

Volume 139/Number 9

Sept./Oct. 2026

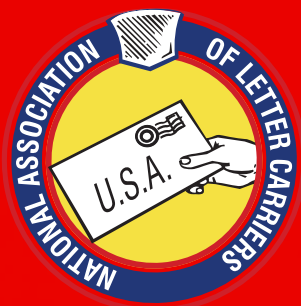
The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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LOS
ANGELES



DAY-BY-DAY COVERAGE
NALC 74TH BIENNIAL CONVENTION

AUGUST 3-7, 2026

—PAGES 11-32



**FIGHT
LIKE HELL!**



Tell Congress to support our priority legislation

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

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



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



Trust in the democratic process



Brian L. Renfroe

Last month, more than 5,000 delegates convened for NALC's 74th Biennial Convention in Los Angeles. As always, it was an extraordinary event bringing together letter carriers from across the country to conduct our union's business.

We had workshops covering a variety of topics, an exhibit hall filled with information about NALC programs and other partner organizations, and we welcomed guest speakers from across the labor movement and political realm. It was a busy week with a full agenda. Most of the time was devoted to considering

amendments to the *NALC Constitution* and to legislative, collective-bargaining and general resolutions.

NALC's convention delegates are the supreme governing body of the union. The primary responsibility of elected delegates is considering, debating and voting on these amendments and resolutions. At this convention, the delegates spent long hours doing just that. The decisions made by the delegates at this and our previous conventions chart the course for the future of our union.

I have had the pleasure of chairing two national conventions and have attended many more over the years. No group of delegates at any NALC convention has ever worked harder or worked longer hours than those at this year's convention in Los Angeles. I appreciate their diligence and thought in performing their duties.

Summaries of the amendments and resolutions approved by convention delegates are available in this magazine beginning on page 30. I encourage all letter carriers to review these and familiarize themselves with what the delegates approved.

While convention business can be tedious and requires undivided attention from every delegate, we must acknowledge its importance. It's the democratic process of our union on the largest scale, and that's something to be proud of.

There are countless takeaways from our time in L.A., but one is top of mind for me—the number of first-time delegates in attendance. This is proof, in the strongest form, that interest and involvement in NALC are growing, and

that can only be positive. The combination of experience and fresh perspectives from the delegation has long been a strength of our union. That strength was on full display during this year's convention.

I have never felt better about the strength of our union's democratic processes. I hope that all delegates, but especially our first-timers, left with confidence in our democratic processes and new knowledge to take back to their branches.

"I have never felt better about the strength of our union's democratic processes."

The democratic process of our union isn't the only one that's essential to letter carriers. Of course, our nation's democracy, and our role and voice in it, are also key. The November midterm elections are just around the corner. All 435 House seats and a third of Senate seats are up for grabs.

As vote-by-mail is under attack by an executive order from the administration, the process continues to play out in the courts. At the time of this writing, nothing about letter carriers' roles delivering ballots will be any different than it has in prior elections. While that could change in the volatile world we live in, our members are prepared to safely and securely deliver ballots so tens of millions of Americans can cast their vote by mail. We always have been prepared to do our jobs and we always will be.

Our work is not our only role in elections. If you haven't yet, I encourage you to make a plan to vote in the midterm elections. With extremely tight margins in both the House and Senate, every race matters. While NALC has, and always will, work across party lines to achieve our goals and fend off attacks, this work is much easier when we have a pro-letter carrier Congress. This doesn't necessarily mean one party or the other in control—it means lawmakers with a proven track record of supporting our goals and never hesitating to stand up for us.

Whether you vote by mail, early or in person, I encourage you to educate yourself about who is on your ballot and understand where they stand on our issues. Together, we can elect a pro-letter carrier Congress that we know will have our backs.

A handwritten signature in dark ink, appearing to read 'Brian L. Renfroe'.



National Association of Letter Carriers, AFL-CIO

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

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Ballots for NALC national election to be mailed

The National Election Committee, appointed at the Los Angeles convention to conduct the election of national officers for NALC, met on Aug. 17 to set the rules, procedures and dates for the election. It also conducted a random drawing to determine the order in which candidates' names will be placed on the ballot for each contested national officer position. Candidates for national office will appear on the ballot in the following order:

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- Lew Drass, Huntsville, AL Br. 462
- Nicole R. Rhine, Lincoln, NE Br. 8
- Michael Caref, Chicago, IL Br. 11

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- Corey Walton, Nashville, TN Br. 4

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- Anita Guzik, Los Angeles, CA Br. 24

Director of Life Insurance

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- Phillip C. Rodriquez, Salt Lake City, UT Br. 111

Director, Health Benefit Plan

- Henry Cordero, Beverly Hills, CA Br. 2293
- Kevin Sommers, State College, PA Br. 1495
- Stephanie Stewart, Central IA Mgd. Br. 352

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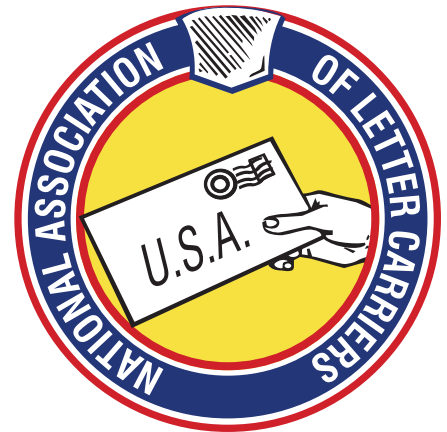
- John A. Cruz, Brooklyn, NY Br. 41
- William Heller, Knoxville, TN Br. 419
- Sandra D. Laemmel, Detroit, MI Br. 1
- Jeffrey Wagner, West Palm Beach, FL Br. 1690
- Howard K. Komine, Honolulu, HI Br. 860
- Elise M. Foster, Chicago, IL Br. 11
- David J. Grosskopf Jr., Buffalo-Western New York Br. 3
- Charles P. Heege, New York, NY Br. 36

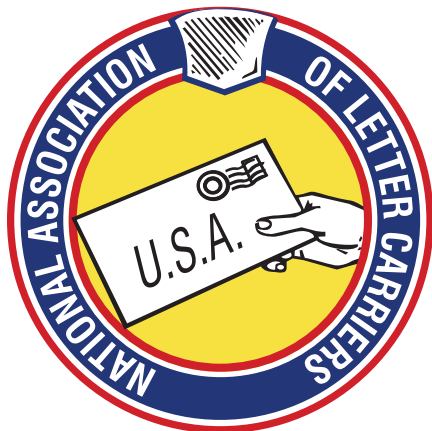
Region 1 NBA

- Christopher Reed, Kailua Kona, HI Br. 5516
- Allan Rios, Garden Grove, CA Br. 1100

Region 2 NBA

- Nick Vafiades, Longview, WA Br. 2214
- Debbie Dixon, Olympia, WA Br. 351





NALC national election (continued)

Region 6 NBA

- Walter McGregory, Southeast MI Br. 2184
- Kyle D. Inosencio, Grand Rapids, MI Br. 56

Region 7 NBA

- Elliot Simmons, Bismarck, ND Br. 957
- Patrick Johnson, Milwaukee, WI Br. 2

Region 8 NBA

- Christopher Strickland, Tuscaloosa, AL Br. 1096
- Steve Lassan, Nashville, TN Br. 4
- Danna Chambless, Nashville, TN Br. 4

Region 9 NBA

- Caroline Jones, High Point, NC Br. 936
- Cliff “Eddie” Davidson Jr., Durham, NC Br. 382

Region 10 NBA

- Karrie Blough, Houston, TX Br. 283
- William Moody, Austin, TX Br. 181

Region 11 NBA

- Mike Hayden, Toledo, OH Br. 100
- Michael Brim, Columbus, OH Br. 78

Region 12 NBA

- Brian Thompson, New Castle, PA Br. 22
- William Kriebel, Bethlehem, PA Br. 254

Region 13 NBA

- Vada E. Preston, Tidewater VA Br. 247
- Jerry Kerner Jr., Baltimore, MD Br. 176

Region 14 NBA

- Kenny Janulewicz, Worcester, MA Br. 12
- Tom Rooney, Boston, MA Br. 34

Region 15 NBA

- Roy Jancio Jr., New Jersey Merged Br. 38
- Orlando Gonzalez, New York, NY Br. 36

Elections for national business agents (NBAs) in Regions 3, 4 and 5 are unnecessary, as each had a single nominee. The following were elected by acclamation for NBA in those regions: Region 3—Ronny Morgan, Region 4—John Robles, and Region 5—David Teegarden.

The election will be conducted by mail ballot in accordance with the *NALC Constitution* and applicable federal law. Under the oversight of the National Election Committee, the American Arbitration Association will prepare, print and mail the ballots and tabulate the votes.

On or about Sept. 28, ballots will be mailed to all eligible voters. Official election instructions will be included with all ballots. To be eligible to vote, a person must be a member of NALC in good standing as of June 1, 2026. Any member who does not receive a ballot by Oct. 5 should contact the NALC Membership Department to request a replacement ballot. The Membership Department can be reached by telephone at 202-393-4695. The deadline to contact the Membership Department is 4 p.m. Eastern time on Oct 9.

To be counted, ballots must be received by noon on Oct. 19. The counting of ballots will begin that day or the next.

The National Election Committee 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; Sylvain 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. **PR**

News from Washington

Bill expanding access to workers' compensation providers advances in Senate



On Aug. 6, the Improving Access to Workers' Compensation for Injured Federal Workers Act (S. 3296) advanced out of the Senate Committee on Homeland Security and Governmental Affairs. Prior to the committee's consideration, NALC sent a letter urging the committee to approve the bill.

The bill would expand access to providers by amending the Federal Employees' Compensation Act to allow federal workers, including letter carriers, injured on the job to receive treatment from physician associates/physician assistants (PAs) and nurse practitioners (NPs). Current law prohibits PAs and NPs from treating federal workers in workers' compensation cases.

Increasingly, PAs and NPs provide critical care to patients, especially in rural and underserved communities. This bill would increase the number of eligible providers, making it easier for injured federal workers, including letter carriers, to access the care they need.

In June 2025, the House Committee on Education and the Workforce unanimously approved the House companion bill (H.R. 3170). The next step is for the bill to be considered on the floor of both chambers; however, with limited floor time, it is unclear if a vote will be scheduled.

NALC will continue pushing for this priority bill to receive a full vote in the House and Senate.

House passes SAVE America Act in budget resolution; Senate recesses without action

On July 22, in a 216-214 vote, the House passed a Republican-supported budget resolution. The sweeping package includes priorities of the administration, such as funding for the war in Iran and parts of the SAVE America Act.



Republicans have turned to the lengthy and complicated budget reconciliation process in an effort, among other priorities, to advance this election reform. This is the latest strategy to advance the SAVE America Act, which has been stuck in the Senate for months without enough support for passage.

The SAVE America Act would put numerous restrictions on who can vote by mail. If implemented, mail-in ballots would be rejected unless a form of identification were included, making an already secure and reliable process more difficult.

It would also implement a nationwide mandatory photo ID requirement for voting in federal elections, whether

in person or by mail. It would further limit access to the ballot box by making registering to vote and maintaining registration more difficult. To register or update registration, voters would be required to present a valid passport or birth certificate. Tens of millions of Americans do not have passports, and birth certificates present complications, particularly for married women who change their last names. Subsequent documentation would be required to account for a name change.

Despite pressure from President Trump, the Senate headed into its monthlong August recess without considering the SAVE America Act or

News from Washington (continued)

the House-passed budget resolution. The Senate is expected to consider the House budget resolution when it reconvenes in September, but it is unclear how much support portions of the SAVE America Act will have, or if these provisions will pass the Senate's reconciliation rules, which prohibit any non-budgetary policies.

NALC opposes the SAVE America Act and any other provisions that aim to attack vote-by-mail or Americans' right to vote. Check the "Government Affairs" section of nalc.org for more information as the budget reconciliation process progresses.

Executive order limiting vote-by-mail faces hurdles in court

In late March, President Trump issued an executive order that would severely limit vote-by-mail. The order gives the Postal Service new responsibilities much outside its typical, constitutionally mandated operations. It grants USPS the authority to reject and refuse delivery of ballots unless states comply with newly established federal eligibility lists. The order tasks the Department of Homeland Security with building these state lists of voting-age American citizens.

Since issued, the executive order has faced scrutiny, pushback and challenges in the courts. On Aug. 11, the executive order hit another roadblock when a district judge in Boston expanded on a previous decision, writing that the executive branch has no authority to regulate elections.

On Aug. 21, the Postal Service published a rule detailing how it planned to carry out the executive order. Days later, on Aug. 24, the Supreme Court ruled that USPS could move forward with the new rule, stating that any halting

was premature since the plans were not yet finalized. The Supreme Court did not rule on the legality or constitutionality of the executive order.

In a statement, NALC President Brian L. Renfroe called the Supreme Court's ruling "the latest development in a broader effort to diminish the credibility of mail-in voting, undermine the dedicated work of the nation's 200,000 active city letter carriers, and suppress Americans' access to the ballot."

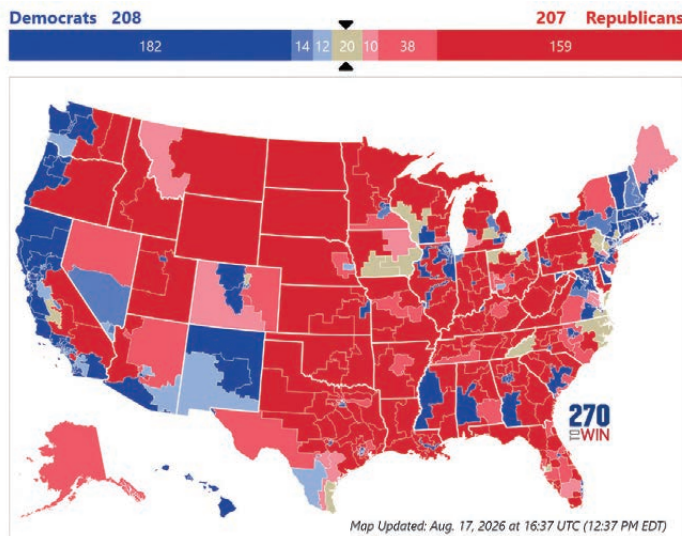
The process will continue to play out in the courts, with more lawsuits expected. NALC is closely monitoring these cases and opposes any efforts that question the validity of or aim to eliminate vote-by-mail.

Midterm elections outlook

For nearly two years, Washington has been governed by a Republican trifecta. In November's midterm elections, Democrats have a chance to change that by winning back one or both chambers of Congress. With razor-thin majorities in both the House and the Senate, every election, state and district matter.

In the House, all 435 members are up for reelection. Currently, 218 seats are held by Republicans, 212 by Democrats, one by an independent who caucuses with the Republicans, and there are four vacancies. Sixty representatives have announced they are retiring or seeking higher office. Regardless of the outcomes, the House will look different next year with dozens of new members.

The magic number in the House is 218. According to The Cook Political Report, there are 19 toss-up House elec-



tions that could easily go to either party. These races will likely determine which party ultimately controls the House.

In the Senate, 33 seats are up for election in November. With the current makeup of 53 Republicans, 45 Democrats, and two independents who caucus with the Democrats, the margins are just as tight. Eleven senators, four Democrats and seven Republicans have announced they are not seeking reelection.

According to The Cook Political Report, there are four toss-up seats—Alaska, Maine, Michigan and Ohio—to closely watch in the battle for control of the chamber.

Historically, the sitting president's party faces challenges in the midterm elections. While many are classifying the midterms, especially in the House, as the Democrats' to lose, the last decade has taught us that anything is possible.

Regardless of the outcomes in November, NALC's priorities will remain. As always, we will work with whoever is in office to advance key pieces of legislation and fend off any attacks that come our way.

We will remain focused on legislation to protect letter carriers from crime on the job; guarantee on-time and fair retirements, regardless of career status; and proposals that will stabilize and improve the Postal Service's finances.

If you haven't yet, make a plan to vote in November. Whether it's early, by mail or in person, your vote matters and is essential to helping us achieve a pro-letter carrier majority in Congress. **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 concerned letter carriers.

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

Vermont carrier comes to aid of fallen customer

At the end of winter this year, Burlington, VT Branch 521 member **Josh Gueniot** was placing mail in a customer's mailbox that was attached to her garage. As he walked around the corner, he heard someone yelling for help, and through the glass door he saw his elderly customer, Mrs. Williams, lying on the ground in the cold.

"She kind of mumbled, and she asked me to get her phone inside. So, I ran in and grabbed the phone off the table," the eight-year carrier said. "She couldn't move, really. She could barely lift her arms up because she broke her arm. She broke her hip. She's, like, all purple."

Worried that Williams had sustained serious injuries, Gueniot didn't try to move her. He instead called emergency responders.

While they were waiting, Williams told him she had been lying on the floor for about 24 hours after falling down the stairs. Once paramedics arrived, they helped the woman and thanked the carrier for aiding her.

"I was just doing my job," Gueniot said of the incident. "It's not like I felt

like, 'Oh my God, I'm a hero.' It was an instinct and I saw somebody and I helped them out."

Gueniot hadn't seen the customer again until the summer. When he spoke with her, Williams thanked him and told him she had been doing better.

"I'm just glad that she's OK," he said.

Carrier alerts neighbors when mail piles up

As a five-year letter carrier in Langhorne, PA, **Emal Khan** had developed a familiarity with the routines of his customers who he had on his route for three years. The Branch 4931 letter carrier was walking his route around 11 a.m. on April 30 when he noticed something was off. One of his elderly customers, Richard Arlen, who regularly picked up his mail, had not collected it for several days.

Khan was concerned but thought it could be possible that Arlen had difficulties getting outside, as many of his elderly customers had. Just to make sure there wasn't anything wrong, Khan alerted Arlen's next-door neighbor, Chris Maher, when he saw him pulling out of his driveway. Maher was on his way to work but told Khan he would let his wife know.

"We have to look out for one another," Khan said. "I just saw something that was very concerning, so I had to let somebody know."

Khan didn't hear anything about it until the next day, when another neighbor, Donna, approached Khan and thanked him for helping save Arlen's life. Maher's wife, Amy, wasn't home to check on Arlen, but contacted Donna, who called 911. Emergency responders arrived, and when they



Emal Khan

Heroic carriers (continued)

entered the home, Arlen was on the kitchen floor, unable to move with a collapsed lung from a fall. He was transported to a nearby hospital for treatment before being moved to a rehabilitation facility.

Khan was overjoyed to be able to help Arlen and said helping in the community is “one of the best things” about being a letter carrier.

“It’s a great feeling to know that I was able to help someone,” Khan said. “I was able to notice something that was a little concerning and that ended up helping this individual, eventually, like, saving his life.”

Carrier helps elderly man after fall

On May 13, **Joshua Nared**, a city carrier assistant and member of South Jersey Branch 908, was delivering mail. The one-year carrier walked up the stairs toward the front door where he saw an elderly man lying on his back trying to get himself up.

Nared immediately stopped and helped him get into his house. The rescue was physically challenging for Nared. He estimated the man to be about 300 pounds, and Nared weighed less than half that.

“I had to use my little weight to pick him up,” Nared said.

Nared grabbed the man’s arm, put it over his shoulder and pushed him up so the man could stand. He then walked him into the house and helped him into a chair.

Although the man didn’t seem to be seriously injured, he had sustained a couple small cuts, which Nared offered to help clean, but the customer told him not to worry about it.

The carrier denied being a hero and said that he helps people “on a regular

day basis” and described the incident as being “no big deal.”

Nared later learned from his shop steward that the customer was a NALC member who had been involved in the union since the 1970s and still attends all the meetings.

Carrier delivers kindness, even during monsoon

For Las Vegas, NV Branch 2502 member **Demetrius Wright**, kindness is the most important thing on his route.

“People may not remember every piece of mail that you deliver to them, but they always remember the kindness and the time that you spent with them,” he said. “I think that it’s important as letter carriers to try and connect with the people in your community and try to help them make their life better.”

Wright holds that message in his heart. On his route, he looks out for homeless people in the extreme desert temperatures by keeping water bottles and Gatorade stocked in his truck to keep them hydrated.

“It makes me feel good to be able to help the people in the community,” Wright said. In September 2023, which was monsoon season, he was delivering in East Las Vegas during a heavy rainstorm that caused significant flooding. The 10-year letter carrier has a route with many elderly customers and that day he saw one of them, Rekha, walking home from the grocery store carrying grocery bags in her arms. As she walked, one of her grocery bags fell from her arms.

“She was stumbling, and she was trying to wade through the water, and she was just barely making it,” Wright said. “So, I figured I should take action and try to help her. I stopped my delivery, and I rushed over to her and



Joshua Nared

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.

tried to help her with her bags, gather her bags, because I felt like she was in danger.”

He then quickly went back to his vehicle and drove over to her, allowing her to stay in the vehicle until the flooding subsided. After the conditions improved, she got out of the truck and was able to make it home safely.

“She called me a lifesaver,” Wright said. “She felt that I was godsent.”

The carrier described another incident in 2023, when he was getting out of his truck to deliver mail when he heard someone saying, “Help! I need help. I can’t get up.” Wright looked around and saw a customer who he knew lying in the street.

“People just drove past her, not paying her any attention,” Wright said.

He was familiar with the woman and knew she normally used a cane, but she had gone out to check the mail without it that day. He immediately rushed over to her and helped her up. The customer told Wright that she had

been lying there for 10 to 15 minutes. She sustained significant scrapes to her elbows, forearms and knees, but not any life-altering injuries.

The customer thanked him and Wright said, “She was really happy that I heard her and I came to her rescue.”

Wright was glad to help and said, “If it were me or my family, my mother, my grandparents, I would want someone to do the same for them.”

Wright has helped his community countless times, causing one of customers to write to *The Postal Record* to commend him.

“My mailman is a kind and caring person! My husband and I have a brief conversation with him every day and talk about our families and share recipes,” the customer wrote. “He takes the time to get to know us, so we feel more like family! I don’t know if there is a way to recognize this awesome mailman for his heroic acts and dedication to the community, but I hope that you will! He definitely deserves it!” **PR**



Demetrius Wright



The flooding in East Las Vegas during monsoon season

CCA temporary assignments to other post offices

The Postal Service hires city carrier assistants (CCAs) to work at specific postal installations. However, there are some instances when CCAs might be temporarily required to work at another installation. These assignments, which are infrequent, might be necessary when management needs to complete city delivery work in another installation and there are insufficient city carriers available to do the work. When this happens, there are rules the Postal Service must follow when using CCAs outside their assigned installations. This article will explain the understanding between NALC and USPS and the provisions that apply to these situations.

The Postal Service and the NALC have agreed to certain restrictions for these temporary assignments in the Memorandum of Understanding (MOU) Re: City Carrier Assistants – Temporary Assignments to Other Post Offices. Members can find this MOU on pages 7-5 and 8-18 of the *USPS-NALC Joint Contract Administration Manual (JCAM)*. To quickly access the *JCAM*, visit nalc.org/jcam.

In the MOU, the parties agree that CCAs will normally work in their employing post office but may be assigned to work in another post office in the local travel area within the same district on an occasional basis (the assignment may be for a partial day or several consecutive days, depending on local circumstances). The MOU also states that CCAs who are required or volunteer to work outside their employing office are entitled to receive payment for mileage for the difference between their residence and employing office, provided the difference is greater (*F-15, Travel Policy*, Section 6.1) in the local travel

area. If the mileage is less than that between the primary residence and the permanent duty station, the traveler may not claim mileage reimbursement. The traveler may claim out-of-pocket expenses such as tolls, parking, etc. Additionally, to be considered local travel, these assignments cannot include an overnight stay. Keep in mind, Sunday CCA work assignments are not subject to this occasional basis limitation.

The second point of the MOU is that these temporary assignments must be consistent with the *National Agreement*. Management cannot make temporary assignments that would violate other provisions of the contract. For example, assigning CCAs to work outside their employing office cannot violate Article 7.1.C.4 in the temporary office. Provision 7.1.C.4 requires management to make every effort to ensure that part-time flexible employees are worked at the straight-time rate prior to assigning such work to CCAs working in the same work location. Similarly, management cannot use a CCA temporary assignment to another installation to circumvent the Letter Carrier Paragraph overtime provisions of Article 8.

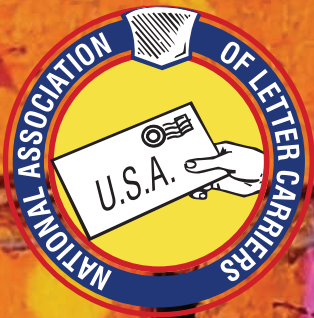
The third MOU requirement is that management schedule CCAs to work in other post offices in advance of the reporting date, whenever practicable. Management should give as much advance notice as possible to the CCAs being temporarily assigned to work in another installation.

The MOU also provides that, whenever practicable, management should first use volunteer CCAs from the assisting delivery unit, provided those volunteers are in a similar pay status (for example, straight-

time, regular overtime or penalty overtime). Management should seek volunteers before requiring a CCA to work in another installation. If there are not enough volunteers, CCAs from the assisting delivery unit should be temporarily assigned to the other installation in reverse relative standing order, when practicable, provided the junior CCAs are in a similar pay status.

Remember, this MOU is for temporary assignments outside the installation only. The *JCAM* goes on to discuss situations involving permanent reassignment of CCAs. If they wish, CCAs may voluntarily choose permanent reassignment from one post office (installation) to another during their appointment. When doing so, to avoid a break in service, permanent reassignment to a different installation must be effected on the first day of a pay period. Unlike career employee transfers, there is no lock-in period that a CCA must satisfy before becoming eligible to reassign to another installation. Permanent reassignment is generally intended to address situations where an individual CCA would like to reassign to another installation for personal reasons and there is an agreement between the losing and gaining installation heads.

To review the *JCAM*, the MOU Re: City Carrier Assistants – Temporary Assignments to Other Post Offices, or the *F-15, Travel Policy*, visit the “Workplace Issues/Resources” tab on nalc.org. If you are a CCA who has been temporarily assigned to another installation in violation of these rules, be sure to contact your shop steward or branch officer to investigate the situation and, if necessary, to file a grievance on your behalf. **PR**



NALC CONVENTION MONDAY

COVERING THE FIRST SESSION:
MONDAY, AUGUST 3, 2026



'FIGHT LIKE HELL!'

NALC President Brian L. Renfroe
welcomes delegates to Los Angeles.



Just after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order. Riley French, granddaughter of Texas State Association President Everett Wyllie, was next on stage to deliver an *a cappella* version of "The Star-Spangled Banner." French was followed by Alex Nunez of Los Angeles, CA Branch 24, who led delegates in reciting the Pledge of Allegiance. Branch 24 member Johnny Harris gave the invocation.

Rhine then called to the stage National Trustee Chair and Branch 24 President Larry Brown, who warmly welcomed delegates to the city. Brown then introduced Los Angeles Mayor Karen Bass, who said she stood before the crowd today because her father was a letter carrier for 35 years and a Branch 24 member who introduced her to politics. "I grew up with great pride that my dad wore that uniform," she said, and thanked Los Angeles carriers for their support throughout her political career. "Wherever the letter carriers are, expect to find me. It's personal, and I will always be there for you."

The convention attendees gave Bass a spirited Letter Carrier Cheer.

Brown then introduced USPS Los Angeles

District Manager Abraham Cooper, who made brief welcoming remarks.

Returning to the lectern, Rhine introduced former national officers to the crowd. She then asked Allan Rios, the national business agent (NBA) for Region 1, to the stage to introduce his fellow NBAs.

Rhine then introduced NALC's resident national officers before calling NALC President Brian L. Renfroe to the microphone to deliver his keynote address.

TUMULTUOUS TIMES

After acknowledging the difficult times Los Angeles has gone through recently—with major labor strikes, wildfires and immigration raids—and its long history as a bastion for union rights, Renfroe recounted briefly some of the attacks NALC has faced in the last few years and the hard-fought victories we've gained.

"To put it mildly, the last two years have been unpredictable, unprecedented and tumultuous," Renfroe said.

That led to the "Fight Like Hell!" campaign, which has guided the union in all its efforts since.

"Through it all, our members haven't wavered," he said. "You never hesitated to answer a call to action, to organize a rally or to get involved in our bargaining process."

Renfroe then took a moment to announce that he would not seek or accept nomination for another term as NALC's president.

"It has been a privilege to represent letter carriers in my branch, state and region since my early 20s, and for the last 16 years at

NALC Headquarters, including the past four as president," he said. "Our letter carrier world is really all I've ever known, so this was truly a gut-wrenching decision. But you know when it's right."

He then turned back to the work of the convention. "This week and this convention is about each of us fulfilling our responsibilities to collectively do the work that must be done for the members of the NALC," he said. "And that is what we will do at this convention."

'FIGHT LIKE HELL!'

President Renfroe reminded the delegates that soon after the 2024 convention, President Donald Trump and the Republicans swept into control of the White House and both houses of Congress.

In response, in February 2025 NALC launched the "Fight Like Hell!" campaign for a fair contract, against privatization, against attacks on letter carriers' benefits, for safety on the job and for fair retirements. That campaign kicked into high gear quickly when *The Washington Post* reported that Trump planned to issue an executive order to fire the USPS Board of Governors and put the agency under the control of the Commerce Department.

NALC rallied the support of the long-standing bipartisan allies we've built in Congress, who passed along this message, "Tell the White House to keep their hands off the Postal Service."

NALC held a rally in Washington, DC, followed by a day of action that saw more engagement nationwide.



Branch 24
President
Larry Brown

Meanwhile, NALC members lobbied their members of Congress and reached a bipartisan majority of co-sponsors in the House on an anti-privatization resolution.

"Make no mistake, this fight was not easy," Renfroe said. "But having the most activated and engaged union membership in America is what made it possible."

CONTRACT NEGOTIATIONS

Two months after the Boston convention, NALC reached a tentative agreement with the Postal Service, which the membership voted to reject. After a brief window for renegotiations, the parties declared an impasse and moved toward arbitration on Feb. 19, 2025.

"Seeing what the Trump administration had managed to do to other federal workers and their unions after only one month in office, our attorneys and others advised that our lack of a collective-bargaining agreement presented an immediate and potentially massive legal vulnerability," Renfroe explained.

NALC presented its case to get the best possible contract while also having a collective-bargaining agreement in force as soon as practicable and received the Nolan Award on March 21.

The award included the largest annual general wage increases since the 2006 *National Agreement*, six cost-of-living adjustments, and full back pay for all hours worked.

It also increased starting pay, reduced the time to reach top step, and increased top-step pay. The agreement also achieved more official NALC bargaining positions than any in recent memory and included significant changes to Article 8.

In order to give members more information on the process during the next round of negotiations, Renfroe said, NALC:

- Created Rank-and-File Bargaining Committees.
- Surveyed active members of the union.
- Conducted membership polls.
- Held a day of action in conjunction with the opening of negotiations.
- Posted biweekly members-only updates during the bargaining period.
- Held members-only video livestreams.
- Gathered branch and state leaders for a national collective-bargaining conference.
- Put out video and podcasts, and more.

The input from members through these means and at the rap session helped advise the internal bargaining subcommittees, composed of Executive Council members and NALC staff, to develop proposals for the bargaining process.

However, despite intense negotiations, the parties were unable to reach a tentative agreement and the required 60-day mediation period ended just before the convention. The next step is to select an arbitrator to chair the interest arbitration panel and then schedule the arbitration process.

"We're prepared to present the strongest possible case," Renfroe said. "Whether it's through interest arbitration or a voluntary agreement, we will do what NALC has done for decades—achieve the best agreement that can be achieved for our members."

SOCIAL SECURITY FAIRNESS ACT

At the beginning of 2025, NALC celebrated the passage of the Social Security Fairness Act, which repealed the Windfall Elimination Provision and the Government Pension Offset, parts of Social Security law that unfairly reduced or eliminated Social Security benefits for certain Civil Service Retirement System (CSRS) retirees.

"It's not too often these days that those in Washington do something right—but this time they did," he said. "And while we continue to celebrate this victory, as we should, the fight for a fair retirement for *all* letter carriers isn't over."

NALC continues to push for the Federal Retirement Fairness Act, which would allow those who start their federal service in non-career positions—such as city carrier assistants—to buy back that time, making it creditable toward their retirement.

ATTACKS ON FEDERAL WORKERS

In April 2025, Republican leaders in the House advanced a budget package that would:

- Increase the Federal Employees Retirement System (FERS) contribution rate for existing employees.
- Eliminate the FERS Special Annuity Supplement.
- Calculate annuities based on a high-5 average salary instead of a high-3.

"Combined, these provisions would have had devastating effects on letter carrier retirement benefits and take-home pay," Renfroe explained.

NALC mobilized members to contact their representatives in Congress and worked behind closed doors in Washington to remove two of the provisions before the bill went to the Senate, and remove the third one in the Senate.

However, more dangerous proposals were introduced in the Senate, including forcing USPS to sell all electric vehicles and

any infrastructure, as well as to increase FERS contributions to a staggering 15.6 percent for new employees. Fortunately, NALC was able to get these proposals removed before the passage of the so-called One Big Beautiful Bill.

All of this comes against the backdrop of President Trump's assault of labor rights by weakening unions, hollowing out enforcement agencies, and using federal power to make organizing, bargaining and striking harder. The administration's most direct attacks have been on federal workers.

After instituting a federal hiring freeze, Trump established the Department of Government Efficiency, which was responsible for cutting an additional 250,000 federal jobs. It also stripped collective-bargaining rights from hundreds of thousands of federal workers and terminated collective-bargaining agreements with major federal employee unions.

The administration has also undercut the National Labor Relations Board and Federal Mediation and Conciliation Service. The Department of Labor has prioritized deregulation rather than enforcement, rolling back safety rules and overtime protections.

"While some of Trump's actions have targeted the Postal Service, NALC has made it 18 months into the administration unscathed, at least directly, thanks in large part to the strategic decisions that we have made," Renfroe said.

What the White House has done is force the ouster of Postmaster General Louis DeJoy and hand select the new PMG, David Steiner. Trump suspended the de minimis exemption for international packages, which caused the sudden taxation on many packages that has subsequently reduced package volume. He also signed an executive order that would make the Postal Service responsible for ensuring that it does not deliver mailed ballots to ineligible voters through a convoluted process.

"We've worked tirelessly and strategically to protect our members from some of the administration's worst consequences, many of which have been felt directly by our brothers and sisters in other unions representing federal employees," Renfroe said.

DAILY WORKPLACE HAZARDS

NALC continues to fight for the Protect Our Letter Carriers Act, Renfroe said, which would:

- Provide funding to replace and modernize collection boxes, Arrow Keys and lock systems.
- Designate an assistant district attorney in each judicial district to prioritize any case

that involves an assault or crime against a letter carrier.

- Standardize sentencing guidelines for those found guilty of committing these crimes.

Bipartisan support continues to grow, and last month, the House bill surpassed a bipartisan majority of co-sponsors.

“We are focused on pursuing any and all avenues to get this bill to the floor,” Renfroe said.

NALC also continues its longtime fight for a national heat safety standard. In August 2024, the Occupational Safety and Health Administration (OSHA) finally released a proposed heat safety rule that included several elements that NALC supports, including acclimatization protocols, paid employee breaks, and preserving unions’ rights to bargain over heat safety protections.

“While the rule is paused indefinitely in the current administration, we remain committed to working with OSHA, the Department of Labor and all necessary stakeholders to move this proposal through the rulemaking process,” Renfroe said.

SERVING MEMBERS

President Renfroe then outlined many other ways that NALC serves members, including:

- The Emergency Response Team to respond to stations where members have been affected by a traumatic event, such as a colleague’s death or serious injury, crime or assault.
- NALC University, which gives union representatives and members nationwide access to training on their own time and at their own pace.
- Informal Step A training, giving stewards access to the foundation they need to successfully enforce the *National Agreement*.
- Expanded and strategic digital communications, social media and an ongoing extensive redesign of the NALC website.
- The Disaster Relief Foundation and community services, such as the Stamp Out Hunger Food Drive and fundraising for the Muscular Dystrophy Association.
- Recognizing letter carrier heroes.

EXISTENTIAL CHALLENGES

President Renfroe then explained the state of postal finances and the existential challenges USPS faces moving forward.

The decline of First-Class Mail volume, even at the same time as the number of delivery points increases every year, has

deteriorated USPS’s finances. While parcel delivery has mitigated this decline to some extent, USPS continues to lose market share to competitors, which now includes Amazon.

Congress limits USPS’s business and financial decisions and provides no financial assistance in return. The Postal Service has an inadequate debt limit that has not increased since 1994 and a requirement to invest retiree funds in low-yield Treasury bonds. And USPS has a long-term misallocation of pension liabilities from before the agency even existed.

“The Postal Service’s most recent fiscal year results revealed very concerning indicators that we haven’t seen at least since the Great Recession,” Renfroe said.

In April 2026, USPS announced that it would begin cash conservation measures, including temporarily pausing all its employer normal cost contributions to its FERS account. With this and other actions, enough cash was freed up to keep the agency operating for several years.

“But it is clear we must find a solution soon,” Renfroe said.

Over the past two years, NALC has pursued investment reform to allow the Postal Service to diversify its retiree funds into higher-yielding assets, implementation of the Segal report recommendations to correct the overallocation of CSRS liabilities on the Postal Service and an increase to the Postal Service’s debt limit.

Postal systems in other countries are addressing similar declines in letter volumes and increases in private competition by reducing delivery services, scaling down their workforces, and implementing labor practices found in the private sector.

“As these ideas gain traction, we must begin to consider in earnest the future we want,” Renfroe said. “Being clear-eyed

about what could be coming our way can help us act strategically and work together in our best interests.”

“It is undeniable that the Postal Service faces existential challenges. The future of our jobs and our service are not certain. There will be change. We must be the ones shaping the change. We cannot leave it up to others,” he said. “We can meet this challenge. But we can only do it by utilizing our strengths and solidarity.”

He called for letter carriers to stand together. “In everything we do, we must stand for each other. We must be selfless so that together we can grow stronger every day,” he said. “That is solidarity.”

BACK TO BUSINESS

Following Renfroe’s remarks, the NALC president gave a tribute to Alabama State Association President and Birmingham Branch 530 President Antonia Shields, who died shortly before the convention.

