well as a stamp depicting squirrels and chipmunks in the snow to further acknowledge the winter season. **PR**

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 helpful 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 frees child from being strangled by car seat strap

On Jan. 6, Winston-Salem, NC Branch 461 member **Charles Koontz** was pulling up to a mailbox on his route in Lexington when he heard someone yelling, "Call 911!" The 33-year letter carrier parked, grabbed his phone and ran toward the vehicle where the commotion was coming from. When he arrived, he saw a woman with the door open, and inside he saw a child with the shoulder strap of the car seat across his neck choking him and keeping him locked in.

"This kid was screaming and turning red in the face," Koontz said.

As the child struggled, the strap tightened.

"I realized this child was in danger," he said.

He quickly called 911 before trying to cut the strap with a utility knife he had on hand. But the knife was too dull, so he told the woman he had heard yelling, the child's grandmother, that he needed scissors. The grandmother told her granddaughter, who was about 5 or 6, to get some scissors, but they were in a place she couldn't reach, so she showed Koontz where they were and he grabbed them.

"She must have known the direness of the situation, and she didn't bat an eye," he said. "I think that she was the angel that needed to be there."

He went back to the car and cut the strap with the scissors, freeing the boy. A few minutes later, emergency responders arrived and, seeing that the situation was under control, Koontz returned to his route.

After the incident, Koontz saw the family again, who said the child was doing OK. Both the grandmother and the parents of the boy thanked him, with Koontz describing them as "grateful as can be." Whenever Koontz sees the daughter, he tells her, "You're my angel," reminding her of the role she played in saving her brother.

As a letter carrier, Koontz said the most important thing is to "pay attention. I mean, really pay attention. Know your customers."

Charles Koontz

Carrier comes to aid of fallen customer

On Aug. 7, Long Island Merged, NY Branch 6000 member **Bernaldino Ocasio** put a customer's mail in the mailbox, then noticed the frames of neon green sunglasses poking out from a bush nearby. Removing his own sunglasses, the three-year letter carrier realized that lying in the bush was his 89-year-old customer Jimmy.

Jimmy was mumbling and incoherent when Ocasio tried to speak to him. Ocasio said he fireman-carried Jimmy into his house, being "very gentle with him when lifting him and placing him down." The carrier put his customer on the stairs to sit, placed a cold rag on his head and gave him water. Then, he

Heroic carriers (continued)

pressed Jimmy's Life Alert button that he was wearing and called 911.

While they waited for emergency responders for about five to seven minutes, Ocasio moved Jimmy into a kitchen chair, kept the rag cold and talked to him. He tried to feel Jimmy's pulse, having been taught by his wife, who is a nurse.

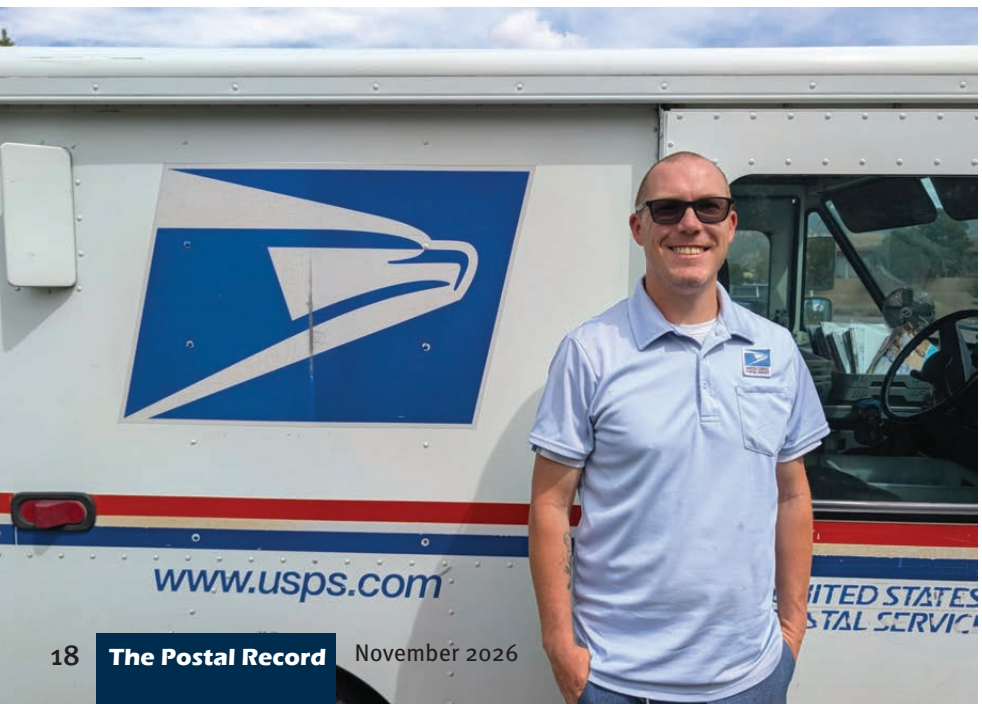
"It was pretty faint, but I waited till the ambulance came, and they took care of it from there," he said. It was suspected that Jimmy had suffered heatstroke.

This wasn't Ocasio's first time interacting with Jimmy. He had seen the man a few times before, and he would bring water to the carrier.

Since the incident occurred, "every day I'd, you know, I'd go past his house, I'd knock on the door," Ocasio said, but he never saw Jimmy.

A co-worker who was working that route another day passed along a message of gratitude from Jimmy to Ocasio. Ocasio was just glad that when Jimmy was in trouble that August day, he was able to help.

James Jarm Jr.



"I felt great," Ocasio said about helping Jimmy during the incident. "That's what we're supposed to do. We're supposed to help each other out."

Carrier helps customer battling blaze

James Jarm Jr., an Albuquerque, NM, letter carrier, was delivering mail one April morning around 10 a.m. when he started to smell smoke that he described as smelling like burning leaves. The Branch 504 member saw a bit of smoke coming from the next street over but thought nothing of it. He moved on to the next delivery, but as he did, he noticed a "huge flame" over someone's house.

"I thought that was a little not right," Jarm said and drove to the site of the flames while calling 911.

When he arrived, he saw a bush, part of a house and two cars parked in the front driveway of a house that were all on fire—one car was completely engulfed and the other partially. Jarm estimated that the flames went up nearly 12 feet.

"I saw the homeowner outside spraying the house [with water from a hose]," Jarm said. "And when I got out, I saw the neighbor and started telling her that I already called 911. They would be here pretty soon. And then all of a sudden, the homeowner passed out."

Jarm and a neighbor on the scene grabbed the homeowner and pulled him away from the fire.

"His arms were already burnt badly," he said.

The firefighters showed up about two to three minutes after, "so luckily the house didn't burn down."

Although there wasn't much damage to the house, the two cars and bush were destroyed, and the homeowner

was in the hospital for a couple weeks due to the burns he sustained. A few weeks later, the man's family saw Jarm and asked if he was the one who helped during the fire. Jarm confirmed that it was, and he said, "they were very happy and said thank you and everything."

Carriers aids customer with medical emergency

On one of the hottest days of August, Providence, RI Branch 15 member **Johnathan Garcia** was walking his route in Coventry when he saw his elderly customer Teresa standing in her driveway looking down. The 13-year letter carrier approached her and saw that she was dripping with sweat and had snot coming from her nose.

Concerned, he asked if she was OK, and she said she was.

But then "she kept saying 'no' to me," Garcia said. He asked Teresa if she wanted him to walk her to her house or call for an ambulance, and she said no.

"Then I realized she soiled herself, so I knew something was wrong," he said. "So, I called the ambulance and then she just started to have dead weight. She kept slouching down and down. At that time, I was able to hold her with one arm and then she just kept trying to go down, and I had to throw my mail to the ground and my satchel."

He continued to hold onto Teresa as she sank down.

"I was trying to get her to the shade, but every time I tried to move her, she would say, 'Ow, no,' and that's why I didn't want to move her," he said. "So, I just stood there while waiting for the ambulance to come. I had to put my knee under [her] so all her weight could sit on my knee so I could relieve some stress off my arms."

During this time, she remained conscious but appeared confused and was talking but not making sense. Despite that, Garcia continued to converse with her, because he said he just wanted "to know she's still alive."

"I was nervous and anxious, and I just kept saying to myself, 'Please somebody come out and see what I'm doing so they can come and help me, 'cause I felt my arms getting weaker and weaker,' " Garcia said.

After a while, a man in a truck came by and helped hold up Teresa, so Garcia could let go and rest his arms. A few minutes later, an ambulance arrived. Paramedics told Garcia that Teresa had a temperature of 110 degrees and had suffered heatstroke. The paramedics wanted to get ice from her house, but all her doors were locked. One neighbor came out and provided ice for Teresa, and another gave Garcia water on the hot day.

After Teresa was loaded into the ambulance, Garcia returned on his way to finish his route.

Garcia is happy to have been there at that time and says he was lucky he was a bit behind on his route that day.

"It happened for a reason at the right time, yeah," he said. **PR**

From l: Postmaster Jeremy Nunes; Providence, RI Branch 15 President John Barbery, Johnathan Garcia, NALC shop steward Evan Cohen and supervisor Ashley Deblois

Know a hero? Nominate them.

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

December penalty overtime exclusion set

As referenced in Article 8, Sections 4 and 5 of the *USPS-NALC National Agreement,* the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December period begins Pay Period 26-2026, Week 1 (Nov. 28, 2026) and ends Pay Period 27-2026, Week 2 (Dec. 25, 2026).

Keep in mind, the penalty overtime exclusion period does not affect the provision bargained for and included in the *2023-2026 National Agreement* outlined in Article 8, Section 4.G. This provision requires letter carriers to be paid at 2½ times their base hourly straight-time rate for any hours worked beyond 12 hours in a service day or 60 hours in a service week. This requirement to compensate letter carriers at that rate of pay is unchanged during the December period. All hours worked in excess of 12 hours in a service day or 60 hours in a service week will still be paid at 2½ times the normal rate of pay. PR

F. John Miller remembered

Executive assistant to three NALC presidents

NALC is deeply saddened to report the death of F. John Miller, an NALC Headquarters employee who retired in 2005 after a 28-year career serving America's letter carriers. Miller died at the age of 86 in Washington, DC, on Sept. 11 after a brief illness.

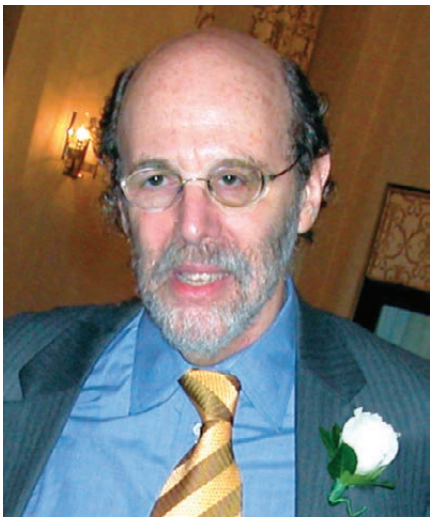
"NALC mourns the loss of John Miller," NALC President Brian L. Renfroe said. "We celebrate his decades of service to our members and to the American labor movement. On behalf of NALC, I extend our deepest sympathies to his friends and family—most notably his children, grandchildren, and his wife, former National Secretary-Treasurer Jane Broendel. He will be greatly missed."

After working in academia and teaching at the AFL-CIO's Labor College, Miller was hired by NALC in 1977 to oversee the union's research and educational activities for President Joseph Vacca. He then went on to serve President Vincent R. Sombrotto as his executive assistant and staff director for more than 20 years, a role he continued with President Bill Young until 2005.

President Young noted upon Miller's retirement, "John worked long hours for decades on behalf of letter carriers. His legacy is a stronger, more professional organization."

Miller helped transform and upgrade the union's communications, public relations, research, and legislative/political capabilities by recruiting high-quality professional staff and driving innovation. In addition:

- He took the lead in organizing 12 national conventions with videos, educational workshops and organizing activities, as well as the special Centennial Convention held in Milwaukee in 1989, featuring an original play, a statue unveiling to celebrate the NALC's founding, a parade and a centennial party.



- He collaborated with President Sombrotto to create the Employee Involvement program with the USPS and helped train a generation of branch leaders in creative problem-solving.
- He helped the union grapple with the emerging challenge of the internet by organizing the NALC 2000 strategic planning conference with representatives of the mailing industry and other unions in 1995.
- He used his training as a historian to help preserve the union's history by co-writing the NALC's official history, *Carriers in a Common Cause*, and creating an archive of historical NALC materials at the Walter Ruether Library at Wayne State University in Detroit, MI.

Miller earned a bachelor's degree from Carleton College, a Ph.D. in American history from the University of Minnesota, and law degree from Catholic University.

In lieu of flowers, memorials in Miller's name may be made to Guide Dogs for the Blind at guidedogs.com/27unleash. PR

Florida member wins NAACP award

For some NALC branch officers, running a branch would be enough. Not **Maceo George**. The retiree and former North Florida Branch 53 president has worked tirelessly to promote civil rights, social justice and the labor movement for many years, and his dedication has attracted recognition.

In July, George was awarded the Benjamin L. Hooks Keeper of the Flame award by the NAACP Labor Committee.

The award is named for a former executive director of the NAACP and recognizes people who demonstrate exceptional service in advancing the objectives of the NAACP and the labor movement.

"I was very excited to get that award because, you know, we don't look for awards and everything," he said, "but I'm glad to see that I'm being recognized and people are listening to me, you know, because I'm trying to do things positive, especially with labor."

Last year George also received the Labor Leadership Award from the Southern Christian Leadership Conference.

George has been involved in many endeavors, including the Northside Coalition of Jacksonville, community improvement organization, in efforts to remove Confederate monuments, in a movement to stop a mall and liquor store from being built next to an elementary school in a Black community, and several "No Kings" events.

He is president of the North Florida Central Labor Council and received a commendation from the American Federation of Government Employees local recently for his advocacy efforts.

George is a member of the NAACP, the Democratic Caucus, the Labor Caucus, and the Democratic Black Caucus in Florida's Duval County.

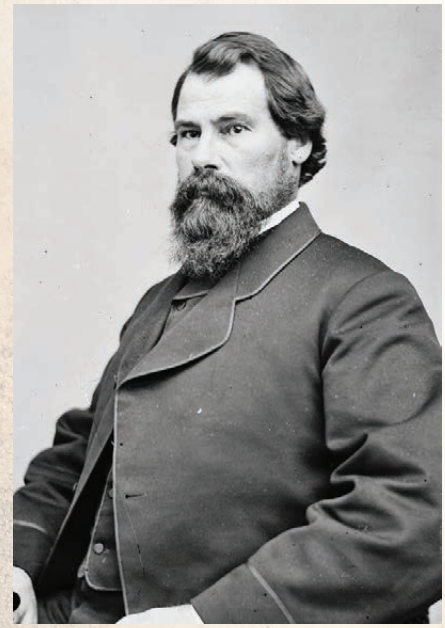
But George's sense of leadership and service has roots in his union. George started his union career as shop steward and was elected vice president of his branch in 1989 and appointed president the next year, a post he held until 1999.

One of his first contributions was coordinating the first NALC food drive in North Florida as part of the pilot program in 10 cities conducted in October 1991. The success of that pilot program led to the annual food drive that has now collected about 2 billion pounds of food.

"It all started with that food drive, which is always exciting every year," George said. "This is something I can enjoy for the rest of my life, being involved with a national event like that that goes on every year, helping out the children, the kids and the elderly people here." **PR**

THE WAR OF WORDS

THE ROLE OF MAIL DURING THE CIVIL WAR



Confederate Postmaster General John Reagan

On April 12, 1861, the first shots of the Civil War rang out at Fort Sumter in Charleston, SC. While the war would become the bloodiest in the nation's history, there was another often-forgotten aspect of that conflict—its impact on the mail.

Mail was vitally important to everyday life in the 1800s, being the only universal network tying the citizens of the country together. That importance becomes even more clear when one looks at the lengths the Union and the Confederacy went to create, preserve and maintain the operation of the mail through the rift in the nation's fabric.

Before the guns began to fire at Fort Sumter, the election of Abraham Lincoln in 1860 prompted South Carolina to vote to secede from the United States. Mississippi, Florida, Alabama, Georgia, Louisiana and Texas followed, seceding in January and February 1861. These states agreed to form a new federal government, the Confederate States of America, on Feb. 4, 1861.

The South established its own Post Office Department that same month, with former Texas Rep. John Reagan appointed postmaster general in March. Reagan hired Southern Post Office clerks and encouraged those soon to depart Washington, DC, to bring any maps, reports, forms, plans or other postal supplies that they could get their hands on. In all, Reagan placed 8,535 of the country's 28,586 post offices under Confederate control.

"Reagan in effect had stolen the U.S. Post Office," historian William C. Davis later wrote.

UNCERTAIN TIMES

President Lincoln vowed in his 1861 inaugural message to continue delivering the mail in the seceded states:

The mails, unless repelled, will continue to be furnished in all parts of the Union. So far as possible the people everywhere shall have that sense of perfect security which is most favorable to calm thought and reflection.

Congress agreed with Lincoln's first point and passed a law authorizing the discontinuance of service on routes where delivery was unsafe.

No one knew what this would mean. Postmasters sought guidance. James R. Gates, a postmaster in the seceded state of Mississippi, wrote to Illinois Sen. Stephen A. Douglas for counsel in mid-February. He asked him to "let me know if the mails will be stop[p]ed," and "when it will take place." He was not alone in wanting to know.

In mid-November 1860, one Washington, DC, resident quickly sent a letter to an acquaintance in South Carolina before he would "be required to pay 'foreign postage' on a letter to Charleston."

Stephen W. Church, a Northern-born merchant living in Charleston, wrote his uncle two weeks after South Carolina seceded to report that everything was "in a complete state of anarchy," including a shortage of postage stamps. "This of course is one of the least of the troubles," Church wrote, "but it annoys me very much."

Ultimately, federal mail service to southern states was officially suspended on May 31, 1861.

SOLDIERS' MAIL

For the troops fighting on either side of the conflict, letters to and from home were vital. Some seemed to spend all their free time writing letters. Many letters were keepsakes that soldiers kept close to their hearts. Other letters were prepared and kept on their person so that if they were killed, a final message could return to their loved ones.

Maj. Sullivan Ballou of the Second Rhode Island Infantry wrote to his wife, Sarah, just days before the First

Opposite page: Soldiers gather at an Army post office

Right: A soldier reads a letter (lower left) and rests after a drill in Petersburg, VA, 1864

Battle of Bull Run, where he'd be mortally wounded:

> *My Very Dear Wife: Indications are very strong that we shall move in a few days, perhaps to-morrow. Lest I should not be able to write you again, I feel impelled to write a few lines, that may fall under your eye when I shall be no more.*

Both armies assigned personnel to collect and distribute the mail from wagons and tents that served as post offices. But it wasn't a perfect system, as when they were on the march, mail could take weeks to find its recipient.

Hermon Clarke, a Union soldier encamped at Bermuda Hundred in the South explained to his father in 1864: "We have moved so often that letters couldn't find us. Write often, and I will run the risk of getting the letters."

The constraints of the war meant that the Post Office needed to evolve to meet the needs of the day. Those changes include:

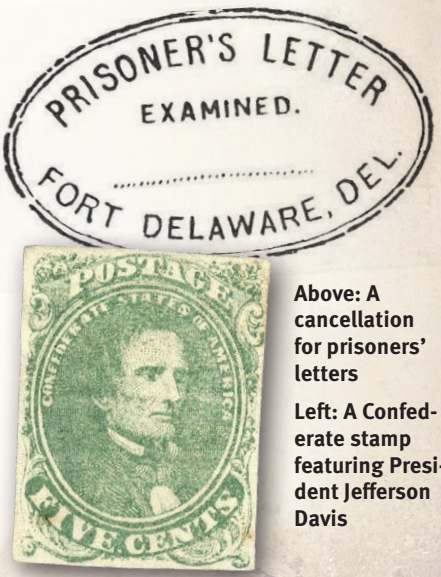
- Stamps were difficult to obtain and keep dry, so beginning in July 1861, a soldier could write "Soldier's Letter" and include his name, rank and unit on the envelope, and postage would be collected from the recipient.
- In July 1863, distance-based letter rate categories were eliminated, and city delivery was introduced in the nation's largest cities.
- In November 1864, the money order system began, making it safer for soldiers and citizens alike to send money through the mail.
- To allow troops to vote in elections, many states developed absentee ballot rules (see " 'As if present:' A history of absentee voting" in the September/October 2024 issue of *The Postal Record*).
- Prisoners of war and other citizens were allowed to send letters, and they were exchanged between the combatants through flag-of-truce ships. These letters were heavily censored to not reveal any sensitive war information.

POST OFFICES AT WAR

At the beginning of the war, all Confederate postal business continued to use U.S. currency and postage stamps. To prevent the Confederacy from using U.S. stamps, the Post Office redesigned its stamps and distributed them to postmasters to replace the prewar ones. After a short time, the earlier ones were demonetized.

The Confederacy had trouble finding a printer that could print its own stamps in the southern states and had to turn to England, its trading partner, to get plates and stamps produced until 1863. The first Confederate stamps became available in October 1861 and bore the portrait of President Jefferson Davis, the first living president to appear on a stamp.

Taking advantage of the fervor in both countries, printers created patriotic stationery illustrating their cause. These covers (envelopes) often included flags, cannons, political leaders, slogans, soldiers, and caricatures to mock or attack the other side. As the war went on, paper became scarce in the South and letter writers took to using any paper they could find, such as pieces of ledgers. These envelopes became known as "adversity covers."



Above: A cancellation for prisoners' letters

Left: A Confederate stamp featuring President Jefferson Davis

Above: Covers that featured patriotic imagery

Right: A charity stamp used to raise funds for the U.S. Sanitary Commission

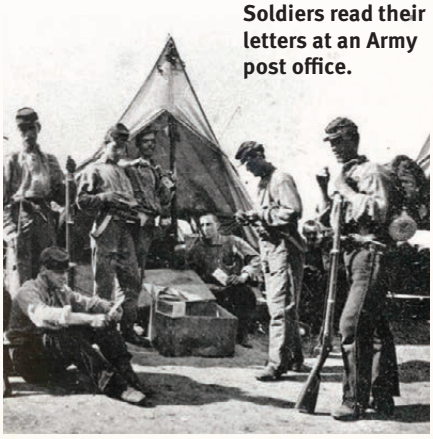
While some mail did pass through flag-of-truce ships, other mail traveled on blockade runners to avoid the Union's blockade on Confederacy ships. It often went through Cuba, Bermuda and the West Indies. Postage had to be paid twice—postage for U.S. stamps and a payment to the ship's master.

As the war continued, coins—which were backed by the value of the metal—began to be hoarded, which made it hard to buy and sell products. Merchants and others started to use postage stamps as small change. This proved problematic because of their size and adhesive backing they often got wadded and stuck together.

In July of 1862, the use of postage stamps as currency was legalized in the U.S. and beginning in August, the Treasury Department issued "postage currency." Postal currency were reproductions of stamps on larger, ungummed paper, valued at 5, 10, 25 and 50 cents. Eventually, this paper currency moved away from reproducing stamps.

In 1861, President Lincoln created the U.S. Sanitary Commission to be responsible for the health and welfare of Union soldiers, but he left it unfunded. That meant the commission had to get creative, raising money for the hospitals, supplies and care of wounded soldiers—including by selling the world's first charity stamp. Charity stamps are special stamps sold to help a cause, with the entirety of the price going to the charity.

By 1863, the need for services provided by the Sanitary Commission was simply overwhelming. The Commission started to hold "sanitary fairs" run by local women's groups, which sold all types of donated products to attendees. At the Brooklyn and Long Island Fair, held in the spring of 1864, the fair's post office sold two stamps produced for sale at that fair. Though the stamps didn't bring in much money, it started a fundraising mechanism that continues to this day, such as with the well-known Breast Cancer Research semi-postal stamp.



Soldiers read their letters at an Army post office.

WAR'S END

Letters from the troops heralded the end of the war and the troubling times of Reconstruction to come.

Acting Assistant Inspector General of the Union's Second Brigade John Alexander wrote in a letter just before the surrender of 89,000 Confederate troops in 1865:

> *Every day there are droves of men coming by here going home that belonged to Lee's Army... . Some of Lee's men stopped at our Camp last night and the boys shared their rations with them and their tents and appeared as cheerful as larks in each others company.*
>
> *God grant that I may see peace in our land again. But when I think of my comrades that have fallen by my side in the dark hour of battle, something says 'how can you forgive these men that have made so many homes desolate in the land'. I hope I may be charitable enough to forgive them...*

As Union troops regained southern territories, Confederate post offices were returned to federal control. By the end of 1865, almost 500 routes had been restored, and by Nov. 1, 1866, almost half of the post offices in the South had been returned to federal service.

In May of 1865, Confederate Postmaster General John Reagan and President Jefferson Davis, who were fleeing the Union's Army of the Potomac, were captured and arrested. Reagan was held in solitary confinement for 22 weeks. In 1868, President Andrew Johnson granted a pardon to Reagan and other Confederate leaders. He returned to his home state of Texas and in 1874 was elected to the seat in the U.S. Congress he held before the war. He served as the first chairman of the Committee on Post Offices and Post Roads. **PR**

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2026.

In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund will again award five $4,000 scholarships to children of members in good standing. The John T. Donelon Scholarship Fund will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2026.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2027. (Computer-generated printouts of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2027.

Regulations

- Scholarship is to be used toward pursuing undergraduate degree at an accredited college of recipient's choice.
- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by their local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.
- Doherty Scholarship awards will be $4,000 per year and the Donelon Scholarship award will be $1,000 per year. Each scholarship is renewable for three consecutive years thereafter, provided the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations that the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

SCHOLARSHIP APPLICATION

Date_____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2026-27 school year.

I am the •daughter •son •stepdaughter* •stepson* •granddaughter* •grandson* of •active •retired •deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

_____
Signature of branch officer

_____
Signature of NALC parent member
(or spouse if deceased)

_____
Printed name of branch officer

_____ _____ _____ _____
Last 4 digits of Social Security No.

_____
Title Date

This form must be returned no later than Dec. 31, 2026,
to the NALC Scholarship Committee,
in care of the National Association of Letter Carriers,
100 Indiana Ave. NW, Washington, DC 20001-2144.

** Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.*

VOLUNTEER MENTALITY

Retiree's dedication to service never stopped

Sam Riti has served as a high school basketball referee since 1972.

Sam Riti has had many opportunities to serve in his lifetime, and he's taken them.

Riti, a retired member of Yonkers, NY Branch 387, served in the Army from 1966 to 1968.

"I was accepted to go to college, but then I received my draft notice," he said. "I wasn't ready for college. So, I said, 'I'm drafted, let me go.' "

"I just served and did whatever they had me do," he added.

Riti was stationed at Fort Hood, TX, where his duties included testing new weapons.

"I was in the artillery with the big guns, the howitzers, which had the capability to fire nuclear warheads," he said. Riti had a security clearance for his work with testing weapons.

For a couple of months, Riti also went for a special detail at Edgewood Arsenal in Maryland, where experiments were conducted on soldiers.

"They would whack them with LSD and see what the effects were," he said. Riti was never a subject in the LSD tests, but he did test gas masks and gas weapons.

He and other soldiers went into a sealed chamber with a gas mask on. "They tell you, 'Rip off your mask,' " he recalled, " 'and see how long you can stay.' You had some of these guys go in there, and I don't know what was going through their head. They would try to stay there as long as they possibly could."

Riti did what he was asked to do, but fled the gas when it was time. "I'd walk in, take it off, and walk out," he said. "I wasn't looking to be a hero."

He also tested more conventional weapons, like a unique gun.

"It was a gun that was fired like a Gatling gun, but it was a grenade launcher," he said. "We had to write reports on how we thought it could help the soldiers, our troops in Vietnam."

"My report was it was negative for a foot soldier because you needed someone to carry the tripod, someone to carry the weapon, the gun, and then someone to carry the ammunition," he said. "So, it was something that, the way I wrote it up, it should have been mounted on either a moving vehicle or one of the helicopters that we were using. And they could just fire away because you could shoot 60 grenades a minute."

After modifications, some of the weapons Riti tested went on to be used by U.S. forces in Vietnam.

From the military, Riti went straight to the Post Office in Yonkers, where he was born and grew up. He carried the mail in Yonkers for the next 37 years until he retired in 2006.

In all that time, on and off his route, Riti has served his community. Sometimes Riti finds ways to help people, and sometimes they find him.

"Over the years, like on the route, I saved two lives," he said. "Another time, I caught burglars on the route."

The first life he saved was a young boy choking on candy.

"He was with two or three other kids, and they were walking, and all of a sudden he was getting all black and blue," Riti said. "So, I ran across the street. I picked the kid up, popped him, you know, I even turned him upside down. That's how small he was. And I was shaking him and the thing came out." He later saved another choking person using the Heimlich maneuver.

Then there was the time a propane tank exploded in a shed with a man inside.

"I was out delivering and I hear an explosion," Riti recalled. "And this guy, the fellow that was in there, there was

flames, there was a fire." He helped the man out of the shed and called 911.

He recalls stopping burglars because he knew his route so well. "I was in a residential area, and when I saw strange cars and strange people, I waited till I got to the next house and I said, 'Do me a favor, call the first precinct. Tell them Sammy said there's some strange people out here.' " Police came and caught the burglars in the act.

He saved another life after he retired. At the Yonkers Raceway Casino, he said, "a person was choking and I did the Heimlich on him." The EMTs said he had likely saved the man's life.

Riti remembers being so trusted that postal patrons on his route gave him access to their houses.

"They'd give me the key to their house and say, 'Sam, we're going down to Florida. Any of my mail, if you think it's important, if you want to send it down, send it down.' " he said. "The trust that people have...to me, that's a lot."

Over the years, Riti has found many other ways to do good things for other people.

He has volunteered for AMVETS as a commander at his local AMVETS Post 40 in Yonkers. Founded in 1944 and chartered by an act of Congress, AMVETS has more than 250,000 members and exists to enhance the quality of life for all American veterans, their families and survivors by providing assistance, jobs and services to veterans and their communities. Riti was named New York AMVETS Veteran of the Year twice, a national AMVETS Veteran of the Year, and received the President's Lifetime Achievement Award for his volunteer service—a recognition of his more than 4,000 hours of volunteer service.

He's organized many blood drives at the Yonkers Post Office. He has bought turkeys at Thanksgiving to give away to charities. He has served as a high school basketball referee since 1972. He has been a shop steward, church usher, vice president of the Yonkers YMCA board and vice president of the USPS Federal Credit Union.

Riti in his Army uniform

To top it off, he's the retiree liaison for his branch. Riti has set an example for how a retiree can give back.

Riti credits his mother with inspiring him.

"One thing she taught us: You're not better than anyone and nobody's better than you," Riti said. "And if you could ever help somebody, do a favor—do it. As long as I can do something and somebody comes to me and says, 'Sam, can you help me?' I'll try to do it." **PR**

ASSOCIATION OF LETTER CARRIERS
NATIONAL
U.S.A.
VETERAN
THANK YOU
for your
SERVICE

Nov. 11 is the day Americans celebrate our military veterans. We pause to recognize and thank the men and women who served in the armed forces, whether active duty, reserves or National Guard.

The holiday began as Armistice Day in 1919, celebrating the end of World War I on Nov. 11 the previous year. Congress made it a permanent legal holiday in 1938, and in the wake of World War II, it became a day to honor all veterans in 1954.

The Postal Service is among the largest civilian employers of veterans. About 1 in 5 NALC members are veterans who went from military uniforms to postal ones. They bring commitment, a sense of mission, and reliability to their postal jobs.

NALC created the NALC Veterans Group in 2015 to honor and to serve the veterans who went on to carry the mail. The Veterans Group provides resources and information that veterans can use, including about military and USPS benefits available to them.

Any NALC member who is a veteran of the Army, Navy, Air Force, Marine Corps, Coast Guard, National Guard or Space Force can join the Veterans Group, but you have to sign up if you want to be a member. The list below contains the names of the nearly 20,000 NALC members who have joined the Veterans Group at press time. If you are a veteran and haven't joined yet, follow the instructions below so you can be listed in *The Postal Record* for next year's Veterans Day issue.

Membership in the Veterans Group provides access to information and tools specific to veterans' rights and benefits.

"If you're a veteran, please join the NALC Veterans Group," NALC President Brian L. Renfroe said, "so that we can both recognize your service and provide you with useful information, including information that applies specifically to veterans working for USPS."

The NALC Veterans Group is led by Assistant to the President for Community Services Christina Vela Davidson, an Army veteran.

"Our success, in the military or the Postal Service, happens when we stick together," Davidson said. "As a disabled veteran, I've experienced this firsthand. I truly believe in veterans helping veterans."

Membership in the Veterans Group is open to any NALC member or Auxiliary member with past or current military service.

Again, membership in the NALC Veterans Group is not automatic—NALC does not have a record of every member who is a veteran. There are several ways to join the Veterans Group. You can fill out the form in *The Postal Record* below and mail it to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW,

In this special veterans-focused issue of *The Postal Record,* we honor the veterans in our ranks and list the members of the NALC Veterans Group. We also bring you articles about a veteran who continues to give back to his community (see page 26) and a look at how one war shaped the mail as we know it today (see page 22).

Free to join

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:_____

THANK YOU FOR YOUR SERVICE

Washington, DC 20001-2144. You also can download the application or join by email by going to nalc.org/veterans.

Upon joining the Veterans Group, members receive a lapel pin as a symbol of gratitude for their military service and membership in NALC. They also receive the *NALC Veterans Guide*, a compilation of useful information for veteran postal employees. Topics include:

- Veterans' preference in federal and postal hiring.
- Retirement credit for military service. Known as "military buyback," credit for military service allows letter carriers and other federal employees who are veterans to receive credit for their military service time, to be added to their years of civil service with the government—thereby increasing their retirement annuity.
- The Uniformed Services Employment and Reemployment Rights Act (USERRA). This law protects the job rights of individuals who, voluntarily or involuntarily, leave employment positions temporarily to undertake military service. USERRA prohibits employers from discriminating against past and present members of the uniformed services.
- Military and Wounded Warriors Leave.
- Medical and mental health rights and resources.
- Dual coverage for workers' compensation under the Office of Workers' Compensation Programs and the Department of Veterans Affairs.

Veterans Group members also can purchase exclusive merchandise from the NALC Store. The proceeds allow members to do Veterans Group projects at NALC national conventions. To shop, go to nalcstore.org. All products are union-made in the USA.

The Veterans Group website, nalc.org/veterans, includes news reports on pending legislation and other important topics. The NALC Veterans Guide can be downloaded from the site.

To recognize the veterans in our ranks who have joined the NALC Veterans Group, the names of the members as of Oct. 14 are listed in this special veterans issue.

This list on the pages that follow is of members of the NALC Veterans Group only. If you're a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 29 to join the NALC Veterans Group for free.

ALABAMA

Br. 106, Montgomery

John A. Arciero
Joseph B. Brown Jr.
Booker T. Carroll
Charles L. Duncan
Marilyn Evans
Artegus L. Felder
Ruscell C. Hudson
Christopher D. Lambert
Marta L. Mass
Robert H. McSwain
Cavanaugh Moore
Ralph G. Norman
Quincey Northern
Carmen D. Penny
Ronald A. Reader
Gregory Reese
Henry L. Robinson
Willie Robinson Jr.
Lloyd M. Sager

Br. 448, Anniston

Glenn E. Gilbert
Gary W. Hill
George F. Rivers
Bridget P. Sheats
Willie C. Wall

Br. 462, Huntsville

Wanda M. Davis
Norman C. Dickerson Jr.
Walter R. Gotto
Kenneth C. Harper
Eric D. Hawes
Steven E. Horison
Shansti N. Jalomos
David T. Jefferson
William E. Johnson
Mary J. Jones
Timothy A. Kirkland
Marin Lee
Freddie L. Moore
Randall L. Morgan
Billy Parks
James E. Petty Jr.
James H. Simmons
Noah S. Wells Jr.
Willis R. Wheeler II
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Chad B. Recklies
Gordon J. Rieder
Kenneth L. Rodig
Dale C. Rossetti
Earl Russell
Ronald E. Rutz
Dale J. Rybacki
Basil Sadowski
Jon W. Salewski
David L. Scarbrough
Norbert E. Schaefer
Ronnie E. Scherr
John R. Schmidt
Norman M. Schroeder
Thomas E. Sharp
Nathan C. Sies
Edward F. Sikowski
Melvin H. Silverbrandt
Gordon K. Skare
David A. Skowronek
James D. Smart
Kenneth L. Smith
Michael S. Smith
Larry C. Sprinkle
Richard V. Sterle
Darrell E. Swanson
Donnell G. Taylor
Norman C. Thays
Carrie A. Tolliver
Jimmy A. Wagner
John P. Weber
Gary L. Wolfgram
John J. Woodall
John F. Wulz
Duane A. Zieman

Br. 59, La Crosse

Eugene F. Jirsa
Richard D. Loomis
David C. Marsolek
Samuel D. Monsoor
Barry L. Nelson
James J. Sinniger

This list is of members of the NALC Veterans Group only. If you're a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 29 to join the NALC Veterans Group for free.

Br. 102, Sheboygan
Danny L. Austreng
Richard A. Barts
Jason A. Beyer
Robert A. Brunette
Robert R. Brunette
Richard C. Gimbi Jr.
Fred J. Goebel
Frankie E. Hoenick
Ralph R. Hurtienne
Ralph F. Knuth
James M. La Croix
August R. Margenau
Kenneth M. Meinolf
Steven A. Murphy
Tod A. Roe
Kenneth C. Thuemmler
Dennis L. Trudeau
Michael J. Wallner
Norbert L. Wehrmann
Paul A. Werth
Leon R. Wiegand
Allan D. Woepse

Br. 125, Fond Du Lac
Bonnie J. Alsup
John A. Arthur
Craig J. Bennett
Michael A. Enfelt
John B. Gormican
Nicholas J. Heitzman
James O. Herres
Lawrence K. Jaeger
Anthony S. Mielke
William A. Olson
William E. Polacheck
Thomas J. Schneider
Michael J. Streetar
Steven L. Swiss
George M. Vermillion Jr.

Br. 173, Oshkosh
Fred B. Brewer
Lester D. Fiegel
Emery N. Freiberg
James R. Herzig
Kenneth R. Hitchcock
Gregory J. Kasubaski
Gary L. Lemiesz
Eric J. Miller
Eric P. Momsen
Daniel A. Nelson
Charles J. Putzer
Robert G. Sabott
Marvin A. Sedlachek
Mark A. Sullivan
Jerry A. Trinrud
Jesse J. Vanloo
Roger D. Warner
Everett J. Zellmer

Br. 215, Wausau
James R. Brouchoud
Larry J. Cline
Paul Good
Ernest G. Harris Jr.
Jeremy J. Irish
John P. Jauch
James L. Jirschele
Joseph M. Kohn
Donald E. Leander
Mera M. Lonsdorf
Steven A. Radun
Matthew M. Toldness

Br. 337, Superior
Vernon K. Keola
Ronald G. Laliberte
Thomas E. Ledin
James A. Lynch
William F. Wachtler

Br. 381, Stevens Point
Eugene V. Diggins Jr.
Ronald J. Fait
John H. Kedrowski
David L. Ligman
Ernest E. Sniadajewski

Br. 397, Waukesha
Reginald B. Birts
Gerald T. Bultman
Aurelio G. Castillo
James I. Clemmons
Marcus L. Delgado
Joseph V. Deloria Sr.
Richard E. Hahn
Dennis M. Hanson
David A. Karbowski
Roni A. Kramer
Robert J. Olson
Thomas J. Schilz
Timothy W. Senzig
Lee L. Stoddard
Charles F. Wiedeman
Steven S. Woessner

Br. 436, Racine
Randall J. Biedrzycki
James B. Buhler
Ralph Q. Centell Jr.
John D. Dumas
Francis W. Fabio
Brandin H. Gatton
Jonathan Hessenthaler
Gary A. Martin
Gayle A. May
John W. Owen Jr.
Christopher J. Paige
James R. Storck
David N. Willing

Br. 490, Manitowoc
Allen J. Bergseth
Dana Boehm
Mark R. Dvorachek
Clifford L. Konik
Colleen A. Lang
Erin K. McNally
Dennis E. Peters
Frederick J. Sieracki
Bruce C. Wigand

Br. 507, Madison
Samuel L. Amans
Craig R. Bavuso
Emil A. Berg
Richard R. Boll
Charles T. Bourdeau
Dennis R. Brown
Michael J. Chamberlain
Juergen R. Cooper
Michael A. Coy
Robert A. Dabson Jr.
Tammy K. Dawson
Walter J. Draper
Robert V. Federman
Peter M. Formiller
Richard W. Frontz
James F. Gainor
Gerald J. Gobeli
Ernest P. Graham
Todd A. Gruber
Tari J. Harmon
Thomas L. Hayner
Joshua A. Jones
Susan E. Jones
Michael L. Kasmarek
Robert A. Kaspar
Harry B. Kimbrough Jr.
Richard C. Konitzer
James M. Little
James C. Mabis
Steven C. Marten
Marvella J. Mawbey
Katherine L. Mayne
John F. Miller
Brian P. Naden
David E. Neefe
Michael J. Nelson
William Neuenschwander
Rodney A. Ninmann
Clifford I. Olson
Richard A. Olson
Stephen F. Peckham
Robert S. Pedersen
Jared J. Perry
Arlen R. Pierce
Jonathan N. Rehm
James J. Rezner
Ace Rheaume
Edwin A. Rogers
James E. Rohowetz
Gilbert R. Schaefer
Patrick J. Schneider
David L. Sersch
James L. Shook
David G. Springman
James D. Storts
Richard J. Sucik
Norbert G. Ulmen
Roger D. Utermark
Joel T. Waite
David R. Weber
Gregory C. Williams
James A. Wolff II
Stacey L. Yager

Br. 572, Janesville
Richard A. Anderson
Arthur F. Camm
Thomas M. Carr
Jordan Goll
Craig R. Harrie
Raymond W. Kruser
Kyle E. Meinke
Gerald G. Miller
John M. Molina
Troy D. Olson
Roger D. Punzel
Robert W. Rice
Dwight E. Smith
Roy Stevens
Virginio Veguilla
Mark A. Wedward
Clyde O. Werner
Troy L. Yarolimek

Br. 574, Kenosha
Thomas J. Bellevage
Paul D. Demske
Patrick M. Hogan
Roel N. Inclan
James M. Kirby
Jerry T. Matteucci
Patrick A. Neis
Donald Peoples
Gilbert M. Saldana
Edward B. Salo Jr.
Christopher Schroeder
Michael P. Skarda
David J. Smith
Merwyn N. Tetzlaff
Charles R. Vos

Br. 619, Green Bay
Darrell W. Andrews
John D. Barth
Ronald R. Bergstrom
Roger J. Blasier
Richard P. Calhoun
Mark N. Casper
Charles J. Chenot
Richard L. Deroach
George T. Dexter
Alan J. Farley
Michael J. Farrell
James J. Hendricks
Steven T. King
James A. Laabs
Steven J. Langenberg
Jon C. Mannion
Peter G. Matchefts
Rodney L. Melotte
William E. Meyer
Richard W. Moens
Robyn Nielsen
Daniel Palzewicz
Jerry M. Perrigoue
Joy M. Peterson
Jeff M. Pochron
Lawrence J. Ratajczak
Eric A. Renier
Gary W. Riemer
Michael A. Roulette
Jerome J. Sanderfoot
Merlin J. Sanderfoot
Richard J. Schaefer
Wayne L. Schreiber
Thomas G. Scott
David S. Sedenquist
Allen E. Sievert
Gary O. Strebel
Armand C. Toonen
Bernard M. Wydeven

Br. 649, Watertown
Gerald Bukatz
Wayne J. Kuerschner

Br. 700, Neenah
George R. Birling
Alan B. Cousineau
Paul R. Grunska
Robert J. Lemke
Hue Yang

Br. 715, Beloit
Dawn M. Ahnen
John B. Bongiovanni
Steven G. Christiansen
Timothy R. Markley
Steven W. Mayfield
Chad L. Mould
Jake D. Richter
Gary W. Schumacher
Zachary N. Sherrod
Kent H. Williams

Br. 728, Eau Claire
Thomas D. Burns
Corey G. Grotte
Terry L. Grotthus
Peter W. Hable
James C. Hefti
Kevin J. Knox
Brandon E. Knutson
Roxanne M. Macnicol
Patricia A. Martin
Kevin G. Massey
Jeffrey D. Mueller
Irvin L. Nelson
Edvin W. Olson
Randy F. Olson
Harold G. Robarge
Kim S. Strzok Scheideg
Dale L. Weibel

Br. 778, Merrill
Craig A. Boardman
John K. Swope

Br. 822, Appleton
David R. Ainsworth
Joseph P. Anderson
Kenneth A. Cousins
Drake P. Daggett
Daniel W. Emery Jr.
John T. Marx
David L. McNichols
Robert E. Meyer
Roy T. Rogers
Paul M. Rubsam
Thomas P. Schell
David G. Schultz
William C. Schwab
Michael J. Spielbauer
Harry G. Welch

Br. 944, Beaver Dam
Stephen Pogorelec
Paul J. Wolfgram

Br. 978, Marshfield
Ronald P. Berry
Daniel A. Bever
Merlin V. Fischer
Sara E. Hauck

Br. 1083, WI. Rapids
William G. Swarick
Kevin T. Utley

Br. 1222, Port Washington
Elizabeth Lepak
Alex E. Strauss

Br. 1267, Oconomowoc
William D. Dobratz

Br. 1662, Rice Lake
Dennis A. Penzkover

Br. 2594, Chilton
Merlin G. Halbach

Br. 2674, Phillips
Matthew J. Benson Jr.

Br. 4225, Little Chute
Jeremy J. Frassetto

Br. 4811, Brookfield
Mark G. Henke
Alfred C. Liebau
Michael C. Lied
Stephene L. McGhee
Michael J. Nitz
Steven L. Olson
Renee M. Retzlaff
James W. Riebe
Leonard C. Smith
Robert W. Stutzriem

Br. 5129, Pewaukee
Stephan E. Hanson

Br. 5941, Waterford
Steven B. Meyer

Br. 6216, Amery
Duane E. Riley

Br. 6217, Randolph
Louis P. Wolff

WYOMING

Br. 463, Laramie
Charles T. Granke
Weikko W. Jussila Jr.
Roy F. Reed

Br. 555, Cheyenne
David W. Barker
Andrew D. Flores
James D. Lofton

Br. 1006, Sheridan
Gerald G. Curtis

Br. 1548, Gillette
Geralyn C. Roberts

Br. 1681, Casper
Sonia R. Carson
David W. James
David G. Martin
Michael W. Sucher
David E. Thomas Sr.

Br. 2177, Evanston
Donald J. Gill

Br. 2580, Douglas
Matthew C. Klouda

Br. 4456, Thermopolis
Krystal C. Spatol

Br. 5923, Riverton
Chad A. Vogelsang

Start your hiring off with employment verification compliance done right

Paul Barner

We all know that finding the right people to serve our members is critical to our success. But what we cannot forget is that lack of compliance with the employment verification form—the I-9—could represent a serious financial and legal threat to our branch offices and state associations. In recent years, the federal government has escalated its efforts to oversee and enforce I-9 compliance, through workplace audits and raids, and the I-9 is more than just a compulsory onboarding employment form. It is a legal document requiring every employer (remember, that's you if you have anyone earning W-2 wages) to verify their employees' immigration status under penalty of perjury. And noncompliance with those verification requirements is a civil violation and can result in heavy fines and penalties. Given this emphasis, I-9 compliance is more important than ever.

What should you do?

Here are some tips to protect your branch or state association against I-9-related penalties:

- First, remember to download the most up-to-date form at uscis.gov/sites/default/files/document/forms/i-9.pdf, making as many copies as you need, or simply directing your employees to the easy-to-populate e-form.
- Section 1 of the I-9 must be completed by each employee (again, anyone earning W-2 wages through your branch or state association) by their first day of work—the period of time after the job offer has been accepted and before the end of the employee's first day.
- Section 2 must be completed by you (the employer) within three business days of the date of hire.
- The instruction document and list of acceptable documents (page 2 of the Form I-9) should be made available to employees at the time they complete Section 1 of the form.

Employees are free to choose which legal documents they submit to establish their identity and eligibility to work in the United States. They must present original, unexpired documents in person to the company representative (a branch officer or other designated employee who is completing Section 2 of the I-9).

I-9s should also be stored in a secure location separate from personnel files. Although photocopies of employment identification are not required, if you choose to make photocopies of documents, they should be made for every employee and retained with the I-9s and presented during an investigation or audit by an authorized agent. Completed I-9s must be retained for as long as an individual is employed. I-9s for employees who have separated must be retained for three years after the date of hire (first day of work for pay) or one year after the date employment ends, whichever is later.

Instances in which completing Form I-9 varies from the norm:

- **Reverification:** If the employee's work authorization document has an expiration date, you must reverify the employee's right to work prior to that expiration date. Also, when an employment authorization expiration date is provided in Section 1, you are required to reverify employment authorization on or before the date shown. The need for reverification is triggered by the document presented by the employee and by the box the employee checks in Section 1 of Form I-9. Branches should create a system to remind them when the employee's documents will expire and need to be reverified. Reverification is not necessary for identity (List B) documents. U.S. passports, whether valid or expired, never require reverification, nor do alien registration or permanent resident cards.
- **Rehires:** A new Form I-9 does not need to be completed for people rehired within three years of completing a prior Form I-9. Branches can instead update the prior Form I-9 by confirming that the employment eligibility document originally presented remains valid. If it does, you may merely record the rehire date in Section 3 of the form. However, if a new version of Form I-9 has been issued, the employee must provide documents from the current list of acceptable documents and you must complete the current version of Form I-9 and retain it with the previ-

(continued on page 82)

Disabled veteran absences for medical treatment

James D. Henry

Can a disabled veteran be disciplined for absences related to their disability while receiving medical treatment?

The simple answer is no. A disabled veteran who is directed to report for observation or treatment by a duly authorized medical authority must be granted leave and the absence cannot be used against the employee for disciplinary purposes. This right to be absent from work to receive medical treatment without threat of discipline is rooted in an executive order issued by President Herbert Hoover on July 17, 1930 (M-00165). In 1988, NALC and USPS agreed that the 1930 executive order by President Hoover applied to any disabled veteran letter carriers (M-00866).

Under these circumstances, the granting of such leave is contingent upon the veteran giving prior notice of definite days and hours of absence required. Additionally, the veteran is required to provide documentation to demonstrate that the absence meets the qualifying requirements.

The Hoover executive order (M-00165) states, in relevant part:

> With respect to medical treatment of disabled veterans who are employed in the executive civil service of the United States, it is hereby ordered that, upon the presentation of an official statement from duly constituted medical authority that medical treatment is required, such annual or sick leave as may be permitted by law and such leave without pay as may be necessary shall be granted by the proper supervisory officer to a disabled veteran in order that **the veteran may receive such treatment, all without penalty in his efficiency rating.**
>
> The granting of such leave is con- tingent upon the veteran's giving prior notice of definite days and hours of absence required for medical treatment in order that arrangements may be made for carrying on the work during his absence. (Emphasis added.)

The request for leave can be Annual Leave, Sick Leave or Leave Without Pay (LWOP). Typically, when employees request LWOP in lieu of paid leave (Annual Leave or Sick Leave), it is granted at the employer's discretion. However, requests for LWOP by qualifying disabled veterans for medical treatment are an exception and must be granted. This exception to the discretionary rule can be found in the *Employee and Labor Relations Manual*, Section 514.22:

> **514.22 Administrative Discretion**
>
> Each request for LWOP is examined closely, and a decision is made based on the needs of the employee, the needs of the Postal Service, and the cost to the Postal Service. The granting of LWOP is a matter of administrative discretion and is not granted on the employees' demand except as provided in collective bargaining agreements or as follows:
>
> a. A disabled veteran is entitled to LWOP, if necessary, for medical treatment.

