

Volume 136/Number 8 August 2023

# The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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# DELIVERING for AMERICA

Letter carriers' involvement with USPS's 10-year plan



# Safety and health are paramount



**Brian L.  
Renfroe**

we continue to have productive talks in collective bargaining with our counterparts at USPS Headquarters, we remain focused on doing all we can at the Headquarters level as well as across the country to address these two hazards.

**“There are two hazards that currently pose the biggest threats to the safety and health of letter carriers: the growing wave of violent crimes against our members and, as we enter the hottest time of year, heat safety.”**

In the last few days leading up to penning this article, I have seen multiple videos of letter carriers being robbed and attacked. It is heartbreaking and appalling. Violence against our members cannot and will not be tolerated, and NALC remains committed to doing everything possible to stop these crimes.

There are a number of areas where we can and will make improvements to help stop this violence. We have been in constant communication with leadership at the Postal

**S**afety and health are more important than anything else. This statement is true in all aspects of life. It holds particularly true when talking about workers. As a union, one of our top priorities is, and always will be, the safety and health of the members we are privileged to represent.

There are two hazards that currently pose the biggest threats to the safety and health of letter carriers: the growing wave of violent crimes against our members and, as we enter the hottest time of year, heat safety. As

Service and in Congress to encourage and jump-start a few improvements.

**“Heat stress can come on quickly. Those suffering often do not realize they are in danger until they have become ill or suffered further injury. I encourage everyone to familiarize themselves with the warning signs and to share this knowledge with our brothers and sisters. This information can save lives.”**

First, USPS continues testing alternatives for our Arrow lock system that utilizes technology to increase the security of our methods for opening collection boxes. I won't get into the details at this point for safety and security reasons, but the tests are promising, and I anticipate seeing replacement of Arrow locks and keys in the relatively near future.

Second, prosecution rates for crimes against letter carriers are low. This is unacceptable. Besides simply being the right thing to do and consistent with the principle of justice that our country was founded on, the reality of prosecution must act as a deterrent to violent criminals who target letter carriers. Criminals are less likely to commit crime when they know they will face severe consequences. We can no longer tolerate the low rate of prosecution by the Department of Justice. I applaud the leadership at the Postal Service for recently investing in resources to increase prosecutions, but more is needed. We are engaged with members of Congress on both sides of the aisle in both the House of Representatives and the Senate on legislation that will provide an additional push. We will do what we always do—make our voice heard by every elected representative.

**We also continue our now decade-long fight to protect our members from the hazards posed by excessive heat. It is a scientific fact that temperatures are going up over time, and thus this hazard continues to grow. Too many of our members have suffered injury or lost their lives as a result of heat-related illness.**

One outcome of this fight in the legal and collective-bargaining arenas was the creation of the Postal Service's Heat Illness Prevention Program (HIPPP) a few years ago. The HIPPP requires training to be conducted for all supervisors and letter carriers by April 1 each year. We are currently surveying the country to determine where this training was and wasn't conducted. Please communicate with your national business agent's office to let them know whether the training was or wasn't conducted in your work location. This information will assist us in dealing with the issue with our counterparts at USPS Headquarters.

The immediate step we all can take to protect ourselves is to become familiar with warning signs of heat stress. NALC has put together a wealth of information regarding heat safety on our website at [nalc.org](http://nalc.org). We are working on additional ways to get this information to NALC members. Heat stress can come on quickly. Those suffering often do not realize they are in danger until they have become ill or suffered further injury. I encourage everyone to familiarize themselves with the warning signs and to share this knowledge with our brothers and sisters. This information can save lives.

**I would like to end this month's message with a note of gratitude.** Some of you may know that I sought treatment for alcoholism a few months ago, a disease I have struggled with sporadically over the last several years. While stepping away from our union's work for a short time to seek help was one of the most difficult decisions I have ever made, I deeply appreciate everyone who kept up our union's work during my absence. To those who sent words of support or offered a thought or prayer on my behalf, I sincerely thank you.

I am happy to report that I am healthy and more excited than ever to continue our work together to achieve results for you—the members of the NALC. I openly share my story with NALC members for one primary reason: If you or someone you know struggles with substance abuse, please reach out for help. For those afflicted by the disease of substance abuse, treatment is vital to one's safety and health and is available no matter who or where you are. Your only regret will be not seeking assistance earlier.