President Renfroe then invited Delano Wilson of Silver Spring, MD Branch 2611, chair of the Credentials Committee, to the podium to deliver a preliminary report. Wilson said that 5,023 delegates representing 588 branches were present.

Renfroe then called Dan Tegreeny of Central Florida Branch 1091, chair of the Rules Committee, to the stage. Tegreeny introduced the committee members—Darren Connors, Spacecoast Florida Branch 2689; April Litty, South Jersey, NJ Branch 908; Robert McDonald, Tulsa, OK Branch 1358; and Troy Scott, Baton Rouge, LA Branch 129—started reading the committee’s report.

A motion was made to amend the rules to consider appeals of Executive Council decisions on Tuesday. The motion ultimately passed by a teller vote of 1,703 to 1,534. The convention then adopted the amended rules by voice vote.



'UNITED'

The president welcomed AFL-CIO President Liz Shuler to the podium. Shuler told the delegates they have built power just by doing their jobs: "You have built the single most important thing in the world—you built trust."

Shuler decried the efforts of the billionaire class to divide and conquer working people, calling on letter carriers to use their power by joining with other workers to "build an economy that works for people who actually work for a living."

This is a historic moment, she said, and unions were uniquely prepared to meet the challenge because they unite people. She noted that 71 percent of Americans say they support unions.

"We have the power," she said. "The question is, how are we going to use it?"

The AFL-CIO leader called on carriers to organize politically, with the most important step being protecting election integrity from recent assaults.

"Billionaires can buy their private jets, they can buy their rocket ships," she said, "but they can't buy our democracy."

"They want us divided," she added. "I have never seen working people in this country more united."

Because unions bring people together, Shuler said, they are the best hope for tackling America's problems: "We go out and we get s— done!"

President Renfroe then called to the floor Andrew Weiner of Jamaica, NY Branch 562, election commissioner and chair of the Board of Tellers. He introduced the members of the board: Kim Bertch, York, PA Br. 509; James Brown, Nashville, TN Br. 4; Charles Bundy, Chicago, IL Br. 11; Clinton Colie, New Jersey Mgd. Br. 38; John Collins, Zanesville, OH Br. 63; Michael "Shane" Davis, Jonesboro, AR Br. 1131; Keith Deason, Wichita Falls, TX Br. 1227; Demarcus Dial, Tyler, TX Br. 493; Corey

Grotte, Eau Claire, WI Br. 728; Mike Harazmus, Western MA Br. 46; Alison Harpe, Anchorage, AK Br. 4319; Michael Hedglin, New Jersey Mgd. Br. 38; Sarah Hoerchler, Belleville, IL Br. 155; Keith Hooks, Washington, DC Br. 142; Jim Hunter, Royal Oak, MI Br. 3126; Star Jester, Garden Grove, CA Br. 1100; Jayson Jones, Raleigh, NC Br. 459; Charles Jonscher Jr., Kansas City, KS Br. 499; Kristen Kasprzycki, Jackson, MI Br. 232; Tammy Kelley, Toledo, OH Br. 100; Charles Kinard, New York, NY Br. 36; Eric Lomax, Jamaica, NY Br. 562; Guillermo McPherson, Austin, TX Br. 181; Marie Montano, Albuquerque, NM Br. 504; Karen Nance, Washington, DC Br. 142; Christina Ramirez, Sun City, AZ Br. 6156; Kelli Robles, Centennial, CO Br. 5996; Pat Rothwell, Pittsburgh, PA Br. 84; Jason McCoy, Johnstown, PA Br. 451; Percy Smith, Emerald Coast, FL Br. 4559; Barbara Stickler, Garden Grove, CA Br. 1100; Jim Thigpenn, North Florida Br. 53; Richard Thurman, St. Louis, MO Br. 343; Ed Walsh, Northeastern NY Br. 358; and Dan Wheeler, MA North-east Mgd. Br. 25. Weiner explained the AFL-CIO delegates election process.

Rhine returned to the stage for announcements before the convention attendees turned their attention to a video on the history of NALC collective bargaining.

After the video, President Renfroe took a moment to honor longtime video producer Ann Sutherland and Bruce Simon, NALC's general counsel from 1979 to 2020, both of whom died since the previous convention.

PRESIDENTIAL PRIVILEGE

Renfroe introduced to the convention hall President Emeritus Fredric V. Rolando, who spoke about unity within NALC. He mentioned that he has seen a lot of division within the union, which can and should be addressed through discussion and elections.

"What's more important is your support for those who the members elect,

whether you voted for them or not, or if you're a candidate, whether you won or lost," Rolando said. "That support is what unionism is all about."

President Renfroe introduced the President's Report Committee Chair Alvin Matsumura of Honolulu, HI Branch 860, who then introduced the members of the committee: Brian Doerr of Sioux Falls, SD Branch 491; Louise Jordan of San Antonio, TX Branch 421; Sylvain Stevens of Charlotte, NC Branch 545; and Andy Tuttle of Lawrence, KS Branch 104.

Region 12 NBA Brian Thompson called on the NALC president to recognize Philadelphia, PA Branch 157 member Phil DiGiulio, who used the opportunity to propose to Julie Casper. Casper said "yes" to the first-class proposal.

After that, Renfroe recognized the winners of NALC's 2024-2026 publications contest. Here are the first-place winners:

- Overall Excellence among Large Branch Publications: Boston, MA Branch 34's *CLAN*.
- Overall Excellence among Small Branch Publications and State Associations: Fort Collins, CO Branch 849's *849 Express*.
- Best News or Feature Article: Duluth, MN Branch 114 for "Right Person, Right Place, Right Time," written by Linda Johnson.
- Promoting Unionism: Portland, OR Branch 82 for "Delivering a Unified Message," written by David Norton.
- Best Editorial or Column: New Hampshire State Association for "Fight Like Hell!" written by Scott Webber.
- Best Cartoon or Photo: St. Louis, MO Branch 343, for the photo by Tom Schulte.
- Best Website: Massachusetts Northeast Merged Branch 25 for nalcbranch25.com.

Following some closing business, the session adjourned at 3:17 p.m.



NALC AUXILIARY

MONDAY, AUGUST 3

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention convened. We opened with a flag ceremony and prayer.

Credentials were read and a quorum was met, so we can continue the convention.

The first order of business was an amendment of the board standing rules, which was to remove Items 6 and 7, and it was approved.

The Resolutions Committee met and suggested that the Auxiliary look into guest speakers and motivational speakers, as well as an ambassador to champion on the Auxiliary for supporting the NALC. It was decided to try to have a global social media presence to gain members and to hold special meetings for members

who cannot attend regular meetings.

The Transportation and Per Diem Committee met and suggested payment according to the IRS rate. Airfare and hotel cost are covered by the NALC. Transportation costs will be paid after officers turn in their receipts.

Other business was tabled for Wednesday.



NALC CONVENTION TUESDAY

COVERING THE SECOND SESSION:
TUESDAY, AUGUST 4, 2026



'DEMOCRACY AIN'T FAST'



With a lengthy agenda before them, the delegates on Tuesday took on pending business by considering a long list of proposed constitutional amendments. At the midway point in the long deliberations, President Brian L. Renfro reminded the convention: "Democracy ain't fast."

President Renfro called Tuesday's session to order at 10 a.m. He first invited Cory Carter of Fargo-West Fargo, ND Branch 205 to sing a rousing rendition of the national anthem, followed by Libya Floyd of Los Angeles, CA Branch 24, who led delegates in reciting the Pledge of Allegiance. John Moretta, Monsignor of Resurrection Catholic Church—as well as a former letter carrier—delivered the day's invocation.

Renfro returned to the podium to remember and honor the 2,400 letter carriers who have died since the 2024 convention in Boston, 24 of whom tragically died in the line of duty. He explained that the union has a memorial plaque on display at NALC Headquarters in Washington, DC, and led the convention hall in a moment of silence for these fallen brothers and sisters: Johnny Tsui of New York, NY Branch 36; Lawrence Kveton of Chicago, IL Branch 11; Irvin Hernandez of Santa Rosa, CA Branch 183; Lionel Brown of New York, NY Branch 36; Ray Hodges of New York, NY Branch 36; Steven W. Chen of San Francisco, CA Branch 214; Tim Boscoe of Bethlehem, PA Branch 254; Christopher Atkins of Los Angeles, CA Branch 24; Chris Grimes of Pittsburgh, PA Branch

President Renfro explains the constitutional amendments process to the delegates.

84; Dan Workman of Grand Junction, CO Branch 913; Alex Feller of Sacramento, CA Branch 133; Jacob Taylor III of Dallas, TX Branch 132; Elizabeth Crowe of Boston, MA Branch 34; Nikkia Wallace of Asheboro, NC Branch 2560; Steven Marks of Houston, TX Branch 283; Melissa Weis of St. Cloud, MN Branch 388; Chris Montano of Oak Brook, IL Branch 825; Matthew Albanese of Long Island Merged, NY Branch 6000; Patrick Demakes of Boston, MA Branch 34; Dequavious Graves of Decatur, GA Branch 2225; Corey Ifill of New Jersey Merged Branch 38; Yvon Richards of Worcester, MA Branch 12; Tinisha Cade of Decatur, GA Branch 2225; and Gerald Nevels of Kansas City, MO Branch



30. Their names will be added to the memorial display at Headquarters.

The NALC president released Executive Vice President Paul Barner and the Greetings to the Auxiliary Committee—composed of Chair Elisabeth Goodwin of Houston, TX Branch 283; Al Friedman of Clearwater, FL Branch 2008; Keisha Bryant of Greenwood, MS Branch 1080; Angela Kalmuk of South Bend, IN Branch 330; and Patrick VanEgeren of Green Bay, WI Branch 619—to greet the NALC Auxiliary.

CONSTITUTIONAL AMENDMENTS

Renfro then turned to consideration of constitutional amendments.

There were four teller votes held throughout the day.



Going into executive session, Renfro ordered the sergeants-at-arms to remove anyone who wasn't a delegate from the convention hall and said that no other business could be discussed until the amendment process is concluded. The convention livestream on YouTube was suspended during the executive session.

President Renfro invited Secretary-Treasurer Nicole Rhine to the stage, who read the Executive Council report on constitutional amendments and explained the process. "The democracy of our great union is firmly rooted in our written *Constitution*," she told the delegates. "I urge you to use your

power and your wisdom to reach the best possible conclusion concerning the amendments we are about to discuss."

She then introduced Board of Trustees Chair Larry Brown to the podium to read amendments to the *NALC Constitution*. The first 11 amendments were about ranked-choice voting in NALC elections. After vigorous discussion, the delegates voted to uphold the Executive Council's disapproval of the first considered amendment, No. 3, by a teller vote of 3,250 to 1,403.

'BUILD YOUR UNION'

The discussion of ranked-choice elections was paused when Renfro invited Sara Nelson, president of the Association of Flight Attendants (AFA-CWA), to the stage.

Nelson urged the delegates to remember the power of union solidarity. "Unchecked capitalism has no place in our economy," she said, "and it is only unions that give working people a fair shot."

The strategy of the billionaire class that is working against the interests of working people, she said, is the four D's of union-busting: to "divide, delay, distract and demoralize."

Though anti-union forces are seeking to tear down the institutions that protect workers, Nelson reminded delegates that in the early days of the labor movement, unions won the power to build those institutions in the first place thanks to solidarity.

"One hundred years ago, workers didn't have legal rights," she said, adding that they organized and built solidarity to gain them, and that is their true strength.

"[Elon] Musk and the other oligarchs have money and control, but we have the power," she said. "Solidarity is a force stronger than gravity."

"Everything good we have is because someone fought and died for our rights," she added. "Now it's on us. It's our time to build our union."

"If you want a good job with a living wage, build your union! If you want



President Renfro leads the delegates in a Letter Carrier Cheer for Sara Nelson.

a decent home, build your union!” Nelson urged. “If you want to tell the boss to kiss your a—, build your union! Fight like hell, letter carriers!”

The delegates rewarded her with a hearty Letter Carrier Cheer.

BUSINESS RESUMES

Renfro returned to the lectern and attention turned back to amendments. All the remaining ranked-choice voting amendments were ultimately withdrawn.

The process continued with Trustee Sandy Laemmel reading additional proposed amendments. On a voice vote, the delegates voted to amend the *Constitution* to call for the president to fill all vacancies occasioned by death or otherwise within 45 days.

During a pause in discussion of amendments, the delegates viewed a video about the NALC Emergency Response Team (ERT) that described what the ERT does and how it benefits

letter carriers in stations that have experienced a crisis or trauma, such as the death of a letter carrier.

Returning to business, the delegates voted to require the president to keep written records of all collective-bargaining proposals, which would go to the executive vice president in order to continue the process if the president is unable to perform collective-bargaining duties.

WRAPPING UP

As the time for adjournment approached, delegates asked about the possibility of canceling afternoon workshops in order to do more of the business of the convention. President Renfro responded that they needed to get information about altering shuttle bus schedules. Information would be presented on Wednesday to allow the delegates to make a decision about changing the hours of the general session.

Renfro then introduced Vice President James Henry, who explained the appeals process.

Secretary-Treasurer Rhine returned to the stage for some announcements, including that the Organizing Awards would be mailed to the winners.

The following branches have the highest percentages of organization.

The top-organized branches in Category 7, with between 200 and 349 active carriers, are:

- First place—Joliet, IL Branch 305 with a 99.27 percent organization rate.
- Second place—Sioux Falls, SD Branch 491 with a 99.12 percent participation rate.
- Third place—Pawtucket, RI Branch 55 with a 98.83 percent participation rate.

The best-organized branches in Category 6, with between 350 and 499 active carriers, are:

- First place—Mobile, AL Branch 469 with a 98.41 percent participation rate.
- Second place—Mount Clemens, MI Branch 654 with a 97.68



percent participation rate.

- Third place—Wilmington, DE Branch 191 with a 97.50 percent participation rate.

The best-organized branches in Category 5, with between 500 and 699 active carriers, are:

- First place—Bergen County Merged, NJ Branch 425 with a 97.72 percent participation rate.
- Second place—Lehigh Valley, PA Branch 274 with a 97.35 percent participation rate.
- Third place—Eugene, OR Branch 916 with a 96.36 percent participation rate.

The best-organized branches in Category 4, with between 700 and 999 active carriers, are:

- First place—Providence, RI Branch 15 with a 97.98 percent participation rate.
- Second place—New Orleans, LA

Branch 124 with a 97.26 percent participation rate.

- Third place—South Jersey Branch 908 with a 97.11 percent participation rate.

The best-organized branches in Category 3, with between 1,000 and 1,499 active carriers, are:

- First place—Connecticut Merged Branch 20 with a 98.59 percent participation rate.
- Second place—Flushing, NY Branch 294 with a 97.94 percent participation rate.
- Third place—Louisville, KY Branch 14 with a 97.16 percent participation rate.

The best-organized branches in Category 2, with between 1,500 and 2,499 active carriers, are:

- First place—Las Vegas, NV Branch 2502 with a 97.46 percent participation rate.

Members of the Veterans Group put together bags of essentials for unhoused vets.

- Second place—Portland, OR Branch 82 with a 96.74 percent participation rate.
- Third place—Hartford, CT Branch 86 with a 96.32 percent participation rate.

The best-organized branches in Category 1, with more than 2,499 active carriers, are:

- First place—Philadelphia, PA Branch 157 with a 98.13 percent participation rate.
- Second place—Pittsburgh, PA Branch 84 with a 96.94 percent participation rate.
- Third place—South Florida Branch 1071 with a 96.80 percent participation rate.

After a few more announcements by Rhine, President Renfroe adjourned the session for the day at 3:27 p.m.



NALC AUXILIARY

TUESDAY, AUGUST 4

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention resumed with the Pledge of Allegiance and a prayer.

Tessy Fisher, chaplain, began the memorial service with a prayer and a reading of Psalm 23. Names were read of the members who have died since 2024: Mary Stahlheber of Aux. #739 in Illinois, Matt Sellmyer of Aux. #233 in Texas, Stan Butzow of Aux. #153 in Illinois, Steven Martinez of Aux. #377 in Arizona, Al Jelinek of Aux. #144 in Wisconsin, Marilyn Jun Bock of Aux. #202 in

Washington, Rebecca Cox of Aux. #377 in Arizona, Pat Jared of Aux. #138 in Ohio, Pam Malone of Aux. #111 in Texas, Robert Hinson of Aux. #28 in Texas, and Pat Agy of Aux. #444 in Colorado. May they all rest in peace.

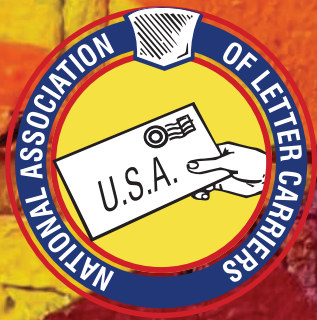
Committee reports continued. The Audit Committee needs more time to review the books, so the report was tabled until Wednesday.

The NALC Greetings to the Auxiliary Committee—Paul Barner, Elisabeth Goodwin, Pat VanEgeren, Angela Kalmuk,

Lakeyshan Bryant and Al Friedman—welcomed the Auxiliary to the convention. Barner talked about how important the Auxiliary is to the NALC and how working together can improve the activities the Auxiliary can do to support letter carriers.

The meeting was recessed for lunch at the Yard House.

The session resumed after lunch. Nominations were submitted for board positions: president—Warditra Hughes, secretary—Chandra Thurman and treasurer—Lynn Logen. Good luck to all.



NALC CONVENTION WEDNESDAY

COVERING THE THIRD SESSION:
WEDNESDAY, AUGUST 5, 2026



STANDING TOGETHER

President Renfro leads a
Letter Carrier Cheer for AFGE
President Everett Kelley.

After President Brian L. Renfro opened Wednesday's session at 10:02 a.m., the day kicked off with Charles Kirchen, president of Lawton, OK Branch 1123, performing the "The Star-Spangled Banner" on electric guitar and Los Angeles, CA Branch 24 member Matt Kozlo leading the Pledge of Allegiance. The Rev. Dr. N'Yisrela Watts-Afryie of St. Paul's Presbyterian Church gave the invocation.

Renfro recognized a fallen carrier who had been left off the previous day's memorial presentation and called for a moment of silence.

The NALC president recognized the military veterans in the convention hall and asked those who had served to stand for applause. "Thanks for your service to the country, the American people and this great union," Renfro said.

He told delegates that to have more time for consideration of constitutional amendments, committee reports and nominations for elections, the general

session schedule for Wednesday and Thursday would be modified. Wednesday's afternoon workshops would be canceled to extend union business until 6 p.m., and Thursday's morning and afternoon workshops would be canceled to allow the general session to run from 8 a.m. to 4:30 p.m. A vote was taken to suspend the convention rules in order to do so, and had no objections.

Renfro mentioned that due to the modified schedule, there would be no Muscular Dystrophy Association (MDA) presentation and instead encouraged attendees to visit the MDA booth in the exhibit hall to voice support. He also shared that Los Angeles Branch 24's fundraiser the previous night raised more than \$10,000 for the organization.

The president reminded attendees that the convention remained in executive session, so only credentialed delegates were allowed to be in the hall and that the session would not be livestreamed on YouTube.

He explained that because Amendment 15 regarding presidential duties was adopted and part of the *NALC Constitution*, and that no later proposed amendment would modify it or conflict with Robert's Rules of Order, any of the subsequent proposed amendments to the section would not override the language of Amendment 15.

Renfro invited National Trustee Sandy Laemmel to the stage for continuation of constitutional amendments. During the process, questions arose concerning the practice of voting on the recommendations of the Executive Council. Ultimately, a vote was taken to determine whether voting should be on the Executive Council's recommendations or to vote on the adoption of the amendments themselves. By a teller vote of 3,016 to 1,426, the delegates determined that the convention would continue with the longstanding practice of voting on the Executive Council's recommendations.

Attention then turned back to amendments related to the duties of the president in the collective-bargaining process and



International
Secretary of
SEKO Jens
Saverstam

appointment of positions, which were either voted down or withdrawn.

OVER THERE, OVER HERE

President Renfro introduced Jens Saverstam, international secretary of SEKO, the Union of Service and Communication Employees, which represents postal workers in Sweden. He is also deputy world president for UNI Global Union Post & Logistics. Renfro explained that “our affiliation with UNI is so important because it gives us a preview into fights that might come our way, as I discussed in detail on Monday morning. Right now, post offices worldwide are facing the same issue: How do we fund universal service when letter mail volume has dried up and the parcel market is increasingly competitive? We face the same challenge. By learning from how other countries react, we can build our strategy to fight back.”

Saverstam informed the delegates that the European Union is in the process of rewriting the minimum standards for postal systems within its borders.

“We need to fight now,” he said. “This is the time to fight for the delivery service of letters. We are seeing in Europe a big threat to that. A lot of countries have gone to less service. Some have gone to two days a week. Some have gone to one day a week. The country of Denmark has abandoned the letter service in their country. Posts are not delivering anymore.”

There have been thousands of complaints against the private companies that have taken over delivering the mail, he said, but it is too late for countries that have privatized to go back.

In UNI’s fight to protect postal systems through the minimum standards, Saverstam said that its most important demand is for “parcels to be a part of the universal

service obligation. Why is this so important? We see that parcels are the future for the post.”

UNI has called on national governments to invest in the post, offer full-time jobs and come to beneficial collective-bargaining agreements. “Let us fight for that,” he said.

“When something is happening in Europe—it’s a big postal market—it will also happen in other parts of the world,” he added. “It’s good to have readiness and it’s good to have your members with you.”

Delegates thanked Saverstam with a Letter Carrier Cheer.

The convention then returned to the amendment process. Proposed amendments to reduce the pay of Executive Council members, change the duties of some of those officers, the removal of officers, and the publishing of resolutions were voted down.

An amendment that would present any tentative agreement to the Executive Council for review and acceptance was approved by a voice vote. An amendment to expand who can be covered by the Mutual Benefit Association to include niece, great-niece, nephew and great-nephew passed as well.

STANDING TOGETHER

President Renfro next introduced National Rural Letter Carriers’ Association (NRLCA) President Don Maston, who told the crowd that unions must stand together when lawmakers attempt to influence the future of the Postal Service when so much is at stake.

USPS’s financial challenges can be addressed in two very different ways: “Congress can strengthen the Postal Service so it can continue fulfilling its public mission, or Congress can use this as an excuse to reduce service, close facilities, cut the workforce, abandon communities, and prepare the remaining pieces for privatization,” he said. “Our position is clear: The Postal Service is not a private business. It’s a public institution with a universal service obligation.”

Maston recognized NALC’s leadership in getting the Protect Our Letter Carriers Act introduced and mentioned the murder of Chicago, IL Branch 11 carrier Octavia Redmond on her route in 2024. “Nothing demonstrates the need for passage of this

legislation more,” he said. “We can honor her by refusing to accept violence against letter carriers as just another part of the job.”

Returning home safely at the end of the day should be a given, Maston said. That same principle applies to extreme heat, he added, pointing to NALC’s loss of Jacob Taylor of Dallas, TX Branch 132 last year. “We need enforceable heat protections,” he said, adding, “Managers must understand that no delivery target is more important than a carrier’s life.”

Letter carriers must also defend the Postal Service’s role in our democracy. “Let me be clear: Letter carriers pick up and deliver election mail. We do not determine who is eligible to vote. We do not enforce state election laws, and we should never be placed in the position of accepting or rejecting a customer’s ballot,” he said. “The Postal Service must remain neutral and independent to remain trusted.”

Unity is the most important factor in achieving our goals. “The challenges before us may be significant, but they are not insurmountable—not when we stand together,” the NRLCA president said. “Together we can defend the public Postal Service. Together we can protect the safety of every postal worker. Together we can preserve the Postal Service’s trusted role in our elections. And together we can achieve fair contracts and protect good-paying union jobs.”

The delegates gave Maston an enthusiastic Letter Carrier Cheer.

‘WE’RE STILL HERE’

Renfro then welcomed American Federation of Government Employees (AFGE) President Everett Kelley to the lectern.

Kelley reviewed the tremendous challenges federal unions have endured under unprecedented assaults from the Trump administration, which yanked the collective-bargaining rights of 950,000 federal employees, canceled many union contracts and fired workers using the ridiculous excuse of protecting national security.

“It was never about security,” Kelley said. “It was about silence.”

Letter carriers should be ready for similar attacks, he said, in the form of efforts to privatize USPS.

“Privatization means somebody gets rich, and somebody gets left behind,” he said.

Kelley told the delegates that AFGE hasn’t rolled over in the face of the assaults. “They thought if they could take the contracts, they could take the unions. They forgot that giving up is not in our DNA,” he said. Protests and court battles have won back many contracts and reinstated many workers.

Noting NALC’s slogan, “Fight like hell!” Kelley said, “I want every individual in this room to know that AFGE is fighting like hell with you.”

Rallying the delegates to stand together against the threats, Kelley told them, “Power is never given—power is taken, and we have to take it together.”

“Don’t grow weary,” he urged the delegates. “Because they’ve thrown everything they have at us: executive orders, they terminated contracts, mass firings, attacks on our dues. They tried to break us financially. They tried to break us spiritually. But we’re still here, still organizing, still fighting!”

“We are unbowed, and we are unstoppable!” he said. “We refuse to bend in the face of adversity!”

The delegates rewarded Kelley with a Letter Carrier Cheer.

SPECIAL APPEALS

The convention remained in executive session for motions that could not be considered during the amendment process. A motion to extend the deadline for branches to notify the election commissioner that they would not be voting unit rule for the AFL-CIO delegate election was passed, and the deadline was set for the end of the general session on Wednesday.

A motion to hear an appeal of an Executive Council decision on Article 10 charges was made and passed. As part of the motion, the method of the appeal was defined with each party receiving six minutes to address the convention. In order to give the parties time to prepare, it was decided to hear the appeal on Thursday, President Renfroe said.

Another motion was passed to have the Committee on Appeals make a decision on a delegate’s appeal and not wait any longer for the branch to respond to the request for information from the committee. President Renfroe said that the committee would issue a decision by Friday.

A motion to accept all resolutions approved by the Executive Council *en bloc* passed and was later amended to not include any resolutions that were submitted after the *Resolutions and Amendments* book was published. Those would be shown on-screen and read for the body.

The general session took a recess of 30 minutes before exiting executive session and the livestream was resumed.

NOMINATIONS

President Renfroe called the convention back to order at 4:37 p.m. and turned to the next order of business, as required by the *NALC Constitution*: calling for nominations for national and regional office, which were offered from the floor as follows (uncontested nominees were elected by consent; contested nominees are listed in nomination order):

President (contested)

- Nicole R. Rhine, Lincoln, NE Br. 8
- Lucien “Lew” Drass, Huntsville, AL Br. 462
- James Henry, Garden Grove, CA Br. 1100
- Michael Caref, Chicago, IL Br. 11

Executive Vice President (contested)

- Corey Walton, Nashville, TN Br. 4
- Manuel L. Peralta Jr., Garden Grove, CA Br. 1100

Vice President (contested)

- Mark S. Camilli, Northeastern NY Br. 358
- Kimetra Simpson-Lewis, Dallas, TX Br. 132

Secretary-Treasurer (contested)

- Raquel “Rocky” Acasio, San Diego, CA Br. 70
- Mack I. Julion, Chicago, IL Br. 11

Assistant Secretary-Treasurer (contested)

- Larissa Parde, Lincoln, NE Br. 8
- Esteban Ramirez, San Antonio, TX Br. 421

Director of City Delivery (contested)

- Christopher Jackson, Garden Grove, CA Br. 1100
- David L. Mudd, Louisville, KY Br. 14

Director of Safety and Health (contested)

- Shawn Boyd, Dallas, TX Br. 132
- Rob Kosier, Milwaukee, WI Br. 2

Director of Retired Members (contested)

- Anita Guzik, Los Angeles, CA Br. 24
- Daniel Toth, Lorain, OH Br. 583

Director of Life Insurance (contested)

- Phillip C. Rodriquez, Salt Lake City, UT Br. 111
- James W. “Jim” Yates, Long Island Merged, NY Br. 6000

Director, Health Benefit Plan (contested)

- Stephanie Stewart, Central Iowa Merged Br. 352
- Henry Cordero, Beverly Hills, CA Br. 2293
- Kevin Sommers, State College, PA Br. 1495

National Trustees (three positions, contested)

- Charles P. Heege, New York, NY Br. 36
- John A. Cruz, Brooklyn, NY Br. 41
- Elise M. Foster, Chicago, IL Br. 11
- Jeffrey Wagner, West Palm Beach, FL Br. 1690
- William Heller, Knoxville, TN Br. 419
- Sandra D. Laemmel, Detroit, MI Br. 1
- Howard K. Komine, Honolulu, HI Br. 860
- David J. Grosskopf Jr., Buffalo-Western New York Br. 3

President Renfroe leads a Letter Carrier Cheer for National Rural Letter Carriers’ Association President Don Maston.



Region 1 NBA (contested)

- Allan Rios, Garden Grove, CA Br. 1100
- Christopher Reed, Kailua Kona, HI Br. 5516

Region 2 NBA (contested)

- Nick Vafiades, Longview, WA Br. 2214
- Debra Dixon, Br. 351, Olympia, WA

Region 3 NBA

- Ronald Morgan, Chicago, IL Br. 11

Region 4 NBA

- John Robles, Centennial, CO Br. 5996

Region 5 NBA

- David A. Teegarden, Kansas City, MO Br. 30

Region 6 NBA (contested)

- Walter McGregory, Southeast MI Br. 2184
- Kyle D. Inosencio, Grand Rapids, MI Br. 56

Region 7 NBA (contested)

- Patrick Johnson, Milwaukee, WI Br. 2
- Elliot Simmons, Bismarck, ND Br. 957

Region 8 NBA (contested)

- Steve Lissan, Nashville, TN Br. 4
- Danna Chambless, Nashville, TN Br. 4
- Christopher Strickland, Tuscaloosa, AL Br. 1096

Region 9 NBA (contested)

- Cliff “Eddie” Davidson Jr., Durham, NC Br. 382
- Caroline Jones, High Point, NC Br. 936

Region 10 NBA (contested)

- Karrie Blough, Houston, TX Br. 283
- William Moody, Austin, TX Br. 181

Region 11 NBA (contested)

- Michael Brim, Columbus, OH Br. 78
- Mike Hayden, Toledo, OH Br. 100

Region 12 NBA (contested)

- Brian Thompson, New Castle, PA Br. 22
- William Kriebel, Bethlehem, PA Br. 254

Region 13 NBA (contested)

- Jerry Kerner Jr., Baltimore, MD Br. 176
- Vada E. Preston, Tidewater Virginia Br. 247

Region 14 NBA (contested)

- Kenneth Janulewicz, Worcester, MA Br. 12
- Tom Rooney, Boston, MA Br. 34

Region 15 NBA (contested)

- Roy Jancio Jr., New Jersey Merged Br. 38
- Orlando Gonzalez, New York, NY Br. 36

Renfroe then reviewed the voting process for AFL-CIO delegates and asked for nominations from the floor.

NALC’s membership size means that the union can send nine delegates to the federation’s convention. The NALC president and secretary-treasurer serve as delegates by virtue of their offices; elections for the remaining seven were to take place on Thursday.

The nominees are (in nominating order):

- Pascual Ortiz, New York, NY Br. 36
- Jamie Lukens, Barberton, OH Br. 897
- Jeff Parr, Santa Rosa, CA Br. 183
- C Moline, Seattle, WA Br. 79
- Joshua Towne, Pawtucket, RI Br. 55
- Jarod Miner, Pueblo, CO Br. 229
- Ethel Bibbs, Beaumont, TX Br. 842
- Tim Greene, Asheboro, NC Br. 2560
- Lloyd Doucet Jr., New Orleans, LA Br. 124
- Paul Rozzi, Pittsburgh, PA Br. 84
- Homer Hernandez, San Antonio, TX Br. 421
- Zach Schassberger, Ann Arbor, MI Br. 434
- Sarah T. Cuello, Oak Brook, IL Br. 825
- Catherine Jones, Minneapolis, MN Br. 9
- Michael J. O’Neill, New Jersey Merged Br. 38
- Trevor Haas, Dallas, TX Br. 132
- Kimberly Mortensen, Salt Lake City, UT Br. 111

- Chris Persampieri, Southeast MA Merged Br. 18
- Derek J. Simpson, Garden Grove, CA Br. 1100
- John Murphy, Naples, FL Br. 4716
- Michael Townsend, South Florida Br. 1071
- Cindy Connors, Staunton, VA Br. 513
- Alex Criegio, Pittsburgh, PA Br. 84
- Elaine Jones, Detroit, MI Br. 1
- Aaron LeDuc, Fond du Lac, WI Br. 125
- Margo O’Neill, Central Iowa Merged Br. 352
- Jamie Drayton-Bey, Virginia Beach, VA Br. 2819
- Ron S. Zalewski, South Macomb, MI Br. 4374
- Jon Morris, Fort Worth, TX Br. 226
- Cristal Czajkoski, South Suburban Merged, IL Br. 4016

Renfroe said Board of Tellers Chair Andrew Weiner will explain the AFL-CIO delegate election process on Thursday.

Following some announcements by Secretary-Treasurer Rhine, the convention was adjourned at 6:29 p.m.

Ronald Morgan celebrates after being elected NBA for Region 3 by acclamation.



NALC AUXILIARY

WEDNESDAY, AUGUST 5

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention opened with the Pledge of Allegiance and the collect.

Secretary Crystal Bragg gave an update on the amount of registered delegates, which now is 41.

The Audit Committee requested more records before it can complete the report. The committee will have until Thursday to give its report.

Tuesday’s minutes were handed out for review. Peggy Morris’s name needed to be added to the list of people who died. The minutes were passed with the change.

A motion was made by Cathy Dye of Aux. #202 in Washington to reimburse Tessa Fisher, NALCA chaplain, for expenses related to the memorial services at the 2016 convention in the amount of \$448.83. It was seconded by Andrea Kidd of Aux. #260 of Oregon. It was voted on and passed.

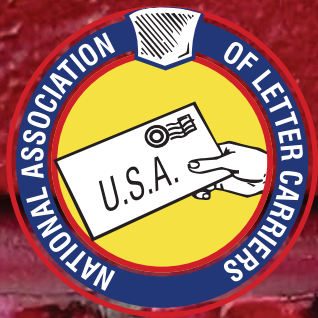
Donations were collected for MDA and the Letter Carrier Political Fund.

The dissolution of the Oklahoma State Auxiliary’s financial assets was received, and it was voted on to distribute \$2,000

to the NALC Disaster Relief Fund and \$500 to MDA, according to Article IX, Section 8(d).

Elections: There was only one nominated candidate each for the offices of president, secretary and treasurer, therefore they are declared elected: President Warditra Hughes, Secretary Chundra Thurmond and Treasurer Lynn Logen. The new board will be sworn in on Thursday.

The meeting was recessed until Thursday at 9 a.m.



NALC CONVENTION THURSDAY

COVERING THE FOURTH SESSION:
THURSDAY, AUGUST 6, 2026



Rep. Hakeem Jeffries is escorted to the stage by delegates from New York.

PRESSING ON

President Brian L. Renfro opened Thursday's session at 8:04 a.m. and the day began with a moving rendition of the national anthem by Michelle Bjornseth of Bismarck, ND Branch 957. Rebecca Renteria of Los Angeles, CA Branch 24 led delegates in the Pledge of Allegiance. Dr. Kathy Cash, chaplain for the American Legion's Department of California, gave the invocation.

Renfro invited to the stage Election Commissioner Andrew Weiner, who explained the voting process for the union's AFL-CIO delegate elections, which would take place from 4:30 p.m. to 6:30 p.m. following Thursday's general session.

President Renfro called the Committee on Mileage and Per Diem to the lectern. The committee's acting chair, Kenneth Montgomery of Rochester, NY Branch 210, took the microphone to offer condolences following the recent death of Committee Chair Antonia Shields. The members of the committee introduced themselves: Josiah Morse of

Maine Merged Branch 92; Jose Romero of Albuquerque, NM Branch 504; and Ryan West of Bloomington, IL Branch 522. Montgomery reported that the committee had recommended \$5,073.49 for mileage and per diem and \$66,800 for stipends for a total of \$71,873.49. The delegates adopted a motion to accept the final report.

The NALC president returned to the podium and recognized delegates at the microphones. A number of requests were made to "pass the hat" for injured carriers and for the families of carriers who have died, and several moments of silence were held. There were also calls for the national union to match funds raised in the passing of the hat, as well as to match funds for various branches' Muscular Dystrophy Association (MDA) fundraisers and for the NALC Disaster Relief Foundation.

Renfro then announced the names of the National Election Committee members that he had appointed. Those members are: Lamanda Bradshaw, Modesto, CA Br. 1291; Mike Hansen, Salt Lake City, UT

Br. 111; Brian Wiggins, Seattle, WA Br. 79; 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; Sylvain Stevens, Charlotte, NC Br. 545; Juan Munoz, Corpus Christi, TX Br. 1259; Monique Mate, Rochester, NY Br. 210; Michele Galda, Camden, NJ Merged Branch 540; Melissa Johnson, Rockville, MD Br. 3825; Joseph Stearns, Massachusetts Northeast Merged Br. 25; Eric Lomax, Jamaica, NY Br. 562; and Mike O'Neill, New Jersey Merged Branch 38.

Secretary-Treasurer Nicole Rhine next made some announcements to the delegation, including about a drawing for ballot placement of candidate names for AFL-CIO delegates and the retrieval of union awards. President Renfro then declared a return to executive session and the suspension of the convention livestream to take care of official union business after a short break.

The delegates heard an appeal of two decisions by the Executive Council related to the collective-bargaining

process and the investigation of Article 10 charges in April 2025. Executive Vice President Paul Barner offered the Executive Council's rebuttal. The body voted to uphold both decisions of the Executive Council with teller votes of 2,637 to 1,376 on the collective-bargaining decision and 2,616 to 1,317 on the decision about the Article 10 investigation.

After the votes, the executive session ended and the livestream resumed as consideration moved to legislative resolutions. A motion was made and passed to not read the resolutions and only hear the Executive Council's report on any disapproved resolution.