As with many other protections, what is essential is proper documentation. The scheduling of an appointment and verification of observation and/or treatment by a duly authorized medical authority is required. This means that documentation from the U.S. Department of Veterans Affairs or other healthcare provider authorized to schedule an appointment and treat the underlying conditions resulting from the original disability. Most every veteran is aware of the need to get and retain a wide range of documentation related to their military service, and this related medical documentation is certainly no exception.

For those veterans who qualify for Wounded Warriors Leave, this same protection applies.

Wounded Warriors Leave, which grants additional rights and benefits, is for all employees who have a single or combined service-connected disability rating of 30 percent or more. Additional information about Wounded Warriors Leave can be found in *Management Instruction EL-510-2019-2 (M-01901), Wounded Warriors Leave*, which can be found on the NALC website at nalc.org/veterans.

Submitting documentation for Wounded Warriors Leave is accomplished by completing and submitting PS Form 3971 and PS Form 5980, Treatment Verification for Wounded Warriors Leave. PS Form 5980 also is available on the NALC website listed above.

The Postal Service is the largest employer of military veterans in the country, and veterans make up almost a quarter of all postal employees inclusive of the letter carrier craft.

These protections from discipline for our disabled veterans is the very least that can be done for those who have sacrificed to protect.

Happy Veterans Day to all my fellow veterans!

Open Season, an IRS change and other reminders

Nicole Rhine

The 2026 Open Season for choosing a health benefit plan is Nov. 9-Dec. 14, and I encourage all NALC members to consider enrolling in the NALC Health Benefit Plan—the NALC's own union-run health benefit plan. NALC health benefit representatives and branch officers are reminded that any USPS employee, regardless of bargaining or non-bargaining status, must be a full dues-paying member of the NALC when enrolled in the NALC Health Benefit Plan.

Please note that a common misunderstanding is that a postal employee must already be a member of NALC in order to choose the NALC Health Benefit Plan during Open Season, but that is not the case. Any postal employee can select the NALC Health Benefit Plan during Open Season; however, they must join the NALC in order to maintain their insurance through the NALC Health Benefit Plan.

Under Article 22 of the *NALC Constitution*, a Health Benefit Plan membership (often referred to as an "Associate Membership") applies only to postal retirees who did not maintain their membership in the NALC upon retirement. These enrollees of the NALC Health Benefit Plan pay yearly dues of $36, which are billed directly from Headquarters in the early part of the year.

IRS changes 1099 threshold

The Internal Revenue Service has changed reporting requirements starting with the 2026 tax year (filed in early 2027) for Form 1099-MISC and Form 1099-NEC. The general reporting and backup withholding threshold for both forms have increased from $600 to $2,000 per payee per calendar year starting with payments made on or after Jan. 1, 2026.

As a reminder, a Form 1099 is issued under two circumstances: 1) The branch makes a payment under a non-accountable plan to a member who is not considered an employee under IRS tax rules and 2) The branch makes a payment to somebody who is not a member for services rendered to the branch, most commonly a contractor. The 1099 must be issued only for services rendered and not when payments are made to purchase goods.

For more information on circumstances under which a Form 1099 would be issued, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, available on the NALC website from the secretary-treasurer's page.

Branch mergers

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

Changes of officers

Branches and state associations are asked to please notify the Office of the Secretary-Treasurer in writing as soon as possible after a change of officers. This can be done via a letter or, for branches, by filling out a "Branch Information Record" card. New officers will not begin to receive their mail from Headquarters until NALC is notified of their names, titles and addresses. NALC's membership database stores the names of branch and state presidents, secretaries and treasurers, and the information in the database is used for mailings and for access to dues roster information on the Members Only portal as well as the other membership-related programs for requesting membership pins and generating mailing lists.

National conventions

As a reminder, the 75th Biennial National Convention is scheduled for July 31-Aug. 4, 2028, in Minneapolis, MN; and the 76th Biennial National Convention is scheduled for Aug. 19-23, 2030, in Honolulu, HI.

Veterans Day

Although I am not a veteran, I am profoundly honored that so many of our members are. Be sure to thank those who serve or have served in our military for the sacrifices they and their families have made.

Our 'backbone'

Mack I. Julion

You have probably heard it said many times or have more than likely repeated it yourself if you are a representative in our union. We refer to our retirees as "the backbone of our union" or say that "we stand on the shoulders of those who preceded us." Those are more than just phrases. They are truths borne out of the experience of our union and the federal agency for which we are employed. In the U.S. labor movement, the Great Postal Strike of 1970 is legendary. It was an illegal wildcat strike that transformed the United States Post Office Department, which was a presidential Cabinet-level federal agency, into the independent United States Postal Service for which it is known today. That is a huge difference.

We are a *quasi*-government agency. That simply means we are a hybrid federal agency that provides a public service but is independent of direct government control. Let that sink in for a moment. That aspect of the strike generally is an afterthought to the fact that it changed the standard of living for postal workers across the country. We were the "Walmart" of that time: the largest civilian employer with wages that qualified for public assistance. So, it's understandable that we focus on us winning the right to collectively bargain for wages and benefits that were indeed livable. It's for that reason alone that a strike would not succeed today. Most of our brothers and sisters simply would not go! Also, we live in a digital age, and we do not have the same leverage as we did when letter mail was king.

This brings me back to our retirees. I recently had the good fortune to attend several annual retiree events as the assigned national officer. It was a two-day marathon weekend, taking me from South Macomb, MI Branch 4374 to Branch 11 in Chicago. (They also tried to include Aurora, IL Branch 219, but time did not permit. That's too bad, because they treated me so well the last time!) I spoke with them specifically about that aspect of the strike and emphasized that today it means more than the pay. The Postal Reorganization Act of 1970 may be the sole reason that we still have a public post office today. If we were not an independent government agency, this corrupt and rogue administration would have privatized us by now or placed us under another federal agency, like the Department of Homeland Security, and taken away our rights to collectively bargain!

As of this writing, we are voting in our union election. The results are not known, but I am hopeful that we can once again turn full attention to representing our members in solidarity. We have a *real* election in front of us, and if you read this before Election Day, I beseech you to vote! We must elect and support people who support us. This current administration has no guardrails, and we need to change the makeup of Congress to protect us and pass legislation favorable to letter carriers. Elections have consequences, and if we get two more years of this current administration with unfettered control, then the Postal Reorganization Act of 1970 may not be enough! *Vote* as if your job depended on it, because this time it really does!

Below are three pictures from my weekend highlighting three of our heroes from that Great Postal Strike. All the retirees recognized at the events are worthy of recognition and I congratulate them all!

At top left is Ken Johnson, an EastPointe Retiree who has 59 years. On the bottom is James E. Worsham, former Branch 11 president and national trustee, who is pictured with Branch 11 President Elise Foster and me. On the top right is my mentor Tim L. Willis, who has 55 years. Congrats to all!

City Delivery updates

Christopher Jackson

In this month's column, I will be discussing USPS Smart Lockers as well as a few new pilot tests that include small parcel and rolls (SPRs), same-day delivery with Amazon parcels, deferring marketing mail and a new label introduced into the mail stream.

USPS Smart Lockers

In August, USPS provided notification of a web-based training program for USPS Smart Lockers. The training program is centered around retail employees in postal facilities to familiarize them with the equipment. A letter went out to ask USPS to provide a list of all locations where this equipment would be located. USPS responded that all Smart Lockers are installed within Postal Service facilities and provided a list of all locations. If any USPS Smart Lockers are installed outside of Postal Service facilities, request to speak with your shop steward or branch officer and, if appropriate, request that a grievance be filed.

Small parcel and rolls pilot test

In September, USPS provided notification of its plan to test an alternative method for city letter carriers to handle SPRs. According to the notification, the purpose of the test is to minimize the handling and transporting of packages between two floors in the San Juan, PR, Sorting and Delivery Center (S&DC). However, USPS is still in the process of moving city delivery operations into the San Juan S&DC and decided to test this alternative method in a similar two-floor office at the Bridgeport, CT, S&DC.

Testing of this method commenced in late September at the Bridgeport S&DC. A total of 10 city letter carriers were observed during the initial testing; they were provided with one sheet that illustrated four separate squares. Each square designated delivery points of their respective route, specifically, each square contained three columns, one for a range of addresses, one for whether the address was odd or even, and one for the street name. City letter carriers used this sheet to match four tubs and separate their SPRs by matching them with the corresponding tub.

This test does not change postal handbooks and manuals. During observation, multiple concerns were raised that are in conflict with postal handbooks and manuals, specifically, *Handbook M-41, City Delivery Carriers Duties and Responsibilities*.

Amazon PM Delivery pilot test

Also in September, USPS provided notification of a new pilot test called Amazon PM Delivery. During this pilot test, Amazon would be dropping parcels between 12 p.m. and 1 p.m. (local time) and clerks would sort parcels manually to be ready for same day delivery by city letter carriers between 2 p.m. and 8 p.m.

This pilot was scheduled to start on Sept. 29 and Oct. 20 at the Morgantown, WV, S&DC; the Lake Havasu, AZ, S&DC; and the Columbia, SC, S&DC. A total of 16 routes are scheduled to be used for this pilot test with a cap of 200 parcels per route in the West Virigina and Arizona S&DCs and 100 parcels per route in the South Carolina S&DC. I have provided questions and requested a meeting with USPS to go over this pilot test.

Marketing Mail Optimized Delivery pilot test

Also in September, USPS provided notification that it would be piloting a proof of concept called Marketing Mail Optimized Delivery (MMOD). Based on the notification, the test will focus on specific conditions where a delivery point does not receive First-Class Mail for a given day. This delivery point's Marketing Mail will then be handled and processed by deferring a delivery for a maximum of one day.

The MMOD pilot test was scheduled in the Austin, TX, Processing and Distribution Center (P&DC) and in the Boston, MA, P&DC from September to October. I have requested a meeting with USPS to discuss this pilot test.

New Intelligent Mail matrix barcode label pilot test

USPS provided notification that it will be piloting a new type of label, the Intelligent Mail Matrix Barcode (IMmb) label. With this pilot test, city letter carriers are to expect four Intelligent Mail Matrix Barcode labels in place of the traditional linear barcode in the USPS tracking section. Currently, this pilot is being conducted with a single shipper that ships Priority Mail

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Safety committees

Manuel L. Peralta Jr.

The ***2023-2026 National Agreement*** created a new safety committee at the district level. The NALC representatives on those committees were recommended by our national business agents. The approval, as defined in the *National Agreement*, is made by the national president or their designee. The responsibilities of these new district committees include (but are not limited to) the following:

> ...District Safety Committees are responsible for assisting in implementing District-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees as determined by the District Manager and Union...

In order to understand the duties of the new district committees, we need to explore what the local committee should be doing.

Article 14, Section 8 defines the responsibility of the local (installation) committee as follows:

> The Committee shall review the progress in accident prevention and health at the installation; determine program areas which should have increased emphasis; and it may investigate major accidents which result in disabling injuries. Items properly relating to employee safety and health shall be considered appropriate discussion items. Upon a timely request, information or records necessary for the local Safety and Health Committee to investigate real or potential safety and health issues will be made available to the Committee.
>
> In addition, the Committee shall promote the cause of safety and health in the installation by:
>
> 1. Reviewing safety and health suggestions, safety training records and reports of unsafe conditions or practices.
> 2. Reviewing local safety and health rules.
> 3. Identifying employee unsafe work practices and assisting in enforcing safety work rules.
> 4. Reviewing updated list of hazardous materials used in the installation.
> 5. Reviewing local dog bite prevention efforts.

Are we meeting as intended in the contract? If so, are we fulfilling the responsibilities assigned to the committee and performing the duties of the position in a manner that will make our workplace safer?

Article 14, Section 8 of the *Joint Contract Administration Manual* (*JCAM*) offers the following joint understanding of the duties of the local committees:

> Local Safety and Health Committees have review responsibilities over accident prevention and health issues such as the review of safety and health suggestions, safety-related records and rules, dog bite prevention efforts, and the list of hazardous materials.
>
> On-the-spot inspection of particular troublesome areas may be made by individual Committee members, a subcommittee, or the Committee as a whole upon proper written request to the Chair of the Committee. Such request shall not be unreasonably denied. When so approved, the Committee members shall be on official time while making such inspection.
>
> A union representative from the local Safety and Health Committee may participate in the inspection(s) conducted by district safety and health services personnel in accordance with ELM Section 824, provided that the union represents employees at the facility being inspected. In no case shall there be more than one NALC representative on such inspections.

All of the above opens the door to the NALC, as one of the unions on the committee, to dive deep into an accident or hazard and question the factors/circumstances that led to the accident or the hazard. In the case of an accident, if we study what really happened, what really led to the accident, then and only then can we come up with a solution to prevent a similar injury for all the other employees.

We have all experienced management's investigation of an accident. Your supervisor is trained to find someone to blame instead of learning how it happened and how we can teach others to learn from what was discovered in an honest investigation.

Let's take a simple situation that led to an eye injury. A carrier returns to the office and advises his supervisor that while driving to his next delivery, he was struck in the eye and suffered an injury. What did the safety committee do in its investigation? What conclusions were drawn and what training was passed on to others?

Every accident is a challenge to understand, study, truly learn what happened, and find a solution that helps everyone.

Sadly, the above event is based on a true incident that is magnified by the following circumstances. The carrier had worked for the USPS for over 41 years. The

(continued on next page)

Director of Safety and Health

Safety committees (continued)

(continued from previous page)

date of his injury was his last scheduled day of work before his retirement. He was taken for medical care on the evening of his injury with a follow-up appointment four days later, at which time he was given some medicine because pressure was building behind his eye. He went into cardiac arrest almost immediately after taking the medicine while in the doctor's office.

This carrier died on what would have been his first day to enjoy a well-earned retirement. How would you feel if you worked at this facility, were a member of the local safety committee and discovered that a similar accident had taken place earlier, but the safety committee did not look into it?

If your installation does not have an NALC representative on the safety committee, step forward, contact your branch president and get involved.

Executive Vice President

Employment verification compliance (continued)

(continued from page 76)

ously completed I-9. Some branches and state associations find it easier to complete a new Form I-9 for all rehires.

Auditing and correcting Form I-9

It is good practice to periodically audit and make any necessary corrections to the I-9s. Remember to make all corrections in a different color of ink (red is suggested) to avoid the appearance of tampering with the timing or other compliance requirements. Some Form I-9 errors are technical and can be corrected, but others are substantive and could require new I-9s in addition to the original forms. Important: Never backdate a form! Periodic self-audits and corrections may assist employers in demonstrating a good-faith effort to comply with the law in the event of a government audit.

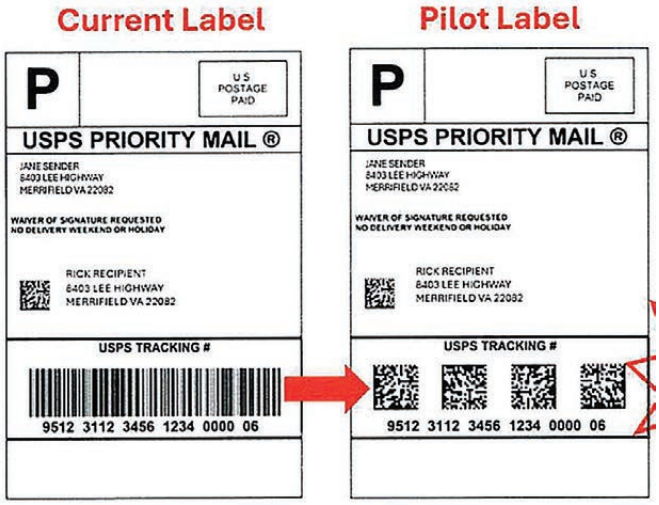
Given that both audits and raids are becoming more commonplace—and the criminal penalties and fines are severe—it is critical that branches and state associations have a robust I-9 compliance practice in place.

Director of City Delivery

City Delivery updates (continued)

(continued from page 80)

supplies to all post offices and customers. Based on the notification, the purpose of this pilot is to improve readability of packages in the postal network.



I will continue to share updates on the pilot tests and initiatives from USPS with the membership. Be sure to read my article each month and visit nalc.org for more information.

Are you entitled to the FERS enhanced annuity?

Dan Toth

I last wrote about the Federal Employees Retirement System (FERS) enhanced annuity in the June 2024 issue of *The Postal Record*. The NALC Retirement Department's goal is to help active and retired members understand this benefit and make sure they receive it if they are entitled to it. The enhanced annuity applies only to FERS employees who were injured on the job and received wage-loss compensation through the Office of Workers' Compensation Programs (OWCP) for a cumulative two months' time.

Many letter carriers have been injured on the job and are hearing about the enhanced annuity for the first time, so it is important to spread awareness. While receiving OWCP wage-loss compensation, no deductions for Social Security tax or Thrift Savings Plan (TSP) contributions come out of payments made by OWCP. Because FERS retirement benefits were designed to work alongside Social Security and TSP, employees who miss those two contributions, and on top of that, the TSP matching, will see these retirement benefits reduced.

To address this issue, a law passed in 2003 created the enhanced annuity, a benefit added on to the FERS basic annuity, to help make up for the reduced Social Security and TSP benefits caused by periods of time while receiving OWCP wage-loss compensation.

Who qualifies?

You may qualify for an enhanced annuity if:

- You are covered under FERS.
- You received OWCP wage-loss compensation due to a work-related injury.
- Your total time in leave without pay (LWOP) status while receiving OWCP benefits was at least two months.

Keep in mind that continuation of pay time does not count toward this requirement because employees continue receiving pay from the Postal Service and do not lose Social Security or TSP contributions during that period.

The good news is that you do not need to apply separately for the enhanced annuity. It should be added automatically when your retirement is processed. However, mistakes can happen, so it is worth reviewing your records.

Verify your OWCP time

If you believe you should or will be receiving the enhanced annuity, the next step is to confirm the amount of time you received OWCP wage-loss compensation.

The easiest way to do this is through OWCP Connect at owcpconnect.dol.gov/owcplogin.

The portal allows you to view compensation payments dating back to 2002. Check whether your total wage-loss compensation equals or exceeds two months, which is approximately 347 hours.

Review your service records

If you are still working, obtain your RTR Employee Detail Report from eOPF via LiteBlue. It will show your hours of LWOP for each year. Make sure your LWOP due to OWCP is designated as such.

If you are applying for retirement, be sure to review Standard Form 3107-1, Certified Summary of Federal Service. This document shows the service credit that the Postal Service is reporting to OPM and should include qualifying periods of LWOP due to OWCP (LWOP-OWCP).

If you are retired and have a copy of your retirement application package, look for your Certified Summary of Federal Service. If you don't have a copy, request one from OPM. You should also request the worksheet OPM used to calculate your annuity.

Reviewing these records can help identify whether your qualifying OWCP time was properly recorded.

How to check your annuity

If you are retired and believe you qualify for the enhanced annuity, start by looking at your *Retirement Benefits Booklet* from the Office of Personnel Management (OPM). It includes:

- Your basic annuity amount.
- Your total federal service.
- Your high-3 average salary.

If you no longer have your booklet, you can request a copy through OPM Services Online at servicesonline.opm.gov, by writing to OPM, or by emailing retire@opm.gov.

Calculate your basic annuity

FERS employees receive:

- 1.0 percent of their high-3 average salary for each year of service.

(continued on page 98)

Hospital Plus

James W. "Jim" Yates

My last article covered the Mutual Benefit Association's (MBA's) Short Term Disability Insurance. This month's article will cover the MBA's other policy in our accident and health line of business, Hospital Plus.

Hospital Plus coverage provides cash when your family needs it most, when you're confined to a hospital. The policy will provide you with up to $100 per day in daily cash benefits. These benefits begin the first day of your hospital stay and last up to one full year. They are not subject to federal income tax. Hospital Plus is not health insurance; it is a hospital confinement policy. The benefits of Hospital Plus minimize the impact of non-medical expenses and help close the gap between the coverage provided by your health insurance and the cost of a hospital stay. Hospital Plus does not cover time spent in a skilled nursing facility.

Hospital Plus is designed to help NALC members pay for things that medical insurance does not cover. These are things that may have nothing to do with hospital services, such as:

- Private transportation to and from the hospital, including gasoline and parking.
- Extra groceries and supplies for visiting family members.
- Meals while visiting the hospital.
- Books, games and magazines.
- Entertainment and domestic help.

With Hospital Plus, you choose the amount of coverage needed based on your financial situation: either $100, $75, $50 or $30 per day. You can also insure your spouse and eligible children as riders on the policy. As riders, a spouse is covered at the same amount as the member, and children are covered at 60 percent of the member's coverage—$60, $45, $30 or $18 per day. NALC members may choose to insure themself only; themself and their spouse; themself and their children; or themself and their spouse and children. The adult children (including grandchildren, and great-grandchildren) of the member may be covered under their own policy for the full coverage amount. We may now insure nieces and nephews.

The Hospital Plus premium is based on the insured's age at the time when the policy is purchased. If you purchase the riders for your spouse and/or children, the premium is still based on the member's age. All of the member's eligible children are covered by the same rider, regardless of the size of your family. To be carried as a rider, children must be the insured's unmarried legal children who are under the age of 19 and living with the insured, or up to the age of 23 if they are a full-time student.

There is no medical exam when purchasing this policy and you cannot be turned down for health reasons. As with all MBA policies, there is no open season to enroll. NALC members may purchase any of MBA's policies at any time.

Premiums may be paid through a convenient payroll deduction, electronic funds transfer, or paid by check monthly or annually. Members who want to pay their premiums monthly or annually can call the MBA office for help in calculating their premium amounts.

To receive benefits, just complete and sign a one-page claim form, attach a copy of the hospital's itemized bill, and mail them to the MBA. Benefits will be paid based on a 24-hour hospital stay, for up to 365 days or as much as $36,500, if a $100-per-day benefit is chosen.

The Hospital Plus policy does not pay benefits for a preexisting condition until the covered person has gone without further medical advice or treatment for 12 consecutive months, or one year from the effective date of the covered person, whichever is earliest. A preexisting condition is a condition for which a covered person has received medical advice or treatment during the 12 months before coverage became effective. Benefits apply to hospitalization due to pregnancy, provided the policy was in effect before the start of the pregnancy. With family coverage, a newborn would be included on the 16th day following the birth.

If you would like to apply for a Hospital Plus policy, please visit the website at nalc.org/mba. Toward the bottom of the page, click on "MBA Brochures, Applications and Forms," which will allow you to see all the plans and rates offered by the MBA. Scroll down to "Applications for U.S. Letter Carriers Mutual Benefit Association Policies," and then either click on the specific state in which you reside, or click on the "All other States." From there, click on "Hospital Plus" to pull up the specific application. Complete and sign the application and send it to the MBA office.

Once you receive your policy, you'll have 30 days to examine it before deciding whether to keep it. There is no risk.

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

Open Season

Stephanie Stewart

Welcome to the Postal Service Health Benefits (PSHB) Open Season. This is the time of year where eligible letter carriers, annuitants and their families have an opportunity to review and/or update their health insurance coverage.

It is especially important to evaluate whether your current plan remains the best choice for your needs, since premiums and benefit options are subject to change at the start of each calendar year.

Understandably, this can be overwhelming. At a time when many are anxious, frustrated, or feeling the pressure over the rising cost of healthcare, I want to provide a few tips that will help you make informed decisions as you navigate through the process.

Premiums are, of course, something members should review, but covered benefits within each plan option are also equally important. Every PSHB option has an official plan brochure, which outlines how benefits are covered by their plan. Additionally, every plan uses the same template as required by the Office of Personnel Management; therefore, you can easily compare one plan's benefits to another. You can also review Section 2 of every PSHB plan's brochure, which highlights changes within that plan for the upcoming year.

Need more information about the bottom dollar?

The NALC High Option Plan remains one of the most competitive and comprehensive plans within the PSHB. Over the last few years, we have focused on stabilizing costs through health and wellness promotion, and through member participation, we largely avoided the need to increase premiums for the 2027 plan year.

Plan option	*Enrollment Type*	*Bi-Weekly Premium*	*Bi-Weekly Change*
High Option	Self Only	$116.06	-$5.08
	Self Plus One	$290.00	-$3.31
	Self and Family	$270.37	+$2.95

As we move on to talk about the Consumer Driven Health Plan (CDHP), unfortunately this plan did not have the same positive trend as the High Option; however, it's still one of the lowest cost fee-for-service options in the PSHB program.

If you're enrolled in this plan, or looking to consider enrollment, an important part of your review should include a comparison to the NALC High Option plan. Although our CDHP plan has lower premium costs, if your medical needs require frequent medical expenses or routine prescription needs, you may benefit by changing to the High Option plan. Consumer-driven health plans or value-based healthcare plans work best for healthy individuals with low routine medical needs.

I encourage you to review the coverage and overall cost share, such as deductible, coinsurance, out-of-pocket maximum, and the value it will provide should you face sickness, and select the best NALC plan option for your needs.

Plan option	*Enrollment Type*	*Bi-Weekly Premium*	*Bi-Weekly Change*
CDHP	Self Only	$80.53	+$13.42
	Self Plus One	$183.15	+$30.52
	Self and Family	$198.26	+$33.05

Members often ask about the rising cost of care, and I agree it's out of control. But I also want to make sure every member knows they play a role in preventing healthcare inflation. Like other large fee-for-service insurers in the PSHB program, the NALC Health Benefit Plan is an "Experience Rated Plan." This means we determine our premiums based on the specific claims history and expected medical costs of the covered population in each plan.

When members engage in their health, there is a positive outcome on many levels. There's a better quality of life when the membership moves toward preventive care, wellness programs or other proactive services, and they may reduce the need for costly medical expenses as well, thus stabilizing or reducing premiums.

As the average PSHB plan enrollee cost share will rise by 8.2 percent for 2027, this is the time for NALC enrollees to embrace the need for change and acknowledge that we can make positive impacts on the cost of care in our NALC health plan ecosystem, despite the broader increases in the program. Participation in the Plan's health and wellness programs is an essential part of the Plan's benefits, and we encourage all members to use the tools available to them.