SOLVING HARD CHALLENGES

The delegates then viewed a video message from Sen. Gary Peters (D-MI), ranking member of the Homeland Security and Governmental Affairs Committee and strong NALC ally.

"I grew up in a union household, and I learned firsthand the power and importance of unions to fight for workers' rights," Peters said.

Peters reminded the carriers that he led the effort in the Senate to pass the Postal Service Reform Act of 2022, which included the elimination of pre-funding of retiree healthcare benefits and a permanent requirement for six-day delivery.

"That effort shows that big reforms can still be accomplished when we come together in a bipartisan manner to solve hard challenges," he said.

Peters also noted that with the support

of NALC, he succeeded in removing provisions from President Trump's "One Big Beautiful Bill" last year that would have slashed postal retirement benefits and required USPS to sell off its new postal vehicle fleet.

"NALC's advocacy was absolutely crucial, and you made sure that Congress heard your voices loud and clear," he said.

Peters decried President Trump's attempt to hijack voting by mail. "Postal employees should never be forced to verify ballots," Peters said, "or decide which pieces of mail should be delivered. And I'm going to continue to fight these illegal and unconstitutional efforts."

"I will continue to hold the Postal Service and the Trump administration accountable, and work to find a path forward to improve its finances," he concluded, "so that you can continue to deliver for another 250 years."

The delegates responded with a Letter Carrier Cheer.

RESOLUTIONS

The delegates then turned to consideration of legislative resolutions, with Executive Vice President Barner reading the Executive Council's reports on the resolutions. The convention approved resolutions to allow retired carriers to continue contributions to the Thrift Savings Plan, to continue six-day mail delivery for every house, and to create a Farmworkers Day paid holiday.

The delegates debated the longtime issue of locality and area wages and

overturned the Executive Council's disapproval of a resolution to "lobby for adding USPS to the locality pay provisions in the law enjoyed in the 54 areas federal employees receive this benefit" on a teller vote of 1,909 to 1,781.

The convention took a recess for lunch at 1:07 p.m. and resumed at 1:48 p.m. The delegates watched a video explaining the battles NALC has faced and the legislative efforts the union has used to combat those issues.

A SEA OF BLUE

President Renfroe then welcomed Ha-keem Jeffries (D-NY), minority leader of the U.S. House of Representatives, to the podium to speak to the delegates. Jeffries was escorted into the convention hall by letter carriers from New York.

The son of public employees, Jeffries praised carriers for their dedication to their work and said he shares their goals: "Your values are my values, and my values are your values."

Jeffries said he was proud of the passage of the Postal Service Reform Act and the Social Security Fairness Act, and pledged to enact legislation to protect carriers from violence. If his party wins back majority control of the House of Representatives in the midterm elections, he said, he will go much further.

"Life is too expensive in the United States of America," he said, and workers are struggling to survive. "We believe that in this great country of ours, when you work hard and play by the rules, like all of you do, you should be able to live an affordable life, a comfortable life and live the good life," Jeffries said. "A good-paying job, good housing, good healthcare, a good education for your children, and when it's all said and done, a good retirement. That's what this union fights for, and that's what we're going to fight for."

"And that, of course, means at all times," he added. "We're going to make sure those MAGA extremists keep their hands off your Social Security and your Medicare."

No movement has done more to fight for the American dream than labor, Jeffries said. "We will continue as House Democrats to stand with you and push back against the attacks on unions, and when

NALC President Renfroe thanks Rep. Jeffries.



we get control of the gavel, to protect the right to organize at all times.”

Jeffries also pledged to confront the “unprecedented corruption” in the Trump administration.

“If folks are too focused on enriching themselves, their family members, their friends and their donors, they’re not focused on making your life better,” he said. “Beginning on Day 1, when the House Democrats get the gavel, we’re going to hold the crooks accountable.”

Echoing the Rev. Dr. Martin Luther King Jr., who said “press on, and keep pressing,” Jeffries urged the delegates not to give up their efforts: “At this moment in time, we’ve got to press on and keep pressing,” he said. “Press on until victory is won!”

The delegates responded with an energetic Letter Carrier Cheer, and adopted a resolution making Jeffries an honorary member of NALC. Renfroe pointed to the sea of blue Letter Carrier Political Fund (LCPF) shirts in the crowd representing donors to the NALC’s political action committee.

FINISHING STRONG

The Board of Tellers dispersed into the hall to pass the hat, collecting funds for those selected under Rule 26.

The convention took up the *National Agreement* resolutions, with Vice President James Henry and Secretary-Treasurer Rhine reading the Executive Council’s recommendations on the resolutions. Over a few hours, the body dealt with 48 resolutions, 37 of which were passed. A summary of the passed resolutions and amendments is on [page X](#).

President Renfroe returned to the podium for announcements, including that the Board of Tellers had collected more than \$32,000 in cash, and the Venmo total had not been calculated yet. NALC Headquarters will match the final total based on a motion from the delegates.

The delegates then viewed a video message from American Postal Workers Union (APWU) President Jonathan Smith, who opened by praising letter carriers for their dedication to their jobs.

“You sacrifice every day to make sure you serve the American people,” Smith said. “It needs a lot more respect.”

Letter carriers are called heroes when

The Board of Tellers collect more than \$32,000 from delegates during the “pass the hat.”



calamity strikes, such as the COVID-19 pandemic or natural disasters, he added, but they are heroes every day they deliver.

Smith pledged that APWU will stand with NALC in the struggle against privatization and other threats to the Postal Service. “We are a thriving service, not a failing business,” he said.

“When they come for you, they come for us,” Smith promised. “We will fight this battle to the very end.”

“We will fight like hell!” he said. “Hands off the U.S. Mail!”

President Renfroe adjourned at 4:22 p.m. to allow delegates to vote in the AFL-CIO delegates election immediately after the session.

Previously in the session, Secretary-Treasurer Rhine told delegates that branches who won awards for food drive and Muscular Dystrophy Association fundraising could be picked up from the Community Services booth in the exhibit hall, and that LCPF awards would be mailed to the winning branches. Award winners were displayed on the screens during breaks.

LETTER CARRIER POLITICAL FUND

The first-place winners of the LCPF awards for 2024 and 2026 by branch size are below.

Highest percentage of contributors:

- 2,500 or more members: New Jersey Merged Branch 38 (11.18%)
- 1,500-2,499 members: Columbus, OH Branch 78 (16.52%)
- 1,000-1,499 members: South Suburban Merged Branch 4016 (45.27%)

- 700-999 members: Camden, NJ Merged Branch 540 (49.25%)
- 500-699 members: Bridgeport, CT Branch 32 (40.29%)
- 350-499 members: Wheeling, IL Branch 4739 (56.09%)
- 200-439 members: Framingham, MA Branch 334 (90.47%)
- 50-199 members: North Tonawanda, NY Branch 661 (233.33%)

Largest per capita contribution:

- 2,500 or more members: Cleveland, OH Branch 40 (\$3.34)
- 1,500-2,499 members: Columbus, OH Branch 78 (\$5.96)
- 1,000-1,499 members: South Suburban Merged, IL Branch 4016 (\$5.36)
- 700-999 members: New Haven, CT Branch 19 (\$23.06)
- 500-699 members: Ponce, PR Branch 826 (\$25.88)
- 350-499 members: Reading, PA Branch 258 (\$18.68)
- 200-349 members: South Central Indiana Branch 828 (\$21.83)
- 50-199 members: Longview, WA Branch 2214 (\$93.02)

Highest percentage of members contributing:

- 2,500 or more members: New Jersey Merged Branch 38 (15.30%)
- 1,500-2,499 members: Buffalo-Western New York Branch 3 (23%)
- 1,000-1,499 members: Austin, TX Branch 181 (33.13%)
- 700-999 members: South Jersey Branch 908 (31.97%)
- 500-699 members: Ponce, PR Branch 826 (24.39%)

- 350-499 members: Reading, PA Branch 258 (49.41%)
- 200-349 members: Pawtucket, RI Branch 55 (76.15%)
- 50-199 members: West Warwick, RI Branch 2158 (58%)

Highest per capita contribution:

- 2,500 or more members: New Jersey Merged Branch 38 (\$27.76)
- 1,500-2,499 members: Buffalo-Western New York Branch 3 (\$44.21)
- 1,000-1,499 members: Austin, TX Branch 181 (\$58.67)
- 700-999 members: Honolulu, HI Branch 860 (\$67.63)
- 500-699 members: Ponce, PR Branch 826 (\$64.89)
- 300-499 members: Reading, PA Branch 259 (\$92.65)
- 200-349 members: Pawtucket, RI Branch 55 (\$128.81)
- 50-199 members: Longview, WA Branch 2214 (\$184.98)

The state association first-place winners were:

- Highest percentage of members contributing: Rhode Island (34.67%)
- Highest percent) in contributors: Iowa (15.50%)
- Highest per capita contributions: Hawaii (\$66.26)
- Largest per capita contribution: Connecticut (\$7.58)

The first-place winners among regions were:

- Highest percentage of members contributing: Region 14 (14.46%)
- Highest percent) in contributors: Region 5 (6.54%)



NALC convention delegates vote for AFL-CIO delegates.

- Highest per capita contributions: Region 2 (\$32.63)
- Largest per capita contribution: Region 12 (\$3.91)

FOOD DRIVE

The award-winning branches with the most food collected in 2026:

- Category 11 (1-25 members): Lynden, WA Br. 4132—21,277 pounds
- Category 10 (26-49 members): Staunton, VA Br. 513—80,845 pounds
- Category 9 (50-99 members): Butte, MT Br. 621—157,244 pounds
- Category 8 (100-199 members): Southern Delaware Br. 906—331,635 pounds
- Category 7 (200-349 members): Columbia, MO Br. 763—673,118 pounds
- Category 6 (350-499 members): Sun City, AZ Br. 6156—265,693 pounds
- Category 5 (500-699 members): Ponce, PR Br. 826—546,600 pounds
- Category 4 (700-999 members): Clearwater, FL Br. 2008—1,501,767 pounds
- Category 3 (1,000-1,499 members): Oklahoma City, OK Br. 458—1,337,470 pounds
- Category 2 (1,500-2,499 members): Central Florida Br. 1091—649,120 pounds

- Category 1 (2,500 or more members): Los Angeles, CA Branch 24—1,005,500 pounds

MUSCULAR DYSTROPHY ASSOCIATION

Awards for branches that raised the most for MDA for 2025, by size category:

- Category 10 (1-49 members): Astoria, OR Br. 295—\$3,476
- Category 9 (50-99 members): Manitowoc, WI Br. 490—\$12,780
- Category 8 (100-199 members): Zanesville, OH Br. 63—\$9,996.80
- Category 7 (200-349 members): South Central Indiana Br. 828—\$14,020.02
- Category 6 (350-499 members): Erie, PA Br. 284—\$16,752
- Category 5 (500-699 members): Fort Wayne, IN Br. 116—\$19,214.36
- Category 4 (700-999 members): North-eastern New York Br. 358—\$16,650
- Category 3 (1,000-1,499 members): Louisville, KY Br. 14—\$19,220.21
- Category 2 (1,500-2,499 members): Portland, OR Br. 82—\$20,715
- Category 1 (More than 2,499 members): New Jersey Mgd. Br. 38—\$51,558.28



NALC AUXILIARY

THURSDAY, AUGUST 6

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Thursday session opened with the pledge, collect and prayer.

The minutes from Wednesday were read. Changes were made to name spelling. The minutes were approved with changes.

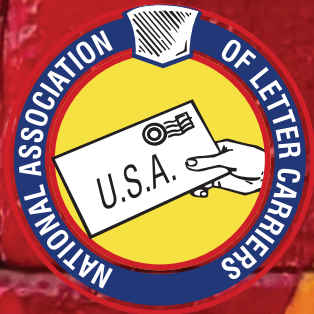
Audit Committee report: More description is needed with entries, as well as details on each transaction. The bank balance and books match. A motion was made and seconded,

and the motion passed.

Bylaws Committee report: No changes. A motion was made and seconded, and the motion passed.

New officers installed (at right): President Warditra Hughes-Hancock of Aux. #549 in North Carolina, Secretary Chandra Thurman of Aux. #11 in Missouri and Treasurer Lynn Loge of Aux. #99 in Washington.





NALC CONVENTION FRIDAY

COVERING THE FIFTH SESSION:
FRIDAY, AUGUST 7, 2026



LAST CALL

President Renfro
answers a question
from a delegate.

After President Brian L. Renfro opened Friday's session of the NALC national convention at 8:03 a.m., the day kicked off with Timothy Greene of Asheboro, NC Branch 2560 singing an *a capella* version of the national anthem and Marcos Garcia of Los Angeles, CA Branch 24 leading the Pledge of Allegiance. Rabbi Neil Comess-Daniels with Clergy and Laity United for Economic Justice delivered the invocation.

Renfro asked for a moment of silence to remember the former national and regional officers who have died since the 2024 Boston convention: William R. Yates, former secretary-treasurer; Judy Willoughby, former assistant secretary-treasurer; Jim Edgemon, former director of city delivery; Joseph

LaPlaca, former director of retired members; Mike Birkett, former Region 5 national business agent (NBA); Kathy Baldwin, former Region 10 NBA; and Joseph Morris Jr., former Region 14 regional administrative assistant.

The NALC president then announced the results of the AFL-CIO delegate election (the top seven are listed below with the vote totals and will serve as AFL-CIO delegates):

- Cindy Connors, Staunton, VA Br. 513—5,146
- Paul Rozzi, Pittsburgh, PA Br. 84—5,033
- Michael J. O'Neill, NJ Mgd. Br. 38—4,974
- Trevor Haas, Dallas, TX Br. 132—4,809
- Elaine Jones, Detroit, MI Branch 1—4,724
- Jamie Drayton-Bey, Virginia Beach, VA Br. 2819—4,598
- Pascual Ortiz, New York, NY Br. 36—4,294

At the previous convention in Boston, Renfro said, a resolution was passed about the formation of a committee on diversity, equity, accessibility and inclusion (DEAI). He appointed three members to a new NALC DEAI Committee: Jade McBride, Olympia, WA Branch 351; Carman Montgomery, Mobile, AL Branch 469; and Pascual Ortiz, New York, NY Branch 36. "I know these three are deeply committed to the goals and work of this committee, and I look forward to all they'll do for our members," Renfro said.

Convention business next turned to appeals and entered into executive session, turning off the livestream. As Vice President James Henry recused himself from the two appeals to be considered before the body of delegates, President Renfro invited

Secretary-Treasurer Nicole Rhine to the microphone to read the Committee on Appeals' report on both appeals.

The first appeal called for the overturning of Garden Grove, CA Branch 1100's officer elections, but the committee's decision was upheld on a teller vote 2,200 to 1,023.

The second appeal called for the overturning of San Diego, CA Branch 70's officer elections, but the committee's decision was upheld on a division vote.

After executive session ended, President Renfro summarized the Board of Trustees' report before a motion was made to hold off on the committee reports and for them to be placed in the Members Only portal on the NALC website. The members of those committees are listed below.

Convention Site Committee

Keisha Lewis of Garden Grove, CA Br. 1100; Ted Thompson of Cincinnati, OH Br. 43; and Jim Korolowicz, South Macomb, MI Br. 4374.

Credentials Committee

Credentials Committee Chair Delano Wilson, Silver Spring, MD Branch 2611; Charlisa Anthony, Detroit, MI Br. 1; Michael Badia, Marina, CA Br. 6385; Julianna Burton, Wichita, KS Br. 201; Kelsey Crosbie, Columbus, OH Br. 78; BaLynda Croy, Appleton, WI Br. 822; Benjamin Dixon, Detroit, MI Br. 1; Erika Estrada, Chicago, IL Br. 11; Ethel Ford, Houston, TX Br. 283; Leslie Greene, New Castle, PA Br. 22; Sonny Guadalupe, New York, NY Br. 36; Peter Handjojo, Garden Grove, CA Br. 1100; Mike Hansen, Salt Lake City, UT Br. 111; Patrick Harris, Garden Grove, CA Br. 1100; Kunga Jinpa, Burlington, VT Br. 521; Jeff Kranz, Findlay, OH Br. 143; Anthony Lauderdale, Nashville, TN Br. 4; Robb Petersburg, Minneapolis, MN Br. 9; Raqiyah Plenty, Jamaica, NY Br. 562; Melanie Shallcross, Camden, NJ Mgd. Br. 540; LaShawn Silas, Dallas, TX Br. 132; Tammy Swaney, Savannah, GA Br. 578; Julius Vickers, North FL Br. 53; and Dani Wolff, Casper, WY Br. 1681.

Scholarship Committee

Scholarship Committee Chair Larry Kania Buffalo-Western New York Br. 3; Carly Hook of Santa Clara, CA Br. 1427; and Kimetra Lewis of Dallas, TX Br. 132.

Retirement Committee

Retirement Committee Chair Michael Sheridan of South Macomb, MI Branch 4374; Brooks Bennett of Seattle, WA Br. 79; Doug Gulley of Columbus, OH Br. 78; Mary Halford of Arizona Mgd. Br. 1902; and April Hines of Washington, DC Br. 142.

Nalcrest Trustees

Nalcrest Trustees President Tony Diaz of Tampa, FL Br. 599; Starr Hunter of W. Palm

Beach, FL Br. 1690; and Fred Rolando of Sarasota, FL Br. 2148.

Public Relations Committee

Matt Leger of Fall River, MA Br. 51; Karen Evans of Stamford, CT Br. 60; Carolyn Zorn of Pasadena, CA Br. 2200; Eric Jackson of Southeast Pennsylvania Merged Br. 725; and Cory Carter of Fargo-West Fargo, ND Br. 205.

Health Benefit Plan Committee

Health Benefit Plan Committee Chair Tom Nelson of New York, NY Br. 36; Tom Dlugolenski of Syracuse, NY Br. 134; Lydia Caffrey of San Luis Obispo, CA Br. 52; Pete Bednarz of New Jersey Merged Br. 38; and Kieaunta Roberson of Indianapolis, IN Br. 39.

Distribution Committee

Distribution Committee Chair Wayne Harlow of Greenville, SC Br. 439; Steve Ancar, New Orleans, LA Br. 124; John Bahl, Newport, RI Br. 57; Joseph Baker, Columbia, SC Br. 233; Jennifer Braden, Roanoke Rapids, NC Br. 3331; Devin Broderick, Aurora, IL Br. 219; Homer Christian, Huntington, WV Br. 359; Aisha Culler, Columbia, SC Br. 233; Ron Fair, Medford, OR Br. 1433; Gus Fernandes, Boston, MA Br. 34; James Giese, Stockton, CA Br. 213; Anthony Guido, Worcester, MA Br. 12; Edward Johnson, Seattle, WA Br. 79; Andre Laney Sr., Cleveland, OH Br. 40; Renee Lomax, Oak Brook, IL Br. 825; Yolanda Luckie, Los Angeles, CA Br. 24; Andrea Malena, Omaha, NE Br. 5; Jacob Morgan, Greater East Bay, CA Br. 1111; Mark Murphy, Erie, PA Br. 284; Mark Nembhard, Virginia Beach, VA Br. 2819; Veronica Ramirez, Arlington Heights, IL Br. 2810; Arturo "AG" Ramirez, Houston, TX Br. 283; Frank Ramirez, South Florida Br. 1071; Christopher Reed, Kailua Kona, HI Br. 5516; Andrea Richardson, Memphis, TN Br. 27; Zach Schassberger, Ann Arbor, MI Br. 434; Sara Schawl, Clinton, IA Br. 126; Matt Slivinski, Wilkes-Barre, PA Br. 115; Leigh Smith, Decatur, GA Br. 2225; Raymundo Taveras, Flushing, NY Br. 294; Victor Vicenty, Flushing, NY Br. 294; Curtis Walker, Kansas City, MO Br. 30; Dominic Walton, New Jersey Mgd. Br. 38; Jerry White, Buxmont, PA Br. 920; James Williams, Chicago, IL Br. 11; and Latonya Williams, Birmingham, AL Br. 530.

Mutual Benefit Association Committee

Mutual Benefit Association Committee Chair Eric Matras of Portland, OR Br. 82; Desiray Anderson of Southern Delaware Br. 906; Mark Follette of Tucson, AZ Br. 704; Mark Godbee of Ballwin, MO Br. 5050; and George Laham of Hartford, CT Br. 86.

Uniform Committee

Uniform Committee Chair Stafford Price Jr. of Chicago, IL Br. 11; Lamanda Bradshaw of Modesto, CA Br. 1291; Ciria Dineyazhe of Arizona Mgd. Br. 1902; Sam Hill of Hattiesburg, MS Br. 938; and John Long of Jamaica, NY Br. 562.

FINISHING STRONG

Renfro called Assistant Secretary-Treasurer Mack Julion to the podium to resume consideration of resolutions, followed by Director of City Delivery Christopher Jackson and Director of Safety and Health Manuel L. Peralta Jr. The body dealt with 31 *National Agreement* resolutions, 25 of which passed.

Just after noon, the delegates approved a motion to extend the day's session to 3 p.m., at which point the shuttle buses would stop running.

Renfro called Peralta back to the podium to consider generation resolutions, followed by Director of Retired Members Dan Toth and Director of Health Benefits Stephanie Stewart. The delegates dealt with 11 general resolutions, three of which passed.

President Renfro then introduced Board of Trustees Chair Larry Brown to the podium, who gave a report on Rule 26 collection. Following approval of several motions from the delegates on Thursday, donations were collected from the convention floor. A total of \$42,405.83 was collected: \$34,057 in cash and \$8,348.83 via Venmo. A motion had also been made for National to match the amount, making the final total \$84,811.66.

Under Rule 26 adopted earlier in the week, the trustees approved allocating a total of \$7,710.15.15 to be distributed in honor of the following: Doreen Carter of Baltimore, MD Branch 176; Mike Olson of Kenosha, WI Branch 574; Daniel Collins of Wyandotte, MI Branch 758; Akilah Brown of South Macomb, MI Branch 4374; Evariste Niyitegeka of Maine Merged Branch 92; Keenan Haines of Massachusetts Northeast Merged Branch 25; Richard Sieg of Arizona Merged Branch 1902; Dustin Clark of Appleton, WI Branch; Tammy Berry of Kokomo, IN Branch 533; Churone Walls of Chicago, IL Branch 11; and the NALC Disaster Relief Foundation.

A summary of all of the passed resolutions and amendments are on [page X](#).

After President Renfro expressed thanks to everyone who worked to make the convention possible, the 74th Biennial Convention adjourned *sine die* at 2:54 p.m.

EXHIBITOR AREA



Outside the convention floor, exhibits supplied the delegates with knowledge, inspiration and one-on-one access to NALC staff and letter carrier volunteers manning the informational booths.

The first seen by most delegates and visitors was one on *The Postal Record*. Giant-sized displays showed off some of the most visually striking covers in the magazine's history, including ones on the 1970 Great Postal Strike, the Stamp Out Hunger Food Drive, NALC's legislative and political programs, and more.

Exhibitors from various NALC departments gave delegates important information, including the ability to look up their own records and to sign up on the spot to participate in union activities and benefits.

The Letter Carrier Political Fund (LCPF) booth provided LCPF T-shirts to delegates who had contributed to NALC's political action committee while also signing up many new contributors. LCPF supporters proudly wore their shirts on the convention floor during Thursday's session.

The NALC Health Benefit Plan and the Mutual Benefit Association staffs explained the benefits of membership and answered questions at their booths. Many branches sold items to raise funds for Muscular Dystrophy Association (MDA) and other charities.

NALC's community service activities, including fundraising for MDA and the Stamp Out Hunger Food Drive, were represented, as were the NALC Disaster Relief Foundation, the NALC Leadership Academy, the NALC Veterans Group, Nalcrest, the NALC Retirement Department, and workers' compensation. Delegates also could buy NALC apparel and other souvenirs at the NALC Store booth.



PASSED RESOLUTIONS AND AMENDMENTS

NATIONAL AGREEMENT RESOLUTIONS

- File a national-level grievance if the Postal Service attempts to amend non-discrimination and civil rights protections.
- Apply non-career time toward Article 6 layoff protections.
- Combine auxiliary assignments to create full-time positions within Delivery Unit Optimization (DUO) and sorting and delivery center (S&DC) offices.
- City carrier assistants (CCAs) must have one year of experience to be eligible for 204b positions.
- Equalize hours among part-time flexibles (PTFs) and CCAs within a work location as well as create an overtime preference list for PTFs and CCAs.
- Option to sign both the non-scheduled day Overtime Desired List (ODL) and the Work Assignment List (WAL).
- During the quarter, move from one or both ODLs to the WAL.
- Equitable work-hour distribution among CCAs, including a weekly work-hour posting requirement.
- End mandatory overtime.
- Equitable distribution of work hours among CCAs during the quarter.
- Pay veterans at least as much as they received during their service, not to exceed the top pay.
- Increase compensation for trainers.
- Pay trainers at least an additional 5 percent.
- Use compounding general wage increases.
- Eliminate the CCA position, move to an all-career workforce, and set a starting wage of \$30 per hour.
- Starting wage of \$32.24 per hour and full cost-of-living adjustment (COLA) at every step of the pay table.
- USPS to provide back pay to national assigned assistants for retroactive pay increases.
- All employees receive a day of administrative leave when a National Day of Mourning is declared.
- Earn leave while using donated leave.
- Provide 12 weeks of paid leave for the birth, adoption or placement of a child.
- Eliminate the 75-hour sick leave restriction in the Annual Leave Exchange program.
- New employees shall have access to the grievance procedure.
- Carriers are to receive first aid and CPR training and recertification.
- Create a joint task force to protect members' safety and lives.
- File a national-level grievance for failure to comply with Article 15.
- Negotiate non-compliance language into Article 15.
- Establish compliance and enforcement procedures.
- When activating backup Step B members, they should be selected by the region initiating cases.
- Pre-arbitration settlements to be precedent-setting.
- Priority arbitration scheduling for Joint Statement on Violence and Behavior/dignity and respect cases.
- Suspensions and discharges require review and concurrence.
- Provide the union with a copy of all disciplinary actions when they are issued.
- Outside stewards to be on the postal clock while investigating and adjusting grievances.
- Branch presidents can appoint an outside steward from within the jurisdiction of the branch.
- Incorporate the Standard Training Program for City Letter Carriers into Article 19.
- Expand the exception for not making office standards to include all non-career federal service.
- Include non-career federal service towards the Posthumous Service Award Certificate.
- Include non-career federal service toward service award pins.
- Increase paid military leave to 20 calendar days.
- Route adjustments will not be implemented until related grievances are adjudicated.
- During route inspection consultation, employees may request and receive union representation.
- Allow telehealth appointments under the Wounded Warrior Leave program.
- Replace Virtual Timecard current display with Time and Attendance Collection System (TACS) format.
- Paid lunch or option for no lunch.
- CCAs eligible to opt or hold down carrier technician positions.
- Allow letter carriers to wear black, leather, non-skid footwear without a "green tag."
- Uniform options with Ultraviolet Protection Factor (UPF) 50+ fabrics, and add sun sleeves and neck gaiters to the program.
- Increase the length of the Article 30 local implementation period.
- Option for stewards to receive information electronically or with a USPS-provided flash drive.
- Provide Employee Assistance Program (EAP) services to retired employees.
- Right-hand drive vehicles must be provided for mounted and curblane delivery.
- Expand the change of address process such that carriers can accept and verify customer forwarding requests.



- The union shall be notified of any injuries involving letter carriers.
- Modify the 204b program such that there is a 90-day limit and 204b carriers may not issue discipline to other carriers.
- Unassigned letter carriers detailed as 204b will not be assigned vacant routes while detailed.
- Allow new carriers during their first eight weeks after Carrier Academy to report to a hub but restrict their deliveries to their employing office.
- Express Mail to be delivered solely by city letter carriers.

GENERAL RESOLUTIONS

- Support Delta flight attendants' campaign to organize with the Association of Flight Attendants-CWA.
- Livestream the national convention.
- Create an organizing committee and work with the AFL-CIO and the broader labor movement focused on organizing Amazon and other private-sector workers in the parcel delivery sector.
- Declare solidarity with federal workers and engage in creative activities to provide support.
- Local leadership, along with the national business agent and national officer with oversight of the Emergency Response Team (ERT), determines when it is appropriate to deploy the ERT.

- Strengthen and improve the letter carrier congressional liaison program.
- Create a committee to explore a transition to an NALC political/legislative program and submit a report and implementation plan to the membership.
- Oppose the cancellation of gender-affirming care benefits in Postal Service Health Benefits (PSHB) plans.
- Urge the Postal Service to secure and provide the necessary resources and support for a USPS think tank to carry out its mission efficiently and effectively.
- Create a task force to research the best way to create and implement a leadership and support team in every region.
- Post the full text of all adopted convention resolutions on the Members Only portal.
- Negotiate rights for transgender, non-binary and other gender-non-conforming individuals.
- Support the right not to cross picket lines.
- Protect the rights, dignity, and continued employment of injured and disabled letter carriers.
- The NALC declares itself a sanctuary union.
- Create a task force to seek out sponsorships to offset the cost of Stamp Out Hunger Food Drive postcards.

LEGISLATIVE RESOLUTIONS

- Allow post-separation contributions to the Thrift Savings Plan (TSP).
- Address the curtailment of mail and the intent of six-day delivery.
- Lobby to add the Postal Service to the locality pay provisions in the law for the 54 areas in which federal employees receive this benefit.
- Make Farmworkers Day a paid holiday.

CONSTITUTIONAL AMENDMENTS

- The president shall fill all vacancies occasioned by death or otherwise within 45 days until the next election.
- The president shall keep a written record of all collective-bargaining proposals. In the event the president is unable to perform collective-bargaining duties, the executive vice president will be provided with such written record in order to continue the collective-bargaining process with the members of the bargaining committee.
- Any tentative agreement reached by the union must be presented to the Executive Council for review, and be accepted by a majority vote of such, prior to submission to the membership for ratification.
- A niece, great-niece, nephew and great-nephew of members may apply for admission to membership in the Mutual Benefit Association.

WORKSHOPS

Though the workshops slate was cut short when delegates voted to extend the general sessions, many delegates learned some valuable information they can take back to their branches and use as leaders to represent and assist their fellow carriers.

Workshop topics included updates from City Delivery and the Contract Administration Unit, the Emergency Response Team, branch trustees training, the Mutual Benefit Associations, military veterans' rights, managing branch finances, the legislative outlook,

the Thrift Savings Plan, local negotiations, dealing with the Office of Workers' Compensation, the NALC Health Benefit Plan, estate and trust planning, a look at international postal systems, safety and health, recruiting and mentoring union activists, ethical decision-making, the economic realities of the Postal Service, and effective branch communications.

On Monday morning through Wednesday morning, both before and after the daily sessions, delegates attended workshops taught by Headquarters let-

ter carrier staff, professional staff and outside experts.

The workshops gave participants access to their knowledge as well as the chance to ask questions, while also providing delegates with the chance to explain problems they are experiencing in their branches to those experts and to each other.

The PowerPoint presentations for the workshops that were held and those that weren't held have been made available in the Members Only portal on nalc.org. **PR**



Carriers and the mail make news online

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

Rain, sleet, snow... Knicks parade

On June 13, the New York Knicks ended their 53-year championship drought by winning the 2026 NBA Finals. Following the win, Knicks fans celebrated in the streets of New York with a parade held on June 18. However, before any of the paraders began celebrating, a letter carrier, New York Branch 36 member **Michael Chan**, was allowed to cut through the parade route and into the crowd to get to his mail route, receiving cheers of appreciation from onlookers as he walked through.

"Normally on my route, everyone's very respectful, but to have an ap-

plause at that moment, that felt amazing," he said.

A TikTok post that recorded that moment received 4 million views, more than 111,000 likes and more than 1,600 comments in support of the letter carrier. The top comment said, "Rain, Sleet, Snow.....Knicks Parade," commending the lengths the carrier went through to get the mail delivered.

The video was recorded as Chan was heading back to the station after about an hour and 45 minutes of delivering mail; not much mail had arrived at the station that day due to road closures.

Some praised him for his efforts, saying that they wouldn't have been able to do the same. Some in the comments joked that dressing up as a letter carrier would be a smart way of evading the crowds.

Not shown in the video was Chan trying to fit his mail cart through, but it wouldn't fit in the same gap in the barrier. Police officers said he had to lift it over the barrier, so eight strangers in the crowd volunteered.

When asked if there was anything else he wanted to say, the New York City native and lifelong Knicks fan said, "No, but I hope they win another championship next year."

Mystery of 300 letters sent between couple during WWII solved

In 1941, the same year the United States entered World War II, Louis "Speedy" Weber and his fiancée, Frances, were married. The following year, Weber joined the Army. Despite their separation, they wrote letters back and forth to each other for the entirety of his service.

In more than 300 letters, Weber chronicled his experience as part of the military during the war and conversed with his wife about mili-



Louis "Speedy" Weber



Michael Chan attempts to navigate his way through the Knicks parade in New York.

Online news (continued)

tary routines, homesickness, jokes, romance and their efforts to stay connected. In addition to letters, they sent each other gifts—Frances sending salami and sardines from the Bronx and Weber sending perfume from Paris.

Years later in 2022, the letters were anonymously sent to the United Service Organizations (USO), a nonprofit organization that provides live entertainment to members of the military and their families. The letters didn't include any explanation or return address. The USO's archivist tried to find the couple, but with only Weber's military service number and the information found in the letters sent during the war, he was unable to find much information on what became of them after the war.

Four years later, the USO sent the letters to *The Washington Post*, hoping media attention would help find the pair or someone who knew them. The news-

paper published an article about the letters on May 29. Only a few days later, someone contacted the publication and told them that they believed they knew Weber's nephew, Arthur Serota.

A *Washington Post* reporter spoke to Serota, who was able to share the story of what happened to Speedy and Frances after the war.

Serota remembered Weber fondly, including one of his first memories when the family was there to welcome him home from the war.

Serota's mother had three brothers, one of them being Speedy. He recalled all of them getting together for weekly dinners. Frances worked for the Postal Service and Serota regarded her as "clearly the brightest of all the aunts and uncles," according to *The Washington Post*. Weber was a truck driver. The pair never had children, but that allowed them to have more freedom to do what they wanted.

"He was warm and fun. She was elegant and wore pencil skirts and had beautiful makeup," one of Weber's nieces, Karen Weber Figilis, said. "They were quite the couple."

When Weber and Frances got older, they moved to Florida and the rest of the family lost touch with them. He died at 78 on Feb. 19, 1997, and she died at 87 on Feb. 24, 2005, and they were buried next to each other.

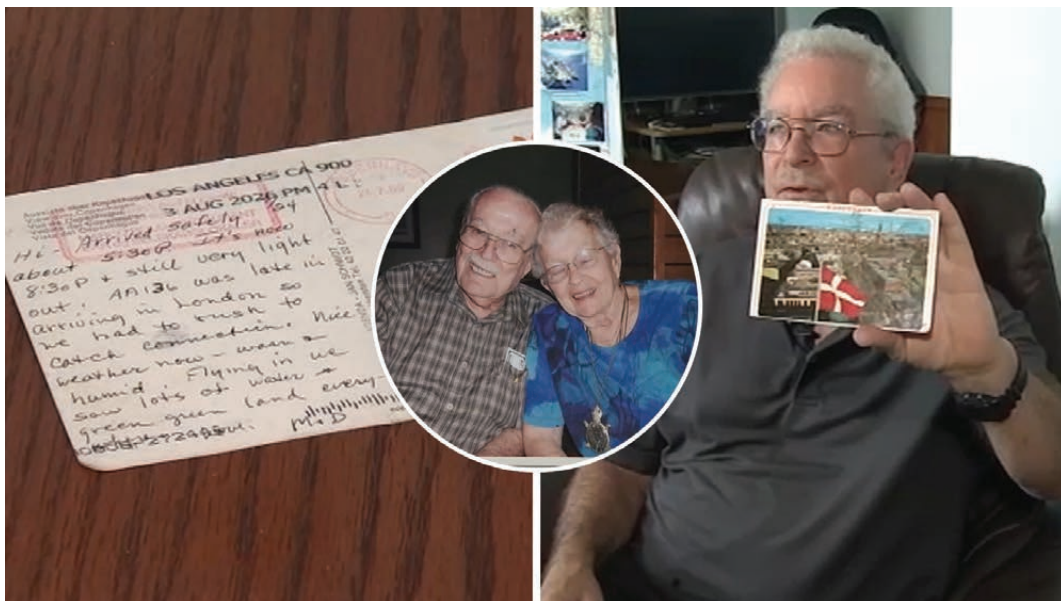
French letter carriers keep an eye on vulnerable residents amid extreme heatwaves

Summer 2026 has meant sweltering temperatures for Europeans. As of mid-August, there have been five heat waves in Europe, which have resulted in 25,000 deaths, including at least 6,000 in France over the summer.

Heat-related deaths are common in Europe due to the lack of infrastructure conducive to air conditioning,

A La Poste letter carrier in France checks on residents while delivering his route.





Bob Sheppard shows off the 26-year-old postcard he received from his deceased parents (inset).

rising temperatures due to climate change and its aging population. The elderly are especially in danger, with about two-thirds of heat-related fatalities in France this summer being age 75 or older.

To help reduce heat-related illnesses and death, the French government has enlisted its postal workers to help protect the elderly and vulnerable. La Poste, France's postal system, has 65,000 workers who regularly visit homes and know their communities well. The government is taking advantage of that and encouraging them to check on the vulnerable, even if they aren't registered with local authorities as being so.

Postal workers take notice of signs of illness, provide companionship, offer hydration and cooling advice and alert family members if someone is in danger.

"Through their daily rounds, postal workers are often the only ones who have regular contact with elderly or isolated individuals," Prime Minister Sébastien Lecornu said in a letter to mayors in France.

'A postcard from heaven'

Long Beach, CA, resident Bob Sheppard's mom died four years ago and his dad six years ago; nonetheless, he received a postcard in the mail from them this August.

"I started looking at it, and I go, 'Oh my gosh, this is a treasure,' " he told a local ABC news affiliate.

The postcard had been written 26 years earlier and sent from Copenhagen, Denmark. Sheppard's parents loved traveling together all over the world, so it was fitting that he received a postcard from one of their adventures.