For 2027, we have added a new booklet to our benefit ma-terial that outlines all our health and wellness programs with links directly to the program. Or if you want additional help choosing which is best for your needs, you can contact our expanded Priority Health Coaching program to get started.

If you need more information about our benefits or have general questions, please don't hesitate to reach out to our Customer Service Department from 8 a.m. to 6 p.m. ET at 888-636-NALC (6252).

December exceptions

During the month of December, there are several exceptions to the normal Article 8 provisions of the *National Agreement* that control the rest of the year. These include the payment of penalty overtime, work-hour limits, the assignment of overtime, and non-scheduled days. This month's Contract Talk will explain these exceptions.

The rate of pay for penalty overtime is governed by the provisions of Article 8, Section 4.C, which states:

> C. Penalty overtime pay is to be paid at the rate of two (2) times the base hourly straight time rate. Penalty overtime pay will not be paid for any hours worked in the month of December.

While this provision applies to all letter carriers, determining when the penalty overtime rate is applicable depends on the classification of the employee.

The entitlement to penalty overtime for full-time regular and full-time flexible employees is found in Article 8, Section 4.D of the *National Agreement*, which states:

> D. Penalty overtime pay will be paid to full-time regular employees for any overtime work in contravention of the restrictions in Section 5.F.

Article 8, Section 5.F states:

> F. Excluding December, no full-time regular employee will be required to work overtime on more than four (4) of the employee's five (5) scheduled days in a service week or work over ten (10) hours on a regularly scheduled day, over eight (8) hours on a non-scheduled day, or over six (6) days in a service week.

The explanation for this section is found on page 8-19 of the 2025 *Joint Contract Administration Manual* (*JCAM*), which states:

> Article 8.5.F applies to both full-time regular and full-time flexible employees. The only two exceptions to the work hour limits provided for in this section are for all full-time employees during the penalty overtime exclusion period (December) and for full-time employees on the ODL during any month of the year (Article 8.5.G). Both work and paid leave hours are considered "work" for the purposes of the administration of Article 8.5.F and 8.5.G.

The rules governing how part-time flexible (PTF) and city carrier assistant (CCA) letter carriers receive penalty overtime pay are in Article 8, Section 4.E, which states:

> E. Excluding December, part-time flexible employees will receive penalty overtime pay for all work in excess of ten (10) hours in a service day or fifty-six (56) hours in a service week.
>
> (The preceding paragraph, Article 8.4.E., shall apply to City Carrier Assistant Employees.)

This language requires the payment of penalty overtime to PTF and CCA letter carriers for all work in excess of 10 hours in a service day or 56 hours in a service week. Part-time regulars are in the same category as PTFs for penalty overtime purposes.

When determining the entitlement to penalty overtime pay, both the actual hours worked as well as any paid leave hours are counted. This is explained on page 8-4 of the *JCAM*, which states:

> All bargaining unit employees are paid postal overtime for time spent in a pay status in excess of 8 hours in a service day and/or in excess of 40 hours in a service week. Hours in pay status include hours of actual work and hours of paid leave.

The first exception to these rules, which affects all letter carriers, involves the payment of penalty overtime during the month of December. In accordance with Article 8, Section 4.C, penalty overtime will not be paid for any hours worked in December. This is commonly referred to as the "penalty overtime exclusion period."

Although Article 8, Sections 4 and 5 identify the month of December, the national parties agreed in 1985 that the month of December referenced in these sections is understood to mean four consecutive service weeks, rather than the entire month (M-01508 in NALC's Materials Reference System [MRS]). The specific period is published each year in the *Postal Bulletin* and *The Postal Record*. The penalty overtime exclusion period for calendar year 2026 will run from Nov. 28 through Dec. 25 (Pay Period 26-2026 and 27-2026).

Article 8, Section 4.G is a new section of the contract added to the *2023-2026 National Agreement* in accordance with Arbitrator Dennis R. Nolan's award dated March 21, 2025. This section states:

> G. For any hours worked beyond twelve (12) hours in a service day or sixty (60) hours in a service week the employee is to be paid at the rate of two and one-half (2 ½) times the base hourly straight time rate.
>
> (The preceding paragraphs, Article 8.4.F. and 8.4.G., shall apply to City Carrier Assistant Employees.)

Unlike the penalty overtime exclusion period in Article 8.4.C, there are no exceptions to Section 4.G. This provision, which provides pay at two and a half times the base hourly straight-time rate for work beyond 12 hours a day or 60 hours a week for all letter carriers, is applicable even during the penalty overtime exclusion period.

The second exception during December pertains to the daily and weekly work-hour limitations. Article 8, Section 5.G provides that full-time employees on an overtime desired list (ODL) or the Work Assignment List (WAL) may be required to work up to 12 hours in a day

or 60 hours in a service week unless they volunteer to work beyond those limits. However, these work limits do not apply to ODL and WAL letter carriers during the penalty overtime exclusion period. Management can, but is not required to, assign ODL letter carriers to work in excess of the 12- and 60-hour limitations during the penalty overtime exclusionary period.

The maximum hours allowed for PTFs, CCAs and full-time employees not on an ODL or the WAL are not governed by the provisions of Article 8, Section 5.G. The rules defining the maximum number of work hours for these letter carriers are found in Section 432.32 of the *Employee and Labor Relations Manual* (*ELM*), which states:

> Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.

Since letter carriers typically have a 30-minute lunch break, the maximum number of paid hours allowed under this section of the *ELM* is limited to 11½ hours per service day. The Step 4 settlement (M-01272) in case number E94N-4E-C96061540 dated Feb. 25, 1998, clarifies that the 12-hour limit established by Section 432.32 of the *ELM* continues to apply even during the penalty overtime exclusion period.

Similar to the previous reference that paid leave counts toward overtime, the *JCAM*, on page 8-21, states that the 12- and 60-hour limitations are inclusive of all hours, including any type of leave taken.

The third December exception, deals with non-scheduled days for CCAs and PTFs. Article 8, Section 3, added to the *2023-2026 National Agreement,* provides that CCAs and PTFs will be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period. This change is echoed in the Memorandum of Understanding Re: New Employee Experience, Retention and Mentoring Program, found on page 258 of the *National Agreement*, which states in part:

> All City Carrier Assistant (CCA) and Part-time Flexible (PTF) city letter carriers will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the penalty overtime exclusion period. This exception to receiving at least one nonscheduled day each service week during the penalty overtime exclusion period does not apply to CCAs or PTFs during Weeks 1 through 8 following completion of the Carrier Academy.

New CCAs and PTFs who are in Weeks 1 through 8 following their completion of the Carrier Academy (Week 1 begins the week the new employee begins on-the-job instruction training), still must receive a non-scheduled day each service week, even during the penalty overtime exclusion period. Beginning Week 9 and beyond, CCAs and PTFs are not guaranteed a non-scheduled day during the penalty overtime exclusion period.

The fourth exception during December pertains to letter carriers on the WAL. As stated above, excluding December, WAL carriers are available to work up to 12 hours in a day or 60 hours in a service week. Outside of the penalty overtime exclusion period, management has the right to assign an employee on an ODL to work at the regular overtime rate to avoid paying penalty overtime to a carrier on the WAL. This can limit a carrier on the WAL to 10 hours in a service day, even if additional overtime was available on their bid assignment. This is explained on page 8-23 of the *JCAM*, which states:

> Management may assign an employee from the ODL(s) to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid.

During the penalty overtime exclusion period, letter carriers on the WAL have the right to work the additional time over 10 hours, up to 12 hours, since penalty overtime is not paid. Keep in mind, this exception applies only when management wants to assign a carrier from ODL to work the overtime. Management still retains the right to use a letter carrier at the straight-time rate, or a PTF or CCA at the straight-time or regular overtime rate, prior to assigning additional overtime to a letter carrier on the WAL. Page 8-23 of the *JCAM* explains:

> Management may always assign another carrier to perform the work at the straight-time rate rather than assigning overtime to a carrier on the Work Assignment List. Management may also assign PTFs and CCAs at the straight-time or overtime rate, when available and in accordance with other workhour limitations.

If you have any questions related to these or other Article 8 provisions, contact your local shop steward or branch officer. Complete copies of the "M" documents referenced in this article and the *JCAM* are available on the NALC website at nalc.org/mrs.

FECA Transmittal 26-2: Making the claims process more difficult for injured letter carriers, Part 4

Regional Workers' Compensation Assistant Coby Jones

This month's column wraps up our discussion of *FECA Transmittal 26-2*[1] issued by the Department of Labor (DOL) on April 24 that announced changes to the *FECA Procedure Manual* (*FECA PM*), including changes that will have an adverse effect on our injured members.

FECA Transmittal 26-2 has revised *FECA PM* 2-0805, Causal Relationship, in ways that will negatively affect the recovery of our members who have been assaulted and attacked on the street and who have sustained emotional trauma. Here is the revision:

> Reinstate the requirement that all emotional conditions require a medical report from a psychiatrist or psychologist. See FECA Transmittal 23-04, May 2023. DFEC has determined that psychiatrists or psychologists are the most appropriate specialists for assessing these types of injuries.

In recent years, because of the unfortunate surge in assaults and attacks on letter carriers, traumatic emotional injuries have become more and more common. As President Brian L. Renfroe describes it in his President's Message in the September 2023 *Postal Record*: "Every day our members are being targeted in neighborhoods nationwide. Violence, assault, robbery, shootings, and even murder have become part of the job in many locations."

One of the most welcome changes to OWCP procedure in recent years came with *FECA Transmittal 23-04*, published in May 2023 that revised *FECA PM* Chapter 2-805, Causal Relationship, regarding the requirements for a medical specialist needed to establish an emotional condition. With the revision, only extended occupational disease claims for emotional conditions would require a medical report from a psychiatrist or clinical psychologist in order to support the explanation of causal relationship required for the claim to be accepted.

Early intervention and treatment are essential in many emotional trauma cases. Yet it can take the traumatized worker months, and sometimes even the better part of a year, to find and schedule an appointment with a psychiatrist or a qualified licensed clinical psychologist. The revision to the *Procedure Manual* allowed physicians with other specialties or even family physicians to submit medical reports to establish initial claims and provide treatment in traumatic emotional injury cases.

The revision was a lifesaver for letter carriers who had been emotionally traumatized by assault and were ill-equipped to deal with jumping through bureaucratic hoops. Not only were their claims accepted more quickly, but they more promptly received the benefits they were entitled to under the FECA, such as counseling and wage-loss compensation if they were incapacitated from working due to their condition.[2]

FECA Transmittal 26-2 reverses all these positive outcomes. Unlike some of the detrimental changes brought about by *FECA Transmittal 26-2*, such as the elimination of the interim development letters[3], which can at least be understood as fiscal triage in an agency suffering from severe staffing shortages brought about by the new administration, the reversal of *Transmittal 24-2* makes no fiscal sense at all. It just seems cruel and unnecessary.

Last month's column discussed changes made to *FECA PM* 2-0803, Fact of Injury, that deliberately ignored longstanding Employees' Compensation Appeals Board precedent that gives deference and "great probative value" to the injured employee's statement. *FECA Transmittal 26-2* also contains another detrimental change to Chapter 2-0803, Fact of Injury. The transmittal revises Chapter 2-0803 to:

> Reverse prior changes that prevented DFEC from considering a delay in filing a claim or a delay in seeking medical treatment as reasons to cast doubt on the validity of a claim.

The change referred to in *FECA Transmittal 26-2* came in November 2023 in *FECA Transmittal 24-2,* which stated:

> Delays in notification or seeking medical treatment have been removed as an example of an inconsistency within the factual evidence.

The now-reversed 2023 change was simply a commonsense change that recognized that delays in seeking care or notifying a supervisor are often tied to injured workers waiting to see if minor or even substantial pain subsides rather than an underlying factual contradiction about whether the actual injury took place. Far too many letter carriers who get injured try to tough it out in the hope that they will recover and not have to deal with either blow-

(continued on next page)

1 *FECA Transmittal 26-2* can be found at: dol.gov/agencies/owcp/FECA/regs/compliance/DFECfolio/FECATransmittals#FECAT2602.

2 The benefits of the now-rescinded policy are discussed in more detail in this column in November 2023 and April 2025, and in Director of Safety and Health Manuel Peralta's column in the June 2024 *Postal Record*.

3 Discussed in this column July 2026.

MDA Report

Year-end updates

I want to apologize for my absence at the national convention. I really did miss you, brothers and sisters. However, I want to thank all those who stepped up to help in my absence. You all rock!

Wow. I blinked my eyes and now summer is already coming to an end. MDA Summer Camp 2026 was truly one for the books! This year, once again, brought us 23 in-person sessions and one virtual session across three months. MDA stated:

> Thank you for bringing your heart, commitment, and creativity to camp sessions. Because of you, each one became something truly unforgettable for everyone who took part. And remember what was accomplished and created this summer doesn't fade as the season ends. The impact will live on through the memories, stories, and experiences shared by every person involved for years to come.

In the meantime, the excitement doesn't stop here. MDA Family Getaways kicked off! Think camp, but for the whole family. Be sure to read more about MDA Family Getaways and this exciting opportunity at mda.org/family-getaways.

It's official, the 2026 Q3 Branch Challenge raised almost $250,000 for MDA! Thank you to everyone who has helped raise money for MDA so far this year. We're heading into Q4 and the year end, and I know many branches have events and fundraisers planned. We wish you the best of luck as you wrap up your 2026 MDA fundraising efforts. Now, let's celebrate our Q3 winners:

- Erie, PA Branch 284: $18,010
- Garden Grove, CA Branch 1100: $15,603.99
- Mansfield, OH Branch 118: $13,659
- Camden, NJ Merged Branch 540: $10,430
- Saginaw, MI Branch 74: $9,715
- Team NALC: $9,390
- Syracuse, NY Branch 134: $6,956.02
- Greater East Bay, CA Branch 1111: $6,664.51
- San Diego, CA Branch 70: $6,528.81
- Rochester, NY Branch 210: $6,518

Congratulations to all our Q3 winners. Our top three winners will receive an MDA prize pack.

MDA September updates

- The FDA approved Itsembli (apitegromab-mstn), the first and only muscle-targeted therapy for spinal muscular atrophy (SMA), marking a new milestone in SMA treatment.
- The U.S. Senate passed the House version of the ACT for ALS Reauthorization Act of 2026. Reauthorization of the landmark 2021 ACT for ALS will help sustain the momentum created over the past five years, supporting faster therapeutic development while expanding access to care, services and research opportunities for those facing this devastating disease.

Year-end donation reminder

A friendly reminder that all 2026 MDA donations must be received by Dec. 31. MDA will be closed for the holidays beginning Dec. 24 and will reopen on Jan. 4. Tawny will be on leave beginning Dec. 18, but she will be checking in periodically to answer any last-minute questions about submitting your donations. However, please don't wait until the last minute—get your donations submitted as soon as possible!

As always, if you have any questions, please don't hesitate to reach out to Tawny at 719-640-8625 or nalc@mdausa.org.

Thank you for all you do to support the MDA community.

—Submitted by Christina Vela Davidson

Staff Reports

FECA Transmittal 26-2 (continued)

(continued from previous page)

back from their supervisors or the bureaucratic entanglements of OWCP's claims process.

And while it is not uncommon for injuries to resolve themselves on their own, the takeaway from this rescission of *Transmittal 24-2* is that injured workers should file a claim immediately when hurt to avoid "casting doubt on the validity" of the claim. This can only congest the workload of already overburdened claims examiners.

Finally, on another note, while I will still contribute to this column as assistant to the president for workers' compensation, beginning next month our regional workers' compensation assistants will also contribute to future columns to share their insights and experience.

Monthly CSRS annuity payments
for letter carriers who retire on Jan. 1, 2027

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 Jan. 1, 2027.

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/federal/military service.

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

	City Carrier / High-3 Average[1]: 80,690			Carrier Technician / High-3 Average[1]: 82,385		
Years of Service[2]	Basic Annuity	Max. Survivor Deduction[3]	Max. Survivor Reduced Annuity[4]	Basic Annuity	Max. Survivor Deduction[3]	Max. Survivor Reduced Annuity[4]
20	$2,438	$221	$2,216	$2,489	$226	$2,262
21	2,572	235	2,337	2,626	240	2,386
22	2,706	248	2,458	2,763	254	2,509
23	2,841	262	2,579	2,901	268	2,633
24	2,975	275	2,700	3,038	281	2,757
25	3,110	288	2,821	3,175	295	2,880
26	3,244	302	2,942	3,313	309	3,004
27	3,379	315	3,064	3,450	322	3,127
28	3,513	329	3,185	3,587	336	3,251
29	3,648	342	3,306	3,724	350	3,375
30	3,782	356	3,427	3,862	364	3,498
31	3,917	369	3,548	3,999	377	3,622
32	4,051	383	3,669	4,136	391	3,745
33	4,186	396	3,790	4,274	405	3,869
34	4,320	410	3,911	4,411	419	3,992
35	4,455	423	4,032	4,548	432	4,116
36	4,589	436	4,153	4,686	446	4,240
37	4,724	450	4,274	4,823	460	4,363
38	4,858	463	4,395	4,960	474	4,487
39	4,993	477	4,516	5,098	487	4,610
40	5,127	490	4,637	5,235	501	4,734
41	5,262	504	4,758	5,372	515	4,857
41+11 months & over[5]	5,379	515	4,864	5,492	527	4,966

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Jan. 1, 2024, and Dec. 31, 2026, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either $628.33 per month if for self plus one (PSHB code 77C), $585.80 if for self and family (PSHB code 77B), or $251.46 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.

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

Monthly FERS annuity payments
for letter carriers who retire on Jan. 1, 2027

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 Jan. 1, 2027. 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.

	City Carrier / High-3 Average[1]: 80,690			Carrier Technician / High-3 Average[1]: 82,385		
Years of Service[2]	Basic Annuity	Max. Survivor Deduction[3]	Max. Survivor Reduced Annuity[4]	Basic Annuity	Max. Survivor Deduction[3]	Max. Survivor Reduced Annuity[4]
20	$1,345	$134	$1,210	$1,373	$137	$1,236
21	1,412	141	1,271	1,442	144	1,298
22	1,479	148	1,331	1,510	151	1,359
23	1,547	155	1,392	1,579	158	1,421
24	1,614	161	1,452	1,648	165	1,483
25	1,681	168	1,513	1,716	172	1,545
26	1,748	175	1,573	1,785	179	1,607
27	1,816	182	1,634	1,854	185	1,668
28	1,883	188	1,694	1,922	192	1,730
29	1,950	195	1,755	1,991	199	1,792
30	2,017	202	1,816	2,060	206	1,854
31	2,084	208	1,876	2,128	213	1,915
32	2,152	215	1,937	2,197	220	1,977
33	2,219	222	1,997	2,266	227	2,039
34	2,286	229	2,058	2,334	233	2,101
35	2,353	235	2,118	2,403	240	2,163
36	2,421	242	2,179	2,472	247	2,224
37	2,488	249	2,239	2,540	254	2,286
38	2,555	256	2,300	2,609	261	2,348
39	2,622	262	2,360	2,678	268	2,410
40	2,690	269	2,421	2,746	275	2,472
Each additional year[5]	67.24	6.72	60.52	68.65	6.87	61.79

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Jan. 1, 2024, and Dec. 31, 2026, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either $628.33 per month if for self plus one (PSHB code 77C), $585.80 if for self and family (PSHB code 77B), or $251.46 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 maxiumum 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.

Making deposits for military service

As planning for retirement is on the *minds of many of our members, we're reprinting this article 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.

Alabama

The Alabama State Association state convention will take place June 17-20, 2027, in Birmingham at the Sheraton hotel. The group code and other details will be shared at a later date. This is an election year, so if you have any nominees or plan on running for a position, please be prepared to submit your nominations at the microphone. Please submit any submissions for bylaw changes, and any brothers and sisters' names whom we have lost since the last state convention in 2025 by May 1. Host letters will be mailed to your branches by Nov. 15. We look forward to seeing you there.

Accacia S. Hammonds

California

A few days after this *Postal Record* edition arrives online, we should know the results of both our internal NALC elections and midterms (which will decide control of the House and Senate). I am optimistic that once the dust settles, we can unite as letter carriers, active and retired, to advance our interests across the negotiating table and in Congress.

We still have unfinished business, such as a backlog of unresolved grievances, aged infrastructure (including LLVs older than most active carriers), and stalled legislation. Hopefully, with a friendlier Congress, we can push our issues such as the Protect Our Letter Carriers Act and Federal Retirement Fairness Act. We also need to push issues such as reform of how the USPS invests pensions and retiree health benefit funds. This is not discussed as much as it should, but healthcare costs go up on average around 7 percent a year, but the USPS invests pension and healthcare assets in low-yield treasury securities, which make 3 percent. Not exactly a recipe for long-term financial stability.

I know it seems we push the Letter Carrier Political Fund ad nauseum, but we need elected representatives in our corner who will vote to not only defend us when bad stuff gets proposed, but also go on offense. Like most of you, I have non-career time (from 1989 and early '90s) that counts for nothing, and never will, unless Congress votes to amend the original legislation that created the Federal Employees Retirement System.

If you are one of those who complains all the time, turn that frown upside down! Take action. Sign up to contribute to the LCPF and get others to do likewise. Remember that union dues cannot be used for political purposes, so LCPF donations are absolutely necessary to achieve our goals.

Eric Ellis

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.

Delaware

On Sept. 8, I attended the signing of only the second state law protecting letter carriers' safety and the first in the country to protect all postal workers. A big congratulations to Artegus Felder of the Alabama State Association for spearheading this. I can tell you firsthand, that's not an easy task!

HB 268 elevates violence against postal workers on the clock from a misdemeanor to a felony, putting violent crime against city carriers on par with crimes against law enforcement and other public servants. Our goal was to pass a law until the Protect Our Letter Carriers Act (POLCA) passes nationally.

State legislation offers a dual impact. First, it brings awareness and real consequences regarding violent attacks. It gives prosecutors, attorneys general and law enforcement the law they need to arrest and prosecute violent offenders. No more tragic stories about 30-day sentences and offenders out on bail the next day.

Secondly, it adds pressure and exposure to our U.S. representatives from their home districts that this law needs to happen. We already have overwhelming bipartisan support for H.R. 1065/S. 463; this shows legislators that their local communities won't stand for violence and they need to act.

To anyone interested in trying this in your state, start with your attorney general and see if there is an existing law to add carriers to. It's a lot easier to add four words to a law than write a whole new law. Secondly, find a sponsor willing to take this in both chambers of your state. Do your research. Know how many carriers have been attacked in your state, your region, prosecution rates, sentencing, etc.

This is a lot of work, but nothing worth doing is easy. Here in Delaware, we coined it as "The First State Putting Carrier Safety First." I hope to see other states' success stories.

Shawn P. Colleran

Delaware Gov. Matt Meyer (seated) signs into law House Bill 268, which elevates the punishment of those who use violence against letter carriers. Those on hand for the Sept. 8 event were Delaware State Association President Shawn Colleran (back row, far l), Region 13 National Business Agent Vada Preston (back row, fourth from l), Delaware AFL-CIO representatives, and bill sponsors from the Delaware General Assembly and State Senate.

Indiana

Open Season begins this Nov. 8. Please review every benefit that you can; health insurance, dental insurance, vision insurance, any Flexible Spending Account (FSA), and lastly any Federal Long-Term Care Insurance Program (FLTCIP). The most dramatic changes are that GEHA health insurance is no longer offered through a Postal Service Health Benefits (PSHB) plan and a few premiums have increased scarily.

Meanwhile, I hope you all voted in your local legislative elections. They will have an impact on us all directly and indirectly. One impact is the nationwide implementation of these executive orders. Executive Order 14212, titled as the Make America Healthy Again Commission, was written to combat rising rates of chronic disease, obesity, diabetes, and mental health issues in the United States, with a primary focus on children. This executive order was written early last year, and it seems to confuse OPM so much that it quotes it in its annual letter to insurance carriers as their reason in wanting to expand access to functional and lifestyle medicines. This was the precursor to Executive Order 14297, titled Delivering Most-Favored-Nation Prescription Drug Pricing to American Patients, aka the TrumpRx initiative, also quoted in the same annual letter by OPM for 2027.

TrumpRx is a U.S. government-operated prescription medication program. "This launch represents the largest reduction in prescription drug prices in history by many, many times, and it's not even close," said the POTUS. Since its launch, multiple manufacturers have signed the "Most-Favored-Nation" pricing agreements. My research shows that these pricing agreements seem to offer as much as a prescription discount card offers and not much more. Discount cards cannot be used in conjunction with any insurance offered through a PSHB plan.

Happy Veterans Day and enjoy the off day of Thanksgiving. We are our brothers and sisters' keepers.

Kieaunta Roberson

Michigan

As I write this, KIM Training has wrapped up. For those who don't know, the Region 6 Rap Session, commonly called KIM Training, is a training session for union leaders held in the Kentucky-Indiana-Michigan region of NALC. (We're the only region that can make an acronym out of the names of our represented states, by the way.)

State Summaries

KIM Training has a long history, going back until at least the 1990s. It was the first union event other than a branch meeting I ever attended, way back in 1999. This year, I was asked to help instruct the Political and Legislative class alongside head instructor Matt Tanner, our LPO, and the state presidents of Indiana and Kentucky. Almost 100 of the 418 attendees chose to learn more about our legislative landscape in one of the two sessions.

Speaking of which, by the time you read this, the Nov. 3 election will be history. We'll know who we'll be working with for the next two years. We also need to pay attention to the lame-duck session of Congress, which begins Nov. 9. Stay tuned to the political page on the NALC website and the state Facebook page for updates!

Ron Zalewski

Tennessee

Hello, brothers and sisters.

Time passes quickly when we are engaged in meaningful work. Next year will mark Tennessee's 100th state association convention, hosted by Memphis Branch 27 in June.

Our association coordinates legislative, political and organizing efforts on behalf of city letter carriers throughout Tennessee. Our history extends back to 1901, when Tennessee hosted the 12th NALC national convention under NALC President James C. Keller. The association was formally established in 1971. In its early years, it represented members in matters involving management, participated in conferences and conventions, and worked with local union offices to share legislative information.

Today, our legislative liaison officers meet with members of their congressional districts to provide information about legislation that affects the NALC and its members. We attend various conferences and conventions, as well as work with the Annual Scholarship Awards to Deserving College Students via the Larry B. Jackson Scholarship Program.

Here's a shout-out to our staff: President Anthony "Geno" Lauderdale Sr., Vice President James M. Collins II, Secretary Tony Rodriguez, Treasurer Belinda Williams, Director of Retirees Larry B. Jackson, Trustee Colleen Tracy, Trustee James Brown, Trustee David Dockins, Trustee Jon Thomas and Trustee Kimberly Meeks. Our Congressional Legislative Officers are: District 1—Derek Rudolph, District 2—Tony Rodriguez, District 3—Kim Hensley, District 4—James Brown, District 5—Angelia Hartley, District 6—Anthony "Geno Lauderdale" Sr., District 7—Cathy Prince, District 8—Larry B. Jackson and District 9—Belinda Williams.

Tony Rodriguez

Texas

With heavy hearts, TSALC mourns the passing of James Minton, the finest LCCL anyone could ask for. A member of Branch 283 in Houston, James served as both a branch leader and an LCCL for TSALC. His outstanding work included lobbying Texas representatives at the Capitol. James will remain in our hearts and be deeply missed.

Early voting for the midterm elections in Texas runs from Oct. 19 through Oct. 30. TSALC encourages support for letter carriers and union-friendly candidates. With Election Day being on Nov. 3, NALC legislative and political organizers have deployed TSALC members to campaign with union-friendly candidates.

The NBA office is concluding small-batch training in San Antonio and Lubbock. Please make every effort to attend and gain the knowledge you need. While there, meet with your state board member and sign up for the LCPF.

Brothers and sisters, as we enter the busy season, please stay safe, hydrated and flexible. Changes are ahead, and TSALC will be ready.

Everett Wyllie

Election Notices

Atlanta, Georgia

The Atlanta Letter Carriers, Inc. of Branch 73, NALC will hold its annual meeting on Thursday, Jan. 14, 2027, at Branch 73's union hall, located at 1842 Candler Road, Decatur, near the intersection of Glenwood Road. The meeting will begin at 5:30 p.m., prior to the regular branch meeting. All positions will be voted on for a three-year term.

Denise Reed, Pres., Br. 73

Bridgeport, Connecticut

This is official notice to all members of Branch 32 that nominations for delegates to the 2027 state convention will be held at the Nov. 18 meeting. All members in good standing are eligible to be delegates.

The election, if needed, will be held at the branch meeting on Dec. 16.

Lynda Mariotti, Sec., Br. 32

Brooklyn/Staten Island Merged, New York

In accordance with the *NALC Constitution* and Branch 41 Merged bylaws, nominations for delegates to the 2027 New York state convention will be held at the regular branch meeting on Dec. 8. The 67th Biennial Convention will take place in Long Island Sept. 12-14.

John A. Cruz, Pres., Br. 41

Burlington, Vermont

Nominations for officers of Branch 521 will be held at the regular November meeting, held Tuesday, Nov. 10, at the V.F.W, 6 Maple St., Winooski. All those wishing to seek nominations for office must either be in attendance or provide express written intent to Branch President Tim Carpenter prior to Nov. 10.

Experience Kring, Treas., Br. 521

Canoga Park, California

Hello, members of Branch 4006 of Canoga Park. This is official notice that we will be holding nominations for all officer positions. Nominations will be held at the Feb. 11, 2027, branch meeting. Election will be held at the March 11 branch meeting. Positions are president, vice president, secretary-treasurer, assistant secretary-treasurer, sergeant-at-arms, NALC health benefits representative, mutual benefits representative and three trustee positions.

Alfonso Gamboa, Pres., Br. 4006

Canton, Ohio

In accordance with Article V of the *NALC Constitution*, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled Oct. 13 meeting. The election will take place at the Nov. 10 meeting. Nominations and the election will take place at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7:30 p.m.

The following offices are open for nomination/election for a one -year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, trustee three-year (one three-year term), building manager, director of retirees, health benefits representative, mutual benefits representative, and delegates to the national convention and/or seminars. Nominees must have attended six of the last 11 regularly scheduled meetings to be eligible as paid delegates to the convention. Nominees must accept in person when nominated, or must submit acceptance in writing to the branch secretary by Oct. 13.

The election will be by secret ballot on Nov. 10. Election ads will be accepted for publication in the *Branch Reporter* at a cost of $10 per ad and must be in the hands of the editor of the *Branch Reporter* no later than 10 days after a regular scheduled meeting.

Absentee Ballots may be requested from the election committee, at the above address in writing. Absentee ballots must be in the hands of the secretary prior to the commencement of the election night meeting in order to be turned over to the election committee.

Bonnie L. Contrucci, Rec. Sec., Br. 238

Chesapeake, Virginia

In accordance with Article 5 of the *NALC Constitution*, this will serve as an official notice that Branch 6066 will hold nominations and elections for both state convention 2027 and candidate office or positions to be filled at our regular Dec. 2 meeting for the ensuing two years.

Elections will be held on Jan. 6, 2027. Installation will be on Feb. 2.

David J. Watson, Pres., Br. 6066

Cuyahoga Falls, Ohio

It's election time for Branch 1629 for our branch officers. The election for president, vice president, treasurer, secretary, sergeant-at-arms and trustees will be held at the regular business meeting at 7 p.m. on Wednesday, Dec. 2.

Sarah Uyek, Sec., Br. 1629

Emerald Coast, Florida

This notice is to serve as official notice to all members of Emerald Coast Letter Carriers Branch 4559 that the nominations for delegates to the Florida State Association of Letter Carriers state convention will be held at the regular branch meeting at 7:30 p.m. on Nov. 12 at the American Legion located at 105 Hollywood Blvd., Ft. Walton Beach.

Elections of delegates to attend the state convention will be held at the Dec. 10 regular meeting. You must have been present at nine of the 12 regular meetings of the preceding year.

You must be present, and if you are unable to attend the meeting to accept the nomination, you must have a written acceptance letter to the branch secretary prior to the Dec. 10 meeting informing the branch of your willingness to accept the position that you were nominated for.

Percy Smith Jr., Pres., Br. 4559

Florence, Alabama

Branch 892 would like to announce that nominations for board members will be held at our meeting on Nov. 5. If any runoff is to be held, it will be at the Dec. 3 meeting.

Lisa Jones, Sec., Br. 892

Greenwood, Mississippi

In accordance with Article V, Section IV of the *NALC Constitution*, this serves as an official notice to the members of Greenwood Merged Branch 1080 that nominations of officers will be taken at the Nov. 12 meeting via teleconference and elections on Dec. 10. The offices of president, vice president, secretary-treasurer, board of trustees (three-, two- and one-year), health benefits/MBA representative and sergeant-at-arms are open for nominations. Nominees must be in good standing with NALC and Branch 1080. Any member who wishes to be nominated but will not be present during the nominations can submit their request in writing to the branch secretary before the meeting.

Doris B. Ware, Sec.-Treas., Br. 1080

Huntington, West Virginia

This is official notice to all members of Branch 359 that nominations for all officers and delegates to the 2026 West Virginia state convention will be held at regular time and place at the November branch meeting. Officers to be nominated and elected are president, vice president, secretary, treasurer, sergeant-at-arms, health benefits NBA/NSBA representative, and a board of trustees composed of three members. The term of office will be for two years. By virtue of their office, the president, vice president, secretary and treasurer will be delegates to the state convention. All nominees must be certified that they have not served in a supervisory position in the 24 months preceding the nominations.

If elections are necessary, they will be by mail ballots to all members at their last known addresses. The election committee will announce the regular results at the December meeting.

Roberta Duffey, Sec., Br. 359

Laredo, Texas

This is official notice to all members of Branch 354 of nominations and elections for the state convention delegates and one trustee. Nominations will be taken at the regular branch meeting on Nov. 11. The meeting starts at 7 p.m. at the union hall, 3220 E. Locust. Nominees must accept nominations at the time made or, if absent, in writing. The term for trustee is for three years. Secret ballots will be mailed out and replies must be received at the P.O. box no later than 12:01 a.m. on Dec. 9. Tally of ballots will be at the union hall during our monthly meeting at 7 p.m. on Dec. 9.

Angelica Garcia, Sec., Br. 354

Lilburn, Georgia

This is to serve as official notice to all members of Branch 1537 that nominations for branch officers will be held at the regular branch meeting in November. Elections for officers will be conducted at the regular branch meeting in December for the 2027-2028 term.

Melanie Busbee, Pres., Br. 1537

Lima, Ohio

This is official notice to members of Branch 105 that nominations for delegates to the Ohio state convention will be held at the regular branch meeting on Nov. 10. Voting will take place at the Dec. 8 meeting.

Todd J. Friemoth, Sec., Br. 105

Long Island Mgd., New York

This is official notice to all members of Branch 6000 that nominations for delegates to the 2027 New York state convention will be taken at the Nov. 19 membership meeting, with an election by secret ballot to be held at the Dec. 15 meeting. Both meetings will be at 7:30 p.m. at the Bayshore Knights of Columbus Hall. In accordance with Article V, Section 2 (p) of the branch bylaws, all executive board members are automatically paid delegates.

Joseph Morelli, Rec. Sec., Br. 6000

Maine Merged

This is the official notice to all members of Branch 92 that we have changed the day of the meeting for the nominations from Oct. 13 to Oct. 20. We have moved the meeting from its normal day because of the holiday on Oct. 12. We are hoping that more people will be able to attend this meeting. The meeting starts at 7 p.m. at 550 Forest Ave., Portland.

Carrie Estes, Rec. Sec., Br. 92

Marion, Indiana

This is the official notification to all members of Tri-County Branch 378 for nominations for delegates to the 2027 Indiana state convention. Nominations will be held at 6:45 p.m. at our Nov.11 general meeting at the Jonesboro Legion, 424 S. Main St. Jonesboro. Any member of good standing is eligible for nominations. Members must be present to accept a nomination or have submitted an acceptance letter for nomination to the secretary in advance of the meeting.

Balloting for nominees will take place at the December general meeting, if necessary.

Patrick McPherson, Pres., Br. 378

Pasco, Washington

Nominations for officers of Branch 1528 will be held at 7 p.m. on Nov. 12 during the regular branch meeting at the post office, 3500 Court St., Pasco. Nominations will be accepted for the offices of president, vice president, treasurer, secretary, sergeant-at-arms and three trustees. Nominations will be made from the floor or another procedure authorized by the bylaws. A nominee must accept the nomination in person.

The election will be held at 7 p.m. during our Dec. 10 meeting at 1620 S. Union St., Kennewick, in the big library room.

Rebecca Tuthill, Sec., Br. 1528

Peoria, Illinois

This is an official election notice to all members of Branch 31. Nominations for one trustee position will occur at the regular Nov. 12 branch business meeting. The terms of office for all elected positions are for two years, with the term beginning Thursday, Jan. 14, 2027. Candidates may accept nominations for only one office. Nominations for delegates to the 2027 state convention will take place at the Nov. 12 branch meeting. Nominations for all officer positions and delegates to the conventions will come from the floor. Self-nomination is permissible. You must be in attendance to indicate your willingness to accept the nomination. If you are unable to attend the meeting, you must submit in writing to the recording secretary your intent to accept prior to nominations.

Elections, if necessary, will be by secret ballot at the Navy/Marine Club, 1310 E. Seiberling Ave., Peoria Heights, prior to the branch meeting at 7 p.m. on Dec. 10. An absentee ballot may be requested.

Elizabeth Dams, Rec. Sec., Br. 31

San Mateo, California

This is the official notice for nominations for the election of Branch 1280 officers and delegates. The following offices will be open for nomination: president, executive vice president, 1st vice president, 2nd vice president, recording secretary, financial secretarytreasurer, MBA/NSBA health benefit representative, sergeant-at-arms and three trustees. Nominations will be held for the above-listed offices at the regular branch meeting on Nov. 19. The meeting will be held at the branch office, located at 1523 Rollins Road, Burlingame.

The meeting will begin at 6:30 p.m. sharp. All regular and retired members shall be eligible to hold office or positions in the branch, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether for one day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or other position for a period of two years after termination of such supervisory status. Upon nomination the candidate(s) must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination. (From *Article 5, Section 2 of the Constitution for the Government of Subordinate and Federal Branches*.)

Every regular member shall have the right to nominate a candidate for any office or position to be filled. Nominations may be in writing, with the nomination to be received by the recording secretary not less than 30 days before the date of the election. The branch election shall be by secret mail ballot, ballots to be mailed out within seven days after all nominations are made. Ballots must be postmarked by Dec. 10 to be considered valid. Dec. 10 will be the date of the election. A member may bring their ballot to the Dec. 10 meeting and give the ballot to a member of the election committee. They must do so in person and no later than 6:30 p.m. The term of office will be three years, beginning Jan. 1, 2027.

Annalisa Skog, Rec. Sec., Br. 1280

Sioux Falls, South Dakota

This shall serve as official notice to all members of Branch 491 that nomination for all positions for officers for Branch 491 shall be made at the regular monthly branch meeting at 6:30 p.m. on Nov. 12 at the Labor Temple, 101 S. Fairfax Ave., Sioux Falls. Nominations will be accepted from the floor by any member in good standing, and such nominees must be present to accept or notify the recording secretary or president in writing of their willingness to accept, if nominated, prior to the meeting.

Election, if necessary, will be conducted by mailed secret ballot, and must be received no later than 5 p.m. on Dec. 12, as results will be announced at the regular December branch meeting.

Brian Doerr, Pres., Br. 491

Staunton, Virginia

This will serve as the official election notice for Branch 513's 2027 Virginia state convention delegate positions. Nominations will be held at the regular November branch meeting. Elections will be held at the regular December branch meeting.

Stoney Caricofe, Pres., Br. 513

Visalia, California

This shall serve as notice to all members of Branch 866 that nominations for branch officers for the 2027-2028 term will be held during the regularly scheduled membership meeting of Nov. 12. Nominations for the following officers will be taken: president, vice president, secretary, treasurer, sergeant-at-arms, trustees (three) and shop stewards at each office/station (to be nominated for each office/station by a member assigned to that corresponding office/station).

If necessary, elections for the nominated positions will take place at the regularly scheduled membership meeting on Jan. 14, 2027, and the results will be tabulated and announced during the course of said meeting.

The regularly scheduled meetings will take place at the union office, located at 214 N. Floral Ave., Visalia, starting at 6 p.m.

Kevin Worley, Sec., Br. 866

Watsonville, California

Nominations for the election of officers of Branch 857 will be held at 5:30 p.m. on Oct. 8 at the Buena Vista Brewing Co., 65 Hangar Way, #D, Watsonville. Candidates must accept nominations at the time or, if absent, nominations may also be made in writing, but must be received by the branch at P.O. Box 585, Watsonville, CA 95077, no later than Oct. 8. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, vice president, two shop stewards, treasurer, secretary, and three trustees. The terms of office will be two years, beginning Jan. 1, 2027.

The election will be conducted by secret mail ballot, and must be received by 4 p.m. on Dec. 10. All others will be voided if they are late. The counting and the results will be announced at a meeting at the Buena Vista Brewing Co. at 6:30 p.m.

Patricia Fernandez, Sec., Br. 857

Youngstown, Ohio

Branch 385 will hold nominations for the 2027 Ohio State Association convention at the regular branch meeting at 8 p.m. on Nov. 4 at 3390 Flo Lor Drive, Youngstown. Members will make nominations verbally at the meeting. Candidates must have attended eight out of the last 12 meetings at the time of nominations, per the branch bylaws. Candidates must accept nominations at the time made or, if absent, in writing. Candidates must be in good standing with the branch. Nominated candidates may be active or retired members.

If necessary, voting will be held at the Dec. 2 branch meeting. Voting will be done in person at 8 p.m. at 3390 Flo-Lor Drive in Youngstown.

Edgar Mosco, Rec. Sec., Br. 385

In Memoriam

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

Timothy D. Clay	Br. 530	Birmingham, AL
Antonia Shields	Br. 530	Birmingham, AL
Michelle R. Walters	Br. 3457	Clanton, AL
Luther D. Tadlock	Br. 1630	Dothan, AL
Thomas H. McGilberry Jr.	Br. 106	Montgomery, AL
Hailie D. Hune	Br. 6194	Moulton, AL
Adam J. Corder	Br. 1902	Arizona Merged
Fred D. Fisher Jr.	Br. 1902	Arizona Merged
Billy R. Hudson	Br. 1902	Arizona Merged
Genaro Silva Jr.	Br. 576	Phoenix, AZ
Robert S. Tapia	Br. 704	Tucson, AZ
Jacqueline B. Presnell	Br. 782	Bakersfield, CA
Jackie J. Warinner	Br. 231	Central California
Olen L. Wheeler	Br. 231	Central California
Marissa A. Lopez	Br. 348	Eureka, CA
John M. Contreras	Br. 1100	Garden Grove, CA
Keith T. Gafford	Br. 1100	Garden Grove, CA
Jennifer L. Hackett	Br. 1100	Garden Grove, CA
Bill R. Loessin	Br. 1100	Garden Grove, CA
Arthur H. Turner	Br. 1100	Garden Grove, CA
Sara M. Woods	Br. 1100	Garden Grove, CA
Earnestine Harden	Br. 24	Los Angeles, CA
Albert C. Kilgore	Br. 24	Los Angeles, CA
George M. Tamayose	Br. 24	Los Angeles, CA
Alvin Turner Jr.	Br. 24	Los Angeles, CA
John A. Willis	Br. 24	Los Angeles, CA
Robert A. Martinez	Br. 2200	Pasadena, CA
Robert W. McCulloch	Br. 2200	Pasadena, CA
Robert J. Nolan	Br. 133	Sacramento, CA
Alyssa S. Seang	Br. 133	Sacramento, CA
Darryl R. Hrin	Br. 70	San Diego, CA
Joseph E. Coli	Br. 193	San Jose, CA
Nancy M. Mathis	Br. 193	San Jose, CA
Ko Nagareda	Br. 193	San Jose, CA
Joel D. Williams	Br. 193	San Jose, CA
Brian McAlindon	Br. 1280	San Mateo, CA
Rene C. Teodoro	Br. 737	Santa Ana, CA
James L. Dillon	Br. 1427	Santa Clara, CA
Augustine Aguilar Jr.	Br. 2462	Van Nuys, CA
Joseph L. Runyan	Br. 642	Boulder, CO
R. A. Sells	Br. 642	Boulder, CO
John P. Murphy	Br. 86	Hartford, CT
Steven M. Siegel	Br. 86	Hartford, CT
Dale A. Holycross	Br. 19	New Haven, CT
Earl F. Korngiebel Jr.	Br. 19	New Haven, CT
Michael E. Plano	Br. 19	New Haven, CT
Dennis G. Sullivan	Br. 19	New Haven, CT
Joseph B. Otis	Br. 60	Stamford, CT
Javonn B. Cokley	Br. 191	Wilmington, DE
Gabriel Haley	Br. 191	Wilmington, DE
Cristine L. Dawson	Br. 142	Washington, DC
Robert M. Avesato	Br. 53	North Florida
Christophe J. Lewis	Br. 53	North Florida
Marvin T. Mings	Br. 3367	Panama City, FL
Joann Arroyo	Br. 1071	South Florida
Marshall Rosenfeld	Br. 1071	South Florida
Donald E. Renner	Br. 599	Tampa, FL
Russell J. Lachapelle	Br. 1477	West Coast Florida
Robert C. Meeks	Br. 1477	West Coast Florida
Vaheh Mokhtarians	Br. 1477	West Coast Florida
Walter R. Novell Jr.	Br. 1477	West Coast Florida
Franklin E. Thompson	Br. 1441	Gainesville, GA
Scott A. Cook	Br. 11	Chicago, IL
Eugene E. Houghton	Br. 11	Chicago, IL
Ellen V. Ulit	Br. 11	Chicago, IL
Churone D. Walls	Br. 11	Chicago, IL
Sonja L. Hayes	Br. 11	Chicago, IL
Robert T. Albano	Br. 825	Oak Brook, IL
Juanita Dowdy	Br. 608	Oak Park, IL
Patricia L. Boekholder	Br. 245	Rockford, IL
George P. Livingston	Br. 4016	S. Suburban Mgd., IL
Maurice H. Miller	Br. 116	Fort Wayne, IN
David J. Pierce	Br. 116	Fort Wayne, IN
John R. Kwilasz	Br. 580	Hammond, IN
Bernie J. Schrader	Br. 39	Indianapolis, IN
Joe C. Foster	Br. 373	Cedar Rapids, IA
Edward J. Campbell	Br. 352	Central Iowa Merged
Tyler M. Normand	Br. 201	Wichita, KS
Richard Dimes	Br. 124	New Orleans, LA
Lucien F. Justin	Br. 124	New Orleans, LA
Edward Russell Jr.	Br. 124	New Orleans, LA
Evariste Niyitegeka	Br. 92	Maine Merged
Ernest H. Schultz Jr.	Br. 651	Annapolis, MD
Calvin S. Hill	Br. 176	Baltimore, MD
Darlene Muldrow	Br. 176	Baltimore, MD
John P. Baginsky Jr.	Br. 34	Boston, MA
Arthur J. O'Neal	Br. 34	Boston, MA
John J. Wiemert	Br. 34	Boston, MA
Robert D. Cook	Br. 18	Southeast MA Mgd.
James E. Murphy	Br. 18	Southeast MA Mgd.
Edmund J. Sly Jr.	Br. 18	Southeast MA Mgd.
Alphonse W. Albano Jr.	Br. 46	Western MA
Steven Ramos	Br. 46	Western MA
Trent Pylkas	Br. 434	Ann Arbor, MI
James M. Dwyer	Br. 560	Benton Harbor, MI
Walter J. Vonallmen	Br. 1	Detroit, MI
Linda A. Thomas	Br. 320	N. Oakland Co., MI
Walter J. Ross	Br. 3126	Royal Oak, MI
Thomas N. Hanson	Br. 74	Saginaw, MI
James F. Priebe	Br. 74	Saginaw, MI
Lawrence J. Selley	Br. 74	Saginaw, MI
James W. Willard	Br. 74	Saginaw, MI
Catherine M. Brunke	Br. 4374	South Macomb, MI
Charles E. Finley	Br. 2184	Southeast MI
Drew R. Wilson	Br. 246	Southwest MI
Carroll L. Michaelson	Br. 114	Duluth, MN
Wesley L. Barnes	Br. 28	St. Paul, MN
Randall J. Brenhofer	Br. 28	St. Paul, MN
William D. Cook	Br. 28	St. Paul, MN
Kenneth K. French	Br. 28	St. Paul, MN
Thomas E. Hills	Br. 28	St. Paul, MN
Corrine L. Kendall	Br. 28	St. Paul, MN
William J. Moynagh	Br. 28	St. Paul, MN
Marvin R. Rahn	Br. 28	St. Paul, MN
John R. Bahr	Br. 127	Jefferson City, MO
Earl M. Brotherson	Br. 30	Kansas City, MO
Larry B. Hampton	Br. 30	Kansas City, MO
Clel L. Hart	Br. 30	Kansas City, MO
Elmer W. Price	Br. 30	Kansas City, MO
Kelly J. Jobes	Br. 366	Southwest, MO
Peter J. Visser	Br. 1028	Bozeman, MT
Russ L. Johnson	Br. 5	Omaha, NE
Edward Cowell	Br. 2502	Las Vegas, NV
Donald W. Hartshorn	Br. 72	Concord, NH
Robert Ellin	Br. 590	Keene, NH
Carmen P. Patierno	Br. 425	Bergen Co. Mgd., NJ
Roy S. Harder	Br. 342	Montclair, NJ
Paiam Heidarpoor	Br. 272	Morristown, NJ
Earl L. Hope Jr.	Br. 38	New Jersey Mgd.
Thomas R. Delaney Jr.	Br. 38	New Jersey Mgd.
Manuel Monge	Br. 38	New Jersey Mgd.
John A. Sarisky	Br. 38	New Jersey Mgd.
Warren G. Mortimer	Br. 29	Albany, NY
Kenneth J. Barris	Br. 41	Brooklyn, NY
Marcos Mantuano	Br. 41	Brooklyn, NY
Donald D. Gallivan	Br. 3	Buffalo-Western NY
James P. Scanlon	Br. 3	Buffalo-Western NY
Richard A. Tracy	Br. 3	Buffalo-Western NY
P. A. Benson	Br. 294	Flushing, NY
Frank W. Gallo	Br. 294	Flushing, NY
Edward A. McLeod	Br. 137	Hudson Valley Mgd., NY
Lewis M. Wallace	Br. 137	Hudson Valley Mgd., NY
John J. Loftus	Br. 562	Jamaica, NY
Ryan Pearson	Br. 6000	Long Island Mgd., NY
Paul J. Trefimovich	Br. 6000	Long Island Mgd., NY
William R. Yates	Br. 6000	Long Island Mgd., NY
Bartholome J. Grovenger III	Br. 358	Northeastern NY
Thomas F. Perkins	Br. 358	Northeastern NY
Phillip F. Santangelo	Br. 358	Northeastern NY
Michael V. Crane	Br. 134	Syracuse, NY
Donald D. Derrico	Br. 375	Utica, NY
Sal A. Muscente	Br. 693	Westchester Mgd., NY
Anthony Pecorelli	Br. 693	Westchester Mgd., NY
John F. Puma	Br. 693	Westchester Mgd., NY
R. J. Lutz	Br. 387	Yonkers, NY
Robert D. Barker Jr.	Br. 1286	Henderson, NC
William R. Bray	Br. 461	Winston-Salem, NC
Michele M. Sweany	Br. 148	Akron, OH
Richard G. Glantzer	Br. 238	Canton, OH
Charles L. Pfister Jr.	Br. 238	Canton, OH
Robert J. Valasky	Br. 238	Canton, OH
Gilbert J. Bird	Br. 43	Cincinnati, OH
Donald O. Clay	Br. 43	Cincinnati, OH
Chester F. Cox	Br. 43	Cincinnati, OH
Robert G. Creutzinger	Br. 43	Cincinnati, OH
James E. Gaynor	Br. 43	Cincinnati, OH
William F. Hemmerle	Br. 43	Cincinnati, OH
William E. Ivory	Br. 43	Cincinnati, OH
Paul Leslie	Br. 43	Cincinnati, OH
Gerald J. Mees	Br. 43	Cincinnati, OH
Carl B. Obermeyer	Br. 43	Cincinnati, OH
Clifford L. Ritzi	Br. 43	Cincinnati, OH
Robert P. Tierney	Br. 43	Cincinnati, OH
Frank R. Kalal	Br. 40	Cleveland, OH
Shaquille Smith	Br. 40	Cleveland, OH
William C. Zellers	Br. 40	Cleveland, OH
Bernard Kress Jr.	Br. 78	Columbus, OH
John K. Brammer	Br. 182	Dayton, OH
William C. Hale	Br. 182	Dayton, OH
William S. Garrett Jr.	Br. 118	Mansfield, OH
Robert D. Russell	Br. 118	Mansfield, OH
Judy A. Haas	Br. 100	Toledo, OH
Paul M. Harsanye	Br. 385	Youngstown, OH
John E. Simon	Br. 385	Youngstown, OH
Wayne F. Yandell	Br. 4242	Lindsay, OK
Charles E. Campbell	Br. 458	Oklahoma City, OK
Donald E. Landis	Br. 458	Oklahoma City, OK
Herman J. Scott	Br. 458	Oklahoma City, OK
Richard L. Toler III	Br. 1358	Tulsa, OK
Michael W. Hoffmeister	Br. 1433	Medford, OR
Richard W. Tompkins	Br. 293	Bradford, PA
Horst N. Schwaiger	Br. 920	Bux-Mont, PA
George E. Bell	Br. 284	Erie, PA
Daniel E. Wisinski	Br. 284	Erie, PA
Dale R. Kauffman	Br. 273	Lancaster, PA
Clayton R. Martin Jr.	Br. 273	Lancaster, PA
Robert C. Schober	Br. 273	Lancaster, PA
Robert L. Chamberlain	Br. 2572	Morrisville, PA
Michael J. Dempsey Jr.	Br. 2572	Morrisville, PA
John A. Havrilla	Br. 2572	Morrisville, PA
John A. McCabe	Br. 22	New Castle, PA
Donald L. Orr	Br. 22	New Castle, PA
Raymond R. Rasavage	Br. 22	New Castle, PA
Walter E. Bethea	Br. 157	Philadelphia, PA
Carmen A. Cancelliere	Br. 157	Philadelphia, PA
Francis Cervellero	Br. 157	Philadelphia, PA
Fred C. Crenshaw Jr.	Br. 157	Philadelphia, PA
Manuel M. Goodman	Br. 157	Philadelphia, PA
Lawrence R. Haigh	Br. 157	Philadelphia, PA
Walter D. Klemm	Br. 157	Philadelphia, PA