Sheppard's letter carrier explained that it may have fallen behind something and was reentered into the mail system when it was recently found.

The message was short and was signed simply "M + D." Having lost his dad during the COVID-19 pandemic, Sheppard always lamented that he was unable to say goodbye before he died, so receiving the long-lost postcard meant a lot to him. **PR**

Lynn, MA Branch 7 was not included in the food drive list published in the June issue of *The Postal Record*. The branch collected 16,720 pounds.



As part of her high school art class up in Mililani, HI, in 2012, **Sarah Balmilero** explored creating art with different mediums and found out she liked woodburning the best. The craft reminded her of a relaxing campfire. Her teacher encouraged her to continue the practice even after she graduated high school.

While an undergraduate student at the University of New Hampshire in Durham, she continued woodburning as a hobby and eventually decided to branch out into craft fairs, selling her art. She attended events associated with powwows and an alternative craft fair in New Hampshire called Wrong Brain. To boost her sales, she would often create art that she believed people would like, such as characters and themes from pop culture, including several characters and scenes from “Avatar: The Last Airbender,” Miyazaki movies like “Spirited Away” and Disney characters like Stitch.

During her early college years in 2015 and 2016, Balmilero created a business called Eros Embers and started taking commissions.

Over the years, that has become a big part of her business. Her favorite thing to woodburn is animals, and she has woodburned pieces featuring koi fish, wolves, a bird native to Hawaii, and a jaguar. She often gets pet commissions but finds that she has less creative freedom with that because the owners usually want the burn to look almost exactly like the photo.

“You can get really, really detailed with the animals and have some more liberties than with the pets,” Balmilero said. “If you do an animal, you can set it in a scene.”

She mainly creates pieces between 5-by-7 inches and larger 8-by-10-inch pieces, though she’s even done 4-by-4-foot signs. She said 5-by-7 pieces can take about an hour or less to burn, while 8-by-10 pieces can take around two hours. Larger pieces can take much longer.

She typically uses “a balsa type of wood,” that is light-colored and softer-grained, because it is easier to burn and make clean straight lines on. She gets the wood from online retailers, big-box stores with craft sections and, for her larger pieces, goes to stores specializing in plywood.

Her process is methodical and based heavily on reference images. She usually starts with an existing photograph, illustration or other reference

Sarah Balmilero shows off one of her creations.



rather than drawing an image from scratch. She sometimes edits photographs into black and white or more monochrome images because doing so makes the major lines and tonal differences easier to see.

Balmilero places carbon paper between the reference image and the wood, then traces the design and transfers the image onto the wood before beginning to burn. For animal pieces, she keeps the reference nearby while working so she can check the proportions and details.

Once the design is transferred, she outlines it, then works on the darkest shadows before gradually adding lighter shading. “If I start with the lighter stuff first, and then work to dark, if I go too dark from the beginning, then the whole piece is going to be dark in relation,” she said. “Kind of like painting and drawing, if you start with your shadows and then work your way out, it’s a little bit easier.”

The machine is essentially a heated pen. The tip heats up and she draws on the wood with it, using the dial to adjust the temperature and the pressure she applies to the pen to change the darkness of the mark in the wood. Over the years she has improved her craft by upgrading her machine to one that goes up to 60 volts to allow her to create pieces more quickly and cover more ground, although she said the upgraded equipment gets “really, really hot.”

While making mistakes with woodburning can be difficult to undo, Balmilero has been able to learn ways to disguise mistakes.

“You can’t really erase it necessarily,” Balmilero said. “It’s just on there already.”

If a burn isn’t too deep, she can lightly sand the surface to make a line less noticeable, although doing so can alter the appearance of the wood grain. She can also darken surround-

ing areas to incorporate an imperfect mark into the overall design.

Balmilero’s most challenging project was creating two large woodburned signs for the sides of a work truck in 2021. The signs were roughly 4-by-4 feet and included the company’s logo, contact information and a Tongan flag to connect to the owner’s cultural heritage.

“So, that one, just because of the sheer size of it, was probably the most challenging,” she said. It took her about a week to complete.

The project is still meaningful for her as she continues to see the truck driving around Hawaii.

Not all her work has been commissioned. One of her friends, Jackie, has had several French bulldogs. After the dogs died, Balmilero woodburned portraits of them and gave them to Jackie as gifts. Balmilero often watched the dogs when Jackie was out of town, so she had a personal connection to them. She tries to gift friends and family with woodburned portraits of their late pets to commemorate the relationships they had with them.

Balmilero was honored to say that Jackie placed the portraits above their urns.

“That’s been pretty meaningful for me that they feel it’s worthy enough to be next to the dog for their final resting place and stuff like that,” she said.

Since 2021, Balmilero has been a letter carrier and is a member of Wahiawa Branch 4837. She initially took a temporary holiday clerk position and enjoyed it, which led to her getting a full-time job for the Postal Service. Part of her route is on a military base, so she is constantly interacting with new people as they move in and out of the base. She especially enjoys interacting with creative people on her route.

“I have a lot of small business owners, a lot of people who bake or cook

An example of a mail tray Balmilero made for a fellow letter carrier



or have businesses where they create things,” she said. “I think that it has been fun that I’ve gotten to connect with people like that.”

The role has given her the opportunity to decorate wooden mail trays for co-workers. She has decorated about seven 12 inches by 16 or 18 inches postal trays for sorting mail for her co-workers, incorporating personalized designs such as names, Star Wars and Warhammer 40K symbols, Magic the Gathering game, pets and BTS—a South Korean boy band—references. Although doubtful she can facilitate a large number of orders for mail trays, she says readers can contact her by direct messaging her on Instagram at @eros_embers for custom order inquiries.

In the future she wants to make more time for woodburning and to complete more personal projects she is excited about.

Overall, Balmilero is happy and relaxed when she is woodburning.

“It’s very serene,” she said. “Like, I get in a zone.” **PR**

Veterans Group

For more information, go to nalc.org/veterans.

November Veterans Group issue

Only members of the NALC Veterans Group will be listed in the November Veterans Group issue, so join now to be included.

Join the NALC Veterans Group today

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have nearly 20,000 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

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

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

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

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

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

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

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



NALC
Press Room · Contact Us · Health Benefit Plan

About NALC · News & Research · Government Affairs · Workplace Issues · Union Administration

MEMBER BENEFITS

Join the NALC Veterans Group



To join the NALC Veterans group, click [here](#) to send an email. Please provide:

- Name
- Address
- Branch number
- Military branch and
- Any affiliated veterans groups

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

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

Veteran profile: Alyssa Pinero

Growing up in Madison, IL, Alyssa Pinero had dreamed of being in the Army since high school. She wanted a career that would allow her to travel, see new places and build a career, but little did she know that her life would end up going in a different direction.

Just as she was about to join the military, Pinero found out that she was pregnant, so she put her plans on hold. Waiting until her daughter was 6 months old, she enlisted in the Army Reserve and left for training when her daughter was 1.

To ensure she would be able to

stay involved in her daughter's life, she accepted a personnel position at Scott Air Force Base near her home in Illinois rather than pursuing a position that would require more travel. For three years, 2013 to 2016, she helped with military IDs, paperwork and orders.

Although it was mainly just a job for her, Pinero made many friends from different parts of the country who she still keeps in touch with now, mainly over social media.

“It's just nice to still try to stay in touch with people that you created close bonds with, or at least watch

Pinero joined the Army in 2013.



everybody be successful,” she said.

The death of several close family members in a short period of time affected Pinero mentally, and she ultimately decided it would be best for her to leave the military. Due to her difficult family situation, her military commanders allowed her to receive an honorable discharge.

“With the right people over you, they do care about your well-being,” she said.

She originally planned to return to the military once things stabilized but soon found out she was pregnant with her second child.

“Life had different plans,” Pinero said. “I can’t miss these years that I’ve missed with my first daughter.”

One of the biggest challenges after leaving the military was adjusting to chaotic civilian life that lacked the strict structure and expectations of the Army.

“You’re like, what is this chaos?” she said. “I’m not used to this; I’m used to structure and order and it just—it felt weird.”

Pinero joined the Postal Service in 2016 when her second daughter

was 6 months old and has remained there ever since, joining Granite City Branch 1132. She said that the Postal Service was a good opportunity because it provided for her and her family. Although starting the job was stressful, she found a strong sense of community among her co-workers that eventually “felt like family.”

She became involved in the union and served as branch secretary for about two years. She still regularly attends branch meetings.

Although Pinero initially struggled because the military career she had envisioned in high school didn’t come to fruition in the way she wanted, over time she began to accept and appreciate the way her life had turned out.

She recently welcomed her third child to her family. The Postal Service brought her more than a job; she also met her fiancé at the post office. They had known each other since high school, but reconnected while working together.

“I’m very happy where I’m at,” Pinero said. “I’m really thankful for all the connections I’ve had.”



Pinero is a member of Granite City, IL Branch 1132.

Join the NALC Veterans Group

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

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

If you are interested in joining the group, complete the sign-up card at right and mail it to the address included. A fillable version is also available at nalc.org/veterans.



You continue to serve your country—
THANK YOU!

NALC Veterans Group

Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

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

Free
to join

Branch elections— campaign fundamentals



**Paul
Barner**

As we look to the fall, many branches will begin the planning phase for conducting branch nominations and elections. As such, I routinely receive calls concerning questions about election procedures. In this article, I will provide an overview of NALC branch election regulations and procedures and review some of the more common questions and the regulations addressing specific campaign provisions.

One such frequently asked question by candidates and branch officers concerns whether the NALC logo can be used on campaign material in branch elections. Past presidential rulings have stated,

“Consistent with federal law, the *NALC Regulations Governing Branch Election Procedures (RGBEP)* generally prohibits the use of union funds and resources to support or oppose candidates in branch elections. (See Sections 9.4 and 9.7 below.) The NALC logo is the intellectual property of the NALC. Therefore, branches should treat the use of the logo by candidates as a prohibited practice and should try to prevent it. However, the mere fact that a candidate has included the logo on campaign material does not necessarily invalidate a branch election or require that a rerun election be conducted. The question of whether the use of the logo may have affected the outcome of the election would have to be considered in light of all relevant circumstances in the context of a post-election appeal under Section 21 of the *RGBEP*.”

Let’s take a look at the *RGBEP* regarding campaigns. The handbook is available online at nalc.org and from the NALC Store. It should be readily accessible in every branch. This handbook is a great resource for branch officers and particularly the election committee. It covers all necessary procedures and timeframes.

NALC REGULATIONS GOVERNING BRANCH ELECTIONS

9.0 CAMPAIGN

9.1 The branch must treat all candidates equally; any and all privileges extended to one candidate by the branch must be extended to all candidates.

Comments: An example of equal treatment: if a branch permits one candidate to copy a membership list, all other candidates must be allowed to copy it. There are no exceptions to the requirement of equal treatment. The Department of Labor scrutinizes this aspect of elec-

tions very closely and will set aside elections based upon even minor violations.

9.2 A branch must honor all reasonable requests to distribute campaign literature at a candidate’s expense.

Comments: This provision is often troublesome for local branches, primarily due to different interpretations of the term “reasonable.” If at all feasible, branches should distribute campaign literature when asked to do so. For example, a branch should not refuse to distribute literature merely because it has a small staff which cannot handle the extra work. Instead, the branch could hire temporary help to prepare and mail the literature, and charge the cost of the temporary help to the candidates. Treating all candidates the same by refusing to distribute campaign literature does not fulfill the intent of the law.

In the event a candidate cannot afford to distribute literature, the branch does not have to distribute literature free of charge. However, if a branch distributes literature for one candidate without charge, then it must do the same for all candidates.

In order to avoid complaints of unequal treatment, branches should advise all candidates in advance of the conditions under which it will distribute literature, and should promptly advise all candidates of any change in those conditions.

9.3 A branch can neither censor campaign literature nor require that branch representatives be permitted to read the literature before it is distributed.

9.4 A branch may not use branch dues, assessments or similar levies or contribute anything of value to promote one candidate over another, or discriminate against any candidate.

Branch funds, however, may be used for all notices and for all other expenses necessary for conducting the election.

Comments: This provision is commonly violated in branch elections. The bottom-line is that a branch is absolutely prohibited from criticizing or endorsing any candidate in a union-financed newspaper, publication, or letter.

On the other hand, publication of information sheets with biographical data is permissible, providing all candidates are given an equal opportunity to submit data and the data for each candidate are given equal space and prominence.

Similarly, providing newspaper space for candidates to present their views is permissible, providing all candidates are given an equal opportunity to submit their statements and are given equal space and prominence in the branch paper. Branches can also sponsor a debate at a branch meeting. However, all candidates must be informed of the time and date of the debate and must be given an equal opportunity to express their views at the meeting.

(continued on page 50)

‘Passing the baton’ of leadership



James D. Henry

There is an abundance of symbolism in the phrase “passing the baton.” Passing the baton connotes a change in leadership. Just as in a relay race, a fumble in this passing may trigger the demise of the team. Shared leadership between the one passing the baton and the one receiving the baton instills confidence.

In a larger sense, the baton exchange reflects the passing forward of a legacy or tradition. In sports, the legacy may relate to bringing home a trophy; in religion, to sustaining a belief system from generation to generation.

In our great union—the NALC—it is realized through identifying, cultivating and mentoring future leaders in a sustained effort to aid and enable the continued existence of the USPS. Leaders are present at all levels of our organization—from the shop stewards on the workroom floor and the executive board members of the state associations, to the resident officers at NALC Headquarters. It is a historical fact that the NALC has a rich tradition of producing leaders who have been mentored to undertake the worthy cause of representation of city letter carriers.

Our union is the caretaker of a quality of work that should be passed to the next generation of letter carriers in good working order. Like every baton pass, it requires two-part cooperation, a willingness to give and a willingness to receive. Therein lies the obligation of shared leadership and one’s obligation to teach and assist future leaders, and also to be receptive and maintain the knowledge being shared.

NALC is most successful in its mission in representing letter carriers when quality leadership exists and is passed on at the local, state and national levels. Each level includes important components of the NALC. No one level or individual is more important than the other. The shared goal of continuity of success is more likely when “each one teaches one,” and our duty to the membership is placed first.

I firmly believe that it is the obligation of each individual to do their part to ensure the baton is passed, and that the NALC and USPS continue to keep moving

forward through the strength of our experience, knowledge and efforts. I think another very important passing of the baton happens every day for every one of us. Peer-to-peer sharing also must be present for our long-term success. You don’t have to hold an official title to be viewed as a leader. Respect is accorded to senior letter carriers, which prompts new hires and junior carriers to depend on their guidance to navigate conflict with management, and to fulfill expectations by the customers. They learn from veterans how to simplify, and do their job more efficiently and effectively. The senior carriers become de facto leaders on the workroom floor. After all, it is universally recognized that there is no substitute for experience.

“Our union is the caretaker of a quality of work that should be passed to the next generation of letter carriers in good working order. Like every baton pass, it requires two-part cooperation, a willingness to give and a willingness to receive.”

Whether or not you are privileged to hold an official position of leadership in the NALC, some other organization, the community, or are viewed by your peers due simply to your stature, there will come a time when we must effectuate the hand off. Ideally, the passing of the baton will be seamless, effective and produce the desired growth.

We all must prepare to pass and/or receive the baton. Assume your position and embrace your responsibility. You don’t have to be a star, just star in your role. Ultimately, in the end, we all will be remembered by how well we ran our own leg of the race and how we helped those who take up the running after us.

Frequently asked IRS questions



**Nicole
Rhine**

Branch officers often call NALC Headquarters with questions about financial issues. After the question is answered, the branch officer may be directed to the *NALC Branch Officer's Guide to Finance and Administration*, available for purchase from the NALC Supply Department or for free on the NALC website from the secretary-treasurer's page. The guide is broken down into the following sections: branch officer duties, NALC dues, reporting to the U.S. Department of Labor, reporting to the IRS, bonding requirements and branch recordkeeping. If your branch secretary/treasurer does not

have this guide, I suggest that the branch get one for use by all fiduciary officers in the branch.

The following is a sample of common IRS-related questions asked during phone calls or during training seminars, as well as the answers and where the answers can be found in the *NALC Branch Officer's Guide to Finance and Administration*.

If we pay our stewards \$150 per month as a stipend, do we have to file a W-2?

Yes. Stewards are considered to be employees of the branch (whether they are appointed by the branch president or elected by the branch membership) and, as such, the branch must report stipends as wages and withhold the appropriate taxes. This holds true for all officers of a branch receiving any payments that could be considered wages (see pages 4-4 and 4-5 of the guide).

I heard that if you stay under \$600 per year paid to a branch officer, you don't have to do anything, not even issue a 1099. Is this true?

No. Again, officers are considered employees of the branch and, as such, the branch must deduct payroll taxes, and the branch must pay taxes since the branch is an employer. It does not matter how much money an employee earns; the branch must pay all payroll taxes and issue a W-2 (see page 4-7 of the guide). A Form 1099-MISC 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 (see pages 4-15 and 4-16 of the guide); and 2) The branch makes a pay-

ment to somebody who is not a member for services rendered to the branch, most commonly a contractor.

The 1099-MISC must be issued only for services rendered and not when payments are made to purchase goods. The 1099-MISC must be issued only when total payments to the individual are \$600 or more during the tax year (see page 4-18 of the guide). However, this does not exempt the individual from claiming the extra income.

My branch/state association has been receiving notices from our state that we must purchase workers' compensation insurance. Is this true?

In all 50 states, if you pay any wages then you are considered an employer and workers' compensation insurance is mandatory (see page 4-7 of the guide). In some states, the insurance must be secured directly with the state fund. In most states, the premium and benefit structures are set by each state government but the actual insurance coverage is provided by standard insurance companies via your insurance agent. Volunteers and/or employees who receive very little compensation may be exempt from such coverage in some states. Check your state's website for further information and/or clarification.

Are there any documentation requirements for per diem payments?

Yes. The branch needs to maintain "proof" of an overnight stay. A hotel receipt, a copy of a round-trip plane ticket, or other similar documentation should be sufficient. The branch need not collect documentation (receipts) of the amount of expenses actually incurred. (See pages 4-13 through 4-17 of the guide for more information on per diem.)

Is an early payment to a hotel or airline considered a travel advance?

No. Making an early payment directly to a hotel or airline—or reimbursing a member for the actual cost of an airline ticket purchased in advance for approved branch travel—is not considered a travel advance.

Is it OK to give branch officers travel advances?

Travel advances are OK as long as the branch keeps certain rules in mind. To be in compliance with the rules outlined by the Labor Management Reporting and Disclosure Act, the sum of all advances to any one individual in a fiscal year should never exceed \$2,000. Also, the officer receiving the advance should document expenditures against the advance and return to the branch any excess

(continued on page 52)

What democracy looks like



**Mack I.
Julion**

I believe that “unionism” itself should be symbolic of fairness. It’s a collective of various groups coming together to advocate for the rights of the individual or those who cannot fight for themselves. If you have ever been to a labor rally (and coming from Chicago, the birthplace of the labor movement, I have been to quite a few), at some point a chant will go out about “what democracy looks like.” As the Rev. Dr. Martin Luther King Jr. once eloquently stated: “The greatness of America is the right to protest for *right*.” He was referring to the ability to exercise our constitutional rights

to peacefully assemble and our freedom of speech. Absent that, it looks and feels like the antithesis of democracy: autocracy! That, my brothers and sisters, I submit to you is the greatness of our union. Ours is a **very** democratic union (emphasis added!).

One would think that within labor unions that democracy is a given, but the sad truth is, it is not! If you have ever belonged to another union (*and I have*), you probably fully understand the point that I am making. If you have ever had the opportunity to go to other labor conventions (*and I have*), even the AFL-CIO at any level, including their local labor councils or meetings, it’s not the same as the NALC. Theirs are generally very “scripted,” or they have rules in place that do not allow for the fair expression of dissenting opinions or open debate. Those who have served as AFL-CIO delegates for the NALC will tell you that it’s not what you may think that it is. This is why I prioritize *understanding* our *Constitution* when teaching on the *NALC Constitution* and bylaws during the various trainings I have conducted.

Changing your bylaws is not only about correctly following the procedures before the submission but also understanding the magnitude of the changes that are being proposed. There is a reason why the enactment of constitutional amendments in the NALC is few and far between at our conventions. It’s not because our members don’t like change, but rather many have gathered for more than a few conventions and have a better understanding of *why* some provisions are in

the *Constitution* in the first place. This doesn’t mean that new ideas or concepts aren’t warranted or wanted, just that we should fully understand the historical significance and implications before changing an established practice that has served our union well.

I love to see all the new and younger faces at our conventions and gatherings, just as much as I enjoy engaging with those who have been around for a few minutes. Those who have “been around” tend to know *stuff* that the newer attendees may not even consider when coming up with some of their “great ideas.” But, likewise, we can’t shut the door to new ideas because change happens! Like the changing of the seasons, it will happen whether you like it or not. It’s the *resistance* to change that makes it difficult.

If our union is, in fact, going through a paradigm shift, which is usually a generational thing, each side of the equation needs the other. While I was sitting on stage through all of the debate, I thought to myself, “this *is* what democracy looks like!” Whether we agreed with the outcome of any vote, there was the open sharing of positions, and a fair amount of time and opportunity given to everyone. I thought that President Renfro did an excellent job of handling such an arduous task when there was so much to consider with all the amendments and resolutions proposed this year. Again, in other unions, they would not have made it to the convention floor.

While I agree that the rules at our convention could use some tweaking, it must be the will of the “supreme body.” Should it be mandatory that we hear one or two arguments: pros and cons before a vote? Or do we continue to allow the members gathered to indicate whether they are ready to weigh in on the question? That, too, is democracy—which means that the vote won’t always go the way that you want or think that it should. When that happens, we must be willing to accept it and not abuse the very “democracy” that gives us a voice. Playing parliamentary games that serve no useful purpose only undermines our democracy, and it will not win people to the other side of the argument. And that could become a detriment to our union if we are not flexible enough to listen to another point of view. Our convention may not have been pretty at times, but we can truly say, *that is what democracy looks like!*

City Delivery updates



**Christopher
Jackson**

In this month's article, I will be discussing a couple of recent Mobile Delivery Device-Technical Refresh (MDD-TR) updates, as well as commercial off-the-shelf vehicle updates from USPS.

MDD-TR software updates

Since my May *Postal Record* article, which provided an update to the membership on the MDD-TR, the Postal Service has notified the NALC of two software updates through letters dated June 16 and July 21.

On the letter dated June 16, USPS provided notification that software update 8.40 went live on the MDD-TR on June 15. Most of this update was

centered around the rural carrier craft and has no impact on the city letter carrier craft. However, this update did change the number of samples needed for the Standard Performance Measurement requests. Specifically, samples to scan from collection boxes are set to four pieces and for delivery set to three letters/two flats.

On the letter dated July 21, USPS provide notification that software update 8.41 was up and running on July 13. Most of this update revolved around new service type codes (STC) that included matter for the blind, new heavy mail, printed matter and commercial marketing parcels. Included in this update was a feature that would separate the current pilot test, Parcel Delivery Photo Verification, between the city letter carrier craft and the rural carrier craft. This update enabled this feature only for city letter carriers. See my July *Postal Record* article for more information on the Parcel Delivery Photo Verification pilot test.

Morgan Olson Vehicle pilot test

In October 2025, NALC was notified of the Postal Service's intent on pilot test Morgan Olson right-hand drive internal combustion engine vehicles. At first, this pilot was meant to test Morgan Olson models C150s and C200s, however, the Postal Service tested model C175.

Based on the initial notification received by the Postal Service, this pilot test was scheduled to last four months, from October 2025 to February 2026. A letter was sent after the testing period to USPS to inquire information/feedback as well as the Postal Service's intent with the vehicle. On a letter dated Aug. 7, USPS responded to this

inquiry and stated that the test ran from November 2025 to March 2026 for a total of 100 delivery days. The Morgan Olson vehicles, used across five post offices, were driven a total of 21,204 miles by 14 carriers.

According to the report/response provided by USPS, carriers involved in the testing preferred their normal daily vehicle over the Morgan Olson C175. The report indicated that carriers found the vehicle difficult to navigate through cul-de-sacs, tight corners and narrow neighborhoods due to the size of the vehicle. Issues with visibility concerns, due to the height of the mail tray holder and location of the roadside mirror; difficulties with accessing mail, due to no access of the cargo area from the cabin; and difficulties with curbside delivery, due to a fixed upper window, were reported.

The report indicated that carriers praised the four-wheel drive performance in harsh weather conditions, lighting throughout the vehicle, the overall low amount of noise and vibrations as well as the heating, ventilation and air conditioning system.

Apart from the positives/negatives, USPS reported that the vehicles sustained four malfunctions. Cargo lock failure did not allow for mail that was loaded inside of vehicle to be accessed was due to the short circuit of a wire. Cargo roll-up door mechanism failure caused the roll-up door to go off track, rendering it unusable until repair. Shattered fixed driver's-side window occurred to two different vehicles. Lastly, camera screen would not work or turn on/off occurred in two different sites.

USPS indicated that they do not plan on purchasing any Morgan Olson C175 vehicles at this time. For more information on the Morgan Olson C175, see my December 2025 *Postal Record* article.

Mercedes Benz (MBUSA) eSprinter vans pilot test

In January, USPS provided notice of its intent to pilot test two MBUSA 144-inch eSprinter vans for six months. Once the testing period was over, a letter was sent to USPS to gather information/feedback as well as the Postal Service's intent with the vehicle. Through a letter dated July 29, USPS responded and indicated that the test was completed on July 10 and vehicles were picked up on July 22.

The response letter notified the NALC that USPS is in the process of compiling feedback and data from the test, and a report is expected to be completed in August. USPS indicated the determination of purchasing any MBUSA eSprinter vehicles will be included in the final report.

For more information on the MBUSA eSprinter vans, see my March 2026 *Postal Record* article.

EAP resources update



Manuel L. Peralta Jr.

The national service provider for our Employee Assistant Program (EAP) services, Lucet, notified the NALC of its overhaul of the services available through its online portal.

Go to EAP4YOU.com, and on the main page you will find links to getting help now, resources available, explaining how EAP works, how to get care anytime, and a listing of whole health resources with emphasis on the following:

Workplace resources, which identifies the following common workplace concerns:

- Managing stress, burnout or workload pressures.
- Navigating conflict with co-workers or supervisors.
- Adapting to change or uncertainty at work.
- Balancing work responsibilities and personal life.
- Improving communication, focus or performance.

Caregiving support. Caregiving can impact your well-being. EAP professionals can help with:

- One-on-one counseling and emotional support.
- Managing stress, burnout and fatigue.
- Coping with grief, loss or major life changes.
- Balancing caregiving, work and personal responsibilities.

Suicide prevention. Recognizing warning signs:

- Talking about feeling hopeless or having no purpose.
- Expressing feeling trapped or in unbearable emotional pain.
- Withdrawing from friends, family or co-workers.
- Increased use of alcohol or substances.
- Extreme mood changes or noticeable shifts in behavior.

In addition to the above, the suicide prevention resources have a section titled “Understanding suicide risk,” which is described as follows:

Understanding how you’re feeling is an important first step toward getting support. If you’re unsure how to assess your risk, tools like the Columbia-Suicide Severity Rating Scale (C-SSRS) can help identify warning signs and guide next steps. Taking a moment to reflect can help you better understand your situation and connect with the support you deserve.

If you click on “Take the assessment,” it will download the assessment, which asks you a few questions.

Just below the assessment, you will find a link titled, “View Columbia resources,” which takes you to <https://cssrs.columbia.edu> and contains a link and QR code (at right)

to download the app to your smartphone. Open it and check out how it works, including the identification of suicide prevention resources in your area.

The last item on the whole health resources page is “Military life,” which contains information to support service members and their family, such as how deployment and military life can impact:

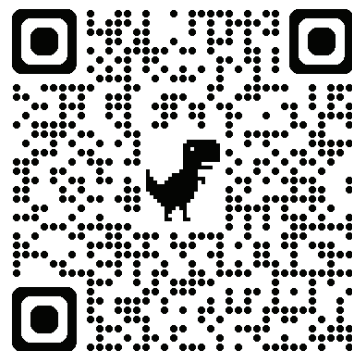
- Emotional well-being, including stress, anxiety or adjustment challenges.
- Family dynamics and relationships during and after deployment.
- Transitions between military and civilian life.
- Work-life balance and managing changing responsibilities.

In addition to the above, the service provider has been working to make the information easier to find. The new site includes a simple search engine if you want to get to your intended subject more quickly.

For example, typing in “children” provides “Understanding challenges unique to children emotionally,” “Nurturing emotional well-being in children,” and a series of tests you can take in self-assessment.

All of the above is waiting for you to explore. Whether the need is for counseling or coaching or to better understand what you (or your friends and family) are going through, please explore the resources we have available.

EAP services are available to current employees and their families (living under the same roof). The District Advisory Committee is tasked with promoting EAP and the services available. If your office is not receiving any information about EAP, check with your branch leadership and, if necessary, contact your national business agent.



Thrift Savings Plan hodgepodge



Dan Toth

Other retirement columns this year have covered the Thrift Savings Plan (TSP) Roth accounts, contributions and funds. This retirement column will look at a few miscellaneous pieces not discussed recently.

Direct deposit

Even if you're not currently making withdrawals or planning to take a TSP loan, it's recommended that you add or update your direct deposit information. This can help prevent delays in receiving the money when it becomes necessary. Setting up or updating your direct deposit information is straightforward. Participants

can log in to their account at tsp.gov and go to the "Financial Institutions" page to make changes.

Death benefits

What happens when a retired participant dies? The TSP provides a checklist, which boils down into three steps: gather the required information, get a copy of the death certificate, and notify TSP of the death.

The required information includes the full legal name, date of birth, date of death, mailing address, marital status at the time of death and, if the participant was married, the surviving spouse's full name. The last four digits of the Social Security number are not required, but they are helpful.

To notify TSP of the death, there are two options. The first is to call the ThriftLine (877-968-3778) to report the death and then mail a copy of the certified death certificate to TSP (see address below). The second option is to submit a letter by mail with the required participant information above, along with a copy of the certified death certificate, to either:

- Standard mail: TSP Death Benefits, Thrift Line Service Center, c/o Broadridge Processing, P.O. Box 1600, Newark, NJ 07101-1600
- Overnight delivery: ThriftLine Service Center, c/o Broadridge Processing, 2 Gateway Center, 283-299 Market St., 17th Floor, Newark, NJ 07102

If the participant was still an active employee, the Postal Service will notify TSP of the death. After the death is reported, it generally takes 30 to 45 days to process a death benefits claim after verifying the participant's information and identifying beneficiaries. Each identified beneficiary will receive a

Confirmation of Beneficiary Asset Transfer notice from the TSP by mail once the death benefits claim has been processed.

Participants who want to designate a beneficiary (or beneficiaries) can log into their TSP account. TSP will only honor designations on file at the time of the participant's death. TSP cannot honor a will or any other document. If there is no designated beneficiary, TSP will use the statutory order of precedence. This order is:

- Your spouse;
- If none, to your children equally with the share due any deceased child divided equally among that child's descendants;
- If none, to your parents equally or to your surviving parent;
- If none, to the appointed executor or administrator of your estate;
- If none, to your next of kin who is entitled to your estate under the laws of the state in which you resided at the time of your death.

Comparing the TSP

Do you ever wonder if the TSP is worth it, or if there may be a better alternative? Well, the TSP has a "Keeping score" tool that can help you realize the value of the TSP. This tool can be found at tsp.gov/keeping-score, and it lets you compare the TSP to a plan of your choice by entering in the costs of a different plan. If you aren't sure that the TSP is a good fit for you, I encourage you to use the tool to compare plans before making any decisions.

Learning more

TSP offers educational materials to learn about the most important topics as well as new rules and changes. If you like to learn by viewing video/media, you're in luck. Over at tsp.gov/online-learning, you can watch recorded webinars on a variety of topics such as an introduction to the TSP, contributions, investment funds, loans, in-service withdrawals, distributions, death benefits and the Roth TSP. Or you can sign up for a live webinar. The recorded webinars, as well as other informational videos, are hosted on the TSP YouTube channel "TSP4gov" or by following the QR code at right.

The TSP (and, of course, the matching contributions from the Postal Service) provide a vital benefit to retirees. Understanding your benefits can help you achieve or maintain financial stability and independence throughout your retirement that you deserve.



Short Term Disability Insurance



**James W.
"Jim" Yates**

As postal employees, city letter carriers are not provided with disability insurance from the federal government and are not covered by state-run plans. If you are ill or injured and have exhausted all your sick and annual leave, your only option is leave without pay. You will need an additional source of income.

The Mutual Benefit Association (MBA) Individual Disability Insurance (IDI) helps cover you when the unexpected happens. It helps ensure you have the money you need and are able to continue living the lifestyle you've worked for if you become hurt or too sick to work.

MBA IDI is available to purchase for all active NALC members between the ages of 18 and 59. Spouses and family members are not eligible. The plan is guaranteed renewable to age 65. As long as the premium is paid on time, we cannot change any benefits or refuse to renew your policy. We, however, reserve the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age, policy date, and are in the same class as you. Any premium paid after age 65 for a period not covered by your policy will be returned.

Premiums may be paid through biweekly payroll deduction or directly to the MBA office on a monthly or annual basis. Electronic funds transfers (EFTs) are also an option for paying your premiums. For information on paying through EFT, please call the MBA office (see the end of this article for our contact information). To calculate the annual premium, multiply the appropriate

biweekly premium amount by 26. For a monthly premium amount, divide the annual premium amount by 12.

The MBA designed this plan specifically for letter carriers. The plan is offered at three monthly benefit levels and two benefit periods. Your options are a benefit level of either \$650, \$1,350 or \$2,000 per month, for a period of either six or 12 months.

The MBA IDI contains a 14-day elimination period as compared to longer periods you will find with other disability products offered by private insurers. Disability benefits start after the elimination period as defined in the policy. The elimination period begins the day your total disability starts.

Preexisting conditions

MBA IDI does contain a preexisting condition limitation. A preexisting condition is defined as a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one-year period preceding the policy date, or for which medical advice or treatment was recommended or received by a physician within a two-year period preceding the policy date.

The preexisting condition limitation states that if total disability starts within two years from the policy date, and is due to a preexisting condition, benefits will not be paid unless you have gone for a period of one year while the policy is in force without receiving any medical advice or treatment for that condition.

Recurrent disabilities

For the purpose of determining the benefit period, we will treat a total disability as a recurrence of a prior disability if: 1) it is due to the same or related cause applicable to the prior period of total disability and 2) it occurs within 180 days after the end of the prior total disability. If it is determined that your disability is a recurrence, your payments will be limited to the remaining balance of your

purchased term. If your disability does not meet these criteria, it will be treated as a new disability and be payable for your full purchased term.

If you need an application or claim forms, you may download them from nalc.org/mba, or call our office and we will mail one to you.

For more information about the MBA IDI plan or any of the MBA products, please call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. You may also find additional information by visiting our website at nalc.org/mba.

Biweekly premium rates						
Issue age	Benefit period/amount					
	6-month			12-month		
	650	1,350	2,000	650	1,350	2,000
18-29	8.25	14.00	19.50	11.00	19.25	27.00
30-39	8.75	15.25	21.50	12.00	21.50	30.25
40-44	9.75	17.00	24.00	13.50	23.25	34.50
45-49	10.50	19.00	26.75	15.00	27.50	39.25
50-54	11.75	21.50	30.50	17.00	31.50	45.25
55-59	13.50	24.75	35.50	19.75	37.25	54.00

Whole health



**Stephanie
Stewart**

If you were unable to attend the national convention held in Los Angeles, CA, or participate in the Plan's scheduled class on Aug. 4, I would like to take this opportunity to talk about our workshop, "Whole Health Explained." If there was one key takeaway from the workshop, it was the understanding that whole health revolves around *you*!

Whole health involves taking proactive steps toward your health, engaging in health and wellness programs, and changing our mindset. While the NALC Health Benefit Plan (the Plan) has embraced this with our initia-

tives, I believe it is extremely important for our members to understand their role, and how embracing whole health can directly affect overall well-being.

In March 2026, the Office of Personnel Management (OPM) released the annual Carrier Letter, encouraging plans to focus on "well care," emphasizing the "physical and mental wellness of the whole person."

Keep in mind, I am not talking about treatment when you get sick, although our coverage does include sick care benefits should the need arise. Well care is similar to whole health. Both have the primary goal of disease prevention, early detection of health risks, and maintaining overall health.

The good news is that the Plan was well ahead of OPM. We started our whole health initiative several years ago. Today the Plan offers our members a variety of health and wellness programs. Our task now is to embrace whole health.

To further explain, I want to bring the subject back to you, our member, who remains at the center. Remember, we want you to live a fulfilled and meaningful life, and we are here to support you, but you must be involved.

For starters, think about why your health is important. It is crucial that your foundation for whole health be based on personal meaning, the "why" for making health decisions for the future. From there, let's talk about what you do next.

Explore your plan! We've been working to empower and equip members with health and lifestyle interventions. One of our main goals through the past few years has been to provide our members with a variety

of resources, benefits and/or programs so that they are equipped with the right tools they need once they identify their "why."

So, how do you know which programs are available, or which are appropriate for you?

Understandably, with all the program information available, it can be hard to find exactly what you need, or it can be overwhelming with so many options. We recognize this was an area where we needed to improve, so we created a new *NALC Health Benefit Plan Program Guide* to make finding information easier.

This new booklet will be added to the upcoming Open Season material. The booklet includes a brief overview and QR code linking you to more information on each program, or members can use the index to find certain health conditions and the associated program. This will be your go-to booklet, where you can find support and resources in one place and easily identify those that might work best for you.

If you are still unsure, still overwhelmed, don't know where to start, or just want someone to talk to, we have a solution for that as well. Our Priority Health Coaching Program is a no-cost program that serves as an entry point for our health and wellness programs. Speak with a coach about personalized access to programs offered by the Plan and learn more about how to make positive changes that lead to a healthier you.

Lastly, when you make the choice, we are here to help make sure you find success. From heart health, stress and weight management to family building and much more, our goal is to make sure you know and understand the benefits available—with confidence and without confusion.

Reminder: Each branch should have received a supply request form for the upcoming Open Season. If you have not received yours, please contact our customer service department Monday through Friday, 8 a.m. to 6 p.m. Eastern time at 888-636-6252. To make sure we have enough material to accommodate initial requests, we will fulfill one supply order request per branch from the initial 2027 Open Season material shipment. Additional requests can be submitted for fulfillment but will ship at a later date.

Of note: The High Option and Consumer Driven Health Plan (CDHP) booklets have been consolidated into one comprehensive booklet for 2027. Don't forget to order the new program book, which covers wellness resources and programs!

Grievance remedies

In any grievance, proving a violation of the *National Agreement* may be the first step, but it can mean nothing without an appropriate remedy. National Arbitrator Richard Mittenenthal is often quoted for the observation that “the grievance procedure is a system not only for adjudicating rights, but for redressing wrongs.” This month’s Contract Talk will explore grievance remedies.

Article 15 of the *National Agreement* explains that Informal Step A and Formal Step A representatives have authority to resolve a grievance. This means representatives have authority to agree to an appropriate remedy.

Article 15.2, Informal Step A (b) states:

(b) In any such discussion the supervisor shall have authority to resolve the grievance. The steward or other Union representative likewise shall have authority to resolve the grievance in whole or in part. The local parties are not prohibited from using the Joint Step A Grievance Form to memorialize a resolution reached at an Informal Step A Meeting. No resolution reached as a result of such discussion shall be a precedent for any purpose.

Article 15.2, Formal Step A (c) states in part:

In all grievances at Formal Step A, the grievant shall be represented for all purposes by a steward or a Union representative who shall have authority to resolve the grievance as a result of discussions or compromise in this Step. The installation head or designee also shall have authority to resolve the grievance in whole or in part.

In every grievance, it’s important to request an appropriate remedy. Restoring the grievant to the status quo or “making the grievant whole” is usually the goal. It shouldn’t be to punish management for their failure to meet the terms of the collective-bargaining agreement, but to make the grievant whole and ensure future compliance. In cases where management repeatedly violates the agreement and shows no sign of improvement or additional effort to adhere, the union has no choice but to seek additional remedies, which can improve compliance.

The *National Agreement* doesn’t allow management to violate the contract with impunity. Letter carriers and the union are harmed when violations become routine or the “cost of doing business.” Management must comply. Additional remedies may include training for management representatives, paid time off, or even larger monetary remedies to ensure compliance. At the end of the day, there would be no additional remedies necessary if management followed the agreement.

When requesting additional compensatory remedies, shop stewards should demonstrate that the violations were deliberate, repeated or egregious. Both the *Joint*

Contract Administration Manual (JCAM) and national-level arbitration awards provide support for additional compensatory remedies in such situations. The *JCAM*’s discussion of remedies for violating the opting provisions of Article 41.2.B (2025 *JCAM*, page 41-16) is particularly helpful because, as arbitrators should be reminded, it expresses the jointly agreed-upon position of both the NALC and the Postal Service. Page 41-16 of the 2025 *JCAM* states:

In circumstances where the violation is egregious or deliberate or after local management has received previous instructional resolutions on the same issue and it appears that a cease and desist remedy is not sufficient to ensure future contract compliance, the parties may wish to consider a further, appropriate compensatory remedy to the injured party to emphasize the commitment of the parties to contract compliance. In these circumstances, care should be exercised to ensure that the remedy is corrective and not punitive, providing a full explanation of the basis of the remedy.

The *JCAM* specifically suggests and authorizes compensatory remedies beyond mere payment for lost hours and benefits in appropriate circumstances. It should be emphasized that this is a general principle that can, and should, be applied to other kinds of contract violations.

Fortunately, arbitrators have the authority and responsibility to formulate appropriate remedies. Supreme Court case *United Steelworkers of America v. Enterprise Wheel & Car Corp.* (see M-01787 in NALC’s Materials Reference System) states in part:

When an arbitrator is commissioned to interpret and apply the collective bargaining agreement, he is to bring his informed judgment to bear in order to reach a fair solution of a problem. This is especially true when it comes to formulating remedies. There the need is for flexibility in meeting a wide variety of situations. The draftsmen may never have thought of what specific remedy should be awarded to meet a particular contingency.

Despite this bedrock labor-relations decision from the Supreme Court, the Postal Service has always argued and will likely continue to argue that an arbitrator does not have authority to issue any awards that the Postal Service believes are “punitive.” The Postal Service is quick to label any and all remedies, beyond a “make whole” as punitive. In one such instance following an arbitration decision in 2019 that awarded grievants substantial monetary compensation, the Postal Service attempted to vacate the arbitration award through federal court proceedings. In 2021, the federal court (M-01967) held that 1) the legal doctrine of sovereign immunity does not shield USPS from punitive remedies in arbitration awards, and 2) arbitrators do not exceed their au-

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Grievance remedies (continued)

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thority under the *National Agreement* by issuing punitive remedies against USPS.

It's worth repeating that this federal court decision stated that arbitrators do not exceed their authority under the *National Agreement* by issuing punitive remedies against the USPS. Despite this explicit language, never label a remedy as punitive. Make sure the requested remedy is appropriate and necessary to ensure future compliance.

The *JCAM* discusses specific remedies in only a few instances. One such instance deals with overtime equitability. National Arbitrator Gamser explained that generally the proper remedy for an employee deprived of equitable overtime opportunities is an equalizing opportunity in the next quarter. This isn't the case when management disregards their obligation or there isn't a chance to provide an equalizing opportunity. *JCAM* page 8-14 states:

Remedies. National Arbitrator Howard Gamser ruled in NC-S-5426, April 3, 1979 (C-03200) that the Postal Service must pay employees deprived of equitable opportunities for the overtime hours they did not work only if management's failure to comply with its contractual obligations under Article 8.5.C.2 shows 'a willful disregard or defiance of the contractual provision, a deliberate attempt to grant disparate or favorite treatment to an employee or group of employees, or caused a situation in which the equalizing opportunity could not be afforded within the next quarter.' In all other cases, Gamser held, the proper remedy is to provide 'an equalizing opportunity in the next immediate quarter, or pay a compensatory monetary award if this is not done...'

The *JCAM* also discusses remedies for opting violations, out-of-schedule work, and some overtime violations. As always, grievance handlers should consult the

JCAM with their counterpart when working to resolve a grievance.

Interest on back pay

When an arbitration award determines that an employee is entitled to back pay, the Postal Service is required to pay interest on back pay at the Federal Judgment Rate. This is found in MOU Re: Interest on Back Pay (*JCAM* page 15-23). The Federal Judgment Rate is a federal post-judgment interest rate for civil and bankruptcy cases and varies over time. Because this MOU is only specific to arbitration awards, it can be appropriate to consider adding interest at the Federal Judgment Rate to a remedy request.

Documentation

Requested remedies should be supported with documentation. This can include pay stubs or clock rings demonstrating loss of work and pay. It can and should also include statements from grievants describing their harm. These statements may include emotional and financial harm depending on the circumstances and violations. Do not take this step lightly. Just because you've proved a contract violation and included all the supporting documentation and statements doesn't mean the remedy is a given. Supporting documentation to prove the remedy requested should also include prior grievances of the same nature, including Informal A, Formal A and Step B, as well as arbitration decisions.

Grievance handlers who are working toward resolving issues and pursuing appropriate remedies for aggrieved letter carriers deserve a special thank-you. Without proper remedies, there are no rights.

Executive Vice President

Branch elections (continued)

(continued from page 40)

9.5 The United States Postal Service may not contribute money or anything of value to the campaign of any candidate.

9.6 Branch officers and candidates may not campaign on union time.

9.7 Branch officers and candidates may not use branch funds, employees, office space, telephones, facilities, equipment or materials to campaign.

9.8 No campaigning is allowed within a polling place during voting.

I hope this helps to clarify some of the campaign issues that may arise during branch election periods. Remember, the intent of this article is to educate our members, not to create problems—especially since any objection to an election must be based on the fact circumstances in that particular election.

FECA Transmittal 26-2, Part 3:

The erosion of ECAB precedent



Regional Workers' Compensation Assistant Coby Jones

This month's column continues the discussion of the *Federal Employees' Compensation Act (FECA) Transmittal 26-2*¹ issued by the Department of Labor 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. Among several changes to *FECA PM* 2-803—the chapter that deals with fact of injury—the transmittal states the following:

The chapter was also updated to remove ancillary language previously added emphasizing deferral to the injured worker's statements and instead emphasize DFEC's role as an independent arbiter.

The DOL goes on to explain that the change aligns “with DFEC’s responsibilities to fairly assess and weigh all evidence received in a case and reach decisions independently, focusing on its duties to both the claimant and employing agency.”

While this might appear to be a simple shift in emphasis on how the Office of Workers' Compensation Programs (OWCP) views evidence, the removal of the “ancillary language” represents a sea change in how OWCP views its role and authority under the new administration with deep and troubling implications for the injured worker and the injured letter carrier in particular.

The removed “ancillary language” represents, in fact, at least half a century of the Employees' Compensation Appeals Board (ECAB) precedent. Before April 4, it was found at *FECA PM* 2-0803.4. a.1(a):

An employee's statement alleging that an injury occurred at a given time and in a given manner is of great probative value and will stand unless refuted by strong or persuasive evidence. See, D.B., Docket No. 20-0797 (issued Aug. 5, 2021).

While the citation comes from a 2021 ECAB decision, because the DOL routinely updates the *Procedure Manual* to include more recent citations, this exact language can be found word for word in earlier versions of the *Procedure Manual* going back decades. And in fact, this exact language can be found word for word in ECAB

decisions at least as far back as 1979 (*Ruth M. Jackson*, 30 ECAB 917) with the precedent setting precept of giving great probative value to the injured employee's statement going back much further.

It is also one of the most widespread and commonplace of all ECAB precedents. It has appeared word for word in more than a thousand ECAB decisions just since 1998.

On a practical everyday level, the deliberate choice to ignore ECAB precedent has already had an adverse effect on letter carriers. Many letter carrier injuries occur on the street, beyond the view of postal managers and often without witnesses. In such traumatic injuries, the precedent of giving “great probative value” to the injured letter carrier's statement has been invaluable in obtaining prompt claim acceptance and necessary medical treatment.

In just the last few weeks, we have already seen accepted claims rescinded under the fig leaf of 5 U.S.C. 8128 and reopened for development based on late arriving Postal Service challenges that OWCP is now required to give equal weight to. And because the Postal Service currently challenges almost every claim—even straightforward traumatic injury cases and often frivolously—we anticipate claims processing traffic jams.

On a more global level, NALC is concerned that this initial disregarding of ECAB precedent will open the door to further dismissing of other ECAB precedents that provide important protections and benefits to the injured worker, and that protect the remedial intent of the FECA.

The ECAB's role in setting precedent (issuing “final decisions” in the wording of 5 U.S.C. 8149) is absolutely essential to the fairness of the claims process. The FECA is one of the few areas of federal administrative law that does not permit external judicial review. It is remedial legislation that represents a social compact between the injured federal worker and the government: The injured worker receives the benefits provided for by the FECA, and in doing so gives up any right of action (lawsuits) against the federal government.

This is known as “exclusivity of remedy,” and is a fundamental rule in injury compensation law. It is found in the FECA itself at 5 U.S.C. § 8128(b):

(b) The action of the Secretary or his designee in allowing or denying a payment under this subchapter is—

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¹ *FECA Transmittal 26-2* can be found at: dol.gov/agencies/owcp/FECA/reg/compliance/DFECfolio/FECATransmittals#FECA2602.

FECA Transmittal 26-2 (continued)

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- (1) final and conclusive for all purposes and with respect to all questions of law and fact; and
- (2) not subject to review by another official of the United States or by a court by mandamus or otherwise.

Because decisions by OWCP are not subject to any other court or judicial review, the ECAB plays a vital role in ensuring that the process is fair and not arbitrary and capricious through issuing final decisions and setting precedent.

The ECAB, six years after its creation, discusses in *Yingling 4 ECAB 529* (1952), the legislative history of the Reorganization Plan of 1946, which created the ECAB and its judicial function. In *Yingling*, the Board—through seven detailed pages of reviewing the history and legislative intent behind the enabling legislation—concluded:

[T]he Board is of the opinion, and so holds, that the regulations governing both the Bureau [now OWCP] and the Board, enabling the Board to weigh the evidence and to make a final decision on the merits of the case, constitute a valid exercise by the promulgating officials of authority lawfully derived from Reorganization Plan No. 2 of 1946 and Plan No. 19 of 1950 (p. 537).

The ECAB has established in various decisions over the years its interpretation of 5 USC 8149 as providing the Board with final review authority, much as the U.S. Supreme Court established the principle of its own judicial review authority in its 1803 *Marbury v Madison* decision.

For example, in *Kuyoth 27 ECAB 498* (1976), the Board held:

Government questioned the authority of the Board to make a de novo review of decisions of the adjudicating agency, including all questions of law and fact. This matter has been settled since the Board was established in 1946. The Rules of Procedure of the Board issued by the Secretary of Labor specifically provide that, in deciding appeals from a final decision, “The Board may review all relevant questions of law, fact, and discretion in such cases.” A similar regulation has existed since the inception of the Board...

... **The Board has final authority to determine questions of law and fact. Its determinations are binding upon the Office and must, of necessity, be so accepted and acted upon by the Director. Otherwise, there could be no finality of decisions; the whole appeals procedure would be nullified, and the questions would remain moot.**

These fundamental principles, regarding the authority of the Board to make a de novo review and make the final determination on questions of law and fact, have governed the Board without deviation from its inception to the present day. No basis has been found for changing these principles at this late date.” pp. 498-499. (Emphasis added.)

The ECAB has also interpreted 5 U.S.C. § 8149 as granting final decision authority not subject to review by the Office:

Section 8149 of the Federal Employees’ Compensation Act provides that decisions of the Board on appeals taken from claims of employees are final. **The Office therefore does not have jurisdiction to review decisions by the Board.**” Zerega 45 ECAB 860 (1994) p. 863. (Emphasis added.)

“The Office therefore does not have jurisdiction to review decisions by the Board.” Apparently, no longer.

Secretary-Treasurer

Frequently asked IRS questions (continued)

(continued from page 42)

funds for which documentation was not submitted.

In addition, IRS rules require an advance for expenses to be made within a reasonable time—generally no more than 30 days before the expenses are expected to be incurred. Under the LMRDA, an advance for expenses is considered a reportable loan unless the advance is pro-

vided within 30 days of travel and accounted for within 30 days following the trip (see page 4-21 of the guide). To avoid problems encountered when advances are not properly accounted for, it may be best to forgo advances and instead reimburse for actual expenses after receipts have been submitted or opt to provide per diem per the IRS guidelines.



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

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

The app's features include:

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

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

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

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

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

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

Years of Service ²	City Carrier / High-3 Average ¹ : 80,342			Carrier Technician / High-3 Average ¹ : 82,029		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,427	\$220	\$2,207	\$2,478	\$225	\$2,253
21	2,561	234	2,327	2,615	239	2,376
22	2,695	247	2,448	2,751	253	2,499
23	2,829	260	2,568	2,888	266	2,622
24	2,963	274	2,689	3,025	280	2,745
25	3,097	287	2,809	3,162	294	2,868
26	3,230	301	2,930	3,298	307	2,991
27	3,364	314	3,050	3,435	321	3,114
28	3,498	327	3,171	3,572	335	3,237
29	3,632	341	3,291	3,708	348	3,360
30	3,766	354	3,412	3,845	362	3,483
31	3,900	367	3,532	3,982	376	3,606
32	4,034	381	3,653	4,119	389	3,729
33	4,168	394	3,773	4,255	403	3,852
34	4,302	408	3,894	4,392	417	3,975
35	4,436	421	4,015	4,529	430	4,098
36	4,569	434	4,135	4,665	444	4,221
37	4,703	448	4,256	4,802	458	4,344
38	4,837	461	4,376	4,939	471	4,467
39	4,971	475	4,497	5,076	485	4,591
40	5,105	488	4,617	5,212	499	4,714
41	5,239	501	4,738	5,349	512	4,837
41+11 months & over ⁵	5,356	513	4,843	5,469	524	4,944

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Nov. 1, 2023, and Oct. 31, 2026, at Step O/P.

2. Years of service includes any unused sick leave.

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

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

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

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

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

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

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

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

Years of Service ²	City Carrier / High-3 Average ¹ : 80,342			Carrier Technician / High-3 Average ¹ : 82,029		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,339	\$134	\$1,205	\$1,367	\$137	\$1,230
21	1,406	141	1,265	1,436	144	1,292
22	1,473	147	1,326	1,504	150	1,353
23	1,540	154	1,386	1,572	157	1,415
24	1,607	161	1,446	1,641	164	1,477
25	1,674	167	1,506	1,709	171	1,538
26	1,741	174	1,567	1,777	178	1,600
27	1,808	181	1,627	1,846	185	1,661
28	1,875	187	1,687	1,914	191	1,723
29	1,942	194	1,747	1,982	198	1,784
30	2,009	201	1,808	2,051	205	1,846
31	2,076	208	1,868	2,119	212	1,907
32	2,142	214	1,928	2,187	219	1,969
33	2,209	221	1,988	2,256	226	2,030
34	2,276	228	2,049	2,324	232	2,092
35	2,343	234	2,109	2,393	239	2,153
36	2,410	241	2,169	2,461	246	2,215
37	2,477	248	2,229	2,529	253	2,276
38	2,544	254	2,290	2,598	260	2,338
39	2,611	261	2,350	2,666	267	2,399
40	2,678	268	2,410	2,734	273	2,461
Each additional year ⁵	66.95	6.70	60.26	68.36	6.84	61.52

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Nov. 1, 2023, and Oct. 31, 2026, at Step O/P.

2. Years of service includes any unused sick leave.

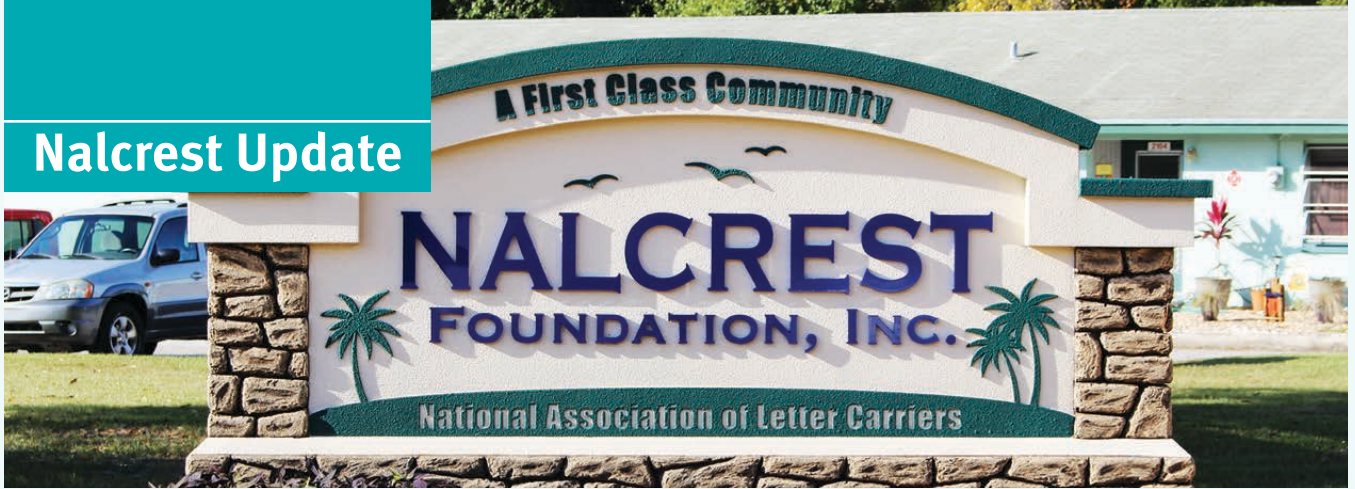
3. The reduction for survivor's annuity is the amount necessary to provide maximum benefits (50 percent of basic annuity) to a surviving spouse.

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

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

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

Nalcrest Update



From the Trustees

Along with fellow Nalcrest Committee members Tony Diaz and Fred Rolando and Nalcrest Property Manager Lisa Senecal, I recently returned from the NALC national convention in Los Angeles. All four of us had the opportunity to work at the Nalcrest booth over the weekend preceding the convention, and Lisa and I worked at the booth throughout the week as Tony and Fred attended the convention as delegates.

As was the case at the last convention in Boston two years ago, time constraints did not allow us to present our Nalcrest Committee report to the convention due to the large amount of constitutionally mandated business that the convention delegates had to address over the five days they were in session.

However, as also was the case in Boston, as the delegates entered the convention area, the first booth they came across was the Nalcrest booth. This gave us the opportunity to share information about Nalcrest one-on-one with a majority of the 5,000-plus delegates. Although Nalcrest has been around for over 60 years, I was amazed that so many active and retired letter carriers were not aware of this NALC treasure located in Central Florida.

We distributed Nalcrest brochures, applications to become a Nalcrest resident in one of the 483 apartments (one-year renewable leases), applications to visit and lease one of the 17 guest apartments (short term or longer), and thousands of Nalcrest trinkets. We also provided information on how branches or individuals could "sponsor" a building at Nalcrest as part of our beautification project to freshly paint all the buildings.

Nalcrest has 456 one-bedroom apartments, 22 two-bedroom apartments, five efficiencies and 17 guest efficiencies. Currently, monthly rents range from \$402 to \$725, with the average monthly rent around \$483. There are currently about 365 letter carriers on the waiting list to move to Nalcrest. Many of those on the waitlist are retired and ready to move in as apartments become available, and many are passed over on the list until such time in the future when they are ready to move.

Several current Nalcrest residents attending the convention stopped by our booth to say hello. Thanks to everyone who stopped by and gave us the opportunity to share information about our beautiful city letter carrier retirement community.

Starr Hunter

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter



Above (from l): Nalcrest Trustees Fred Rolando and Starr Hunter, Nalcrest Property Manager Lisa Senecal, and Trustees President Tony Diaz.

Clockwise from above right: Residents of Nalcrest and other members stopped at the booth in Los Angeles during the week of the national convention.



Nalcrest

Application and Confidential Questionnaire

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

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

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

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

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

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

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

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (Location and Branch Number): _____

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

Are you a Veteran? ☐ YES ☐ NO

Additional information and photos can be accessed at NALC.org

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

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

Signature: _____

Date: _____

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

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

NALC's retirement community



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

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

 Find us on
Facebook



Nalcrest Foundation, Inc.

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

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

☛ No pets allowed.

☛ Smoking is only permitted in designated areas.

Election Notices

Aiea-Pearl City, Hawaii

Branch 4682 will hold nominations for the election of the following officers: president, vice president/trustee, recording secretary/trustee, financial secretary/treasurer, sergeant-at-arms/trustee and health benefits representative.

Nominations will be at the regular branch meeting at 5 p.m. on Oct. 8 at 850 Kamehameha Highway, Suite 110, Pearl City.

Candidates must accept nominations in person, or if absent, in writing, for only one office.

The terms of office will begin Jan. 1, 2027, for two years. The candidate elected president shall be a delegate to the national/state conventions which take place during their term.

The election will be by secret ballot at a special branch meeting at 4 p.m. to 6 p.m. on Nov. 19 at 850 Kamehameha Highway, Suite 110, Pearl City.

Any member who is unable to vote on Nov.19 may send a request in writing for an absentee ballot to: Election Committee, Branch 4682, P.O. Box 52, Pearl City, HI 96782. Requests must be received no later than 3 p.m. on Nov. 1. Requests must include member's printed name, address, phone number, email and signature. For an absentee ballot to be valid, the signature on the request must be verified and must match the signature on the absentee ballot envelope.

Kristine Fiatoa, Pres., Br. 4682

Alexandria, Louisiana

This is official notice to members of Branch 932 that nominations for the following offices will be accepted at the regular scheduled branch meeting on Nov. 11: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative and three trustees.

Election of officers will take place at the regular scheduled meeting on Dec. 9.

Randy Young, Sec., Br. 932

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that nominations for the following positions will take place at 6 p.m. on Wednesday, Nov. 4, at Aeonian Brewing Company, 120 W. Chestnut St., Alliance: president, vice president, secretary, treasurer, health benefits coordinator, and the three trustee positions. In order to be nominated, individuals must be present at the meeting or provide the secretary with a written letter prior to the meeting accepting the nomination. The term of office will cover the 2027-2029 election cycle. The election will be conducted by mail-in ballot.

Robert Brick, Pres., Br. 297

Ann Arbor, Michigan

This will serve as an official notice to all Branch 434 members.

Nominations will be held at the regular branch meeting at 6 p.m. on Oct. 21 at the IBEW Hall, 7920 Jackson Road, Ann Arbor. Nominations for the following office will take place: one trustee, (a three-year term, Jan 1, 2027, through Dec. 31, 2029), delegates to the Michigan state

convention and any other office that may become vacated. The offices of the president, vice president, secretary and treasurer are automatic delegates to the Michigan state convention, per branch bylaws. Candidates must accept nominations at the time made or, if absent, in writing to the branch recording secretary by 6 p.m. on Oct. 21.

The election on Nov. 18 will be held by secret ballot at the regular monthly branch meeting at 6 p.m. on Nov. 18 at the IBEW Hall, 7920 Jackson Road, Ann Arbor. Absentee ballot requests must be made in writing with printed name and signature to the election committee no later than Nov. 6. Absentee ballots must be returned to P.O. Box 2434, Ann Arbor, MI 48106-2434, no later than 6 p.m. on Nov. 18. No write-in votes will be allowed.

Carol White, Rec. Sec., Br. 434

Asheville, North Carolina

This is to serve as an official notice that Branch 248 will hold nomination for all officers and stewards at the regular scheduled October meeting at 7 p.m. on Oct. 27.

Per Branch 248 bylaws, election ballots will be mailed to members after the meeting for any contested positions. Results will be announced at the November regular meeting.

William G. Schaber II, Sec., Br. 248

Atlantic City, New Jersey

This will serve as official notice to all active and retired members of Branch 370 that nominations for all officers and three trustees for the 2027-2028 term will be held at the regular monthly meeting at 6:30 p.m. on Nov. 11.

Every regular member has the right to nominate a candidate for any position for office. All members in good standing are eligible to vote.

The positions open for nomination are as follows: president, vice president, recording secretary, treasurer, sergeant-at-arms, director of retirees and three trustees.

If a candidate is nominated for office while not present at the meeting, that candidate will have seven days to submit a written or verbal acceptance or denial of the nomination to the recording secretary. If there is no verbal or written acceptance of the nomination within seven days of the meeting where the candidate was nominated, then the name of the candidate shall be withdrawn from nomination.

Election will be held at the regular monthly meeting on Dec. 9 at Absecon Legion Post 28, 560 New Jersey Ave., Absecon. The election will be conducted by secret ballot. Polls will be open from 6:30 p.m. to 8 p.m.

Lori Warick, Rec. Sec., Br. 370

Billings, Montana

This will serve as our official election announcement for Branch 815. Nominations will be at the union meeting at 7 p.m. on Wednesday, Nov. 18, at the labor temple in Billings. The seats up for election are as follows: president, vice president, secretary, treasurer, three-year trustee and sergeant-at-arms.

The election will be held at 7 p.m. on Dec. 16 at the labor temple as

well. Take advantage of your right, and let your voice be heard that night.

Sarah Sollars, Sec., Br. 815

Binghamton, New York

In accordance with Article 5 of the NALC Constitution and Article 7 of Branch 333 bylaws, nominations for the following local officers will be held at the regular monthly meeting of Branch 333 at 7 p.m. on Wednesday, Nov. 11, at 76 Main St., Binghamton: president, vice president, secretary, treasurer, and director of retirees. All the aforementioned officers are delegates to the national and state conventions by virtue of their office; also open for nominations are trustees (three), sergeant-at-arms, and delegates (15) to the 2027 state convention.

All nominees must be present to accept, or have filed their intentions with the branch secretary prior to the nominations. Anyone having applied for or served in a higher level/supervisory position for 24 months prior to nominations shall be deemed ineligible (NALC Constitution, Article 5, Section 2).

Elections, if necessary, will be conducted by secret mail ballots, per local bylaws.

Laura Johnson, V.P., Br. 333

Boston, Massachusetts

The election of delegates to the 2027 Massachusetts State Letter Carriers Association (MSLCA) biennial state convention will be held at the November Branch 34 meeting.

Nominations will be taken from the floor and there will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

If necessary, the election will take place at the December meeting. All delegates must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates to the MSLCA state convention will not receive financial assistance unless they attend 16 to 24 meetings in the prior two years. Alternates will not be entitled to financial assistance unless they become delegates. The sergeant-at-arms will validate proof of attendance with the regular monthly meeting signature book.

Michael Murray, Sec.-Treas., Br. 34

Bozeman, Montana

This is to serve as official election notice to all members of Branch 1028. Nominations for delegates and alternate delegates to the Montana State Association of Letter Carriers convention and the NALC national convention will be accepted in person or in writing at the regular October branch meeting (Oct. 14). Willingness to serve must be accepted by the branch secretary within seven days of nomination.

Elections will be conducted by secret mail ballot at the regular November branch meeting (Nov. 10). Any branch member in need of a replacement ballot may request one in writing from the Election Committee at P.O. Box 11315,

Bozeman, MT 59719. All ballots must be received by the election committee by 5 p.m. on the day of the election.

Robert Nash, Sec., Br. 1028

Buffalo-Western New York

This is an official notice to all members of Branch 3. Nominations for delegates to the 2027 New York state convention will be held at 7:30 p.m. on Oct. 13 at the Matthew Glab Post #1477, Lackawanna. If required, the election of delegates will be held at the branch general membership meeting on Nov. 10. The convention will be held in Long Island Sept. 12-14, 2027.

According to the bylaws of the branch, Article 5, Section 1(c) 2 states: "Acceptance of the nomination must be made verbally or in writing at this meeting. In the event a candidate is unavoidable detained, the candidate may designate any member in attendance at the meeting to accept the nomination on behalf of the candidate. Acceptance of nominations may also be submitted in writing to the Secretary prior to the meeting or no later than three (3) days after the close of the meeting."

"Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two (2) years after termination of such status. All candidates must verify, upon nomination, that they have not served, accepted or applied for a supervisory position within the last 24 months."

Article 4 Section 2 states: "All officers as listed in this Article 4 section 1, by virtue of their election will automatically be delegates to the State & National Conventions provided each officer is actually holding office at the time of the convention."

Kim Fitzgerald, Sec.-Treas., Br. 3

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

Centennial, Colorado

In accordance with Article V of the NALC Constitution and Article IV of the branch bylaws, this is official notice to all members of Branch 5996 that nominations for the following offices and positions will be held at 7:30 p.m. at the regular Oct. 1 branch meeting at the Centennial Branch office, located at 1010 S. Joliet St., Suite 204, Aurora: one trustee (three-year term), shop stewards—all stations (one-year term), delegates to the NALC Colorado state convention, three delegates to the Colorado AFL-CIO convention, and three delegates for the Denver Area Labor Federation.

The election will be by secret mail ballot, and results will be announced at the Dec. 3 regular branch meeting.

Candidates must accept nomination at the time made or must signify in writing to the branch financial/recording secretary prior to the meeting their willingness to serve in the desired position.

All regular members shall be eligible to hold any office or position 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 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, candidates must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

In accordance with Article IV, Section 2 of the branch bylaws, the branch president and vice president shall be delegates to the national and state conventions by virtue of their office provided they were elected pursuant to the NALC election regulations.

Barbara Larson, Fin./Rec. Sec., Br. 5996

Charleston, West Virginia

On behalf of Branch 531, it is an election year for all elected positions except three-year trustee. Elections will take place in November.

Tyler Smith, Sec., Br. 531

Chicago, Illinois

This is official notice to all members of Branch 11. Nominations of delegates to the Illinois state convention June 10-12, 2027, in O'Fallon will be held at the regular Branch 11 meeting at 7 p.m. on Nov. 12 at Branch 11 headquarters, the James E. Worsham Building, located at 3850 S. Wabash Ave.

Nomination forms will be available at the Oct. 8 meeting. Election of delegates to the 2027 Illinois state convention will be held at the regular Branch 11 meeting on Dec. 10.

Nominations and the election will be held in accordance with the NALC Constitution and the Branch 11 bylaws.

Yolanda R. Cavett, Rec. Sec., Br. 11

Connecticut Merged

This is an official notice to all Branch 20 members that nominations for Branch 20 officers, along with delegates to the 2027 state convention, will be held at the November monthly meeting. Any member in good standing wishing to accept nomination must be present or signify in writing to the secretary prior to the November meeting. The following nominations will be for a three-year term: president, vice president, secretary, treasurer, assistant secretary/treasurer, health and mutual benefits rep, and three trustees.

Tonya Currier, Sec., Br. 20

Cumberland Falls, Kentucky

This is an official notice to all members of Branch 2242. Nominations for branch officers and trustees will take place at the monthly meeting in September. Elections will take place as needed at the monthly meeting in October. Offices include president, vice president and secretary-treasurer.

Chris Evans, Sec.-Treas., Br. 2242

DeLand, Florida

This is official notice to the members of Branch 2591 that nominations of all officers and delegates to the 2027 Florida state convention will be held at the regular branch meeting on the second Thursday in October.

Charlene Adamets, Sec., Br. 2591

Denver, Colorado

This is official notice that the Mile Hi Branch 47 will conduct nominations for all whom wish to be delegates to the 2027 state convention and branch stewards. All members in good standing are eligible for nomination to be delegates. The regular branch meeting is to be held Tuesday, Oct. 20. The nominees must be present to accept their nomination or provide written acceptance of said nomination to the secretary by 7:30 p.m. of October's meeting, per Article 9, Section 1, Paragraph E of Branch 47 bylaws.

Elections, if necessary, for delegates to the state convention, will take place by secret ballot in the month of November, which must be received by the election committee by 10 a.m. on Nov. 17, per Article 9, Section 2, Paragraph D. The results will be announced at the November meeting on Nov. 18.

Reimbursed delegates for the national/state convention must meet the criteria set forth in Article 9, Section 4, Paragraph C. Elections of stewards will take place by secret ballot in the month of November in station, which must be received by the branch by Nov. 17 per Article 9, Section 5, Paragraphs G. Stewards elected are for a one-year term to start on Jan. 1, 2027. The results will be announced at the November meeting on Nov. 17 if there is an election. Delegates' names will be read, if there is not an election, at the November meeting.

Cindi Barela, Sec., Br. 47

Detroit, Michigan

This is official notice to all members of Branch 1 that nominations for delegates to the 2027 MISALC state convention May 1-3 in Frankenmuth shall take place at the general membership meeting at 6:30

p.m. on Nov. 12 at the Albert C. Wendland Hall, 1400 Trumbull, Detroit. All candidates present at the time of nomination shall sign in writing their willingness to serve if elected. The acceptance form of a member nominated but absent must be received by the branch secretary no later than the following Monday at 9 a.m.

The election of delegates shall take place at the Dec. 10 general membership meeting.

Peter Palmer, Sec., Br. 1

Dothan, Alabama

In accordance with Article 5 of the NALC Constitution, this is official notice of election for the officers of Wiregrass Area Branch 1630. Nominations will be held for the offices of president, vice president, secretary, treasurer, trustees (three), sergeant-at-arms and health benefits representative. The nominations will be held at the branch meeting on Thursday, Oct. 15. You must be present to be nominated, or your nomination should be submitted in writing to the branch secretary before the meeting.

If an election occurs, it will be conducted by secret ballot. Ballots will be mailed to members according to their address on file. The election will occur at 7 p.m. on Tuesday, Nov. 10 at the union hall.

Accacia Hammonds, Sec., Br. 1630

Elyria, Ohio

This is the official notice to all members of Cascade Branch 196 that nominations for the following positions will be made at the regular Oct. 1 branch meeting: president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, sergeant-at-arms, NALC health benefits representative, mutual benefits representative, and a board of trustees composed of three members, as well as delegates and alternate delegates to the national and state conventions.

The election committee shall mail the ballots not less than two days or more than six days following the date of nominations of officers, stewards and delegates. To be valid, ballots must reach the P.O. box no later than 5 p.m. on Wednesday, the day before the November general membership meeting, at which time the election committee shall empty the P.O. box and secure all ballots for counting. Write-in votes shall not be valid.

William L. Rolfe, Sec.-Treas., Br. 196

Erie, Pennsylvania

This is official notice to all Branch 284 members of the nominations for the following branch positions: president, vice president, secretary, treasurer, health benefits rep, sergeant-at-arms and three trustee positions. All terms are for three years. Nominations for these positions will take place at the branch meeting to be held Nov. 10 at the Cornerstone. Each nominee must be present on Nov. 10 and give consent to their nomination or must file a written acceptance of their nomination with the branch secretary by Nov. 10. No person shall accept nominations for more than one office.

If there are two or more candidates for any office, elections will be held at

the Dec. 8 branch meeting. Absentee ballots may be requested in writing 14 days prior to the election from the branch secretary at 32 W. 8th St., Erie, PA 16501. All members in good standing are eligible to vote and to hold office within the branch.

Timothy Huhta, Sec. Br. 284

Eureka, California

This is to serve as official notice to all members of Branch 348 that the nominations for all officer positions and one trustee position will be taking place at the regular branch meeting on Nov. 11. The meeting will be held at 7 p.m. at the Labor Temple (840 E St., Eureka) and over Zoom. All nominees should be present or, if absent, should submit written acceptance of nomination. Nominations can be mailed to P.O. Box 3788, Eureka, CA 95502.

The elections will be held at 7 p.m. at the regular Dec. 9 meeting. There will be a future mailing with more information as we get closer to elections.

Danielle Sproul, Sec., Br. 348

Findlay, Ohio

This will serve as official notice to all Branch 143 members that the election for the offices of president, vice president and secretary, treasurer and three trustees will take place at 7 p.m. on Nov. 12. The meeting will be held at 2111 Milestone Drive, Findlay.

Elections for the above offices will take place at 7 p.m. at the Dec. 10 branch meeting. The meeting will be held at 2111 Milestone Drive, Findlay.