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

Lawrence C. Mascio	Br. 157	Philadelphia, PA
William J. McFadden	Br. 157	Philadelphia, PA
Francis J. McGough	Br. 157	Philadelphia, PA
James B. Murphy Jr.	Br. 157	Philadelphia, PA
Jerry M. Peace	Br. 157	Philadelphia, PA
Herman E. Richardson	Br. 157	Philadelphia, PA
William G. Richardson	Br. 157	Philadelphia, PA
Albert J. Salinardi	Br. 157	Philadelphia, PA
Joseph F. Sicilia	Br. 157	Philadelphia, PA
Titus J. Thomas	Br. 157	Philadelphia, PA
Joseph R. Trotter	Br. 157	Philadelphia, PA
Elvy T. Williams Jr.	Br. 157	Philadelphia, PA
Paul R. Williams	Br. 157	Philadelphia, PA
Troy G. Clements	Br. 439	Greenville, SC
Albert T. Harlow II	Br. 439	Greenville, SC
Luther L. Hicks	Br. 62	Chattanooga, TN
Charles E. Flowers	Br. 27	Memphis, TN
Theresa A. Hillier	Br. 1037	Amarillo, TX
Jimmie K. Perkins	Br. 1037	Amarillo, TX
Martin E. Parker	Br. 181	Austin, TX
Esteban De Leon	Br. 1259	Corpus Christi, TX
Narciso G. Ybarra	Br. 1259	Corpus Christi, TX
John R. Cain	Br. 226	Fort Worth, TX
Nicoa S. Sampson	Br. 283	Houston, TX
Eric S. Sawyer	Br. 501	Paris, TXddsszqavfgff
Adam J. Reyna	Br. 421	San Antonio, TX
Rudolfo Trevino Jr.	Br. 421	San Antonio, TX
Sharail M. Davis	Br. 404	Waco, TX
Rey G. Sorensen	Br. 3143	Manti, UT
Logan Child	Br. 2171	Price, UT
Andres Diosdado Padilla	Br. 111	Salt Lake City, UT
William L. Irvine	Br. 111	Salt Lake City, UT
Paul M. Robison	Br. 111	Salt Lake City, UT
Robert E. Daniels Jr.	Br. 3520	Northern Virginia
Thomas B. Pearson	Br. 3520	Northern Virginia
Franklyn D. Void	Br. 3520	Northern Virginia
Turhan Zeybek	Br. 3520	Northern Virginia
Robert L. Rice	Br. 524	Roanoke, VA
James C. Houff	Br. 513	Staunton, VA
Gwendolyn H. Alexander	Br. 2819	Virginia Beach, VA
Michael A. Dineen	Br. 2819	Virginia Beach, VA
George H. Edwards	Br. 2819	Virginia Beach, VA
Eugene J. Hevey	Br. 2819	Virginia Beach, VA
Felix P. Maurizio	Br. 2819	Virginia Beach, VA
Russell C. Worthley	Br. 2819	Virginia Beach, VA
Thomas B. Yates	Br. 2819	Virginia Beach, VA
Norvin M. Peer	Br. 2214	Longview, WA
Samuel T. Ross	Br. 2214	Longview, WA
Tony B. Leclair	Br. 442	Spokane, WA
Jared M. Hansen	Br. 130	Tacoma, WA
Donald J. Gress	Br. 852	Yakima, WA
Richard V. Bogdanow	Br. 507	Madison, WI
James R. Jaskolski	Br. 2	Milwaukee, WI
Robert J. Miller	Br. 2	Milwaukee, WI
Lee C. Schwab	Br. 2	Milwaukee, WI
Sherry L. Tachoir	Br. 1475	Martinsburg, WV

Retiree Reports

Anchorage, Alaska

I've written many times about contributing to the Letter Carrier Political Fund (LCPF). This is the time of year where the political machine is in high gear, and many candidates are looking for financial support for their campaigns. We need to endorse labor-friendly candidates so we can count on them to have our backs.

The NALC uses LCPF contributions along with endorsements to support labor-friendly candidates. At least I thought they did. At a recent branch meeting we were made aware that the NALC had endorsed one of our senators and our lone representative. I was shocked to hear that the NALC was endorsing both of them.

Not one labor union in the entire state of Alaska has endorsed the congressman. How embarrassing it'll be when labor unions find out the NALC is endorsing this guy. Moreover, this congressman hasn't supported any legislation that we've asked him to either co-sponsor or support. There wasn't a reason given on why the NALC would support such a candidate.

The senator the NALC is supporting was the deciding vote to not release the Epstein files. A couple of weeks later, he received a $10,000 donation from two known Epstein file associates. He's also received hundreds of thousands of dollars from the trawler industry that is wiping out the fishing stocks in Alaska. And while he's co-sponsoring an anti-privatization bill for the Postal Service, one good thing doesn't outweigh the many bad things.

Neither of the candidates were endorsed by the Alaska AFL-CIO. What does that tell you? This is why I have canceled my LCPF contributions. And I encourage other Alaska members to do the same. I'm donating to labor-friendly campaigns in Alaska. And I won't be embarrassed when I place a yard sign for the labor-friendly candidates in my front yard.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

At one time, the Hackensack Post Office had eight walking routes left in the building.

It was when the scanners came into play, the manager (let's call him Rudy) told us to distribute the bar codes on our routes. We told him that that was not in our job description, and so he did it himself. He told us the locations of the bar codes, and we would scan them when we got there.

I worked overtime on my day off, which was Saturday, and after finishing my route I returned to the office, and I was told that I missed a scan at 248 Main St. What a surprise, since that location is closed on Saturdays, our manager put the bar code on the inside of their locked front door.

They may have a title, and they make more money than us, but that does not make them smarter.

Attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

A week into this election cycle has been going very smoothly. In addition to collecting ballots from drop boxes, I have been helping get vote center equipment collected for the next phase of voting in Arapahoe County. All done with a member of "the opposite" party. I love being part of the process of democracy. In my career as a letter carrier, I found there were some parts of the profession I really enjoyed and got good at. Most jobs have a variety of skills needed, and finding out what excites you make the day go fast. Absorbing knowledge and then utilizing it to benefit others has always enticed me. Find your passion is good advice from one who has "been around the block."

And speaking of democracy, we are coming up on Veterans Day—please remember to thank a veteran. Signing up to defend our way of life is certainly an act of courage. And being discharged to participate in our society also takes an act of valor. The freedoms we have are under constant attack, and I think vets see this better than anyone.

My shout-out for the month is for all the new carriers who keep showing up at our monthly meetings. They are absorbing knowledge that will benefit all—the future is in their hands!

And speaking of the future… He's coming…

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

The National Association of Letter Carriers (AFL-CIO) presented its 74th Biennial Convention at the Los Angeles Convention Center in Los Angeles, CA, Aug. 3-7. Branch 120 would like to acknowledge its delegates, Christy Ball, Tasha Barr, Joseph Murone and Salvatore Rodriguez, for taking the time to attend, as well as for their involvement and participation.

This convention had a different flavor floor atmosphere. In Boston two years ago, we felt a sense of a jury duty, and this year felt like walking through the divided halls of Congress. Our next president of this great union will have to unite our membership, and try to find common ground among our rank and file. Simply put: Listen and try to understand what the members are feeling and going through.

We support our national president Brian L. Renfroe's decision not to run for an additional term of office and wish him the very best in his future endeavors.

Joseph Murone, Branch 120

Nalcrest Update

From the Trustees

The Nalcrest Trustees are responsible for keeping National President Emeritus William Doherty's dream alive. That dream is to provide retired NALC letter carrier members with a safe, affordable and enjoyable place to live for their retired years. We work hard on a daily basis to do just that, keeping Nalcrest a place where letter carriers from all 50 states, Puerto Rico, the Virgin Islands, the District of Columbia and Guam will want to retire. Our waiting list runs between 350 to 400 retired or soon-to-be-retired letter carriers who want to make Nalcrest their home.

Nalcrest residents regularly use our suggestion box, which provides us with additional opportunities to discuss ways to make Nalcrest even better. We are constantly doing maintenance, repairs and improvements while maintaining a low rent structure.

This year we have continued to put fresh paint on the buildings, replumb the 60-year-old water/sewer pipes, repair roofing issues, keep the trees trimmed, replace wood on the boat dock, address lighting issues throughout the community, install ceiling fans in common areas that needed more ventilation, and replace old signs. We are also making improvements to the gym, the cornhole courts, the shuffleboard courts, the basketball court and the bocce court. We keep a progressive balance between keeping Nalcrest nice yet affordable.

If Nalcrest sounds like a place you'd like to retire to, then check us out. Send in your application to get on the waiting list. Remember, you need not be retired to get your name on the list; you only need to be a retired NALC member in good standing when you move in and remain so while living at Nalcrest. Hope to see you there!

Tony Diaz

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter

Nalcrest Financial Report

Nalcrest Foundation, Inc.
Financial Report
12 months ending Aug. 31, 2026

Operating Revenue:	
Rent Revenue	$ 2,937,744.61
Other Revenue	$ 187,209.41
Interest	$ 66,565.97
Total Operating Revenue	$ 3,191,519.99
Operating Expenses:	
General & Administrative	$ 65,929.69
Salaries & Benefits	$ 852,261.70
Taxes, Licenses, Fees & Professional Services	$ 343,835.62
Utilities & Property Services	$ 315,184.65
Maintenance, Repairs, Supplies & Improvements	$ 678,725.83
Insurance	$ 722,723.48
Total Operating Expenses	$ 2,978,660.97
12 Month Operating Reserve	$ 212,859.02

Director of Retired Members

FERS enhanced annuity (continued)

(continued from page 83)

- 1.1 percent if they retire at age 62 or older with at least 20 years of service.

To calculate your annuity: Years of service × 1.0% or 1.1% × high-3 average salary.

Compare your result to the gross annuity amount shown in your *Retirement Benefits Booklet*.

If the amounts are the same, it may indicate that the enhanced annuity was not included.

How much is the enhancement?

The enhanced annuity adds an extra 1.0 percent for the total amount of qualifying OWCP time, regardless of the factor (1.0 percent or 1.1 percent) used when determining your regular annuity.

For example: Years of OWCP-LWOP × 1.0% × high-3 average salary.

- Qualifying OWCP time: 2 months (0.166 of a year)
- High-3 salary: $80,342

The enhancement would add approximately:

- $133 per year
- $11.11 per month

The amount goes up or down depending on your high-3 average salary and qualifying OWCP time.

Need help?

If you discover that you are not receiving the enhanced annuity, or if you believe the amount is incorrect, contact the Retirement Department for assistance.

You can reach the Retirement Department at 800-424-5186, Monday, Wednesday and Thursday from 10 a.m. to 12 p.m. and 2 to 4 p.m. EST; or 202-393-4695, Monday through Friday from 9 a.m. to 4 p.m. EST.

We are here to help ensure that members receive the retirement benefits they have earned.

Warditra Hughes Hancock
President

National Auxiliary Board

News and updates from the officers

Chandra Thurman
Secretary

Lynn Logen
Treasurer

From the President

It's a new chapter for the NALC Auxiliary.

The National Association of Letter Carriers Auxiliary (NALCA) is excited to embark on a new chapter of strong leadership, continued growth and renewed engagement!

We are pleased to introduce our new national officers:

- **Warditra Hughes Hancock**, national president, Auxiliary #549, North Carolina
- **Chandra Thurman**, national secretary, Auxiliary #11, Missouri
- **Lynn Logen**, national treasurer, Auxiliary #99, Washington

Together, we are committed to strengthening the NALCA by raising awareness and creating new opportunities for members, families and friends to get involved.

Rooted in support, service and advocacy, we strive to build a stronger partnership among NALC and NALCA members. The NALC Auxiliary addresses issues that affect letter carriers and the future of the Postal Service while encouraging participation in the causes that matter most.

As we begin this new chapter, we look forward to positive changes that will make NALCA more visible, accessible and engaged. By expanding our outreach and encouraging participation from state auxiliaries nationwide, we will strengthen communication and introduce new ways for current and prospective members to connect with our organization and help it grow.

We welcome *you* to be part of this exciting new chapter!

If you are age 16 or older, we invite you to learn more about NALCA and join our community. NALC members, spouses, family members and friends are all welcome. Whether you are already involved in the Auxiliary or are new to it, there is a place for you. Bring your ideas, talents and enthusiasm! We celebrate inclusion and diversity because building a strong NALCA family takes all of us.

We sincerely thank our outgoing national officers for their dedicated leadership and support. Your contributions have laid a strong foundation for NALCA's continued growth.

To get involved, please email me at W.HancockNALCA@gmail.com.

Building NALCA's future together!

Warditra Hughes Hancock

The newly elected National Association of Letter Carriers Auxiliary Board members (front, seated) gather with Auxiliary delegates to the national convention in Los Angeles, CA, in August.

Branch Items

Albany, New York

We had a fantastic time at our annual retiree brunch this past September! It was a wonderful opportunity to honor our retirees and celebrate the incredible commitment of two special guests who have dedicated decades to our union. It was my honor to present Bill Dietz with his 65-year union membership pin and John Delehanty with his 70-year union membership pin and plaque. That's a combined 135 years of union membership! Their dedication is an inspiration to all of us.

Branch 29 is seeing some significant success in the grievance procedure. We just received an arbitration award (C-37913) reversing management's improper route adjustments that eliminated eight full-time bid positions. Those adjustments caused daily mail delays because the newly created routes were grossly overburdened. We mentioned a pre-arb before paying over $12,000 to carriers as a result of management improperly curtailing mail during a non-emergency, with lots more of those grievances to follow. We aren't taking our foot off the gas; we're doubling down.

Our focus now is educating our members on the route adjustment procedure with the help of our NBA office so that we are prepared when management attempts to go down this road again. We are also training our shop stewards to identify inspection and adjustment issues and file the appropriate grievances. Our goal is to ensure routes are adjusted to as close to eight hours as possible and, when management fails to follow the contractual process, to pursue remedies that truly restore the status quo ante to our members.

Our intense focus on education, training, and aggressively enforcing the contract is beginning to pay dividends for our members. We're building knowledgeable members, stronger stewards and a more effective grievance procedure, and we're just getting started. "The future's so bright, I gotta wear shades!"

Norris Beswick, Branch 29

Arizona Merged

Arizona Merged Branch 1902 mourns the passing of retired member Billy Ray Hudson Sr., known to many throughout the Postal Service and the NALC as "Tex."

Bily Ray Hudson Sr.

Before beginning a 31-year career as a letter carrier, Bill proudly served his country in the United States Air Force. During his postal career, he became a respected union steward, serving fellow carriers and earning a reputation as someone who would stand up for members and work tirelessly to resolve workplace issues.

Throughout our covered area, Bill was known as a steward who got results. His dedication to protecting carriers and enforcing the contract earned him the respect of co-workers, supervisors and fellow union representatives alike. Bill believed in fairness, accountability and the importance of a strong union, and he worked hard every day to put those principles into practice.

Albany, NY Br. 29 retiree John Delehanty (seated, r) receives a 70-year pin and plaque, and retiree Bill Dietz (seated, l) receives a 65-year pin at the branch's annual retiree brunch. Standing (l to r) are President Emeritus Joe Pollicino, President Emeritus Jay Jackson, Sergeant-at-Arms Rich Patton and President Norris Beswick.

That reputation often preceded him. On one occasion, when Bill introduced himself to a fellow member at a union gathering, the response was, "Ah, the infamous Bill Hudson." The remark was made with admiration and reflected the respect he had earned through years of helping carriers, resolving difficult issues, and advocating for what was right.

Outside of his union work, Bill was known for his sense of humor, memorable stories and ability to make friends wherever he went. He never met a stranger and always seemed to have a joke ready at just the right moment.

Bill remained a proud retired member of the NALC until his passing. His legacy of service to his country, the Postal Service and his union will not be forgotten.

Arizona Merged Branch 1902 extends its heartfelt condolences to Bill's family, friends, and all who had the privilege of knowing him.

In solidarity—

Debbie Bovaird, Branch 1902

Bridgeport, Connecticut

Greetings from Southern New England!

When personality traits undermine your ability to manage people, perhaps management isn't for you. When managers become hellbent on making numbers, they sometimes lose sight of what matters. When those numbers aren't achieved, discipline becomes a weapon and intimidation replaces leadership. Staring down carriers doesn't create an efficient workforce. Neither does bullying people into fear. Imagine believing the only way to earn respect is to make people fear you. Vindictive, petty and childish behavior might create a toxic workplace, but it will never make someone an effective leader.

I've been told that, as a steward, I take these things too personally. At first, I disagreed. Then I caught myself and realized the truth. I've spent 34 years working alongside many of the same people. They're more than co-workers; they're union brothers and sisters. When their livelihoods are threatened by discipline that wasn't issued for just cause, how could I not take it personally? Our office is our house. We spent our careers here. Management may view this office as another stepping stone up the ladder. That's fine. But you don't get to climb that ladder by putting your foot on our throats.

After two years of unnecessary battles, we emerged victorious in most of them, restoring well over 1,000 hours of paid leave to carriers who had been improperly removed from the workplace. Imagine refusing to accept responsibility for your actions while blaming supervisors for carrying them out. Leadership means accepting accountability, not passing the buck. That's the act of a coward.

Managers come and go. Some fail forward into their next positions. But the contract remains.

Our two-year nightmare has ended.

Anthony Constantinople, Branch 32

Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy Thanksgiving. We hope all our members get to spend some much-needed time with their family and friends. We also would like to thank all our delegates and volunteers who were able to attend the North Carolina State Fall Seminar that our branch hosted in October. We look forward to each and every one being able to pass along the knowledge that they acquired with the rest of our members.

A huge thank-you goes to our veterans on Veterans Day, Nov. 11. We know all the time and sacrifice each of you made to serve this great country. We want each and every one of you to know how grateful we are for your service and that it will never be forgotten.

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 can 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

Emerald Coast, Florida

Being a shop steward is a thankless job in many cases. Often the carriers don't realize the work and hours that the stewards put

in to represent the members of their branch. They hardly get a "thank you" for when they resolved a carrier's discipline and even answered their question(s). I want to thank all the stewards who serve this branch for the hard work that they do. I truly appreciate all that they do assist me in the daily operation of our branch.

I am saying this because recently I received a text from one of our members who had a concern about management, and I guess the answer they received didn't like. They went on to state that the union was always letting management have their way and basically, we were just letting management do what they wanted to the carriers.

Well, I took exception to that statement and personally confronted the carriers. I asked them a question: "Has anyone who has received discipline had it stick?" Their answer was no. Has any discipline that you have received stuck? Answer: No. Has the steward always tried to answer or assist you when needed? Anwer: Yes. So, why would you make a statement like that? No answer.

The stewards tried their best to represent the carriers and members of this branch on and off duty. A lot of time the carrier may not like the answer that they have gotten, but don't ask the question if you are not prepared for the answer; it's that simple. We are always going to go by the *National Agreement,* and if we're *not* sure, we will call our Region 9 office for the answer.

Good luck to Mrs. Linda Milton on her retirement.

Percy Smith Jr., Branch 4559

Escondido, California

On Thursday, Sept. 3, at the union hall located at 1535 S. Escondido Blvd., Escondido, CA 92025, the branch held its nominations for the next executive board to begin on Jan.7, 2027, for a two-year term. The trustee will hold their office for three years.

Congratulations to the following union members who are all running unopposed and therefore, by acclamation, are your new executive board members for Branch 2525: President Susan Baker, Executive VP Alberto Dorantes, vice president: (none), Secretary Stephanie Medina, Treasurer Dawn Dann, Trustee (1) Kathleen Klos, Health Benefits Rep Karina Rojas, OWCP Rep: Gregorio Rebolledo Jr., MBA Rep: P. Chris Pearson and Sergeant-at-Arms Dale Norling. Continuing their three-year terms are two trustees, Olivia Quinn and Antonio Vargas.

Thank you to Keenan Kash, our earlier secretary, who did an awesome job keeping our minutes up to date and correct these past two years.

In solidarity—

Dawn Dann, Branch 2525

Fargo-West Fargo, North Dakota

Finding gratitude while navigating loss during Thanksgiving: As Thanksgiving approaches, many people look forward to gathering with family and friends, sharing meals, and reflecting on the blessings in their lives. However, for those experiencing personal loss, the holiday season can bring a mixture of emotions, making what is traditionally a joyful time feel especially difficult.

Loss comes in many forms. It may be the passing of a loved one, the end of a relationship, a change in health, or the loss of a familiar way of life. Whatever the circumstances, grief does not follow a calendar, and the expectation to feel thankful can sometimes make the pain even harder to navigate.

It is important to remember that gratitude and grief can coexist. We can miss someone deeply while still appreciating the people who remain in our lives. We can acknowledge our struggles while finding comfort in small moments of kindness, laughter or connection. Being thankful does not mean ignoring our pain, nor does healing require us to have everything figured out.

During Thanksgiving, give yourself permission to experience your emotions without judgment. If traditions feel overwhelming, consider creating new ones that honor your current circumstances. It is also OK to set boundaries, decline invitations, or spend the holiday in a way that feels right for you.

Most importantly, extend compassion to yourself and others. You never know what burdens someone may be carrying behind a smile.

This Thanksgiving, let gratitude be an invitation, not an obligation. We do not have to feel thankful for every circumstance to recognize the good that remains. Even in seasons of sorrow, there can be moments of hope, comfort and peace. Sometimes, simply making it through the day is enough.

Just a thought.

Dave Steichen, Branch 205

Fresno, California

I sure hope all of the division in the NALC comes to an end after our national elections are over. We sure need the unity. That goes for the branches across the country also. I do not like hearing some members refer to our union as a "shithole." We, and our national officers, have to set an example. It is in our best interest.

Our country has much to work on. It is going to take years to repair all the damage done by the current administration in the White House. It could very well affect our union rights. Our rights and benefits might be attacked again. Can you imagine what it would look like if they got everything they wanted? It would not be good for us. Much damage has been done already—anti-postal, women, labor, healthcare.

We must win back control of the House of Representatives and Senate. Vote your conscience in our national elections. That goes for our state and local elections also. We have to defend our future, not let others destroy it more than what they already have done.

Stand united as NALC members, as working families, and as a democratic country.

Jesse Dominguez, Branch 231

Gastonia, North Carolina

Attention Branch 1512 members: Branch 1512 will be holding its 2027-2029 officers nominations on Thursday, Nov. 19.

Branch 1512 will be holding its 2027-2029 officers election on Thursday, Dec. 10.

We encourage all members to come out, participate, and make your voice heard by casting your vote! Your participation is important as we select the leaders who will represent and serve our branch for the upcoming term. Let's come together, support the election process, and welcome our new leadership team as we move forward into 2027.

Refreshments will be served following the election.

We look forward to seeing you there and appreciate your continued support and participation!

Thank you, and don't forget to vote!

Nina Kendrick, Branch 1512

Kansas City, Missouri

The Branch 30 Ed Gorman MDA Bowlathon held last month is surefire winner, winner, chicken dinner. This year's event had 23 full teams (95 bowlers) and raised $3,034, which is enough to sponsor four kids at summer camp. Branch 30 offers thanks to all the participants.

MDA Coordinator/Branch Vice President Kenneth Best, MBA Rep Kevin Williams, Health Benefits/Director of Retirees Anita Franklin, Trustee Brenda Orr, and Tristan McDaniels put on an event for the ages as the retirees showed in force. Retiree Bert Robinson (100 years young), Luke Feeback, Jason Jauernig and Jarreau Anderson were the second-place finishers. The third-place team consisted of Helen Bown, Bill Brown, Kevin Rogers and Lee Brown (Grandview Branch 5267). Representing the Distribution Center and repeating as the first-place team were Art Cole, Jean Cole, Willie Gordon and Danny McNeal. One thing is certain in Branch 30: Camaraderie feeds competition. Just as loud as the pins exploded whenever a strike was thrown, so was the playful trash-talking between stations. It was an atmosphere of unity that occurs when everyone is involved and enjoying the benefits of unification.

By the time you read this, the midterm election and the NALC national executive election will be over. In either case, the United States and the NALC will be headed in different directions. As NALC members, we are now charged with supporting the leadership of both organizations that have a significant impact on our future livelihoods. Transparency and trust are now essential in how business is conducted. How the new NALC Executive Council finds common ground to alleviate the concerns of a fractured membership will be the key to taking the NALC forward. The other is gaining support with a new legislative body. Support the LCPF!

Calvin Davis, Branch 30

Branch Items

Knoxville, Tennessee

Hello, brothers and sisters!

Like the current administration that ignores Supreme Court decisions, management in Knoxville has chosen to ignore arbitration decisions. Even if it is a clear violation of long-established federal law. If it were a letter carrier who violated federal law, they'd be taken into the spanking room and face a removal charge. No, it's management and they feel they can get away with violating the law and two arbitration decisions.

Title 18 U.S.C., Subsection 1703 (...whoever secretes, destroys, detains, delays ...) shall be fined under this title or imprisoned not more than five years, or both. Arbitrator Jamie Gregory (C-37900) ruled that management may not curtail mail solely to avoid penalty overtime. This decision was followed by another decision by Arbitrator Mark Maniscalco (C-37924), who ruled that management cannot deliberately curtail mail simply to prevent penalty overtime.

Evidently management at South Knoxville Station chose to avoid penalty overtime and not deliver mail on route C2024 on Oct. 6. Is this just Knoxville? No, because they are withholding mail at the Morristown Post Office on a regular basis. Carriers in Knoxville are told to "cherry pick" their DPS and remove accountable mail to avoid penalty overtime. This impacts our customers and sends them relying on their email to get their bills and correspondence.

We need to stop shooting ourselves in the foot and stop the reduction of First-Class Mail. It takes many years to keep a customer, but it takes seconds to lose one. Hey, management, let's use some common sense.

Tony Rodriguez, Branch 419

Marrero, Louisiana

Greetings, brothers and sisters.

Our Branch 4323 elections will be held at our December union meeting. Nominations were held at our October meeting, and now it is time for our members to make their voices heard. Please come out and vote and take part in choosing the members who will help lead our branch.

The holiday rush will be here before we know it. As we like to say, this is our time of the year! Please look out for one another and stay safe while making your deliveries. With daylight getting shorter, be extra mindful of your surroundings while out on the street. Remember: "Safety depends on you."

I want to wish all our members and your families a very happy Thanksgiving. Enjoy the holiday, stay safe, and thank you for everything you do for our members, our customers and our union.

Abrahim Askar, Branch 4323

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.

Martinsburg, West Virginia

Sherry Lynn Tachoir

Sherry Lynn Tachoir died on Sept. 1 at age 56 in Martinsburg. Sherry Tachoir had been a great letter carrier since June 9, 1994. She will be greatly missed not only as one of the best letter carriers, but even more as a great person.

Christopher Lindner, Branch 1475

Minneapolis, Minnesota

Co-scribe: After a hiatus, Branch 9 is back to contributing monthly updates in *The Postal Record*. My name is Aleesha Berg, and I am a steward at the Diamond Lake Post Office. I am looking forward to updating my NALC siblings around the country on the comings and goings of Branch 9.

I am often asked by non-postal workers if being a mail carrier would be a good career for them. After a moment of hesitation, I answer that the job is challenging but fulfilling. When I am on the street, I feel very content, like a busy little animal character from a Richard Scarry book. Dealing with management would test the patience of Mr. Rogers. I tell people to forge deep alliances with people in your union. Individual strength works for those with power, but the small folk derive their strength through solidarity.

Co-scribe: Jenn Schreiter here. I serve as an alternate shop steward and on-the-job instructor at the P.O. in Columbia Heights, a first-ring northeast suburb.

There is power in a band of working folks when we stand hand in hand. While safety depends on me, the aphorism "*nos cuidamos*/we keep us safe" aptly credits our community for our continued well-being.

Engaged and competent leadership is crucial in our labor union; we've democratically selected our national leadership this past month via mail-in ballot. An active and educated rank-and-file membership is equally important for building union solidarity and class consciousness. I feel fortunate to have become acquainted with dozens of considerate and intelligent union siblings from my area and across the United States so far in my career, and look forward to meeting many more at the 2028 NALC convention here in Minneapolis!

Aleesha Berg and Jenn Schreiter, Branch 9

New Orleans, Louisiana

Branch 124 will be giving out NALC service pins to members who have 30 years or more in the union at the Nov. 28 meeting. If you have more than 30 years, please come to the meeting to be presented your pin. Note: For members with 25 years, those pins are on back order and will be presented once they arrive.

We have endured a lot throughout this year, but we have persevered and weathered the storm. With upcoming nominations and elections, make sure you're at the meetings prepared to take your stand as delegates to state and national conventions in 2027-2028. This has been a PSA for Branch 124.

I would also like to convey my condolences on behalf of the branch in memory of our past president, Mr. Wayne Wharton, whom we lost in October. He was a great president! Farewell!

We can stand strong together or fall weakly divided. Choose wisely, brothers and sisters! Let us continue to build each other up and not tear each other down. Continue to come to meetings and grow in knowledge. Study the *M-39* and *M-41 handbooks*. Familiarize yourself and know your rights!

Remember to give to LCPF. We have one more quarter to go before the end of the year. It's been a historic year with many accomplishments! You should be proud of what you have achieved.

Yours in unionism—

Marshall Wayne Smith, Branch 124

North Florida

Hopefully all registered voters in both the U.S. midterms and the NALC elections have put in place those elected who will properly represent the U.S. population and the members of NALC. Politics with both venues has come to an all-time low, and it's past time to stop the bickering and just represent not only those who elected you, but everyone.

USPS plans to move five North Florida city delivery offices into an S&DC in Daytona have now been delayed until March. One question now comes to mind: What are the plans for all the now mostly vacant offices that have only P.O. boxes and window services? That remains a mystery.

North Florida offices survived the recent hurricane and, to my knowledge, no members or their families suffered major damage or injury. The direct hit between Mobile, AL, and Destin, FL, all started off the coast of Mexico and not in the Atlantic as usual. Strangely enough, California and Hawaii offices got hit with an unusual number of hurricanes. Hopefully the United States will start dealing with climate change again.

Branch 53 will participate in this year's Veterans Day parade. Thanks to all of those who have served defending our country.

Bob Henning, Branch 53

Owensboro, Kentucky

To all Branch 234 members: Dec. 12 from 6:30 p.m. to 10 p.m. is our annual Christmas party. Dinner starts at 7 p.m. Feel free to bring a plus-one. Location is Part Space Place, 5010

Wildcat Way. Also, if you plan on attending, please let a branch officer know.

Douglas Yocum, Branch 234

Portland, Oregon

By the time this is printed, the ballots will have been due, and maybe we will even know the results. There were many avenues for researching each candidate, and I hope that everyone took the time to do their homework before this historic election. I want to thank the candidates who traveled to Portland to speak at a Branch 82 meeting or retirees lunch, as well as the members who made an effort to show up and hear what they had to say. I'm very eager to see the numbers—we better have had a good turnout after so much strife and division.

No matter who the winners are, my great wish is that they will be supported by the NALC body. Is anyone else tired of union members insisting on fighting with other union members? I am optimistic that we can go back to fighting management instead of each other.

Here's hoping for solidarity and a nice Thanksgiving season.

Suzanne Miller, Branch 82

Providence, Rhode Island

We are approaching that time of year where Daylight Saving Time makes its appearance. There was talk again this year of DST going away permanently, but that seems to not be the case, and clocks moved back one hour beginning Sunday, Nov. 1. That "extra" hour of sleep is nice, but for NALC members that means that working in the dark during the busiest time of the year is upon us. Cold weather will usher in as well, complicating the conditions. Being diligent when it comes to our own safety is imperative during this time of year.

CCAs have been carrying rural routes, specifically in field offices, per the instruction of management. City letter carriers performing rural craft work is a violation of Article 7 of the *National Agreement*. Please notify the union office if this is happening.

Proper uniforms have been a hot topic as of late. Management has informed us that as of Pay Period 21/2026, carriers who report to work not in uniform or without proper slip-resistant footwear will be sent home to change and then expected to return to work.

Branch 15 was recognized with an Organizing Award that was presented at the NALC 74th Biennial Convention in Los Angeles for its 97.98 percent membership. This was tops among all branches with 700-999 members.

Our annual Old Timers Brunch was another success, with 70 people attending this year. There were three distinguished guests who attended, RAA Tony Bossi, NALC Director of Safety and Health Manny Peralta and Sen. Jack Reed (D-RI). Thank you to all who attended.

In closing, our next union mention will be held on Tuesday, Dec. 1, at 7 p.m. See you then!

Jay Dec, Branch 15

Racine, Wisconsin

If you're over 50, you remember metal lunch boxes, pop rocks, Fruit Roll-Ups, candy necklaces, metal slides at the playground, MTV, and fearlessly licking the lid of a metal Snack Pack container. Nintendo was a game changer while "Sweet Dreams" by the Eurythmics reached the top 100.

News from Washington about the USPS is frightening and disturbing. Carriers are being attacked and thrown under the bus from within our own organization. PMG Steiner was called before a Senate committee regarding the USPS's broken business model while at the same time bending the knee to this administration's attempt to tamper with mail-in ballots. PMG Steiner suggested that Congress should financially support the USPS. It was also suggested that delivery be cut to four days, giving John Q. Public the option to pay for six days.

Letter carriers are getting hung out to dry all the while being made the scapegoat with all that's wrong with the USPS. Bad management is what's wrong with the USPS. Today's postal environment is politically charged. Nobody but the NALC and the public have our backs. They say the USPS is broke, but top brass got their greedy hands out anyway and give carriers the scraps at the end of the day. The USPS deserves better.

USPS employees have every right to expect that upper management has their back and has the same vested interest in seeing the USPS succeed and flourish well into the future. So many new carriers don't even see a future here and just quit. Something's wrong. Every single carrier deserves better. We got the wrong man at the top leading this organization. Be vigilant. You know your worth.

That tiny pocket in your jeans? It was designed to hold a pocket watch. The struggle is real.

Chris Paige, Branch 436

Rockville, Maryland

I want to thank Brother Mack Julion for addressing our members at our Oct. 7 union meeting. We had about 60 members attending via Zoom and in person. Mack Julion served as the president of the excellent Branch 11 (Chicago) for about 13 years before becoming one of the resident national officers currently serving as the assistant secretary-treasurer of our great union. Brother Mack is a wonderful speaker, and our members appreciated Mack getting off a plane in D.C. and coming directly to our branch meeting. Mack spoke about how our union can better serve our members and answered every question posed to him. A motion was made at our union meeting to endorse the Nicole Rhine slate, and it passed unanimously! Thank you, Mack Julion, for you are a terrific trade unionist!

I also want to thank another person on the NALC Executive Council, Dan Toth. He is one of the most knowledgeable NALC leaders I have ever had the pleasure of working with over my 48-year postal career! Brother Dan Toth has assisted our branch with many important issues over the years. Dan is currently working to get joint training on the Federal Employees' Compensation Act (FECA) for the entire state of Maryland and D.C. Management routinely denies Continuation of Pay (COP) in Maryland and D.C. in violation of federal labor law. We are so fortunate to have Dan Toth representing us city letter carriers at NALC Headquarters.

Everyone who worked on the added language to the national MOU concerning full-time regular opportunities for the city letter carrier craft deserves our full appreciation. For every carrier who in 13 consecutive pay periods of LWOP, a full-time ORNA assignment is made. This has resulted in at least 2,820 CCAs and PTFs converted to regular nationwide! *Thank you!*

In the struggle—

Kenneth Lerch, Branch 3825

Royal Oak, Michigan

This year marks the 35th anniversary of the shootings at the Royal Oak Post Office. Thirty-five years have passed since management has failed to accept any responsibility for the tragedy or have held any managers accountable.

Nov. 14, 1991, a day that will be held in postal infamy. The tragic shootings that happened at the Royal Oak, MI, Post Office that morning is synonymous with postal violence. The Joint Statement on Violence in the Workplace was a direct result of the shootings in Royal Oak. Whenever there is a postal shooting, Royal Oak is mentioned or compared to that act of violence. The term "going postal" was born from the Royal Oak shooting.

COLA: Cost-of-living adjustment

- *The sixth regular COLA under the* 2023-2026 National Agreement *is* **$250** *following the release of the January 2026 consumer price index (CPI). The sixth COLA is based on the increase in the CPI between the base index month and January, less any previously calculated COLAs.*
- *The 2027 COLA for the Civil Service Retirement System (CSRS) was set at* **3.6 percent,** *and for the Federal Employees Retirement System (FERS),* **2.6 percent,** *following the release of the September CPI. The COLAs will be effective Dec. 1 and will be reflected in January payments.*
- *The 2027 projected COLA under the Federal Employees' Compensation Act (FECA) is* **4.3 percent** *following the release of the September CPI. The 2027 COLAs will be finalized with the publication of the December 2026 CPI in January 2027.*

Visit nalc.org for the latest updates.

Branch Items

At our national convention in 1996, a resolution submitted by Branch 3126 was passed that mandated our national union observe and promote Accountability Day. The motion was passed with the stipulation that our national union would select the actual day to be observed as Accountability Day instead of Nov. 14. Our national union selected Feb. 14 and explained that this was the date that the Joint Statement on Violence in the Workplace was signed. Feb. 14 in 1997 was proclaimed Accountability Day by our national union. Since then, Accountability Day has not been observed nationally.

With that, I hope you join Branch 3126 this year and observe Nov. 14 as Accountability Day. I'll save Feb. 14 for Valentine's Day.

In solidarity—

Paul Roznowski, Branch 3126

Saginaw, Michigan

Nine more CCAs have been hired in Saginaw, and our branch stewards continue to deal with Article 8 violations leading to more grievances.

On July 26, Branch 74 hosted our annual Kevin Kubczak Memorial Golf Toumey for Muscular Dystrophy at the Twin Oaks Golf Course in Freeland. Branch Trustee Dan Ellis and many volunteers put on another great event with 129 golfers to benefit MDA, which raised $9,715 and now has raised $223,145 over 28 years! This event was catered by former Branch President Mark Swan, who now has his Swanny's BBQ Bam cooker for events.

The Last Punch Bunch now includes recent retirees Kenny Kubczak and Kevin Vinke. Branch 74's oldest retiree, 97-year-old Larry Selley, passed away in August. Over the summer, Jim Priebe and John Wojt passed away.

Forrest Robison, Branch 74

St. Louis, Missouri

By the time this article goes to press, presumably the midterm elections will have taken place, and we can begin to speculate which direction our country is about to take.

If assumptions become a reality, there will be a "Big Blue Wave" taking place, and pundits will have you believe that there will be a return to some kind of normalcy. I'd like to believe that, but I don't. The attention span of an average American is limited to the time that he or she scrolls from one post on TikTok to the next. In other words, not that long. Meaning that a democratically controlled Congress has about six months to undo all the harm this current administration has inflicted on this country before the next election cycle begins again.

I don't see any way there can be substantive change made that will somehow right this ship of state before it's time to grind through another election cycle.

What are average Americans concerned with? The war with Iran, high gas and diesel prices, the price of groceries, healthcare coverage and costs, the cost of housing. What do you think Congress can do immediately to straighten things out? Probably nothing.

But there is one thing itcan and should do: end *Citizens United*. Passed in 2010, the *Citizens United* ruling as decided by the Supreme Court gave corporations and unions the green light to spend unlimited sums on ads and other political tools, calling for the election or defeat of individual candidates.

Naples, FL Br. 4716 Secretary Al Micieli Jr. (r) presents a 55-year membership pin to Al Micieli Sr.

If our republic is to survive, elections need to be based on the will of the people and not with unlimited money to determine the outcome of an election. If Congress could accomplish one thing, it should be to end *Citizens United*.

Tom Schulte, Branch 343

Seattle, Washington

Management gets awarded "pay for performance" bonuses. Ain't that nice? It turns out that the management PFP is tied to the PES and the NPA, not to be confused with the NBA or the NFL, or anything that might be remotely connected to reality. I took a dive to try to find the "performance" metrics that might be measurable in what a management employee actually does to earn their bonuses—but it's buried deep, so deep you'd need a scuba outfit to find it. It's immersed in so much murky, deluded mumbo jumbo I'd recommend a hazmat suit—it's toxic. I'm not going to put all this crap in here, but here's a snippet. How's this?

"Highlights from an Inspector General Pay For Performance Program – what the OIG found: Managers lowered core requirement ratings inconsistent with PFP policies and procedures. Specifically, 46 percent of the evaluators, and 40 percent of the second-level reviewers responsible for rating 59 sampled employees lowered ratings because they were instructed to do so, or believed ratings should be in line with unit scores. PFP policy states employees should be rated based on agreed-upon objectives, targets, and individual achievements and that numeric targets are not set for behavioral objectives." Huh? What? I think I read this in a Kafka novel once.

Again, what objectives? What targets? What individual achievements? What do they do? Well, the PFP evaluates performance using a "cascading balanced scorecard"—whoa, I get it. It's like a batting average, or an on-base percentage, or hits with runners in scoring position? Oh, come on, what do these dodos do? They should be extinct. How are they awarded bonuses? It's ironic, the person that does none of the physical labor gets a bonus, and the people who do the actual work only get blame.

Don Nokes, Branch 79

South Jersey

What an honor to write my first article. Thanks to previous Branch President Gary DiGiacomo, who appointed me the fifth president in our branch's history. Gary has been a true leader, and I will continue that path moving forward.

At the national convention, we found out that NALC President Brian Renfroe will not seek reelection. I want to wish Brian well. He may have had a controversial time as president, but I want to acknowledge all his good work on Capitol Hill and how organized he runs conferences/rap sessions/conventions. With Brian's unprecedented work, he was able to get two major bills passed: the Postal Reform Act and the Social Security Fairness Act. They have had and will continue to have major impacts on letter carriers. Brian has attended multiple retirement dinners for our branch and made himself very approachable to our members. I will choose not to speak negatively since we're lacking positive vibes these days.

People argue whether we have a division amongst us. They say we have been misled. I see division; however, I believe the nominees are all in agreement to unite us. We need to eliminate this Table 2 pay. Carriers don't want to hear about things like grievance procedures. We need to attack both problems to unify, and I believe these candidates will prioritize this. There is a reality that there will be a blend of tickets running. The nominees are Nicole Rhine, Lew Drass, Michael Caref and James Henry. Good luck to them all. Please research and choose the best candidate. Remember: If you choose not to vote, you choose not to be involved. Take the time to vote! We all have a voice, so exercise it, please!

Shawn McBride, Branch 908

Southeast Pennsylvania Merged

Thank you, NALC! In this month of Thanksgiving, we must not lose sight of the big picture. Advocating for the rights and responsibilities of letter carriers is one of the most honorable things one can do. Mainly because of the "leadership dynamic."

The "leadership dynamic" dictates that our leadership is always evolving. But management's is, too. But management always has the advantage. Management obstructs, delays, and most times ignores our concerns. They also take our best leaders into the management fold. But in our current iterance, in our passion to better serve our membership, we have let our internal business spill out into the streets.

Some of our members have gotten to the point where the criticism of other leaders has reached unrealistic expectations. Most leaders are fighting daily for letter carriers to the best of their ability. So now, as we complete our hard-fought elections, the winners will be under a microscope of perfection. While we know no one is perfect, it appears some will be criticizing just for the sake of attention.

Of the many groups representing within NALC, please remember we are all NALC and that banner is most important! Unity must prevail, because postal management will only increase the pressure on us. Let's concentrate

all our energy on fighting for the rights of letter carriers.

However, we cannot dismiss the value of the involvement these groups have provided. If steel sharpens steel, then our union is poised for the next generation of union activism. Accountability is vital in any organization. But let's use this new energy to attack management instead of eviscerating other leaders with divisive rhetoric.

A significant number of our members have less than five years of experience. This lack of experience is rearing its ugly head during route inspections.

#TrainTrainTrainAndThenTrainSomeMore

Eric Jackson, Branch 725

Springfield, Ohio

Congratulations to Marvin Fowler! After 36 years of service, he said *no mas*. It's time to rock and roll all night and party every day!

On a sad note, Chris Brown passed away after battling health issues. He carried mail for 32 years.

In the WTF news, the Cincinnati District decided to cancel the trucking contracts and put them up for bid again. The biggest loser in this endeavor was a small trucking company that had been transporting U.S. mail for 76 years amongst the triangle of Dayton, Columbus and Springfield, OH. The company started moving the mail in 1950 and passed from father to son in 1976. They were reliable, punctual, and took care of their drivers. Being a smaller company, they knew they couldn't compete with the larger companies who were trying to get the new contracts.

Instead of keeping the status quo of reliable and punctual but a little more expensive, the USPS could only see dollar sign savings. So they went with the low bid, of course. Remember the old saying "you get what you pay for"? Well, the Cincinnati District got exactly what it paid for—a trucking company with next-to-nothing service. Its trucks are consistently late, including the Express Mail truck, and it routinely sends smaller box trucks that can't fit the required APCs and gaylords.

One driver recently showed up to our office with the Express Mail placard but no Express Mail. The driver became upset when our mail handler refused to scan them as "arrived." So, the driver left and returned about three hours later, driving their personal vehicle, with about 30 pieces of Express Mail.

You can just picture the higher-ups high-fiving each other over how much money they saved by hiring this fly-by-night company.

Jerry Martens, Branch 45

Stamford, Connecticut

I am sending you this notice with a heavy heart today that our president emeritus, Joseph "Joey B from the Bronx" Baccari, has passed away. He wasn't sick for very long. He was a staunch supporter and member of the National Association of Letter Carriers. He was V.P. of Branch 60 for many years and president for six. He was a veteran of the Vietnam War as well. He was bigger than life and will be missed.

Joseph Baccari

I've personally known him and his wife, Edna, and son, Jo Jo, for almost 50 years. He is one of the people who got me into the local union as a steward and mentored me my whole career.

Goodbye, my friend.

Mike Ely, Branch 60

Staunton, Virginia

The NALC lost another friend this fall.

Many of you may not have known John Miller, but you know of his contributions to our union and its success. John began his career with the national NALC in 1977 under President Vacca and served through President Sombrotto's terms and into President Young's term until he retired in 2005. During his time with the NALC, John met and married Secretary-Treasurer Jane Broendel.

It's impossible to fully discuss John and his work, including assisting with contract negotiations, implementing the Employee Involvement program, navigating us into the internet era and running our national conventions, in this short article. So, I'll focus on one of my favorites, NALC history.

John was instrumental in preserving our storied history and our union's artifacts and documents at the Walter P. Reuther Library at Wayne State University in Detroit. He worked with the sculptor Elliot Offner for the letter carrier statue placed in Milwaukee for our 100th anniversary.

Like so many who serve the NALC, John had many talents. He authored several books, including my favorite, *Carriers in a Common Cause,* with Brady Mikusko.

At John's memorial, someone asked me how such a talented lawyer and writer ended up working for the NALC, and all I could say was, I'm so glad he did.

What will I remember most about John? Spending time with John, Jane and their family when I was detailed at NALC HQ. His thoughtful intelligence and keen interest in people, politics, travel. His kindness. The great time we had rallying in support of federal workers during the shutdown and the fun we had "debriefing" after.

Even during election season, take a moment to think about all our dedicated staff like John. Their talents, experience and knowledge are essential to our mission: delivering for letter carriers.

Cindy Connors, Branch 513

Toledo, Ohio

At our September branch meeting, we had several guests attending who were candidates for various national offices. They included Shawn Boyd, Larrissa Parde, Stephanie Stewart and Sandra Laemmel. Each spoke briefly regarding their qualifications for their respective positions they are seeking. They also discussed their plans for improvements in various areas.

The following Monday, Branch 100 participated in the Labor Day parade in downtown Toledo. A sunny mid-70s day made for a pleasant walk along the city streets. Following the parade, the membership and their families enjoyed our annual picnic, featuring ribs, chicken, pulled pork, burgers and hot dogs. Those participating in the parade and preparing the food received a free Branch 100 T-shirt.

On Tuesday, Sept. 29, the union hall was the site for our annual retiree luncheon. We honored 70-year members Bill Chinni, Charles Cohen, and Bronner Halley; 60-year member John Maddox and gold card member Eugene Drozd. Unfortunately, Bill Chinni was the only recipient who was able to attend. Not bad for a guy who is 101! Bill was one of my mentors when I started my career with the Postal Service. Man, have things changed! Back then, Express Mail was delivered overnight. Now, it's one to three days! And the Postal Service can't even do that! Eight to 10 days for mail to go to an address 11 miles away? You order some merchandise shipped through USPS and tracking shows it sitting three days at a certain processing plant. There are sorting machines sitting idle at the Main Post Office. Use them instead of shipping everything to a different state for processing.

Like I said, it's not the Postal Service I worked for.

Ray Bricker, Branch 100

Tri-Valley, California

Happy Veterans Day and happy Thanksgiving! May your holidays bring peace, joy and happiness. Thank you to all veterans for your service and sacrifice to our country.

As we approach the NALC national election, our Branch 2902 election and the 2026 general election, I encourage every member to take an active role in the democratic process. These elections provide us with an opportunity to shape the future of our union, our branch and our communities. The NALC national election will determine the leadership that will guide our union over the next four years. The officers elected will be responsible for representing letter carriers in collective bargaining, legislative efforts, contract administration, and the ongoing fight to protect and improve our wages, benefits and working conditions. Every member has a voice, and every ballot is an opportunity to help determine the direction of our national union.