Melissa Drown, Sec., Br. 143

Fort Collins, Colorado

Nominations for elected officers and delegates will be held at the regular branch meeting Tuesday, Oct. 20. Meeting begins at 6:30 p.m. Location is the Senior Center (Foxtail 2 Room), 1200 Raintree Drive in Fort Collins. Any member in good standing may run for any office. If a member wishes to be a candidate, but cannot attend the meeting, they must signify their willingness to run in writing.

The elective offices to be filled are president, vice president, secretary, treasurer, trustee (three), and terms of office will be for two years, Jan. 1, 2027, through Dec. 31, 2028. Elective delegates (eight) to the state convention and terms of office will be for one year, Jan. 1, 2027, through Dec. 31, 2027, in accordance with our bylaws and with no national convention in 2027. Please note that according to the bylaws of the branch, the president is a delegate to convention by virtue of their office.

Elections will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 17. Meeting begins at 6:30 p.m. The meeting place will be at the Senior Center (Foxtail 2 Room), 1200 Raintree Drive in Fort Collins.

Any member who, for any reason, will be unable to vote in person on Nov. 17 may obtain an absentee ballot by writing the Election Committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the election committee no later than Nov. 7. All absentee ballots must be mailed in to the election committee at P.O. Box

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270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m. on Nov. 17 in order to be counted.

Frederick Morris IV, Sec., Br. 849

Fort Dodge, Iowa

In accordance with Article 5 of the NALC Constitution and the branch bylaws, this is an official notice to all members of Branch 645 who are in good standing that nominations for president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, one trustee, and delegates to the state convention will be held at the regular monthly meeting on Oct. 13. The term of office is for one year. Candidates may accept nomination for only one office.

Following nominations, elections will be held by mail ballot prior to the December meeting.

Members wishing to be nominated must accept such nomination in person or submit their willingness to be nominated to the branch secretary prior to the October meeting.

Josh Ropte, Sec., Br. 645

Galveston, Texas

This is to serve as official notice to all members of Branch 23 that nominations for officers and delegates to the national and state conventions will be held at our regular monthly meeting at 7:30 p.m. on Nov. 12 at the United Steelworkers Hall, 2327 Texas Ave., Texas City. By virtue of their offices, the president, secretary and treasurer are automatic delegates to the national and state conventions. The term of office will be two years, starting Jan. 1, 2027.

Elections will be held at 7:30 p.m. on Dec. 10 at the United Steelworkers Hall, 2327 Texas Ave., Texas City. Voting will be from 7:30 p.m. to 8:30 p.m.

Linda Palomo, Sec., Br. 23

Gastonia, North Carolina

Branch 1512 will hold its branch union election meeting at 6 p.m. on Nov. 5. The meeting will take place at the Branch 1512 union hall, 2020 Remount Road, Gastonia. All members are encouraged to attend and vote.

Nina Kendrick, Sec., Br. 1512

Greeley, Colorado

Nominations for elected delegates will be held at the regular branch meetings on Thursday, Oct. 1, and Thursday, Nov. 5. The meetings begin at 6:30 p.m. Location is the NALC Dwight Palser Branch 324 Office, 2525 16th St., Suite F, Greeley. Any member in good standing may run for any office. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing. The elective offices to be filled are delegates to the state convention and national convention: Eight elective delegates to the state convention, one-year term of office, Jan. 1, 2027, through Dec. 31, 2027, and eight elective delegates to the national convention, one-year term of office, Jan. 1, 2028, through Dec. 31, 2028. Please note that, according to the bylaws of the branch, the president is a delegate to conventions by virtue of the office.

Elections will be conducted by secret ballot at the regular branch meeting on Thursday, Dec. 3. Any member who, for any reason, will be unable to vote in person on Dec. 3 may obtain an absentee ballot by writing to: Election Committee, Branch 324, P.O. Box 324, Greeley, CO 80632. Requests for absentee ballots must be received by the election committee no later than one day prior to the Dec. 3 meeting. All absentee ballots must be mailed to the election committee at: P.O. Box 324, Greeley, CO 80632. Each member's ballot is to be mailed in separately, or it will be invalid. All ballots must be received at P.O. Box 324, Greeley, CO 80632, no later than one day prior to the Dec. 3 meeting in order to be counted.

Richard Byrne, Pres., Br. 324

Gretna, Louisiana

This is an official notice to the members of Branch 2730 that nominations will be held at the monthly meeting at 7 p.m. on Tuesday, Oct. 6, at the union hall, located at 1581 Carol Sue Ave. in Gretna, for the following branch positions: president, vice president, two shop stewards, recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA/health benefits representative, three board of trustees, delegates to the state convention in 2027 and delegates to the national convention in 2028.

All members in good standing will have the right to nominate candidates.

Tamara D. Moore, Pres., Br. 2730

Hartford, Connecticut

This shall serve as notice that nominations for delegates and alternate delegates to the 2027 Connecticut State Association of Letter Carriers convention will be held at the regular membership meeting of Branch 86 on Nov. 11 at 303 Burnside Ave., 2nd floor, East Hartford.

The election, should one be necessary, shall be by secret ballot and held at the regular membership meeting of Branch 86 on Dec. 9.

David Rooks, Sec./Treas., Br. 86

Hayward, California

In accordance with Article 5 of the NALC Constitution and bylaws, this is the official notice to all members of Joseph A. Carrillo Branch 1707 that all nominations for the following positions will be made regular October branch meeting: president, executive vice president, vice president, recording secretary, secretary-treasurer, financial secretary, two shop stewards in Castro Valley and three shop stewards in Hayward, sergeant-at-arms and three trustees. The terms of office will be Jan. 1, 2027, to Dec. 31, 2029.

Any member who is in good standing and is current with their dues may run for these positions. All candidates must be present at the time of their nominations, or signify their willingness in writing to accept if elected. Candidates, upon nomination, must certify that they have not served, nor applied, for a supervisory position within the last 24 months. Nominations will be held at 7:30 p.m. at the Hayward Business Park, 26250 Industrial Blvd., on Oct. 1.

Election will be by secret mail ballot. Ballots will be mailed no later than Oct. 10 and must be returned no later than Nov. 5. Results of the election will be announced at the regular branch meeting on Nov. 5 at the Hayward Business Park, 26250 Industrial Blvd.

Shawna Frisbey, Sec., Br. 1707

Hazelwood, Missouri

This is an official notice to members of Branch 5847 that nominations will be taken for the offices of vice president, treasurer, sergeant-at-arms, shop stewards, alternate shop stewards and one trustee. Nominations will be at the regular meeting at 6 p.m. on Thursday, Nov. 5, at the Bridgeton Community Center, 4201 Fee Fee Road, Bridgeton. Candidates must be present to accept nominations at the time made or signify acceptance in writing and submit it to a branch officer.

Elections for these offices will take place at the Dec. 3 meeting, if needed.

Inekka Whitted, Sec., Br. 5847

Lafayette, Indiana

This is an official notice to all members of Branch 466 that we will be accepting nominations for all elected positions and delegates to the 2027 state convention at the regularly scheduled October meeting in the main post office break room.

D. Lyn Hairston, Sec., Br. 466

Langhorne, Pennsylvania

This will serve as the official notice to all members of Branch 4931 about nominations for the following positions: president, vice president, treasurer, secretary, delegates, trustees, sergeant-at-arms and health benefit rep.

Nominations will take place during the regular monthly meeting at 7 p.m. on Monday, Nov. 2. Acceptance of a nomination may be done at the meeting or in writing, as long as it is received by the branch secretary before the start of the November meeting.

Voting will be done by secret ballot, which will be mailed to all members. Results will be announced during the monthly meeting at 7 p.m. on Dec. 7.

Ron McHugh, Sec., Br. 4931

Lima, Ohio

This is official notice to members of Branch 105 that nominations for 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. Friemuth, Sec., Br. 105

Lincoln, Nebraska

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 8 that nominations for branch officers will be held at 7 p.m. at the regularly scheduled Oct. 13 and Nov. 10 general meetings, which are held at the Lincoln Labor Temple, 4625 Y St., Lincoln, and via Zoom. The following offices are open for nomination/election for a two-year term: president, vice-president, recording/financial secretary, treasurer, sergeant-at-arms/LCPF representative, health benefits/OWCP representative, board of trustees (consisting of three members), retirement/

MBA representative, and MDA coordinator. The nominees must accept in person or in writing for any office, and can only be nominated for one office.

The election, if necessary, will be conducted by secret ballot mailed to the most current home addresses of record of all members. Ballots must be returned to the election committee prior to the regular branch meeting at 6 p.m. on Dec. 8. The elected president shall serve as delegate for state and national conventions during their term in office.

Benjamin D. Shellhaas, Sec., Br. 8

Longmont, Colorado

This is the official notice to all active and retired members in good standing of Branch 1105 that nominations for all branch officers will be taken at the regular monthly meeting on Oct. 20.

Election for these office nominations, for 2027-2028 years, will then take place at the regular Nov. 17 meeting.

Chuck Niehus, Sec., Br. 1105

Lubbock, Texas

This is official notice to all members of Branch 2589 that nominations will be taken at our regular meeting on Oct. 15 for the following offices: president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefits representative, editor, three trustees and delegates to the 2027 Texas state convention. All officers will be delegates to the Texas state convention by virtue of their office. All officers are elected for a term of two years.

Election of officers and delegates will be held by secret ballot and will be held from 5 p.m. to 7 p.m. on Nov. 19 at the union hall, 1101 31st St., Lubbock. Requests for absentee ballots must be made individually, in writing, and should be mailed to the Election Committee, 1101 31st St., Lubbock, TX 79411. Absentee ballots must be requested after nominations have closed on Oct. 15, but before Oct. 29. Election results will be announced at the regular branch meeting on Nov. 19.

James Petrey, Rec. Sec., Br. 2589

Marion, Indiana

This is the official notification to all members of Branch 378 for the nominations for branch officers. Branch officers are as follows: president, vice president, sergeant-at-arms, treasurer, secretary, stewards, mutual benefit/health benefit rep and trustees. This will be held at 6:45 p.m. at our Nov. 11 general membership meeting at the Jonesboro Legion, 424 S. Main St., Jonesboro.

Any member in good standing is eligible for nominations. Members must be present to accept nominations or have submitted an acceptance letter for nomination to the secretary in advance of the meeting.

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

Patrick McPherson, Pres., Br. 378

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183. Nominations of election for officers of Branch 2183 and also delegates to the 2027 Illinois state convention will take place

at the regular scheduled union meeting at 6:45 p.m. on Oct. 21 at the American Legion Hall, located at 9757 Pacific Avenue, Franklin Park.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home addresses (of record/on file) of eligible members in good standing. Ballots must be received to the election committee at designated address by 3 p.m. on Nov. 18.

Results will be announced at the Nov. 18 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Memphis, Tennessee

This is an official notice to all active and retired members of Branch 27 that nominations for the following offices for a term of three years will be held at the regular branch meeting at 7 p.m. on Oct. 1.

Nominations are for the following offices: president, vice president, financial recording secretary, treasurer, director of retirees, health benefit representative, office of workers' compensation, MBA representative, chaplain, sergeant-at-arms, and three trustees, who shall be elected by position 1 through 3, to be determined by the number of votes received.

All regular members shall be eligible to hold any office or position in the branch, except for a member who voluntarily or otherwise, holds, accepts or applies for a supervisory position in the USPS for any period of time, whether 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 must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Nominees shall voice their acceptance as a candidate at time of nomination to be accepted as a candidate and have their name placed on the election ballot. A letter acknowledging acceptance as a candidate and stating they have not served in a supervisory capacity for at least 24 months may be presented in lieu of voiced acceptance, provided such written acceptance is signed by the nominee and presented to the branch president at time of nomination.

Election of officers will be by secret mail ballot, with ballots mailed to the home addresses of members in good standing on or before Oct. 11. Members are encouraged to provide the branch secretary with updated address information. Members who do not receive a ballot should notify the election committee at the branch office beginning Oct. 18. The ballot must be received by the election committee in the postage-paid, return addressed envelope by noon on Nov. 5.

The candidate elected as full-time branch officer in the forthcoming election shall be delegates to the national and state conventions that will take place during their terms of office.

Kimberly D. Meeks, Fin./Rec. Sec., Br. 27

Montgomery, Alabama

Capital City Branch 106 will have nominations for the following positions: president, vice president, treasurer, recording secretary, financial secretary, health benefits representative, ser-

geant-at-arms and one trustee. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Breonna Jackson, Rec. Sec., Br. 106

Morrisville, Pennsylvania

This is to give official notice to members of Branch 2572 of nominations for all elected offices for two-year terms to include January 2027 through December 2028.

Nominations may be submitted at all meetings until and including the regular meeting in October. Elections will be held and decided at the November 2026 union meeting.

The offices are president, vice president, treasurer, recording secretary, sergeant-at-arms, two stewards, social outreach director, health benefits officer, MBA representative and three trustees.

William Rittler, Sec., Br. 2572

Myrtle Beach, South Carolina

Nominations for the election of officers of Branch 4645 will be held at the regular branch meeting at 6:30 p.m. on Oct. 8 at Carolina Ale House at 2938-3078 Hollywood Drive, Myrtle Beach. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following offices: president, vice president, secretary-treasurer, recording secretary, sergeant-at-arms, three trustees, health benefit rep (must have NALC health insurance), one North Myrtle Beach steward, two Myrtle Beach stewards, and one Surfside steward. The terms of office will be three years, beginning Jan. 1, 2027.

The election will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Nov. 12 at the Carolina Ale House, 2938-3078 Hollywood Drive, Myrtle Beach.

Any member who, for any reason, will be unable to vote on Nov. 12 may obtain absentee ballots by writing the Election Committee, Branch 4645, P.O. Box 1874, Myrtle Beach, SC 29578. Request for absentee ballots must be received by election committee no later than Nov. 5.

Write-in votes are not permitted.

Joni Evans, Pres., Br. 4645

Naperville, Illinois

This is to notify the members of Branch 1151 that nominations and elections of branch officers and delegates for the 2027 state convention will take place at the regular monthly meeting on Nov. 3 at the VFW, 908 W. Jackson. Nominees need not be present at the meeting, provided that they submit written notice of their intention of running to the recording secretary prior to or within one week after the nomination meeting.

Nomination will be held for the following branch offices: president, vice president, treasurer, secretary, mutual/health benefits rep, sergeant-at-arms and three trustees. The term of office will be two years, beginning January 2027.

The election will be held by secret ballot at the same location from 6 p.m. to 6:45 p.m. on Dec. 1. Any member who, for any reason, will be unable to vote on Dec. 1 may obtain absentee ballots by writing the Election Com-

mittee, Branch 1151, P.O. Box 2851, Naperville IL 60567, or by requesting it in person from the election committee at the Naperville Post Office, 1750 W. Ogden Ave. Requests must be received by Dec. 1.

The president, vice president, secretary and treasurer, by virtue of the office, shall be automatic delegates to the national and state conventions.

Lyphus Stevenson, Pres., Br. 1151

Natchez, Mississippi

This is an official notice to all members of Branch 476. Nominations for 1) all branch officers and 2) three board of trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination, if offered.

The election will be held at the regular November meeting. Installation of officers will be held at the December meeting.

Frank A. Patti, Sec., Branch 476

Neenah, Wisconsin

This is an official notice to all Branch 700 members. Election for all Branch 700 officers will take place at November union meeting.

Jeann Schraufnagel, Sec., Br. 700

New Castle, Delaware

This is official notice to all members of Branch 4015 that nominations for all officers and delegates to the 2027 state convention will be accepted at the branch regularly scheduled meeting at 7 p.m. on Wednesday, Nov. 10 (Tuesday night due to 9/11 is Veterans Day) at the Weston Senior Center, 1 Bassett Ave., New Castle.

Any member in good standing is eligible for nomination and must be present or signify in writing through the branch office prior to the meeting their willingness to serve as an officer or delegate if elected. The positions open for election are: president, vice president, secretary-treasurer, sergeant-at-arms, three trustees, and delegates to the state convention.

An election, if necessary, will be conducted by secret ballot at the regularly scheduled union meeting at 7 p.m. on Wednesday, Dec. 9.

Jeff Kowalskie, Sec./Treas., Br. 4015

New Haven, Connecticut

This is an official notice to all members of the NALC that nominations for all positions of Branch 19 officers, which include president, vice president, recording secretary, treasurer, financial secretary, health benefit rep, sergeant-at-arms, director of retirees and three trustees will be made at the Nov. 18 monthly meeting for a three-year term. Candidates must accept the nomination at the time made or, if absent, in writing to the recording secretary by 8 p.m. the night of nominations in accordance with our branch bylaws.

This is the official notice to all members of Branch 19 that nominations for delegates to the 2027 Connecticut State Association of Letter Carriers convention in Mystic Sunday, April 4, and Monday, April 5, will be held at the

regular branch meeting on Wednesday, Nov. 18. Candidates must accept the nomination at the time made or, if absent, in writing to the recording secretary by 8 p.m. the night of nominations. In accordance with our branch bylaws, all elected officers are automatic delegates to the 2027 Connecticut State Association of Letter Carriers convention. If more delegates are nominated than what is allotted, an election shall be held by secret ballot. This election shall be in the same time and manner as stated in the Branch 19 bylaws, Article 5, Section 5.e.2.

Frank Falcone, Rec. Sec., Br. 19

New York, New York

In accordance with Branch 26 bylaws, this is official notice to all members of Branch 36 of nominations for delegates and alternates to the 2027 state convention.

Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Any eligible member in good standing may run for election if they desire. Nominations will be accepted during the general membership meeting on Nov. 5, and an election, if needed, will be held at the general membership meeting on Dec. 10 at the Percy T. McRae Hall of the Vincent R. Lombardi Building, 347 W. 41st St.

Melinda Wilkerson, Rec. Sec., Br. 36

Norfolk, Virginia

This is official notice to inform members of Branch 456 that nominations of all officers and delegates to the 2027 state convention will be held at the October meeting. The election will be by secret ballot in November. Rules set forth in our bylaws, Article V, Section 6, apply: Those members nominated from the floor and are not present to accept the nomination must furnish a written acceptance letter to the recording secretary within 10 days. Noncompliance will be noted as a denial. Those nominated but not present must be informed of the nomination by the person who nominated them.

Branch meetings are held at the Electrical Workers Corporation, 5307 E. Virginia Beach Blvd., on the third Thursday of each month at 7:30 p.m.

Annezzet Edwards, Rec. Sec., Br. 456

Norristown, Pennsylvania

This serves as official notice to all members of Branch 542 that nominations for all offices will be held at the regularly scheduled meeting on Wednesday, Sept. 30, with elections held at the following regularly scheduled meeting on Wednesday, Oct. 28.

Doug Avery, Sec., Br. 542

North Little Rock, Arkansas

This is a notice to Branch 3745 union members that nominations for Trustee #1 will be held at American Pie Pizza at 4830 N. Hills Blvd., North Little Rock. The meeting will begin at 6 p.m.

Kenny Newsom, Rec. Sec., Br. 3745

Northeastern New York

This is official notice to inform all members of Branch 358 that nomina-

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tions of delegates and alternates for the 2027 NYSALC state convention will be held in accordance with the following Branch 358 bylaw, Article VI, Sec. 3: Nominations for delegates and alternates to conventions shall be held at the regular branch meeting in November.

Election of delegates and alternates to conventions shall be held at the regular branch meeting in December. Election of all delegates and alternates to national conventions and state conventions shall be governed by the provisions of Article V of the *NALC Constitution* and Article V, Section 1 of Branch 358 bylaws.

William L. Ganey Jr., Sec., Br. 358

Oak Brook, Illinois

This is official notice to all John Grace Branch 825 members that nominations for convention delegate will be accepted from Sept. 1 until the close of business on Oct. 20.

The convention delegate's term is one year. The mail-in ballot election to all listed positions will be held in the 30-day period immediately following the close of nominations. Election results will be tabulated and announced at the Nov. 20 branch meeting.

To obtain a nominating petition, see your shop steward or call the branch office at 630-571-4167 on or after Sept. 1. Any branch member who has served in or applied for a managerial position in the past two years is ineligible to run, according to the *NALC Constitution*.

Mark Dowdle, Sec., Br. 825

Owensboro, Kentucky

Notice to all Branch 234 merged members: Per our bylaws, at October's meeting will be nominations for the 2027-2028 term. You must be present to be nominated, or have your acceptance of the office you are nominated for in writing to a branch officer before the meeting begins.

If elections are needed, a ballot will be mailed to your last known address and announced at the November meeting.

Douglas Yocum, Sec., Br. 234

Palatine, Illinois

This is official notice to all members of Branch 4268. Nominations of delegates to the 2027 Illinois state convention in O'Fallon will be held at the regular Branch 4268 meeting at 5:30 p.m. on Oct. 14 at the branch's legion hall, located at 122 W. Palatine Road, Palatine. Election of the delegates to the 2027 Illinois state convention will be held at the regular Branch 4268 meeting on Nov. 24.

Nominations and the election will be held in accordance with the *NALC Constitution* and the Branch 4268 bylaws.

Robin Booker, Sec., Br. 4268

Parkersburg, West Virginia

This is an announcement that Branch 481 will hold nominations for all branch officer positions, one trustee position and five delegates to the 2027 state convention during the monthly meeting at 7 p.m. on Nov. 12.

If an election is needed, it will be held at 6 p.m. prior to the Dec. 10 monthly meeting.

Brett M. Patterson, Sec., Br. 481

Providence, Rhode Island

This is the official notice that the nominations for Branch 15 delegates to the 2027 Rhode Island state convention, as well as two building trustees, will take place at 7 p.m. on Tuesday, Nov. 3, at the regular branch meeting that will be held at the NALC Branch 15 union office at 800 Oaklawn Ave., Suite C-201, Cranston.

In accordance with the Branch 15 bylaws, the president and the recording secretary are automatic delegates to the state convention. Those nominated must be present to accept the nomination or have submitted prior to the meeting in writing their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be conducted, if necessary, by secret ballot on Tuesday, Dec. 8. Voting will take place from 2 p.m. to 7 p.m. prior to the Branch 15 union meeting at 7 p.m., and will be held at the NALC Branch 15 union office at 800 Oaklawn Ave., Suite C-201, Cranston. All working carriers will be given the opportunity to vote.

Cameron M. Dilorio, Rec. Sec., Br. 15

Roanoke, Virginia

This is notice for all members of Star City Branch 524 that the nominations for delegates to the Virginia state convention to be held in 2027 will take place at the regular meeting on Tuesday, Nov. 10. Elections, if necessary, will take place at the regular meeting on Tuesday, Dec. 8. Both meetings begin at 7 p.m. and are held at the Branch 524 Union Hall, 1015 Georgia Ave. NE, Roanoke.

Jenny Hall, Sec., Br. 524

Saginaw, Michigan

This is an official notice to all Branch 74 members nominations for president, vice president, recording secretary, financial secretary/treasurer, health benefits representative (combined with NSBA rep and MBA rep), three trustees, sergeant-at-arms, Saginaw stewards, and delegates for the 2027 Michigan State Association convention and the 2028 national convention will be held at 7 p.m. on Tuesday, Oct. 6, at the regular branch meeting at 3262 Cabaret Trail S., Suite 210, Saginaw, MI. The non-delegate positions are for a term of two years.

The election will be conducted by secret mail-in ballot. The election committee will collect the ballots from the P.O. box established for the election at 5 p.m. on Tuesday, Nov. 3. The results of the election will be announced at that night's regular branch meeting.

Ronald W. Slone, Rec. Sec., Br. 74

Saint Joseph, Missouri

This is official notice that nominations for the election of Branch 195

officers (president, vice president, treasurer, secretary, sergeant-at-arms, legislative liaison, health benefits rep, OWCP rep and three trustees) will be held at the branch meeting on Thursday, Nov. 5. Those nominated must be physically present at the meeting or signify their acceptance in writing, signed by three members in good standing.

Election of nominees will be held at the branch meeting on Thursday, Dec. 3, by paper ballot voting. Voting will start at 6 p.m. (one hour before the meeting begins), and the polls will close at 8 p.m.

Steve Drozd, Sec., Br. 195

San Francisco, California

This is an official notice to all members in good standing of Branch 214 that nominations for all elective branch officers shall be held at our regular branch meeting on Oct. 7 at 2310 Mason St., 3rd floor, San Francisco.

Officers to be elected are president, executive vice president, vice president, secretary treasurer, assistant secretary, treasurer, health benefits representative, safety and health officer, equal employment opportunity officer, MBA officer, director of organization, sergeant-at-arms, and three trustees for the 2027-2028 term.

Nominations may be made from the floor and via Zoom. All candidates must be present at the time of nomination or shall have signified, in writing, to the secretary-treasurer, their willingness to accept the nomination for the position nominated. The nominee shall submit their acceptance on an official form, or via email to the secretary-treasurer prior to the close of the Oct. 7 branch meeting. All candidates must be members in good standing, and signify in writing that they have not served in a supervisory capacity within the past two years prior to the date of nomination.

The election shall be by mail referendum vote. The election committee will mail ballots to all eligible voters on Nov. 7, the first Monday in November. The ballots will be removed by the chair of the election committee from the designated post office box on the 22nd day after the ballots have been mailed out at 9 a.m., to be tallied at a place designated by the election committee. Installation of the newly elected officers shall take place at the branch meeting on the first Wednesday in January 2027. In an election, where there is no contest, the secretary treasurer shall cast the ballot.

All stations shall hold elections for shop stewards in January 2027. Nominations on an official form or in writing is due to the secretary-treasurer prior to the close of the Jan. 6 branch meeting. All candidates must be members in good standing, and signify in writing that they have not served in a supervisory capacity within the past two years prior to the date of nomination.

Shop steward election(s) shall take place in the station(s) where there are vacancies or contested positions. The election committee will conduct the station elections and tabulation will be with candidates or another branch member in attendance. In an election, where there is no contest, the secretary-treasurer shall cast the ballot.

Bradford Louis, Pres., Br. 214

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 secretary/treasurer, 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

Sheridan, Wyoming

This is official notice to all members of Branch 1006 that nominations for branch officers will be held at the regular monthly meeting at 5 p.m. on Thursday, Oct. 15.

Elections for branch officers will be held at the regular monthly meeting at 5 p.m. on Nov. 19.

Gerald G. Curtis, Pres., Br. 1006

Sioux City, Iowa

Nominations for delegates to the upcoming Iowa state convention and nominations for one Branch 69 trustee position will be accepted during our regular branch meeting on Nov. 12. The meeting will begin at 7:30 p.m. at the UFCW Local 222 hall, 3038 S. Lakeport St., Sioux City.

Luke A. Logue, Sec., Br. 69

Southern Delaware

In accordance with Article 5 of the *NALC Constitution* and Branch 906 bylaws, nominations for all elective branch officers of the 2027-2029 term shall be

made at the regular branch meeting at 7:30 p.m. on Oct. 14 at the branch hall, 701 N. Walnut St., Milford. Officers to be elected at the November regular meeting at 7:30 p.m. are president, vice president, recording secretary, financial treasurer, sergeant-at-arms, director of retirees, health benefits/Mutual Benefit Association representative and three trustees. If a nominee is absent from the nomination or election meeting, a letter of intent to accept or decline nomination must be received at the branch one day prior to the meeting.

Norberto Aviles, Sec., Br. 906

Southwest Missouri

This is a notice to all members of Branch 366 that nominations for president, vice president, secretary, treasurer, sergeant-at-arms and MBA representative will take place on Nov. 10 at the monthly branch meeting. If elections are needed, then they will take place at the Dec. 8 meeting.

Nominations for delegates to the Missouri state convention will also take place at the Nov. 10 meeting, with elections for representatives taking place at the Dec. 8 meeting, if needed. Also, to be reimbursed for expenses for the state convention, you must have attended 10 meetings in the 2025-2026 years, as defined in our branch's bylaws.

Jeremy Carrier, Sec., Br. 366

Springfield, Ohio

This is official notice to members of Branch 45 that nominations for the offices of president, vice president, recording secretary, assistant recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA representative, health benefits representative and one trustee, as well as nominations for delegates to the 2027 state and 2028 national conventions, will be held at the regular branch meeting on Nov. 12. The meeting begins at 6:30 p.m. at 150 North Limestone St., Room 221, Springfield.

All candidates for office or delegates must be present at the November meeting when nominated, or submit in writing their willingness to serve if elected, through a member in good standing in attendance at the meeting. This signed statement will be presented to the recording secretary at the November meeting prior to the start of nominations. Candidates can accept nomination for only one office.

Term of office for officers (except for the trustee position) is two years starting Jan. 14, 2027. Term of office for the trustee position is three years. All members in good standing of the NALC and Branch 45 may accept nomination.

The election of officers and delegates will be by secret ballot at the Dec. 10 regular branch meeting. No write-in votes will be accepted. Voting hours will be from 4 p.m. to 7:30 p.m., with the regular branch meeting starting at 6:30 p.m. at 150 N. Limestone St., Room 221, Springfield.

Requests for absentee ballots must be made individually in writing to the election committee at P.O. Box 345, Springfield, OH 45501. Absentee ballots can be requested between Nov. 13 and Dec. 9. All ballots must be returned by 7:30 p.m., on Dec. 10.

Jon Veith, Sec., Br. 45

State College, Pennsylvania

In accordance with Article 5 of the NALC Constitution and the branch bylaws of Branch 1495, this serves as the official notice to all members in good standing that nominations for the office of one trustee will be taken at the regular branch meeting on Oct. 13.

Following the nomination(s), elections will be held by secret mail-in ballot (if necessary). Election results will be announced at the Nov. 11 monthly branch meeting. Members wishing to be nominated must accept such nomination in person or must submit their willingness to be nominated in writing to the branch secretary prior to the October nomination meeting.

Kevin Sommers, Pres., Br. 1495

Temple, Texas

This is notice to all members of Branch 643. Nominations for the following offices will be held at the regular monthly meeting at 7 p.m. on Oct. 27: president, vice president, secretary, treasurer, NALC health benefits representative, sergeant-at-arms and trustees (where applicable).

Voting will be held at the regular monthly meeting at 7 p.m. on Nov. 24. Meetings are held at Golden Corral, located at 5101 South General Bruce Drive, Temple.

Any branch member who has applied for, detailed or acting management position, held in any capacity, including 204B status, within 24 months prior to nomination is not eligible to vote or hold office.

Barbara Taylor, Sec., Br. 643

Tri-Valley, California

This is official notice to all members of Branch 2902 that nominations for branch officers will be accepted beginning at 7 p.m. at the Oct. 15 and Nov. 19 meetings at the Jon Gaunce Union Hall, 21540 Prairie St., Suite C, Chatsworth. Ballots will be counted on Dec. 17.

The following officer positions will be open for nomination: president, executive vice president, senior vice president, vice president, financial secretary, treasurer, recording secretary, director of retirees, MBA/NSBA officer, health benefit officer, assistant health benefit officer, sergeant-at-arms and five trustee positions. These officers serve a three-year term. The president, executive vice president, senior vice president, vice president, financial secretary, treasurer and recording secretary shall be delegates to state and national conventions by virtue of their office.

All nominations may be accepted or declined verbally at the nominating meetings, or in writing no later than seven calendar days after the close of nominations. Failure to accept nominations as stated, will result in an automatic decline.

The election will be conducted by secret ballot. Ballots will be mailed to each member in good standing at their last known address. Completed ballots will be accepted up to 5 p.m. on Dec. 17 at Jon Gaunce Union Hall.

Diane Dozal, Rec. Sec., Br. 2902

Tucson, Arizona

This is a notice to members of Branch 704 that nominations for officers for the positions of president, vice president,

recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA/health benefits representative, retiree representative, five trustee positions and delegates to 2027 biennial state convention shall be taken at the regular meeting of Branch 704 beginning promptly at 7 p.m. on Oct. 1 at Branch 704, located at 2950 North Country Club Road, Tucson. Successfully elected officers shall serve a three-year term; successfully elected delegates shall serve a two-year term until election of delegates to the subsequent state convention. Nominations shall be conducted by floor nomination for officers and for delegates by sign-in roster and accepted from the floor during the meeting, mail-in nomination received prior to the Oct. 1 meeting addressed to the recording secretary of NALC Branch 704 for all absentees.

Election shall be by mail-out ballot for all eligible members properly nominated for contested officer positions. In the positions of delegate if the number of proper nominations exceeds the amount of authorized delegates, a mail-out ballot shall be conducted. In the event of the necessity of a mail-out ballot, ballots shall be mailed to the member's last known address. Those members requesting absentee ballots (mailed to a different address) shall make a written request to the NALC Branch 704 Election Committee at 2950 N. Country Club Road, Tucson, no later than 14 days prior to election but after nominations have closed. Each person nominated must verify in writing that they have not served, applied or acted in a supervisory capacity of the Postal Service for 24 months prior to the election.

Alexis Padilla, Pres., Br. 704

Tyler, Texas

Branch 493 will have nominations for officers in the branch on Oct. 1 at the regular branch meeting at Papacita's Mexican Restaurant, 6704 S. Broadway Ave., Tyler, at 6:30 p.m. These nominations will be for president, vice president, recording secretary, treasurer, health benefits representative/MBA and three trustees.

According to Article V, Sec. 5 of Branch 493 bylaws: "All candidates for office shall be present when nominated; or signify in writing their willingness to serve if elected, before names are placed on ballots."

All officers/trustees shall be elected biennially and hold office for two years. Elections will take place on Nov. 5 at Papacita's Mexican Restaurant at 6:30 p.m. at the regular monthly branch meeting.

John Hammond, Rec. Sec., Br. 493

Urbana, Illinois

This is an official notice to all members of Branch 784 that nominations for elected officers will be held at the regular branch meeting on Nov. 4. The offices up for election are president, vice president, recording secretary, treasurer/financial secretary, health benefits representative, MBA representative, sergeant-at-arms and a three-member board of trustees. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the November meeting their willingness to accept the position.

If need be, an election ballot will be

mailed to each member, and the results will be announced at the December union meeting. All regularly scheduled meetings are held at 7 p.m. on the first Wednesday of the month at the American Legion, 107 N. Broadway, Urbana.

Robert Ian Miller, Rec. Sec., Br. 784

Waterloo, Iowa

This is official notice to the members of Branch 512 that nominations for the following officers will be taken during the monthly branch meeting to be held Tuesday, Nov. 10, at the American Legion located at 728 Commercial St., Waterloo: president, vice president, one shop steward, one outside office steward, financial secretary, recording secretary, sergeant-at-arms and one trustee. Nominees must be in attendance to accept their nomination or submit it in writing to the secretary.

Election to be held during the Dec. 8 branch meeting.

Linda Anderson, Sec., Br. 512

Willoughby, Ohio

In accordance with Article 5, this is an official election notice to all members of branch 3688. The nominations for president, vice president, secretary and trustees will be held at 6 p.m. on Oct. 21 at 33641 Vine St., Willowick. If needed, the elections will be held at 6 p.m. on Nov. 18 at Willowick VFW. All members in good standing, active and retired, can be nominated.

If an election is needed, it will be done by secret ballot and needs to be submitted at the November meeting.

Scott Fellows, Sec., Br. 3688

Worcester, Massachusetts

This is official notice of the nominations for the election of Branch 12 officers and stewards for the 2027-2029 term. Nominations will be accepted at the Oct. 7 union meeting to be held at the Vernon Hill American Legion Post, located at 267 Providence Street in Worcester. The meeting will begin at 7 p.m.

Officers to be elected will be president, executive vice president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, Mutual Benefit Association representative, health benefits representative and three trustees. Stewards in each office represented by Branch 12 will also be elected, except in Worcester, where the president appoints stewards. The Marlborough Post Offices will elect two stewards, while all other post offices electing stewards will elect one steward. All officers and stewards shall be elected for a term of three years.

Those wishing to be nominated must accept such nominations in person or must submit their willingness to be nominated in writing to the branch secretary prior to the Oct. 7 meeting.

Elections, if necessary, will be held by secret mail ballot mailed to the member's last known address. Ballots will be tabulated on Nov. 4, and results will be announced that same night at the regular Branch 12 union meeting.

The offices of president, executive vice president, vice president, recording secretary and financial secretary-treasurer shall, by virtue of their office, be delegates to both the state and national conventions.

Mike Cipro, Pres., Br. 12

DOHERTY & DONELON SCHOLARSHIPS

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

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.
- Winner must have a high school diploma or college 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.

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 print-outs 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

- 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.

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.

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 _____ of _____
• daughter • son • active
• stepdaughter* • stepson* • retired
• granddaughter* • grandson* • deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No. _____

Signature of branch officer

Printed name of branch officer

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.

Anchorage, Alaska

I remember years ago they closed the Fairbanks mail processing center. Hundreds of jobs were lost. The reason was that the declining mail volume going through the Anchorage processing plant didn't justify the manager's pay level and bonuses, so he needed to get mail from somewhere else. He needed more volume for the Anchorage plant, so he closed the Fairbanks plant and routed all of that mail to Anchorage. He had planned to close the Juneau plant, but we contacted our senators, who put a stop to it.

Some of you may recall there being a "local mail only" box at your local post offices. This was mail that wouldn't leave the building because it was for an address that post office served. It would be canceled and the clerk would sort it to your route or to the P.O. box section. There would be times when mail dropped in the box in the morning would get to the carrier before they left for the street, resulting in same-day mail delivery. Those local-only boxes are gone.

So, now if you drop a letter, say, in a box at the Barrow Post Office addressed to Barrow, it has to go on a jet and fly two hours (725 miles), where it gets transported to the Anchorage processing plant. It gets canceled and goes through the DPS machine and routed to all other mail going to Barrow. It's then put back on a jet and flown back to Barrow.

What do you think that costs? Can you imagine the savings by having a local-only box, thereby the mail never leaving the building? Don't fall for management's sob story. They should have to prove how their decisions will be the best financial decision for the Postal Service and not their pockets.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

In 1954, through the efforts of letter carriers in Chicago, a grant of \$28,102.75 was presented to the University of Chicago College of Medicine for research on muscular dystrophy.

The NALC embraced the Muscular Dystrophy Association as its "official charity" back in 1952, becoming the first official national sponsor of the group founded in 1950.

Thanks to the efforts of thousands of concerned letter carriers combined with the contributions of millions of other caring citizens across this country, MDA research has realized dramatic research breakthroughs in recent years.

Bergen County Merged Branch 425 will be bringing back the lottery calendar raffle this November. It is a great fundraiser, and we ask all our members to participate in both selling and buying.

Our branch will continue to support the fight against this terrible disease.

Dennis Spoto, Branch 425

Centennial, Colorado

Many voices were heard at our recent national convention, as was evident with the number of carriers at the microphones. President Renfro's patience and knowledge of parliamentary procedure was obvious. As at our monthly meetings, there is a newer generation of carriers getting involved that will have the power to affect the future of NALC.

Our branch got to experience what goes into writing and submitting a resolution. Because of its similarity, we withdrew it, but the letter carrier trainers now had their concerns addressed regarding a higher pay scale for more responsibilities. It also gave us more confidence in how to approach change at the national level. With any large organization, getting to speak can be a challenge, and this convention was no different. But like the Democratic platform, we are also a very diverse group of people with countless opinions, ideas and passions. Negotiating a contract should be central to our mission and hopefully our leaders got enough information to do so.

Hakeem Jeffries spoke to the delegation on Thursday. Looking to the midterm elections, he painted a future of change should the Demo-

cratic Party assume power. He got the crowd riled up as he listed all the issues with the words "press on." Another speaker we heard from was the president of AFL-CIO, Liz Shuler. She gave a report on how many labor unions have organized, despite challenges faced, because workers in this country are wanting their voices heard.

I want to congratulate Region 4 NBA John Robles on his uncontested election. His hard work and dedication to the members is appreciated. And I'd like to take a moment to thank all who acknowledged my monthly retiree articles. This forum gives me an opportunity to have my voice heard.

Press on in unity—

Barb Larson, Branch 5996

Paterson, New Jersey

This summer here in New Jersey has been, or appears to be, a little warmer than usual. More heat waves have taken place not only here, but throughout the United States. I know our union works in the best interest of letter carriers by negotiating with management on items of importance, one of them creating an eight-hour workday.

A suggestion for management to work with the letter carrier craft and our union would be that when doing street observations, route inspections or simply going out with a letter carrier would be to mandate a letter carrier to take more comfort stops when dealing with more extreme temperatures. This would allow a more friendly work atmosphere between labor and management and provide better communications.

Too many times, we have seen supervisors simply come out to document something wrong that the letter carrier is doing with an indivisible agenda to hurry a letter carrier back in order to try to eliminate more jobs. Trying to create an approved labor management agenda should work both ways, which would more benefit our United States Postal Service.

Joseph Murone, Branch 120

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

★ ELECT ★ LARRISSA PARDE for ASSISTANT SECRETARY-TREASURER

- ★ City Letter Carrier in Lincoln, NE Branch 8 since 1999.
- ★ Shop Steward, 2006-2018.
- ★ Nebraska State Association Director of Education, 2011-2015.
- ★ Nebraska State Association President, 2015-2018.
- ★ President of Branch 8, 2013-2018.
- ★ Regional Workers' Compensation Assistant, 2018-2021, helping members' navigate the injury-claims process.
- ★ Regional Administrative Assistant for Region 5 (serving MO, IA, NE, and KS), 2021-present.

PART OF THE RHINE/PERALTA TEAM



Branch Items

Albany, New York

In case anyone is keeping score, the summer of 2026 in upstate New York might be one for the record books. We started off with extreme heat and humidity, then added wildfire smoke from Canada that turned the sky orange, and it felt like we were transported back in time to when smoking was allowed on airplanes. Luckily the wind whipped up and gave us tornado warnings like we suddenly swapped places with Kansas. That sent the smoke to our neighbors to the west—apologies. Then my all-time favorite, the talking heads on TV announced, for what seems like a yearly tradition now, a once-in-a-thousand-year rainfall event that brought over 10 inches of rain in a single day, causing flash floods. Did I mention there is still another month to go? Maybe an invasion of locusts is on our horizon.

After a year and a half of waiting, our Chapter 2 Route Count and Inspection grievances from the GMF are scheduled for arbitration and being looked at to see which of the 10 or so grievances can be pre-arb'd and which will go forward to arbitration to get us closer to our goal of getting the adjustments thrown out and redone. We also got our first set of remedies for management curtailing mail delivery in a non-emergency to the tune of over \$10,000 and have adjusted the case files to enhance our chances of even better remedies going forward.

Our delegates are currently packing their bags for the long trip to L.A. to perform our highest responsibility, which is to debate and vote on resolutions and amendments at national convention, and start the election process for our national leadership team for the next four years. Meanwhile, we are hopeful for a quiet fall season.

Norris Beswick, Branch 29

Note: The following Branch Item was accidentally left out of the August issue of The Postal Record.

Bridgeport, Connecticut

Greetings from Southern New England! As I write this, the 2026 NALC national convention is exactly one month away. For the more than 5,000 delegates attending, it's an exciting and important time for our union. This year's convention carries added significance, as nominations for all NALC Executive Council positions in this fall's elections will take place on Wednesday, Aug. 5.

The delegates who make up the NALC's supreme governing body are active and retired letter carriers deeply committed to our union. They are branch leaders and dedicated members who volunteer countless hours outside of work representing carriers, handling grievances, educating members and working to keep their branches strong. In many branches, attending the national convention is a privilege earned through nomination or election.

For those who have never attended, or who believe the convention is simply a weeklong vacation, nothing could be further from the truth.

There is time to enjoy dinner with friends and reconnect with fellow letter carriers from

across the country, but only after long days conducting the business of our union. Delegates debate and vote on constitutional amendments and resolutions, and attend educational workshops and training sessions that help shape the future of the NALC.

I'll be volunteering at the Letter Carrier Political Fund (LCPF) booth, encouraging members to contribute a few dollars to help ensure letter carriers continue to have a strong voice in Congress.

The national convention is where the future of our union is shaped. Every vote, every workshop and every conversation is an investment in the strength of the NALC and the members we represent. Delegates return home with new ideas, knowledge and literature, and will be able share it with their branches and fellow letter carriers.

Anthony Constantinople, Branch 32

Greetings from Southern New England! I'm fresh off the plane from Los Angeles after attending the 74th Biennial Convention. We spent the week working on resolutions and amendments, attending trainings, and discussing issues affecting letter carriers. One of the most important parts of the week was getting together with other delegates and leaders to talk about the day-to-day issues we face on the workroom floor.

We shared experiences and discussed solutions for dealing with toxic workplace environments. Those conversations reinforced something I have always believed: Our greatest weapon against aggressive management is the strength of the brothers and sisters standing beside us.

When a carrier is confronted with aggressive behavior from a supervisor, it is important that the incident be reported to a steward and properly documented. Witness statements make all the difference. I recently filed a successful grievance involving this type of behavior, and it was only possible because carriers who witnessed what happened were willing to provide statements.

Think of it as a tug of war. When 100 people pull together in the same direction, management can't win. But that only works if everyone is willing to grab the rope and pull.

Management is always watching us, looking for opportunities to play the "gotcha" game. We need to send a message that we have eyes on them, too. When we stand together, we see more than we would individually. We document what we see, communicate with our stewards, and use the contract to hold management accountable.

In other words, put a checker on a checker.

The contract is loaded with protections. We must use them to our advantage to protect our workroom floor against toxic managers who choose to ignore their obligations to their employees.

Anthony Constantinople, Branch 32

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy Labor Day and we hope everyone got to spend some much-needed time off with your

family and friends. We would also like to thank all our members who were able to attend the Labor Day parade and represented our branch and the NALC.

We also want to congratulate our sister, Victoria Pantone, on her recent retirement. She was a carrier assigned to our Minuet Station with 37 years of service. We thank you for your service and wish you the best in the next chapter of your life.

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

Justin Fraley, Branch 545

Erie, Pennsylvania

Hello there! Like a lot of carriers, I've been around for a while. I remember having all the carriers in our office gather together every so often and management would hand out some recognition. I remember every Veterans Day, management would recognize the veterans in our office with a letter and a pin. Not anymore. Oh, we still get them sent to us in the mail, but that's it. I remember we used to get years-of-service pins. Every five-year milestone you would get a pin. Not anymore. Haven't seen one of those in years! I remember when we still had a safety committee (I wonder what happened to that), our office would give out gift cards every month to employees with a clean safety record. Again, that has gone by the wayside. One of the biggest, most prestigious awards a mail carrier could receive, in my opinion, was the million-mile award. If I recall correctly, this was achieved when a carrier had 30 years of service with zero at-fault motor vehicle accidents. I've witnessed a few of these awards given out and, even though I'll

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.

BALLOTS DUE OCT. 19

BALLOTS DUE OCT. 19



A UNION "OF" LETTER CARRIERS



"FOR" LETTER CARRIERS



LETTER CARRIERS ACTIVE AND RETIRED, IT'S TIME TO VOTE FOR YOUR NEXT PRESIDENT! FOR THE PAST 2 YEARS, THE MAILMAN ON ROUTE 16 AT 22ND ST. STATION IN CHICAGO, IL, AND REGION 3 NBA MIKE CAREF HAS BEEN ALL OVER TALKING WITH AND MEETING THE MEMBERS OF OUR UNION. HE'S DISCUSSED OUR ISSUES, PLANS FOR THE FUTURE, AND HAS ANSWERED ANY AND ALL QUESTIONS POSED TO HIM ALONG THE WAY. HOPEFULLY YOU HAD THE CHANCE TO MEET HIM! NOW IT'S TIME FOR US TO VOTE!

DO YOUR HOMEWORK BEFORE YOU VOTE

KICK THE TIRES TOUR

HERE'S ALL THE PLACES MIKE HAS VISITED:



CANDIDATE FORUM

DID YOU SEE THE DEBATE HOSTED BY BRANCH 1100 ON AUGUST 11TH?

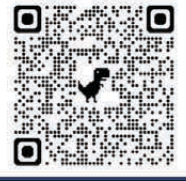


EPISODES AVAILABLE HERE (SPOTIFY QR CODE) AND ALSO ON YOUTUBE AND PODCAST FORMATS.



THE CAREF PLAN

OUR PLATFORM: A ROADMAP FOR THE FUTURE OF THE NALC, IS AVAILABLE HERE:



SOCIAL MEDIA

SEARCH : CAREF4PREZ



LOOK AT THIS MAGAZINE, THE POSTAL RECORD, FOR THE AUGUST, JULY, JUNE, AND MAY EDITIONS!



A UNION of Letter Carriers Should be RUN by Letter Carriers



Ready to put the fight back in the NALC?

The Caref Record
Honesty, Character,
Integrity

A real leader always tells it like it is. **Mike Caref** is a leader who will be honest with the members about what we're up against, where we're falling and how we can win. **Mike Caref** is the only candidate for National President who successfully endorsed the terms of our contract across an entire region, held management accountable and made them run for their violations. A leader inspires us.



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

The Caref Record
Real Change, Real Leadership,
Real Results

We know our job today is harder than ever and definitely harder than the other crafts. Carriers are the face of the Service, we're out on our feet and in the elements all day. The harassment from management is increasing and dangers abound out on the streets. We're overworked and yet a clerk makes \$2.50 an hour more than a starting career letter carrier. No one should have to wait 10-15 years to earn a middle class wage. That's not the "career" our brothers and sisters fought for when they went out on strike in 1970. To make matters worse, we are now even fir-



Mike Caref, NALC, Reg.

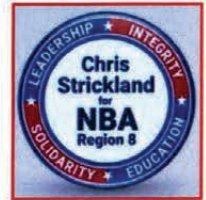
BALLOTS ARE IN THE MAIL, LOOK FOR YOURS AT THE SAME ADDRESS AS THIS "POSTAL RECORD". **DO NOT DELAY** YOUR BALLOT MUST BE **RECEIVED** BY OCTOBER 19 IN ORDER FOR IT COUNT. LET'S TAKE BACK THIS UNION FROM THE PHONY POLITICIANS AND ELECT A REAL LETTER CARRIER FOR PRESIDENT THAT IS READY TO FIGHT FOR US AND WITH US, AND WIN!

VOTE MIKE CAREF FOR PRESIDENT OF THE NALC!

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



**VOTE
CHRIS STRICKLAND
NATIONAL BUSINESS
AGENT**



Open Letter to Region 8 City Letter Carriers (both active and retired),

I hope each of you are doing well today. My name is Chris Strickland, and I am asking for your vote and support as your next National Business Agent for Region 8. This will be the first election for NBA in Region 8 since Lew Drass' first term, making this an important decision for our future.

The foundation of our platform is Unify – Educate – Enforce. These three pillars will unlock our full potential as a union, as a region, as a branch and as a member.

We start by getting to know each other, by creating a community and by supporting each other. The NBA office under my watch will be visible throughout the entire region, not just at locations that will provide "votes" and not just to garner some political capital to use in the future. We will be on the workroom floor, at branch meetings, at union functions/gatherings, wherever we can fit in, we will be there. It may be the NBA attending, or it may be one of your Regional Administrative Assistants (RAA), your Regional Grievance Assistant (RGA), an OWCP Specialist, an Arbitration Advocate and so forth. We must understand each other's culture and the only way to do that is to be a visible presence. An elected position such as NBA should not be a CEO type of leader that sits behind a desk and barks out orders. An effective leader must be in the trenches and on the front line.

As we are developing lifelong bonds by going throughout the region during my tenure, we will be educating. After over 20 years, it is time to take a fresh approach to our annual Regional RAP Session. As your next NBA, I plan on moving this event throughout the region every year. I would like to have more involvement from our sisters and brothers that are in small offices, or AOs. We have nuggets of gold all around our region that we have yet to tap into, and I intend to change that. Our plan is to create specialists in the form of outside shop stewards. These specialists, or outside shop stewards, will prioritize in high value areas such as OWCP, Article 8, Route Adjustment, JSOV, Retirement, LMOU, just to name a few. Training will be available to all, regardless of the size of your branch. I think it is very important we reach out to all of our city carriers to unlock our full potential, not just the select few. Retirees and new hires working side by side to help build our community, to help educate our community and to help enforce the contract for our community. It's time we LEVEL UP!

Enforcement is the final ingredient to our success. We will be proactive in our approach to contract compliance, not reactive. Our outside shop stewards will be actively involved throughout the region, as will the entire NBA office. We have a lot of talent across our great region, and I intend to use every single one of them.

Elections have consequences that could impact us for years. We ask that you make an informed decision and not go with the status quo. If you are a new carrier, a carrier that has been around for a bit, or a retired carrier, please take time to read our campaign platform by scanning the attached QR code, but most of all, ask around. Ask other retirees that are still active in the union about me, ask your branch leaders that attend our Regional RAP Session every year about me, ask your sisters and brothers that attend state and national conventions about me.

Simply put, being a leader is not an anointed position, it is earned. Entitlement is not a natural progression to being a leader. I have proven through my military background, my years of running a branch, years of being a Dispute Resolution Team member and years of working for you as a Regional Administrative Assistant, I am the right leader for Region 8. Please vote and support Chris Strickland for Region 8 NBA.

In Solidarity,


Chris Strickland
<http://stricklybiz.lovable.app>

*PS - In lieu of donations, please
help spread the word of our
campaign!*

EXPERIENCE

Military Veteran – Eagle Scout – Shop Steward – Formal A Representative – Branch Muscular Dystrophy Association Representative – Branch Vice President – Branch President – Step B Representative – Arbitration Advocate – Leadership Academy – Training Development – Regional Administrative Assistant – Regional LMOU Director – Regional Arbitration Director – Regional Trainer/Educator – Regional Arbitration Negotiator – Outside Steward – Active City Letter Carrier

never see it, I've always aspired to maintain a clear safety record. Looking at our seniority list recently, I've noticed that there are seven carriers, plus a few who have already retired, that at least have the 30-plus years. Maybe, just maybe, if we want to make the Post Office a better place to work, we could return to giving some sort of recognition again. Just an idea!

So, with that being said, I would like to recognize everyone involved in our MDA golf outing this year. The unofficial number I was given was that we raised \$18,300! Great job!

Lyle Meyer, Branch 284

Fargo-West Fargo, North Dakota

Finding strength through unexpected heartache.

Life has a way of surprising us. Sometimes, stress and heartache arrive without warning, leaving us feeling overwhelmed, uncertain, and unsure of what to do next. In those moments, it can be difficult to see beyond the pain. Yet even during the hardest seasons, there are reminders that we are not alone.

One of the most powerful ways to cope with unexpected heartache is to allow ourselves to feel what we are feeling. We do not have to pretend that everything is OK. It is natural to grieve, to be frustrated, or to need time to process what has happened. Giving ourselves permission to experience those emotions can be the first step toward healing.

At the same time, we can hold on to the good memories. The laughter, conversations, adventures and simple moments shared with people we care about do not disappear because life has become difficult. Those memories can become sources of comfort, reminding us of the love and happiness that have shaped our lives.

Most importantly, we should remember the people who stand beside us. Friends, family members, co-workers, or even unexpected sources of encouragement can provide strength when our own feels depleted. Sometimes, simply having someone listen without judgment can make an enormous difference.

Heartache may change us, but it does not have to define us. We can carry the lessons, cherish the memories, lean on our support systems, and slowly find our way forward. Healing does not mean forgetting what hurt us; it means discovering that, despite the pain, there is still hope, connection and strength within us.

Just a thought.

Dave Steichen, Branch 205

Fresno, California

Our 74th NALC Biennial Convention was held in Los Angeles with 5,023 NALC delegates attending. It was a long, drawn-out convention. National President Brian Renfro is not seeking another term. But we do have four others seeking to be our next president. They are Nicole Rhine, James Henry, Lew Drass and Michael Caref. I encourage all of our members to vote for such an important position.

This was expected to be a highly debated convention. And it was. Time ran short. Some of our workshops had to be canceled, and the

sessions ran three hours longer. But most of the delegates hung in there.

Rep. Hakeem Jeffries from New York spoke about defending Social Security and Medicare. How working people are struggling to survive. Life is too expensive in our country. He spoke about the unprecedented corruption in the



North Carolina carriers met with U.S. Senate candidate Roy Cooper. Pictured (l to r) are North Carolina State Association President Timothy Rorie, Cooper and State Association Vice President Wayne Green.

Trump administration. His speech was highly needed to be heard and cheered.

President Emeritus Fred Rolando cautioned, "Whether you voted for them or not, or if a candidate won or lost, that support is what unionism is all about." I strongly agree with that. I have been saying that for years. Far too many of our members do hold grudges, plotting revenge. That has to stop for us to be better unified.

We all have the same goals at the end of the day for years to come. We must live unity, not just talk it.

Jesse Dominguez, Branch 231

Indianapolis, Indiana

It never rained in Southern California, making for a good time even though we had late hours listening, learning and voting on our members' behalf. There was a historic vote for NALC's seven national delegates within the AFL-CIO. There were 31 candidates and Branch 39 voted in a block vote.

Throughout the week of the convention, there was opportunity to attend only five classes, Monday through Wednesday. The general session canceled classes from Wednesday evening through the end of the convention to finish the business of the supreme body (delegates at the convention).

Meanwhile the energy of the general session was aggressive and personal for a lot of members from other branches. We had many members calling for the question, many more members requesting a division, and then a teller count. The most historic resolution voted on by the supreme body was for "locality pay." For at least 16 years, locality pay has been voted on by the supreme body to not be in favor of the proposal. Now the supreme body voted in favor to a directive for our national officers to work this

into our legislative agendas. It does not mean that locality pay will take place immediately, neither in the near future, as would any NALC agenda legislatively. Locality pay is a proposal.

Locality pay means that areas such as Boston, Los Angeles, New York, Chicago and Honolulu will get much more in their pay based on the location in which they work. OPM has a formula for this. According to the 2026 formula, the Indianapolis area is at 18.15 percent in comparison to Los Angeles at 36.47 percent. For simplicity, at a salary of \$52,510, Indianapolis carriers would earn approximately \$9,531 more; Los Angeles carriers would earn approximately \$19,150 more. Impossible is not a fact. It's a dare.

Kieaunta Roberson, Branch 39

Note: The following Branch Item was accidentally left out of the August issue of The Postal Record.

Kansas City, Missouri

And Nero fiddled while Rome burned. Well, not exactly, in the Great Fire of Rome (64 AD), the fiddle wasn't invented yet. The fiddle (violin) was not invented until the 16th century. If he played anything, it would have been a liar. Flash forward to the United States, celebrating its 250th anniversary, and history repeats itself. Truly, I say to you, there is nothing new under the sun.

PMG Steiner kissed the ring, contaminated his soul and appears to be on the same wavelength as his predecessor. Remember PMG Nojoy, yanked and salvaged out the processing equipment before the last election? This time around, the SAVE America Act involves using the USPS on an entirely different level, which includes using USPS Tracking and Verification. Dude, nobody even told you about CFS? Dazzle the Hamburglar with B.S. and concentrate on making the USPS profitable. You can't keep increasing postage and reducing service. Our customers are smarter than that. Try focusing your attention less on the unions (because our stewards are well trained and prepared), but rather a little more in house. The grievance costs incurred by your managers who focus more on their position of power rather than accomplishing our sole purpose—delivering the nation's mail—is the elephant in the room.

The coals of animosity from Boston have smoldered, and the 74th Biennial National Convention in the City of Angeles could be a doozy. Trust is the standard on which everything is perceived. Our customers trust us, so it is imperative that we trust each other. Accountability and responsibility has to flow in both directions so that we are fully united as one. Hopefully cooler heads will prevail; hon-

THE RHINE-PERALTA TEAM



WE ARE BETTER TOGETHER



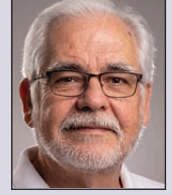
Nicole R. Rhine
President



WEBSITE



FACEBOOK



Manuel L. Peralta, Jr.
Executive Vice President



Mark S. Camilli
Vice President



Larrissa Parde
Assistant Secretary-Treasurer



Shawn Boyd
Director of Safety and Health



Stephanie M. Stewart
Director of Health Benefits

The Rhine-Peralta Team is committed to unifying the membership of the National Association of Letter Carriers and taking our union in a new direction.

This team is comprised of the most knowledgeable, experienced, and dedicated candidates in the 2026 election. They all possess the skills necessary to provide the city carrier craft with best possible representation at the bargaining table, the halls of congress, and contract enforcement.

This team will do everything in its power to achieve the best possible collective bargaining agreement, fix the grievance backlog caused by management's tactics, and advancing legislation aimed at improving benefits for city carriers and insuring we have a viable postal service to continue working for.

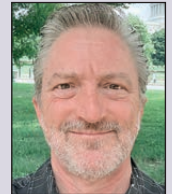
For more information about our platform, and bios of the individual candidates, please visit our website and Facebook page using the QR codes above.



Mack I. Julion
Secretary-Treasurer



David L. Mudd
Director of City Delivery



James W. "Jim" Yates
Director of Life Insurance



Daniel Toth
Director of Retired Members



Sandra D. Laemmel



Charles Heege



Elise M. Foster

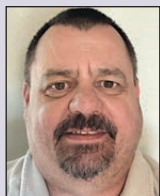
Trustees



THE RHINE-PERALTA TEAM



WE ARE BETTER TOGETHER



Nick Vafiades
NBA Region 2



John Robles*
NBA Region 4



David A. Teegarden*
NBA Region 5



Kyle Inoscencio
NBA Region 6



Patrick Johnson
NBA Region 7



Steve Lissan
NBA Region 8



Eddie Davidson
NBA Region 9



Karrie Blough
NBA Region 10



Michael P. Brim
NBA Region 11



Brian Thompson
NBA Region 12



Vada Preston
NBA Region 13



Kenny Janulewicz
NBA Region 14



Roy Jancio
NBA Region 15

*Elected by acclamation/consent at the 2026 National Convention and fully support the Rhine-Peralta team.

The following list of retired executive council members (and their last office held) have extensive experience in representing letter carriers and in all aspects of NALC operations. Based on their experience and institutional knowledge and understanding of the immediate challenges facing letter carriers, each of them endorse the election of Nicole Rhine and her team for the national and regional offices that they have been nominated for.

William H. Young, *President*
Fred Rolando, *President*
Jimmy Williams, *Executive Vice President*
Gary Mullins, *Executive Vice President*
Tim O'Malley, *Executive Vice President*
Jim Korolowicz, *Assistant Secretary-Treasurer*
Al Ferranto, *Director of Safety and Health*
Ron Brown, *Director of Retired Members*
Don Southern, *Director of Retired Members*
Ernie Kirkland, *Director of Retired Members*
Ron Watson, *Director of Retired Members*
Tom Young, *Director, Health Benefit Plan*
Brian Hellman, *Director, Health Benefit Plan*
Mike Gill, *Trustee*
Roger Bledsoe, *National Business Agent*
Joe Miller, *National Business Agent*

Art Buck, *National Business Agent*
Mike Weir, *National Business Agent*
Dan Pittman, *National Business Agent*
Pat Carroll, *National Business Agent*
Troy Clark, *National Business Agent*
Barry Weiner, *National Business Agent*
Ned Furru, *National Business Agent*
Chris Wittenburg, *National Business Agent*
Troy Fredenburg, *National Business Agent*
Matty Rose, *National Business Agent*
Lynne Pendleton, *National Business Agent*
Gene Goodwin, *National Business Agent*
Bill Cooke, *National Business Agent*
Tim Dowdy, *National Business Agent*
Paul Daniels, *National Business Agent*
Larry Cirelli, *National Business Agent*



Branch Items

esty and trust restored. If it does cool. If not, I booked a later flight this time. AFO-OFA.

Calvin Davis, Branch 30

To say the NALC's 74th National Convention ended like a prime time television show cliff-hanger would be an understatement. President Renfro's announcement that he would not seek or accept a nomination for president wasn't really a surprise. What followed showed that the NALC is truly one big family. If you've ever been to a family reunion, I could stop now. But I won't.

The breakout sessions (those conducted), award recognition ceremonies and video shorts equate to everybody arriving, getting reacquainted, food, fun and games; especially when those in your family do well. LPO Anthony Mitchell and Mutual Benefits Rep (MBA) Kevin Williams, in the largest per capita contribution increase for branches with 1,000-1,499 members, garnered a third-place finish. They take what they do seriously, and it shows in the results. Congratulations to Anthony, Kevin and those Branch 30 members who support the Letter Carrier Political Fund.

The executive session was like judging who made the best peach cobbler. The efforts of those disenfranchised after Boston's convention demonstrated a concerted plan to make known their desire for a change in leadership. It's definitely happening, but at what cost? Ranked-choice voting was pushed hard for the first time; don't expect it to go away anytime soon. "Democracy ain't fast," stated President Renfro, and it was evident in how the convention proceeded or tried to. There's no doubt the results of the next NALC election will alter the direction of the NALC.

Whoever gets the keys to the executive bathroom will have their plate full. With barely enough time to adjust the chair, to conducting new CBA negotiations, to placating an organized and disgruntled membership, repudiating the status quo won't be easy. Right now, there are way more questions than answers. What choice do we have now?

Stay tuned.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, Carriers of Information!

There is an old saying about vehicle mechanics fixing everyone's vehicle except their own. Along the same lines, letter carriers receive and process Change of Address (COA) cards for their customers ex-

cept when they move and don't notify their branch secretary of the change.

This year is a crucial time for all carriers in terms of a national midterm election and the NALC national election. What is more important than your vote? As a county poll watcher and as a former branch secretary, the biggest problem why a voter is not allowed to vote is that they changed their address and failed to notify their branch secretary or the Membership Department at NALC HQ (202-662-2836) of their status change. In terms of the country's midterm election, one must contact their county elections commissioner. Register and find your voting location.

Regarding the NALC, the quickie way to update your address is to contact Secretary Bill Heller, who will contact National and update your information. At the same time, he has updated information for the next branch election or if he must send you correspondence. There is nothing more frustrating than having a ballot returned with a "Attempted—Not Known" or "Moved—left no address" annotation on a yellow COA slip.

For tech gurus, use your NALC app, go to "About NALC" and scroll down to the "Contact us" button. You'll need your membership ID number, which is located on the first line of the address label of your *Postal Record* magazine. Piece of cake, brothers and sisters!

Tony Rodriguez, Branch 419

Monterey, California

Well, the national convention is over; officers hoping for your vote have been nominated. Make sure you do your homework and choose those who would take this union forward. It's a tough time, so vote accordingly.

Thanks to Branch 24 for being the host branch. It was great seeing Larry Brown and Anita Guzik, as well as members from my first Branch 2614 in Hawthorne, CA.

I gotta tell you, it would be difficult living back in the L.A. area. The traffic! Heading home, I got caught on Highway 5 with the fire at Gorman; thank goodness I was able to get back going the other direction, get gas and get home after eight hours.

I had heard about a proposal to work four 10-hour days. The resolution didn't make it to the floor, but not sure how that would work. Would you be paid eight hours overtime for the four days, or waive that right? I guess we shall find out.

Everyone be safe out there. We face obstacles each day from abusive managers, weather, excessive heat, folks who want to harm us while delivering the nation's mail.

However this election comes out, remember, we are one united front fighting legislative battles, grievance battles and a management staff that probably couldn't deliver a route, but loves telling us how long it should take. I'm all for putting GPS on management's hind ends—let's see what the heck they do all day! LOL.

November is fast approaching; cast your vote. We can't sit this one out; much is at risk on the national level for the Postal Service. No one can do it like we do; let's make sure those who support us win their election!

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Greetings from Los Angeles! As I write this, Day 4 of the national convention has just wrapped up. The week has been, in a word, long.

After an energized Monday session, the proceedings

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

★★★★ *Re-Elect* ★★★★★

BRIAN THOMPSON

NBA

Experienced, Knowledgeable, Proven Results

Rhine / Peralta Team

7 years - Shop Steward

2 years - Branch 22 Executive Vice President

6 years - Branch 22 President

6 years - PA State Executive Board

17 years - Arbitration Advocate

4 years - Regional Administrative Assistant

6 years - National Business Agent

Visit for
more info





VOTE

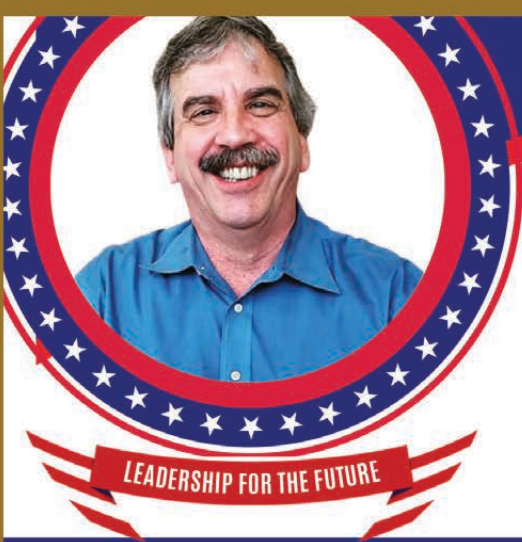
NALC 2026 REFORM SLATE

YOUR VOICE.
YOUR UNION.
YOUR FUTURE.

HIGHER WAGES - FULL COLA'S FOR ALL - ALL CAREER WORKFORCE

Is your work life better today than four years ago?

- | | |
|---|--|
| ☒ James Henry
President
Garden Grove, CA Br. 1100 | ☒ Corey Walton
Executive Vice President
Nashville, TN Br. 4 |
| ☒ Kimetra Simpson-Lewis
Vice President
Dallas, TX Br. 132 | ☒ Raquel "Rocky" Acasio
Secretary-Treasurer
San Diego, CA Br. 70 |
| ☒ Esteban Ramirez
Assistant Secretary-Treasurer
San Antonio, TX Br. 421 | ☒ Christopher Jackson
Director of City Delivery
Garden Grove, CA Br. 1100 |
| ☒ Rob Kosier
Director of Safety & Health
Milwaukee, WI Br. 2 | ☒ Anita Guzik
Director of Retired Members
Los Angeles, CA Br. 24 |
| ☒ Phillip C. Rodriguez
Director of Life Insurance
Salt Lake City, UT Br. 111 | ☒ David J. Grosskopf Jr.
National Trustee
Buffalo-Western New York Br. 3 |
| ☒ Howard K. Komine
National Trustee
Honolulu, HI Br. 860 | ☒ John A. Cruz
National Trustee
Brooklyn, NY Br. 41 |
| ☒ Allan Rios
National Business Agent Region 1
Garden Grove, CA Br. 1100 | ☒ Debra "Debbie" Dixon
National Business Agent Region 2
Olympia, WA Br. 351 |
| ☒ Walter McGregory
National Business Agent Region 6
Southeast MI Br. 2184 | ☒ Elliot Simmons
National Business Agent Region 7
Bismarck, ND Br. 957 |
| ☒ Danna Chambless
National Business Agent Region 8
Nashville, TN Br. 4 | ☒ Caroline Jones
National Business Agent Region 9
High Point, NC Br. 936 |
| ☒ William Moody
National Business Agent Region 10
Austin, TX Br. 181 | ☒ Mike Hayden
National Business Agent Region 11
Toledo, OH Br. 100 |
| ☒ William "Bill" Kriebel
National Business Agent Region 12
Bethlehem, PA Br. 254 | ☒ Jerry Kerner Jr.
National Business Agent Region 13
Baltimore, MD Br. 176 |
| ☒ Tom Rooney
National Business Agent Region 14
Boston, MA Br. 34 | ☒ Orlando Gonzalez
National Business Agent Region 15
New York, NY Br. 36 |



VOTE LEW DRASS NALC PRESIDENT



DECADES OF EXPERIENCE, LEADERSHIP, AND RESULTS

NATIONAL POSITIONS/IMPACT

- ★ **2014-2022: National Vice President**
- ★ 2014, 2017, 2021: Negotiated JCAM updates
- ★ 2015: Created the Formal Step A and Beyond training program
- ★ 2015: Created the current Arbitration Advocate training program
- ★ **2010-2014: Director of City Delivery**
- ★ 2013 and 2018: Authored the NALC Guide to Route Inspections
- ★ 2013: Authored a Guide for Understanding Excessing Rules
- ★ 2013-2014: Created the Grievance Starters Program

SCAN ME



TO READ MY
PLATFORM

REGIONAL/LOCAL POSITIONS

- ★ **2002-2010: National Business Agent**
- ★ 1996-Present: Arbitration Advocate
- ★ **1993-2002: President, Branch 462**
- ★ 1990-1992: Assistant Newsletter Editor
- ★ 1990-1992: MDA Coordinator
- ★ 1984-1989: Shop Steward
- ★ Carried mail for 20 years

@LewDrassforNALCPresident



Listen to my podcast,
Drasstic Measures.

NALC ROLES SINCE RETIREMENT (2023)

REVIEW & TRAININGS

- ★ Review arbitration awards
- ★ Conducted arbitration advocate trainings
- ★ Class facilitator at the 2024 Convention
- ★ Class facilitator for several Regional Rap Sessions

ADVOCACY & LEADERSHIP

- ★ Edit arbitration synopsis
- ★ NALC Representative in the Joint Workplace Improvement Process (JWIP)
- ★ Successfully led a team of four to clear the Step B backlog in Louisiana in 2024. We resolved over 7,000 grievances in that effort.

★ Since I retired, I have not charged NALC one dime for my time.

A VOTE FOR LEW DRASS IS A VOTE TO RESTORE UNITY IN THE NALC

Wages :

Grievance Procedure:

Legislation:

- ★ Higher pay
- ★ Full COLAs for all
- ★ Shorter timeframe to reach top pay
- ★ Higher top pay at the end
- ★ All career workforce

- ★ Resolve interpretive issues
- ★ Eliminate the backlog at Step B
- ★ Eliminate the backlog at regional arbitration
- ★ Achieve resolution at the local level for most grievances

- ★ Build our PAC
- ★ Pass the Protect Our Letter Carriers Act
- ★ Pass the Federal Retirement Fairness Act
- ★ Pass the Equal COLA Act in Congress

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

slowed to a crawl early on Day 2. The consideration of 41 proposed constitutional amendments needed to be completed before any other business could be discussed. This turned the rest of Tuesday's session into a slog.

By Wednesday morning, all scheduled workshops for the remainder of the week were canceled. All this aside, the delegates persevered. Slowly but surely, the NALC got its business done. As a first-time attendee, I was impressed with the organization of such a large contingent and the passion of many of the delegates.

A quick thanks to Brian, Kate and Jamal for patiently answering my endless questions. Our branch is truly fortunate to have them representing us.

Our next meeting will be the last Wednesday in September. Nominations for branch officers will take place that night, so please try to attend. Until then, be safe everyone.

In solidarity—

Edward Gretzula, Branch 542

North Florida

The 74th NALC convention, for the first time ever, was live streamed and I looked forward to seeing the activities. I could not believe that, in the 55 years I have been a member, there were 17 teller votes held. Most appeared to be requested by a group of disrupters whose intent was to challenge everything.

Many branches send delegates to conventions just for the training sessions, but because of the disruptions, two days' worth of classes were canceled. The livestream mostly showed a screen saying the convention was in executive session with little actual show.

One big embarrassment to the NALC was when Hakeem Jeffries was introduced; those of us watching noticed a lot of booing. Shame on you for allowing the public to see that from a union that has his support in Congress.

During the week we also got to see on YouTube a daily rant from one group who decided the public needed to hear their complaints and how they would fix things. How about trying to do some in-house representing like you were elected to do. If you think you can fix things, then run for office and make change, but do not air it to our customers.

Just prior to convention, the NALC lost two dedicated and hardworking union representatives: Antonia Shields, president of Branch 530, Birmingham, AL, and state president of the Alabama State Association and cochair of the NALC Committee of Presidents; and Don Hartshorn of Branch 72, Concord, NH. At age 93, he held many branch offices and was the current branch secretary. He also was the vice president of the New Hampshire State Association for more than 50 years. These two dedicated unionists will be missed for their dedication, friendship and years of service to the members of NALC.

Bob Henning, Branch 53

Come Heller High Water "VOTE" Bill National Trustee




Portland, Oregon

Thank you to the Branch 82 membership for sending a handful of us to the national convention in Los Angeles. I was disheartened but not surprised when a member of our delegation took it upon themselves to keep a tally of how each of their fellow delegates voted. Each "aye" and "no" was scratched into record on a pad of paper kept by this individual.