Closer to home, our Branch 2902 election will select the officers who work on behalf of our members every day. Branch leaders are entrusted with enforcing the *National Agreement*, representing carriers in grievances and disciplinary matters, managing branch affairs, and ensuring our union remains strong and accountable to the membership. Your participation helps ensure that our branch leadership reflects the collective will of the members it serves.

The 2026 general election is another important opportunity to make your voice heard as a citizen. Regardless of political affiliation or viewpoint, participation in the electoral process helps strengthen our democratic institutions and ensures that elected officials remain accountable to the people they represent. A strong union depends on an engaged membership. I encourage every member to stay informed, participate, and vote in all upcoming elections. When members take part, our union is stronger, our branch is stronger, and our collective voice is stronger.

James C. Perryman Jr., Branch 2902

Statement of Ownership, Management and Circulation

1. Publication title: The Postal Record

2. Publication number: 0440-020

3. Filing date: 10/1/26

4. Issue frequency: Monthly

5. Number of issues published annually: 12

6. Annual subscription price: $20.00

7. Complete mailing address of known office of publication: 100 Indiana Avenue NW, Washington, DC 20001-2144. Contact person: Mike Shea. Telephone (include area code): 202-393-4695.

8. Complete mailing address of headquarters or general business office of publisher: 100 Indiana Avenue NW, Washington, DC 20001-2144

9. Full names and complete mailing addresses of publisher, editor, and managing editor—Publisher: National Association of Letter Carriers, 100 Indiana Avenue NW, Washington, DC 20001-2144; Editor: Phil Dine, 100 Indiana Avenue NW, Washington, DC 20001-2144; Managing Editor: Mike Shea, 100 Indiana Avenue NW, Washington, DC 20001-2144

10. Owner: National Association of Letter Carriers, 100 Indiana Avenue NW, Washington, DC 20001-2144

11. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities: None.

12. Tax status (for completion by nonprofit organizations authorized to mail at nonprofit rates): Has not changed during preceding 12 months

13. Publication title: The Postal Record

14. Issue date for circulation data below: September 20, 2026

15. Extent and nature of circulation:

15a. Total number of copies (net press run) - (average no. copies each issue during preceding 12 months); - (no. copies of single issue published nearest to filing date)

15b. Paid circulation (by mail and outside the mail) (1) Mailed outside-county paid subscriptions stated on PS Form 3541: 279,343 (average no. copies each issue during preceding 12 months); 280,683 (no. copies of single issue published nearest to filing date) (2) Mailed in-county paid subscriptions stated on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (3) Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales, and other paid distribution outside USPS: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (4) Paid distribution by other classes of mail through the USPS (e.g. First-Class Mail): none (average no. copies each issue during preceding 12 months); none (no. copies of single issue published nearest to filing date)

15c. Total paid distribution (sum of 15b (1), (2), (3), and (4)): 279,343 (average no. copies each issue during preceding 12 months); 280,683 (no. copies of single issue published nearest to filing date)

15d. Free or nominal rate distribution (by mail and outside the mail) (1) Free or nominal rate outside-county copies included on PS Form 3541: None (average no, copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (2) Free or nominal rate in-county copies included on PS Form 3541; None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (3) Free or nominal rate copies mailed at other classes through the USPS (e.g. First Class Mail): None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (4) Free or nominal rate distribution outside the mail (carriers or other means): 1400 (average no. copies each issue during preceding 12 months); 1400 (no. copies of single issue published nearest to filing date)

15e. Total free or nominal rate distribution (sum of 15d (1), (2), (3) and (4)): 1400 (average no. copies each issue during preceding 12 months); 1400 (no. copies of single issue published nearest to filing date)

15f. Total distribution (sum of 15c and 15e): 280,743 (average no. copies each issue during preceding 12 months); 282,083 (no. copies of single issue published nearest to filing date)

15g. Copies not distributed: 155 (average no. copies each issue during preceding 12 months); 155 (no. copies of single issue published nearest to filing date)

15h. Total (sum of 15f and g): 280,898 (average no. copies each issue during preceding 12 months); 282,238 (no. copies of single issue published nearest to filing date)

15i. Percent paid (15c divided by 15f times 100): 99% (average no. copies each issue during preceding 12 months); 99% (no. copies of single issue published nearest to filing date)

16a. Paid electronic copies: --- (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date)

16b. Total paid copies (Line 15c) + Paid Electronic Copies (Line16a): 279,343 (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date)

16c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a) 280,743 (average no. copies each issue during preceding 12 months); 282,083 (no. copies of single issue published nearest to filing date)

16d Percent Paid (Both Print & Electronic Copies) (16b divided by 16c x 100) 99% (average no. copies each issue during preceding 12 months); 99% (no. copies of single issue published nearest to filing date) I certify that 99% of all my distributed copies (electronic and print) are paid above a nominal price.

17. Publication of statement of ownership: If the publication is a general publication, publication of this statement is required. Will be printed in the November 2026 issue of this publication.

18. Signature and title of editor, publisher, business manager, or owner: /s/ Mike Shea, Editor, 10/1/26.

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

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

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

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

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

75-year plaques

Jerome Jones	Baltimore, MD	Br. 176
Melvin S. Marshalek	Baltimore, MD	Br. 176
Thomas M. O'Rourke	Baltimore, MD	Br. 176

70-year plaques

Michael J. Crowley	Merced, CA	Br. 1340
Franklin E. Crummie	Atlanta, GA	Br. 73
Carl E. Stocker	Central IA Mgd.	Br. 352
Edward J. Campbell	Central IA Mgd.	Br. 352
Edward A. Holmes Jr.	Baltimore, MD	Br. 176
Jerome Jones	Baltimore, MD	Br. 176
David R. Malat	Baltimore, MD	Br. 176
Glen L. Atkinson	Kansas City, MO	Br. 30
Martin Weinstein	New York, NY	Br. 36
Richard K. Frazier	Columbus, OH	Br. 78
Chester J. Rickard	Columbus, OH	Br. 78
William D. Chinni	Toledo, OH	Br. 100
Charles F. Cohen	Toledo, OH	Br. 100
Broner G. Halley Jr.	Toledo, OH	Br. 100

65-year pins

Donald R. Fuffo	Connecticut Mgd.	Br. 20
Bernard M. Lynch	Connecticut Mgd.	Br. 20
Carmen A. Yannielli	Connecticut Mgd.	Br. 20
Philip A. Zenobio	Connecticut Mgd.	Br. 20
Harrison H. Barrett Jr.	Stamford, CT	Br. 60
Frederick E. Blore Jr.	Stamford, CT	Br. 60
Robert E. Gross	Stamford, CT	Br. 60
James J. Romanello	Stamford, CT	Br. 60
Horacio Sanchez	Key West, FL	Br. 818
Ralph A. Holbrooks	Atlanta, GA	Br. 73
Robert J. Daley	Rockford, IL	Br. 245
John E. Barger	Indianapolis, IN	Br. 39
Moses Driver	Indianapolis, IN	Br. 39
Morton H. Goode Jr.	Indianapolis, IN	Br. 39
Jerry D. Hawkins	Indianapolis, IN	Br. 39
Thomas E. Mabry	Indianapolis, IN	Br. 39
Norman E. Mohr	Indianapolis, IN	Br. 39
Robert L. Rosselot	Indianapolis, IN	Br. 39
Carl J. Dionisi	Western MA	Br. 46
Richard L. Dionne	Western MA	Br. 46
Andrew H. Calvert	Baltimore, MD	Br. 176
Joseph J. DiGiovine Jr.	Baltimore, MD	Br. 176
Adrian J. Nickles	Baltimore, MD	Br. 176
Michael E. Rosenblit	Baltimore, MD	Br. 176
Frederick J. Schell	Baltimore, MD	Br. 176
James J. Stack	Baltimore, MD	Br. 176
J. E. Boone	Kansas City, MO	Br. 30
Alvin L. Dearing	Kansas City, MO	Br. 30
Thomas Shelton	Kansas City, MO	Br. 30
James B. Joye	Gastonia, NC	Br. 1512
Billy G. Tolbert	Gastonia, NC	Br. 1512
Allen B. McNew	Mansfield, OH	Br. 118
Daniel Wellman	Philadelphia, PA	Br. 157
Robert S. Fogal	Harrisburg, PA	Br. 5007
Frank F. Kobi	Harrisburg, PA	Br. 500
John F. Staub	Harrisburg, PA	Br. 5007
Davy R. Cunningham	Fort Worth, TX	Br. 226
Elmer W. Johnson	Fort Worth, TX	Br. 226
Bobby G. Jones	Fort Worth, TX	Br. 226
Edd L. Liles	Fort Worth, TX	Br. 226
Trinidad Meza	Fort Worth, TX	Br. 226
Harold O. Swaim	Fort Worth, TX	Br. 226
Troy M. Tubbs	Fort Worth, TX	Br. 226
Carl C. Johnson	Ogden, UT	Br. 68
John B. Bongiovanni	Beloit, WI	Br. 715
Robert F. Pederson	Beloit, WI	Br. 715
Charles L. Smith	Beloit, WI	Br. 715

60-year pins

Lawrence A. Mosier	Phoenix, AZ	Br. 576
M. W. Herbert	Pasadena, CA	Br. 2200
J. Heredia	Pasadena, CA	Br. 2200
Richard H. Wisman	Pasadena, CA	Br. 2200
Robert A. Kliewer	Colorado Springs, CO	Br. 204
L. Delacruz	Connecticut Mgd.	Br. 20
Clay E. Kollanda	Connecticut Mgd.	Br. 20
Philip A. Zenobio	Connecticut Mgd.	Br. 20
Dennis C. Cogswell	Stamford, CT	Br. 60
Ricky H. Brown	Atlanta, GA	Br. 73
Selby W. Daniel	Atlanta, GA	Br. 73
Steven W. Goodwin	Atlanta, GA	Br. 73
Richard P. Gumz	Atlanta, GA	Br. 73
Jerry M. Parham	Atlanta, GA	Br. 73
Marvin C. Swift	Atlanta, GA	Br. 73
Roger L. Bailey	Macon, GA	Br. 270
Albert R. Cribb Jr.	Macon, GA	Br. 270
Ernest C. Goins	Macon, GA	Br. 270
James H. Doyle	Rockford, IL	Br. 245
Francis J. Loebach Jr.	Rockford, IL	Br. 245
Carl J. Manalli	Rockford, IL	Br. 245
Steven D. Schroeder	Rockford, IL	Br. 245
Roy Angle	Indianapolis, IN	Br. 39
William A. Boruff	Indianapolis, IN	Br. 39
Robert E. Harsh	Indianapolis, IN	Br. 39
David R. Larson	Indianapolis, IN	Br. 39
Charles F. Langone	Western MA	Br. 46
William H. Airey	Baltimore, MD	Br. 176
Ralph D. Barth	Baltimore, MD	Br. 176
Marshall D. Biddle Jr.	Baltimore, MD	Br. 176
Frank J. Davis Jr.	Baltimore, MD	Br. 176
Frederick E. Deaver	Baltimore, MD	Br. 176
Charles F. Focht	Baltimore, MD	Br. 176
Roland E. Gilland	Baltimore, MD	Br. 176
Charles K. Jackson	Baltimore, MD	Br. 176
James A. Laufert	Baltimore, MD	Br. 176
Angelo M. Persiani Jr.	Baltimore, MD	Br. 176
Stanley L. Ray	Baltimore, MD	Br. 176
George F. Ryan	Baltimore, MD	Br. 176
Reginald R. Small	Baltimore, MD	Br. 176
James E. Sadler	Ann Arbor, MI	Br. 434
Duane R. Simonds	Southwest MI	Br. 246
Frank J. Davies III	New Jersey Mgd.	Br. 38
Samuel M. Joyner	Flushing, NY	Br. 294
Arthur J. Troisi	Flushing, NY	Br. 294
Dominic T. Pacile	Hudson Valley Mgd., NY	Br. 137
Robert R. Milano	Long Island Mgd., NY	Br. 6000
Charles E. Pressley	Gastonia, NC	Br. 1512
Terry L. Clapsaddle	Columbus, OH	Br. 78
Leon R. Coleman	Columbus, OH	Br. 78
John L. English	Columbus, OH	Br. 78
Robert E. Farmer	Columbus, OH	Br. 78
Everett E. Sanders Jr.	Columbus, OH	Br. 78
Wilbur D. Stidham Jr.	Columbus, OH	Br. 78
Dale F. Vogelsang	Columbus, OH	Br. 78
Charles A. Frum	Toledo, OH	Br. 100
John H. Maddox	Toledo, OH	Br. 100
Edward F. Bero	Youngstown, OH	Br. 385
Timothy W. Quinn	Harrisburg, PA	Br. 5007
Robert G. Reed	Harrisburg, PA	Br. 5007
Ernest G. Shetter	Harrisburg, PA	Br. 5007
Joseph J. Yannuzzi	Philadelphia, PA	Br. 157
Angus M. Baker	Fort Worth, TX	Br. 226
Gary G. Bedford	Fort Worth, TX	Br. 226
Morris E. Bishop Jr.	Fort Worth, TX	Br. 226
David L. Carter	Fort Worth, TX	Br. 226
John W. Donohue	Fort Worth, TX	Br. 226
Ronald W. Hammond	Fort Worth, TX	Br. 226
Kenneth R. Potter	Fort Worth, TX	Br. 226
Robert R. Silva	Fort Worth, TX	Br. 226
Ronald D. Williams	Northern VA	Br. 3520
Wayne L. Sargent	Beloit, WI	Br. 715
Lawrence E. Morchinek	Milwaukee, WI	Br. 2

55-year pins

David J. Salazar	Pasadena, CA	Br. 2200
Essie M. Simons	Pasadena, CA	Br. 2200
Steven M. Zisch	Pasadena, CA	Br. 2200
Terry L. Butterfield	Colorado Springs, CO	Br. 204
James M. Wahl	Colorado Springs, CO	Br. 204
L. Delacruz	Connecticut Mgd.	Br. 20
Thomas E. Denman Jr.	Connecticut Mgd.	Br. 20
Al J. Bianco	Stamford, CT	Br. 60
Wayne E. Caldwell	Stamford, CT	Br. 60
Alfredo V. Coppola	Stamford, CT	Br. 60
Andrew A. Della corte	Stamford, CT	Br. 60
Robert A. Ferris	Stamford, CT	Br. 60
Bert F. Jones Jr.	Stamford, CT	Br. 60
Michael J. Kalinski	Stamford, CT	Br. 60

Honor Roll

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

Carlos Maldonado	Stamford, CT	Br. 60
Philip C. Malta	Stamford, CT	Br. 60
Joseph B. Otis	Stamford, CT	Br. 60
H. D. Pharo Jr.	Stamford, CT	Br. 60
Dominick Socci	Stamford, CT	Br. 60
Kenneth W. Travis	Stamford, CT	Br. 60
Thomas M. Turek	Stamford, CT	Br. 60
Reace A. Thompson Jr.	Key West, FL	Br. 818
Johnny L. Cutchins	Atlanta, GA	Br. 73
J. R. Fraga	Atlanta, GA	Br. 73
Robert F. Foy Jr.	Macon, GA	Br. 270
Ronnie Gary	Macon, GA	Br. 270
James H. Hall	Macon, GA	Br. 270
Charles D. Howard	Macon, GA	Br. 270
Mendel L. Hasler	Peoria, IL	Br. 31
Michael D. Kollberg	Rockford, IL	Br. 245
Edith C. Meyer	S. Suburban Mgd., IL	Br. 4016
Lewis C. Beem	Indianapolis, IN	Br. 39
Gary W. Gray	Indianapolis, IN	Br. 39
Thomas D. Jackson Jr.	Indianapolis, IN	Br. 39
Thomas L. Ray	Indianapolis, IN	Br. 39
Lyle D. Rolison	Indianapolis, IN	Br. 39
Eldon A. Akerley	Baltimore, MD	Br. 176
Gary O. Berman	Baltimore, MD	Br. 176
Robert L. Cassel	Baltimore, MD	Br. 176
Philip L. Cox	Baltimore, MD	Br. 176
Grant E. Deaver	Baltimore, MD	Br. 176
Gerald D. Eldridge	Baltimore, MD	Br. 176
Charles E. Greever	Baltimore, MD	Br. 176
Geo F. Hand	Baltimore, MD	Br. 176
Edward J. Hollenshade Jr.	Baltimore, MD	Br. 176
Berkley L. Knight	Baltimore, MD	Br. 176
George E. Merritt	Baltimore, MD	Br. 176
Charles B. Miller	Baltimore, MD	Br. 176
Edward Oliver	Baltimore, MD	Br. 176
Robert L. Robinson	Baltimore, MD	Br. 176
Edwin E. Rust Jr.	Baltimore, MD	Br. 176
William H. Snowden	Baltimore, MD	Br. 176
Delfield F. Yoes Jr.	Baltimore, MD	Br. 176
Victor R. Bonavita	Western MA	Br. 46
Michael J. Gallus Sr.	Western MA	Br. 46
Richard E. Letellier	Western MA	Br. 46
Elliott N. Levin	Western MA	Br. 46
James C. Martin	Western MA	Br. 46
Daniel F. Nickett	Western MA	Br. 46
Francis E. Rousseau Jr.	Western MA	Br. 46
Peter Defreitas	Worcester, MA	Br. 12
Lawrence H. Foisy	Worcester, MA	Br. 12
Paul E. Jaworski	Worcester, MA	Br. 12
D. J. Leblanc	Worcester, MA	Br. 12
Donald A. Leblanc	Worcester, MA	Br. 12
Edgar J. Maurice	Worcester, MA	Br. 12
Martin C. May	Worcester, MA	Br. 12
Mark N. Barrett	Southwest MI	Br. 246
Daniel Hough	Southwest MI	Br. 246
Alan H. Oxley	Southwest MI	Br. 246
Medford L. Starr	Southwest MI	Br. 246
Donald E. Tungate	Southwest MI	Br. 246
Louis J. Caracci Jr.	Riverside, NJ	Br. 1908
Robert F. Guzik	Riverside, NJ	Br. 1908
J. P. Micheline	Flushing, NY	Br. 294
Kevin J. Rothman	Hudson Valley Mgd., NY	Br. 137
Max Alinkofsky	New York, NY	Br. 36
Harvey Greenberg	New York, NY	Br. 36
Edward J. Heltzer	New York, NY	Br. 36
George Moody	New York, NY	Br. 36
William Villalon	New York, NY	Br. 36
Larry W. Devenny	Gastonia, NC	Br. 1512
James R. Harvey	Gastonia, NC	Br. 1512
Frank B. Montenegro	Gastonia, NC	Br. 1512
William A. Moss	Gastonia, NC	Br. 1512
Norman R. Blanton	Kings Mountain, NC	Br. 3145
Fred H. Bridges	Kings Mountain, NC	Br. 3145
John R. Ross	Kings Mountain, NC	Br. 3145
Thomas H. Arnold	Morehead City, NC	Br. 3114
Larry E. Bamfield	Columbus, OH	Br. 78
Richard L. Bell	Columbus, OH	Br. 78
Rocco C. Depassio	Columbus, OH	Br. 78
Thomas H. Ewers	Columbus, OH	Br. 78
Donald E. Flewellen	Columbus, OH	Br. 78
Jack E. Gabriel	Columbus, OH	Br. 78
David M. Gahn	Columbus, OH	Br. 78
Richard D. Hack	Columbus, OH	Br. 78
John L. Iacovetta	Columbus, OH	Br. 78
John A. Ioia Jr.	Columbus, OH	Br. 78
Joan L. Johnson	Columbus, OH	Br. 78
Kenneth J. Macnealy	Columbus, OH	Br. 78
John L. Moler	Columbus, OH	Br. 78
Herbert H. Phillips	Columbus, OH	Br. 78
Hershell Osborne	Columbus, OH	Br. 78
Terrance M. Riley	Columbus, OH	Br. 78
Richard A. Rudell	Columbus, OH	Br. 78
Joseph E. Salmons	Columbus, OH	Br. 78
Raymond E. Salyers	Columbus, OH	Br. 78
Carl R. Stricker	Columbus, OH	Br. 78
John D. Tatham	Columbus, OH	Br. 78
Richard J. Weicht	Columbus, OH	Br. 78
Michael L. Wohrer	Columbus, OH	Br. 78
Pasquale M. Borghise	Philadelphia, PA	Br. 157
Eugene J. Cullen	Philadelphia, PA	Br. 157
Joe E. Clevenger	Greenville, SC	Br. 439
Betty W. Tucker	Greenville, SC	Br. 439
Christi J. Fite	Fort Worth, TX	Br. 226
Steven D. Flores Jr.	Fort Worth, TX	Br. 226
Thomas J. Garrett Jr.	Fort Worth, TX	Br. 226
Leonard Williams	Fort Worth, TX	Br. 226
Michael A. Cheney	Ogden, UT	Br. 68
J. Brent Coulam	Ogden, UT	Br. 68
Dallin B. Douglass	Ogden, UT	Br. 68
Eugene Hopkin	Ogden, UT	Br. 68
John M. Lujan	Ogden, UT	Br. 68
Andrew M. McCrady	Ogden, UT	Br. 68
Jorge J. Oliveras	Ogden, UT	Br. 68
Lonnie G. Thorpe	Ogden, UT	Br. 68
Gordon L. White	Ogden, UT	Br. 68
Steven G. Christiansen	Beloit, WI	Br. 715

50-year gold cards and pins

Charles A. Johnson	Springdale, AR	Br. 3671
Lionel R. Calvin	Colorado Springs, CO	Br. 204
Gary E. Hill	Connecticut Mgd.	Br. 20
Phillip P. Mansueto	Clearwater, FL	Br. 2008
Samuel O. Bunch Jr.	Key West, FL	Br. 818
Mendel L. Hasler	Peoria, IL	Br. 31
James W. Arp	S. Suburban Mgd., IL	Br. 4016
William P. Beaulieu	S. Suburban Mgd., IL	Br. 4016
Robert J. Johnston	S. Suburban Mgd., IL	Br. 4016
Robert B. Frye	Indianapolis, IN	Br. 39
Wayne A. Mocas	Indianapolis, IN	Br. 39
Beverly S. Dunn	Muncie, IN	Br. 98
James L. Johnson	Central IA Mgd.	Br. 352
Cynthia A. Lammert	Central IA Mgd.	Br. 352
Ronald L. Elias	Coffeyville, KS	Br. 766
Robert L. Robinson	Baltimore, MD	Br. 176
David L. Smith	Southwest MI	Br. 246
Robert E. Delaney	Hudson Valley Mgd., NY	Br. 137
Jerry K. Clontz	Kings Mountain, NC	Br. 3145
William E. Lovelace	Kings Mountain, NC	Br. 3145
Deborah S. Benson	Columbus, OH	Br. 78
Richard D. Hack	Columbus, OH	Br. 78
Donald E. Lindsey	Columbus, OH	Br. 78
Herbert H. Phillips	Columbus, OH	Br. 78
Ronald L. Santavicca	Columbus, OH	Br. 78
Aubrey Hall	Mansfield, OH	Br. 118
David M. Sublett	Mansfield, OH	Br. 118
Eugene J. Drozd Jr.	Toledo, OH	Br. 100
William E. Gustitus	Harrisburg, PA	Br. 5007
Gilbert F. Krobath	Harrisburg, PA	Br. 5007
Rosalbino Mercuri	Harrisburg, PA	Br. 5007
Rachel A. Mock	Harrisburg, PA	Br. 5007
Jay B. Owen	Harrisburg, PA	Br. 5007
Betty W. Tucker	Greenville, SC	Br. 439
Robert R. Bigham	Amarillo, TX	Br. 1037
Jesus T. Almendarez	Fort Worth, TX	Br. 226
Paul A. Battisti	Ogden, UT	Br. 68
Larry M. Harris	Ogden, UT	Br. 68
Robert L. Morley	Ogden, UT	Br. 68
Farrell D. Woods	Ogden, UT	Br. 68

Mutual Exchanges

CA: Sacramento (11/15) to Concord, Martinez, Greater East Bay, 1-80 corridor, Davis west, CA. City carrier. Many stations to bid. Diverse variety of routes. Andy, 925-510-0212 (call or text).

CO: Denver (08/16) to Seattle, WA or surrounding areas. Mutual swap. Regular city carrier. July 2027. Jason, 720-757-9647 (call or text).

IN: Fort Wayne (7/18) to FL (Manatee, Sarasota or Hillsborough counties). Regular carrier; overtime available. Amanda, 260-209-8267.

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., November's deadline is for the December publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

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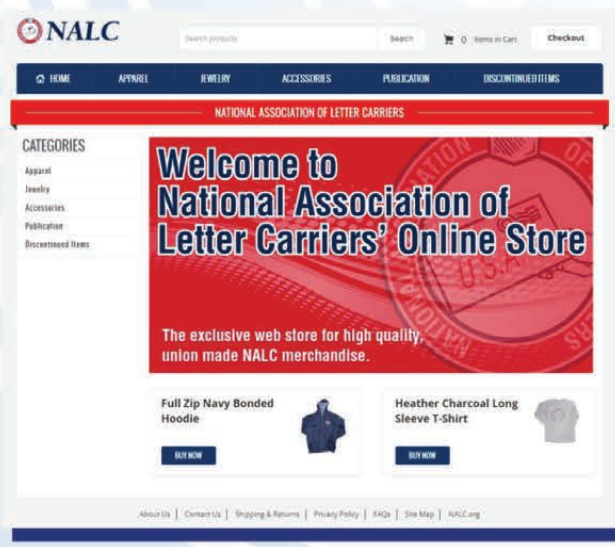

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- The store accepts Visa, MasterCard and American Express.
- Once you've completed your order, you will receive an order confirmation email.

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Whole Health Delivered - for a healthier you and a stronger tomorrow

Explore the NALC Health Benefit Plan's benefits outlined in this magazine or scan the QR code to access additional information about our plan.

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