I am always prepared to explain how I voted. Ask away. However, recording everyone's votes without permission and continuing to do so after being asked to stop is unfriendly at best and feels more like an intimidation tactic. The results can be used later, completely out of context and intended to do harm in an election. Unfortunately, it has happened before. I was hopeful for a different experience in L.A., but I guess we aren't here to make friends!

For my part, I did not go to L.A. to be bullied, so I left my seat in Region 2 and traveled across the great hall to the KIM Region. I met some new people, and none of them documented whether I was for or against. I was quietly and unceremoniously welcomed, and there we became convention-goers together. Letter carriers together. Union members in unity. (Thank you!)

Shouldn't our diverse opinions be celebrated and used to make a better union for every member? We need to stand in solidarity together, not in solidarity for one.

On a happier note, three moments from the convention stand out to me: 1) The proposal. (Congratulations!) 2) Finally, a version of locality pay got through. 3) Our Branch 82 newsletter came in second place for Overall Excellence, and our president, David Norton, claimed first place for his article in the Promoting Unionism category. Huzzah!

Suzanne Miller, Branch 82

Providence, Rhode Island

Hopefully the extreme heat and humidity of the summer is behind us and September will usher in some more comfortable temperatures.

The executive board had a labor-management meeting on July 15. One key topic included the New Employee Retention Program (NERP) in which management has not fully complied with all sections of M-02010. In addition, we ensured that all stations and field offices had ample amounts of water bottles and, in some offices, electrolyte freeze pops during the extreme heat wave(s) of the summer. President Barbery Jr. addressed local management that they will respect all letter carriers, the union, the grievance procedure and will provide a safe and healthy work environment for all employees.

Since May 2026, Branch 15 stewards have filed over 100 local grievances—41 for discipline alone, and 59 grievances were filed for contractual violations for overtime, NERP violations, light-duty denials, hold-down breaks, dignity and respect violations and consistent OWCP violations.

Our annual Old Timers Brunch will be held on Sunday, Oct. 4, at the Santa Maria DiPrata Hall in Cranston. Invitations were mailed out to all active retirees. Please ensure RSVPs are in no later than Sept. 25.

In closing, our next union meeting will be held on Tuesday, Oct. 6, at 7 p.m. See you then!

Jay Dec, Branch 15

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 projected COLAs for the Civil Service Retirement System (CSRS) is **3.1 percent**, and for the Federal Employees Retirement Sys-

tem (FERS), **2.1 percent**, following the release of the July CPI. The 2027 COLAs will be finalized with the publication of the September 2026 CPI in October.

- The 2027 projected COLA under the Federal Employees' Compensation Act (FECA) is **3.1 percent** following the release of the July 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

Racine, Wisconsin

An interesting footnote I've stumbled across during retirement is the changing perspective regarding the concept of time. A year ago, 4:30 p.m. was the middle of my workday with no end in sight. Now it's a "What are we doing for dinner?" kind of thing.

It's been decades and I'm still grieving and longing for those nostalgic experiences that have gone by the wayside. Smoking or non-smoking sections in a restaurant. Arcade games at a Shaky's Pizza Parlor. Matches with the restaurant's name on it. Conveniently located, of course, by the toothpicks and mints. Mom-and-pop stores. Everything's a chain or corporate entity. I'd like to be able to fix my TV, not just buy a new one. Going to round this off with, where did Arthur Treacher's Fish & Chips and Ponderosa run off to? The game changer is that ice-cold glass of Tang every morning. I'm pretty sure someone out there has an actual glass from a McDonald's collection series.

I'm wondering at this point why the NALC even bothers negotiating with USPS management. It's pretty obvious that USPS management is not taking this seriously. USPS management has a totally opposite narrative than that of the NALC team. Raising stamp prices will not fix the problem. Working together does.

What did you think was going to happen when a FedEx chief, a direct competitor to USPS, was appointed to run our ship? He's going to sink it, of course. He has USPS in his sights, port and starboard, and will do whatever's necessary to bust the union and gut the service.

Who was smoking what when this happened? We are now in a FAFO (you're going to have to google that) scenario. Good luck and hold on tight.

Chris Paige, Branch 436

Rockville, Maryland

Another month, and again, we won tens and tens of thousands of dollars in pre-arbitration settlements for our members. I want to thank our regional administrative assistants, Tonya Detrick and Hugh McElroy, as well as Melissa Johnson for all the recent pre-arbitration victories.

We are continuing to win grievances paying an additional 250 percent for the non-ODLs for Article 8 Section 5G violations in Rockville. For Step P carriers, this amounts to an additional \$100 per hour of violation. That is on top of the \$60 the non-ODL already made, for a total of \$160 per hour of violation! And, the ODL carrier is getting penalty pay, or \$80 per

hour of violation. The total cost to management is \$240 per hour of violation! This year, we have already won more than \$40,000 on this issue alone! Due to the large amount of money being paid to our members, we have forced management to slow to a trickle, the Article 8.5G violations. It's a shame we have to win huge amounts of money in order to get management to comply with our contract. I want to thank Mike Shawn, Robert Weisner, Melissia Johnson, Kevin Abernathy and all the other stewards for the hard work they put into getting these grievance wins. In 2024, we won an arbitration paying the non-ODLs an additional 250 percent for Article 8, Section 5G violations. You can download the arbitration off of our web site at nalc3825.com.

Famous journalist Lawrence O'Donnell recently stated, "Trump is evil. He has gone insane. Trump is a moral stain that will live in the pages of our American history forever." When will the people of the United States understand that the damage Trump is doing to this nation is severe!?

In the struggle—

Kenneth Lerch, Branch 3825

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

SERVING THE MEMBERS OF
REGION 8

✓ Integrity
✓ Leadership
✓ Support to all Letter Carriers

RE-ELECT STEVE LASSAN

NATIONAL BUSINESS AGENT ★ REGION 8

RHINE / PERALTA - NATIONAL TICKET 2026

www.lassannba.com

SCAN TO LEARN MORE

ENDORSED BY STATE PRESIDENTS

St. Louis, Missouri

Just returned from the 74th NALC Biennial Convention in L.A. It was great to have the opportunity to reconnect with old friends and enjoy the camaraderie. This was my 17th national convention dating back to the 1992 convention hosted in St. Louis.

I must admit that, of all the previous conventions, this was the most contentious that I've attended. Having said that, I also must admit that the floor provided the opportunity for the delegates in attendance to present, and have their grievances addressed.

It was obvious from the Monday morning session that with the number of constitutional amendments and resolutions to cover, time constraints were going to have to be modified, and they were. Afternoon workshops were canceled and the general session hours were stretched until 6 p.m. Even the Friday session that was supposed to end at noon continued past 3.

Following the rules of order, we preceded to address, modify, amend and render numerous proposed resolution decisions through voice votes, division and finally teller votes. No one was denied the opportunity to have their voice heard.

We are in the midst of contract negotiations once again, and with the state of the nation as it is, we are facing further assault by this administration regarding our financial stability. The new postmaster general is already talking smack about our debt, or pension obligations, and, dare I say it, six-day delivery. The previous postmaster general, who already spent billions of dollars in his 10-year plan to modernize postal operations, is not even mentioned as one of the causes of our financial problems.

The NALC and letter carriers have faced numerous challenges throughout the decades, and we will face this one head-on. Let's come together now and support our leadership.

Tom Schulte, Branch 343

St. Paul, Minnesota

The whirlwind of national convention may be over, but work has just begun here at Branch 28. In addition to our branch picnic, which was held at the end of August, and a benefit for one of our brothers, we have the return of the MDA charity golf event at the end of September to look forward to. We also have a couple more business-like events fast approaching. The Minnesota state convention at the end of this month will be a great opportunity to get together with our

brothers and sisters from all across the state to shape policy and share in the camaraderie that happens anytime carriers get together. On a more local level, we also have nominations for all branch officer positions, and, if needed, elections following that. These are all great ways for all our members to have their voices heard and shape the future of our branch! A branch is only as strong as its least active member, so step up and be heard! Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

Eat the rich. Rich in spirit. Rich in integrity. Rich in principle. The letter carriers I knew, most especially the shop stewards, were always rich in these ways. You wouldn't want to try to eat those, though, as they were mostly backbone. Lean and mean with a whole lot of gristle. A rather tenacious T-bone if you will, which many a manager would try to gnaw their way through, and then have to give up somewhere along the way.

Eat the rich? Sounds sumptuous. Like something you might find under glass at the deli counter. Perhaps you would like a giant slice of upper crust, big business, pompous rich—ripe with self-righteous indignation. I believe that one would come laced with special privileged, big-business tax breaks. When April 15 rolls around, it's purposively free.

How about having a grande congressional cut of rich? We could call that the freebie special. It comes plump with perks, such as a guaranteed pension after five years of service—wow! Now that's rich. Wouldn't we all like to pull down a pension after laboring away for five whole years, while wandering the hallowed halls of Congress. Sounds good, particularly for those who wander off completely. Tasty. Some just up and disappear. "I'm still here!" Prove it! Those rich who simply stroll off the job for months, or check into a clinic, but still pull down a paycheck. Now who wouldn't want to take a big bite out of that?

How about a large slice of minced managerial USPS rich? Slathered in pay-for-performance bonuses. The PFP is the boss's BFF. They use DOIS and COR algorithms as cookie cutters to dice up delivery routes, then award themselves bonuses for disastrous outcomes. Yuck, this one's all fat and full of baloney.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

We must see the forest for the trees! We are at a pivotal moment in union relations. The union movement has faced attacks from both previous and current U.S. administrations because our mission is to defend the rights of middle and lower-class employees.

Our union responded to the outcome of the last contract, which sparked our current internal divisions. Disagreement usually drives progress. Yes, it's bad that we aired our differences publicly, but we are here now.

So, while many people ponder the decisions to be made for our next election, the

"forest" is what we do daily. We still must "Fight Like Hell!" just to make it through every day. Do you think management does not know most of our leaders are out campaigning for office. Thank God for our structure. The business agents' offices pull the weight. This

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

Re-Elect

STEPHANIE STEWART

Director of Health Benefits
Vote the Rhine Peralta Team



Proven • Trusted • Experienced

A Leader Who Gets Things Done



Redesigned
website



New health &
wellness programs



Increased postal
enrollment year over year



ENDORSED NATIONWIDE
BY HEALTH BENEFIT REPRESENTATIVES

Available to members • Trusted to
lead our health plan into the future



EXTENDED
SERVICE HOURS



MEDICARE
ADVANTAGE
OPTION



DEVELOPED
MOBILE APP

Branch Items

is why it is important to have qualified people in every position.

I just returned from the 74th Biennial Convention. It was spirited, disrupted, and very long. I'm not going harp on my opinion, but....

One major challenge we have is training, because of all the "discussion" taken under the guise of democracy was sheer B.S.

Looking back, so much time was wasted on pure grandstanding. Those of us who have

been around realize this happens at every convention, but not at this level or extent! Now, reality is kicking in and that training we had to cancel is not there. Yet, we see videos and pics of these people displayed all over social media. Let's call it like it is!

In the end, we are here to serve our members, not any individuals who pose as leadership. "Judge ye, lest ye be judged." It's easy to pontificate until you are in these positions.

#WeLoveOurYoungLetterCarriers #UnityEnduresAndCombatsALLBsFromManagement

Eric Jackson, Branch 725

Springfield, Ohio

The million-dollar question is, absent any action by a neutered Republican Congress, how can the Post Office save money? Let us count the ways! I recently had a map left on my case highlighting all my stationary events. I mean, everybody knows that if the scanner ain't movin', the mail can't be groovin'! Oh, the horror of it all! The ironic part of it is that everywhere I was shown as lollygagging were dismount into business deliveries, apartment deliveries, street breaks, restroom breaks and lunch break. Now, if I'm already stopped to take mail into a business, I'm going to use the safe parking spot to move mail around the truck if needed or prep the mail for the next chunk of the route. Basically, every breath I take, every move I make, every step I take, and this vow I will not break, I'm moving mail.

How about eliminating the job of the person who imparts Ghandian words of wisdom to us every day via the scanners? I mean, if it weren't for those helpful hints, I would have never known to turn on the dash fan when it's hot or to park in the shade when possible. Here's another cost-saving measure, if there are five small post offices within a 20- to 30-mile radius, service them with one postmaster who would maintain a variable rotating schedule among the offices. Eliminate the daily telecons that postmasters must suffer through and stop the micromanaging. Let the local postmaster run their office as efficiently as they know how. If there's a problem, they could always reach out and touch faith, to their own personal POOM.

But what do I know? I got no time for living, yes, I'm working all the time. They call me the working man!

Jerry Martens, Branch 45

Staunton, Virginia

It was an honor to represent Branch 513 and be elected an NALC national AFL-CIO delegate at this year's convention.

For the second convention in a row, we canceled key parts of the convention due to the increase in time it took to handle NALC resolutions and nominations. Nearly

EXPERIENCED. TRUSTED. READY TO LEAD.



**STRONG
LEADERSHIP.
STRONGER
FUTURE.**

Mark Camilli brings the experience, integrity, and commitment our union needs at the national level.

**Better Together.
Ready Day One.**



PROVEN LEADERSHIP

Decades of service and results for letter carriers.



FIGHTING FOR YOU

Standing up for our rights, benefits, and future.



READY DAY ONE

Focused on solutions that deliver for members.

VOTE MARK CAMILLI
NALC NATIONAL VICE PRESIDENT
2026

★ VOTE THE RHINE-PERALTA TEAM ★

EXPERIENCED LEADERSHIP. REAL SOLUTIONS. A STRONGER NALC.

PAID FOR BY MARK CAMILLI FOR NALC VP

all award presentations and all workshops on Wednesday and Thursday were canceled.

Several delegates said that the most important motivator to attend national convention is to learn as much as possible at the workshops. I understand this, especially for members of branches that are unable to provide extensive training. Many workshops are on unique topics like international postal issues, retirement strategies, ethical decision-making and more.

After AFA President Nelson spoke, while we waited for the results of another teller vote, delegates I talked to passionately expressed their need to celebrate our successes, charge our batteries and remember that we are not alone in the fight.

I've been thinking about and talking to other delegates about how to restore these things without diminishing the importance of resolutions. Some ideas floated: Start workshops at 7 a.m. instead of 7:30 a.m. to allow the general session to begin earlier. Schedule workshops for three days instead of four. Extend the overall time of the general session of convention from Friday at noon to Friday at 5 p.m. Have the Executive Council communicate proactively with branches that submit resolutions that share the same purpose and what language could lead to an Executive Council recommendation to one of approval to streamline the voting process. Educate the delegates on the voting process, including the use of the teller vote.

I'm sure this will be a topic of discussion over the next two years! I hope that we find a way to both respect individual delegates' rights and those of the collective body.

Solidarity—

Cindy Connors, Branch 513

Toledo, Ohio

With the national convention occurring over the week of our branch meeting, we moved our meeting to late July. We had several guests from the Concerned Letter Carriers attending. The guests included James Henry, Corey Walton, Anita Guzik and David Grosskopf, all running for a national office. Mike Hayden announced himself as a candidate for national business agent representing Region 11. The convention in Los Angeles just might be one of the more interesting ones in recent memory.

Branch 100's delegation was ready and eager on Monday morning after six of our delegates attended both the Angels game in Anaheim and the Dodgers game in L.A. Sunday afternoon. Two Major League games in one day!

Day 1 had the most bizarre beginning I have ever seen. One delegate rose to request a change involving an appeal, moving the process from Friday to Tuesday. The delegate's request ended up going to a teller vote after division was very close. Operating without rules, this process took over an hour to be decided. The rules were eventually adopted.

Tuesday, the convention went into executive session precipitated by the large number of constitutional amendments. We only managed to cover the first 16 out of 41. The 5,000-plus delegates faced a very busy Wednesday.

Wednesday did not start in a promising manner. The first hour was spent on a proposal to change the voting process on constitutional amendments, culminating in the seventh time-consuming teller vote of the convention. The session was extended until 6 p.m. After a break, the remainder of Wednesday was spent on nominations for next term

national officers. Thursday's session was set for 8 a.m.

Limitations prevent my going any further.

Ray Bricker, Branch 100

Tri-Valley, California

The NALC 74th Biennial Convention in Los Angeles was an experience I will not forget. For me, representing Tri-Valley Branch 2902 was not just about attending a national convention, it was about being part of something much bigger than ourselves. It was about brotherhood, solidarity and remembering why we continue to stand together as union members.

One of the most meaningful moments for me was seeing Branch 2902 make a \$2,902 donation to the Muscular Dystrophy Association (MDA). The amount was more than just a number. It represented our branch, our members, and our commitment to helping families affected by neuromuscular diseases. Seeing the name "Branch 2902" connected to that donation filled me with tremendous pride. It reminded me that our union is about more than just protecting wages, benefits and working conditions. It's also about giving back and helping people who need our support.

Being on the convention floor surrounded by thousands of NALC members from across the country was powerful. Listening to the debates, sharing ideas and hearing the concerns of other branches gave me a greater appreciation for the strength of our national union. At the same time, it made me proud of the work we do here at home in Tri-Valley.

I returned from the convention with more knowledge, renewed energy, and an even stronger commitment to Branch 2902 and its members. Most importantly, I came away reminded that every one of us has a role to play in protecting our union and supporting our communities.

The \$2,902 donation to MDA will always stand out as one of my proudest memories of this convention. Branch 2902 showed that our solidarity doesn't stop at the workplace; it reaches into the communities we serve.

Together, we stand. Together, we give. Together, we fight.

James C. Perryman Jr., Branch 2902

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

★ RE-ELECT ★

NICK AFIADES

REGION 2 NBA

★★★★★

WHAT NICK HAS DELIVERED FOR REGION 2

- ✓ Built specialized steward teams for route adjustment training and grievances, JSOV support, and branch grievance backlogs
- ✓ Developed two new Shop Steward College Tracks: Dissecting Discipline and Contract Interpretation
- ✓ Expanded Nationally Assigned Assistants from a small group to nearly 30 qualified NAA's available regionwide, while also growing the RAP instructor pool

THE WORK AHEAD

- ✓ Continue advocating for National Level Grievances and interpretive disputes involving non-compliance and refusal to activate Step B Back-up teams
- ✓ Expand education and training through NEERP teams and by offering all six Steward College tracks, including Train the Trainer and Arbitration Advocacy
- ✓ Continue to address hostile work environments and management officials while providing consistent direct support to branches and members in offices of all sizes



Learn More about my Platform!



Rhine - Peralta Team

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

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

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

Union Member Rights

Bill of Rights—Union members have:

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

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

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

Officer Elections—Union members have the right to:

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

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

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

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

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

Union Officer Responsibilities

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

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

Labor Organization Reports—Union officers must:

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

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

Officer Elections—Unions must:

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

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

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

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

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

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

70-year plaques

Raymond K. Pettus	Bakersfield, CA	Br. 782
Richard J. Suniga	Bakersfield, CA	Br. 782
Luther L. Hicks	Chattanooga, TN	Br. 62
Donald A. Wissinger	Seattle, WA	Br. 79

65-year pins

Jimmie E. Kirby	Joliet, IL	Br. 305
Joseph P. Pluth	Joliet, IL	Br. 305
Charles A. Matthey	Trenton, NJ	Br. 380
Robert E. Schwarz	Ashtabula, OH	Br. 482
Bennie R. Lloyd	Austin, TX	Br. 181
Donald A. Wissinger	Seattle, WA	Br. 79

60-year pins

Ronald F. Gregory	Bakersfield, CA	Br. 782
B. W. Osborn	Bakersfield, CA	Br. 782
Robert B. Baccei	Connecticut Mgd.	Br. 20
James F. Frederick	Connecticut Mgd.	Br. 20
A. T. Guerrero	Connecticut Mgd.	Br. 20
Earl L. Bernhardt Jr.	Clearwater, FL	Br. 2008
Jeffrey J. Baranski	Joliet, IL	Br. 305
Emil W. Bernard	Joliet, IL	Br. 305
John J. Wielgosz	Joliet, IL	Br. 305
Roger N. Bell	Southern IL Mgd.	Br. 1197
Richard D. Herr	N. Oakland Co., MI	Br. 320
John W. Sachs Jr.	Royal Oak, MI	Br. 3126
Kenneth M. Cordes	Hazelwood, MO	Br. 5847
Roger N. Osborn	Hazelwood, MO	Br. 5847
Jesse F. Webb	Hazelwood, MO	Br. 5847
Richard C. Buro	Jamaica, NY	Br. 562
Walter D. Spreng	Portland, OR	Br. 82
Raymond D. Strandberg	Portland, OR	Br. 82
Bonnie R. Mysinger	Chattanooga, TN	Br. 62
Franklin J. Arldt	Austin, TX	Br. 181
Ronald D. Buck	Austin, TX	Br. 181
Charles E. Ellis	Austin, TX	Br. 181
Jesse Gil	Austin, TX	Br. 181
Earl B. Goble Jr.	Austin, TX	Br. 181
William H. Hill	Austin, TX	Br. 181
Mickey W. Hodnett	Austin, TX	Br. 181
Ross A. Ott	Austin, TX	Br. 181
Donald L. Pavlik	Austin, TX	Br. 181
Joseph C. Rabel	Austin, TX	Br. 181

Melvin A. Scott	Austin, TX	Br. 181
Ellsworth L. Scales Jr.	Galveston, TX	Br. 23
Donald A. Wissinger	Seattle, WA	Br. 79

55-year pins

William E. Lemley	Russellville, AR	Br. 1946
Mario Muniz	Bakersfield, CA	Br. 782
Robert B. Baccei	Connecticut Mgd.	Br. 20
Gerald I. Binnington Jr.	Connecticut Mgd.	Br. 20
James F. Frederick	Connecticut Mgd.	Br. 20
R. V. Grella	Connecticut Mgd.	Br. 20
A. T. Guerrero	Connecticut Mgd.	Br. 20
Edward A. Kassing	Southern DE	Br. 906
John M. Adam	Aurora, IL	Br. 219
Richard K. Kolkay	Aurora, IL	Br. 219
Robin L. Sharp	Aurora, IL	Br. 219
Paul J. Depodesta	Joliet, IL	Br. 305
Eldon M. Autenrieth	Southern IL Mgd.	Br. 1197
William A. Bagwell	Southern IL Mgd.	Br. 1197
George S. Farris	Southern IL Mgd.	Br. 1197
Robert C. Guenther	Worcester, MA	Br. 12
Penny J. Hurford	N. Oakland Co., MI	Br. 320
Norbert I. Chachulski	Royal Oak, MI	Br. 3126
William W. De Chant	Royal Oak, MI	Br. 3126
Douglas W. Forrester	Royal Oak, MI	Br. 3126
Faye E. Patterson	Royal Oak, MI	Br. 3126
John E. Roach	Royal Oak, MI	Br. 3126
Stuart L. Sanderson	Royal Oak, MI	Br. 3126
William J. Stinson	Royal Oak, MI	Br. 3126
Marvin D. Erdelt	St. Cloud, MN	Br. 388
Wayne A. Roelofs	St. Cloud, MN	Br. 388
Anthony J. Distephano Jr.	Trenton, NJ	Br. 380
David L. Gogul	Ashtabula, OH	Br. 482
Wesley R. Hubbard	Portland, OR	Br. 82
Anthony DiDonato	Lansdowne, PA	Br. 1929
John F. Flanagan Jr.	Lansdowne, PA	Br. 1929
Charles T. Langdale	Lansdowne, PA	Br. 1929
Robert D. Nerch	Lansdowne, PA	Br. 1929
John W. Terrell	Lansdowne, PA	Br. 1929
John J. Tropiano Jr.	Lansdowne, PA	Br. 1929
Philip J. Werner	Lansdowne, PA	Br. 1929
Jerry T. Johnson	Chattanooga, TN	Br. 62
Sammy D. Helm	Dyersburg, TN	Br. 1994
Marvin L. Martin	Dyersburg, TN	Br. 1994
Thomas D. Messa	Houston, TX	Br. 283

Robert G. Auston	Irving, TX	Br. 4240
Robert O. Clark	Irving, TX	Br. 4240
Francisco C. Cortez	Irving, TX	Br. 4240
James T. Cox	Irving, TX	Br. 4240
Robert L. Day	Irving, TX	Br. 4240
Romulo M. Delgado	Irving, TX	Br. 4240
John A. Eckert	Irving, TX	Br. 4240
Joe R. Estrada	Irving, TX	Br. 4240
Fredrick L. Everett	Irving, TX	Br. 4240
Oral K. Griffis	Irving, TX	Br. 4240
Claude M. Griffith Jr.	Irving, TX	Br. 4240
Joseph M. Harbrecht	Irving, TX	Br. 4240
Fred T. Harrington	Irving, TX	Br. 4240
Dennis G. Hinkle	Irving, TX	Br. 4240
Charles E. Jones	Irving, TX	Br. 4240
Joseph M. Letart	Irving, TX	Br. 4240
Robert J. Lowery	Irving, TX	Br. 4240
Harold G. McDonald	Irving, TX	Br. 4240
Wendell E. Moseley	Irving, TX	Br. 4240
Alfred L. Pfaff	Irving, TX	Br. 4240
Robert A. Rejkowski	Irving, TX	Br. 4240
Charles D. Rosenbaum	Irving, TX	Br. 4240
Donald A. Wissinger	Seattle, WA	Br. 79

50-year gold cards and pins

William E. Lemley	Russellville, AR	Br. 1946
Kenneth M. Gormley	Clearwater, FL	Br. 2008
Roger T. Gaughan	West Palm Beach, FL	Br. 1690
John W. Maxwell II	West Palm Beach, FL	Br. 1690
Joseph A. Ruggiero	West Palm Beach, FL	Br. 1690
Kenneth J. Engstrom	Joliet, IL	Br. 305
David S. Kalinoski	Joliet, IL	Br. 305
Paul A. Miller	Joliet, IL	Br. 305
Thomas C. Pendergrass	Hammond, IN	Br. 580
Nicolas V. Weselovs	Worcester, MA	Br. 12
Joseph R. Luna	N. Oakland Co., MI	Br. 320
Richard A. Brown	Royal Oak, MI	Br. 3126
Deborah A. Timson	Royal Oak, MI	Br. 3126
Marvin D. Erdelt	St. Cloud, MN	Br. 388
Wayne A. Roelofs	St. Cloud, MN	Br. 388
Wesley R. Hubbard	Portland, OR	Br. 82
Walter G. Ross	Portland, OR	Br. 82
Sammy D. Helm	Dyersburg, TN	Br. 1994
Marvin L. Martin	Dyersburg, TN	Br. 1994
Jose A. Palomo	Galveston, TX	Br. 23

When an active letter carrier dies...

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

When a retired letter carrier dies...

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

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

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

Raquel Young	Br. 937	Bessemer, AL	Leroy O. Bahr	Br. 10	Topeka, KS	Edward S. Banick	Br. 134	Syracuse, NY
Gurminder S. Saran	Br. 782	Bakersfield, CA	William H. Bevan	Br. 10	Topeka, KS	Tyler J. Bello	Br. 693	Westchester Mgd., NY
Stephen L. Allen	Br. 231	Central California	Ralph E. Foster	Br. 10	Topeka, KS	Jackson D. Miller	Br. 545	Charlotte, NC
James P. Evanskey	Br. 1100	Garden Grove, CA	Joseph Grace	Br. 10	Topeka, KS	Stephen A. Geisinger	Br. 957	Bismarck, ND
Gerald A. Taylor	Br. 1100	Garden Grove, CA	Michael E. Herman	Br. 10	Topeka, KS	Fred F. Goldyn	Br. 100	Toledo, OH
George D. Hendrickson Jr.	Br. 24	Los Angeles, CA	Peter C. Brelis	Br. 92	Maine Merged	Phillip L. Anischenko	Br. 84	Pittsburgh, PA
Michael J. Munson	Br. 133	Sacramento, CA	Robert J. Cuddyer	Br. 34	Boston, MA	Danielle R. Meyers	Br. 84	Pittsburgh, PA
Joseph J. Nannery	Br. 133	Sacramento, CA	Michael C. Hickey	Br. 34	Boston, MA	William L. Rozzell Jr.	Br. 520	Uniontown, PA
Wilson B. Williams	Br. 133	Sacramento, CA	G. R. Perry	Br. 25	MA Northeast Mgd.	John A. Volchko	Br. 520	Uniontown, PA
Juan L. Lopez	Br. 411	San Bernardino, CA	Joseph P. Audette	Br. 46	Western MA	Thomas P. Galla	Br. 55	Pawtucket, RI
Sebastian I. Rivera	Br. 2902	Tri-Valley, CA	John E. Wojt	Br. 74	Saginaw, MI	J. N. Picard	Br. 3166	Warwick, RI
Lori E. Welch	Br. 5996	Centennial, CO	Michael D. Dupke	Br. 4374	South Macomb, MI	Maurice W. Ekeren	Br. 659	Yankton, SD
John E. Denton	Br. 47	Denver, CO	Alvin E. Grams	Br. 114	Duluth, MN	F. F. Winkleblack	Br. 1037	Amarillo, TX
Christopher R. Smith	Br. 47	Denver, CO	Kenneth R. Trefethren	Br. 114	Duluth, MN	Chance D. Weiss	Br. 3844	Borger, TX
Domenic D. Mancuso	Br. 32	Bridgeport, CT	Raymond D. Vanderport	Br. 114	Duluth, MN	Rolanda R. Roussell	Br. 226	Fort Worth, TX
Robert H. Lajeunesse	Br. 86	Hartford, CT	Paul D. Austin	Br. 5267	Grandview, MO	Clinton A. Price Jr.	Br. 283	Houston, TX
Beverly A. Horner	Br. 19	New Haven, CT	Maxann S. Love	Br. 30	Kansas City, MO	Millard F. Turner	Br. 4240	Irving, TX
Joseph T. Baccari	Br. 60	Stamford, CT	William W. Kugler	Br. 89	Fremont, NE	Jon Bumann	Br. 1203	San Angelo, TX
Dennis L. Meixell	Br. 191	Wilmington, DE	Marco Carbone	Br. 38	New Jersey Merged	Darrel L. Einspahr	Br. 68	Ogden, UT
Linzell J. Jenkins	Br. 142	Washington, DC	Corey Ifill	Br. 38	New Jersey Merged	Steven G. Franz	Br. 111	Salt Lake City, UT
Vivian Jimenez Gonzalez	Br. 1091	Central Florida	Alfred J. Capaldi	Br. 908	South Jersey, NJ	George A. Schmidt	Br. 111	Salt Lake City, UT
Eddy N. Velazquez	Br. 1091	Central Florida	Richard M. Kuta	Br. 3	Buffalo-Western NY	Mack B. Atkins Jr.	Br. 524	Roanoke, VA
Marcia E. Holness	Br. 1071	South Florida	William L. Petz	Br. 3	Buffalo-Western NY	James M. Dobbins	Br. 524	Roanoke, VA
Mertha Briseus	Br. 1690	West Palm Beach, FL	Ralph J. Grottalio	Br. 294	Flushing, NY	Richard W. Greer	Br. 524	Roanoke, VA
Robert L. Jackson	Br. 11	Chicago, IL	H. A. O'Brien	Br. 294	Flushing, NY	David S. Sutton	Br. 524	Roanoke, VA
Edward D. Burrell	Br. 219	Aurora, IL	James J. Thorn	Br. 137	Hudson Valley Mgd., NY	Donald S. Tuck	Br. 524	Roanoke, VA
David R. Light	Br. 219	Aurora, IL	Raul Couret	Br. 36	New York, NY	Harold R. Wade	Br. 5921	Woodbridge, VA
Nicholas S. Yanulis	Br. 825	Oak Brook, IL	Martial Meneus	Br. 36	New York, NY	Jesse J. Gazell	Br. 619	Green Bay, WI
Telicia S. Gathings	Br. 2183	Melrose Park, IL	Robert E. Becker Jr.	Br. 358	Northeastern NY	David J. Martin	Br. 2	Milwaukee, WI
David C. Linder	Br. 39	Indianapolis, IN	Stephen T. Walsh	Br. 210	Rochester, NY	Dale C. Verette	Br. 2	Milwaukee, WI
James P. McNamara	Br. 116	Fort Wayne, IN						



Access NALC's online learning management system, NALC University (NALCU), today! This new platform provides virtual training for union representatives and members to take at their own pace on their own time. Video courses are taught by letter carriers who are experts in the topics covered in various courses.

NALCU is available at no cost to every member of the union. To take online courses, go to nalc.org and then log into the Members Only portal. Simply bring up the Members Menu on your device and select "NALC University" from the drop-down menu. You will be automatically directed to the NALCU website, where you can view all the modules available and begin taking classes.

State Summaries

California

In the summer of 1987, right after I graduated from high school, I worked as a casual at the Monterey, CA, post office. At this point in time, negotiations between the USPS and NALC were at an impasse. I overheard a conversation in which a regular letter carrier argued that if Vince Sombrotto called for a work stoppage, Ronald Reagan should fire letter carriers as he did the air traffic controllers six years earlier.

In our great union, we have letter carriers of all political stripes, whether you be liberal, conservative, Democrat, Republican, independent, middle of the road, etc. And that's a good thing. You may vote differently than the brother or sister in the case next to you, and that happens. But if an issue comes up that helps or hurts letter carriers, all of us should stand in unison in favor or in opposition.

For example, when a Rand Paul or Darrell Issa advocates that all postal work be contracted out to the lowest bidder, you would oppose such a proposal, right? When Sen. Paul states out loud in a hearing, as he did a few weeks ago, that not only would the USPS save money by going to five-day delivery, but it would do better by cutting even more days of delivery, not only would your neighbor lose their job and benefits, but so would you!

I have no problem with fellow postal em-

ployees who disagree with me on politics, except when they find themselves mimicking the Newt Gingriches and Rand Pauls of the world in calling for cuts to their own benefits or workplace protections, essentially punching themselves in the face. You may agree with Sen. Paul on other issues, but when he says your job shouldn't exist, he is not your friend.

Eric Ellis

Indiana

Delegates from Michigan were at the national convention while their primary elections were taking place. Proof that mail-in balloting is necessary. The Postal Service is again under attack by federal and state legislators. They want a new policy that would give the Postal Service the power to determine which voters are eligible to cast a mail-in ballot. What?!? When?!? And why?!? Give this "BiG blg energy."

The majority of our state officers were in attendance at the 2026 national convention in Los Angeles, CA. There were 31 AFL-CIO delegate candidates to pick from for the ballot vote. The Indiana State Association voted in block, as did all other state associations. Meanwhile, it was great to hear from the few speakers we heard from. It was clear that these speakers were comfortable with NALC's narratives to fight for us within their communities and government representatives at every level.

Everett Kelley, the national president of the American Federation of Government Employees (AFGE), preached the best sermon. He understands that "the Postal Service is under attack through reform, modernization, [some call it] a business decision, [but in reality,] it is privatization. [This is] where somebody gets rich and somebody else gets left behind." He continued that "we didn't start this fight, but we're going to finish it. ... We are unbought, unbowed and unstoppable. ... It [2026] looks dark, but joy comes in the morning. ... They can take the contract, but they can't take the labor." I'm telling you, this guy was the most hype, and his "BiG blg energy" was reciprocal among us.

MDA sales from Branch 39 earned approximately \$3,000, and Branch 828 earned approximately \$11,000 while at the national convention. Great work for MDA. We are our brothers' and sisters' keeper.

Kieaunta Roberson

Michigan

Now that the Michigan primaries are complete, we know what the shape of our upcoming election looks like. Please look for your state newsletter at the end of September, which will discuss issues that are important to letter carriers in Michigan's most important races.

Now that the convention is over, our internal election is set as well. Regardless of whom you support, remember that the most

important thing you can do in our election is the same as the national election—cast your ballot. Be on the lookout for the NALC ballot soon, and your absentee ballots from your city clerks at the end of September. As always, more information is available at facebook.com/groups/NALCMichigan.

Ron Zalewski

Texas

The NALC 74th Biennial Convention was a success. Letter carriers from across the country—including U.S. territories, such as Puerto Rico, Guam and the U.S. Virgin Islands—came together to discuss and resolve issues facing the NALC. Texas letter carriers joined the effort on Monday, with TSALC volunteers assisting at the Letter Carrier Political Fund (LCPF) booth and helping enroll letter carriers. A big thank you to all the volunteers!

On Wednesday, nominations were held for national officers and AFL-CIO delegates. Best wishes to all nominees running for office. AFL-CIO delegate elections were held Thursday evening after the general session concluded, and the results were announced Friday morning at the opening of the general assembly. Congratulations to TSALC District 2 Board member Trevor Haas on his accomplishment, as well as to all other elected officials. House Minority Leader Hakeem Jeffries surprised convention delegates with a motivational speech.

As Hakeem Jeffries reminded us, TSALC carriers must continue moving forward. We can begin by supporting the LCPF and taking action—calling, emailing and writing to our representatives. Together, we will succeed. I'm looking forward to seeing everyone again at 75th Biennial Convention in Minneapolis, MN.

Everett D. Wyllie

Mutual Exchanges

FL: Marco Island (2/25) to within 50 miles of Melbourne or Nokomis, FL. Mutual swap, regular city carrier, March 2027. Mark, 772-594-9974 (call or text).

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., October's deadline is for the November publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

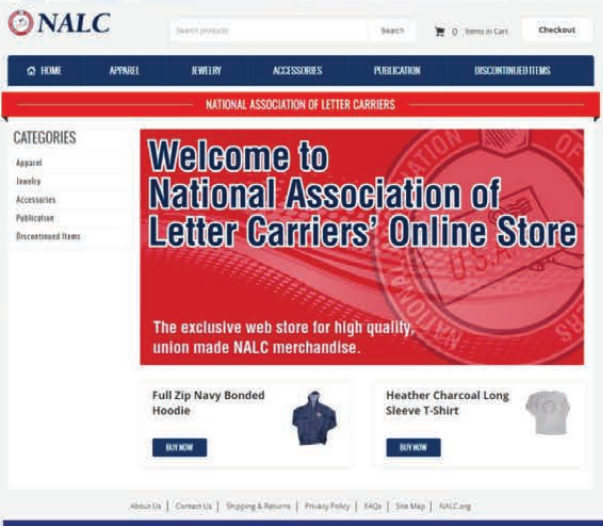
Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

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.

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.

NALCSTORE.ORG



Placing an order online is very simple!

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

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**