## Entering the next phase of negotiations

**A**s previously reported, NALC had continued to negotiate for a new collective-bargaining agreement with the U.S. Postal Service during the statutorily required 60-day mediation period. That period, which began with the formal expiration of the 2019-2023 agreement on May 20, was set to expire on July 19, after this issue went to press. While discussions on the pay, benefits and working conditions of the country's city letter carriers continued to be productive, the parties had yet to reach tentative agreement.

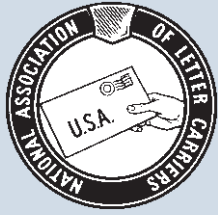
NALC President Brian L. Renfro and Executive Vice President Paul Barner were working closely together along with the union's lawyers and a team of national officers and staff to reach an agreement with postal management that is worthy of the dedication and hard work of our active membership.

While reaching a voluntary settlement that properly rewards city letter carriers for the work they do delivering the nation's mail remained NALC's goal, preparation has been ongoing for binding interest arbitration, should that become necessary. The meticulous work of marshaling evidence and recruiting expert witnesses to make our case in interest arbitration proceedings has been going on for months.

Under the law, such an impasse would trigger the appointment of a three-member arbitration board comprised of a union advocate, a management advocate and a neutral chair to conduct a binding arbitration to set the terms of a new national agreement.

With the deadline of the expiration of the statutorily mandated 60-day mediation period looming, NALC planned to continue, as has been the case in the past, negotiating with the USPS as the next phase of the process begins.

"As we have in recent rounds of collective bargaining, we will remain at the table with postal management as long as the prospects remain for reaching a tentative agreement that meets our goals," Renfro said on July 14. "But we will move expeditiously to invoke the procedures required by law to resolve an impasse in bargaining, should that prove necessary."



## National Association of Letter Carriers, AFL-CIO

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

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# Careers for the ages



Philip  
Dine

**A**s we know, once letter carriers land on their routes, they often make a career of it. The twin tales that follow depict the exceptional careers of men with differing experiences but a shared love for the craft, profound admiration from their colleagues, and unyielding support for—and by—their families.

**When Johnnie Bell began delivering mail in Oklahoma City on Feb. 11, 1956,** Dwight Eisenhower of neighboring Kansas was a first-term president. Americans were enjoying Elvis's first hit.

Johnnie retired on June 2 as the country's longest-serving letter carrier—100 days into his 67th year.

Johnnie, who delivered during the terms of 30 percent of America's presidents, was a great-grandfather his last 16 years on the route; his newest (the 15th) arrived in late June. With his Korean War-era Navy stint (1950-54), his federal service totals 71 years.

Yet, remarkable numbers don't define Johnnie Bell's career—enthusiasm, dedication, reliability and skill do.

"At his retirement party, one thing I said was I always enjoyed station visits at the station he worked at," Branch 458 President Ken Mayfield says, "because I knew I'd get to see his big smile and hear his thunderous laugh."

"Everybody loves Johnnie," Ken adds. "We always bragged on him being No. 1 in the nation. I never thought I'd be going to his retirement party, because I figured he'd still be carrying mail when I retired."

Johnnie worked nearly seven decades, rarely missing a day, for a simple reason: He loved the job, his customers, and his co-workers.

Retirement, he says, is "all right, but it's a hard switch. The thing about it is, I was used to being around people. That makes your day pass. But as you get older, you realize you can't work all your life."

At 91, Johnnie's sharp as a tack. He's an ardent Boston Red Sox fan, so I told him that during a 1992 interview, Sen. Jay Rockefeller (D-WV) offered me "everything I have in my wallet" (*a Rockefeller...*) if I could name the team's early 1950s second baseman. But I couldn't. "Bobby Doerr," Johnnie informed me without pause.

Post-Navy, he attended Oklahoma University but ran out of money, then was a carpenter's helper and train switchman before a Navy pal—also named John—encouraged him to take the post office test. John stayed one and a half years; Johnnie stayed, and stayed—ending up revered by legions of

younger carriers for his knowledge and mentoring.

His entire family of 33 descendants and spouses—including Johnnie Bell II, Johnnie Bell III and Johnnie Bell IV—live within 20 miles around Oklahoma City and gather frequently.

"You just don't really think about how unusual it is, what he did," his daughter Deneen says, "until you start hearing people, the look on their face, the shock that they have, when they find out. We're just extremely proud of him."

**Pearl Harbor was a fresh wound, WWII in its early months—**and Lloyd N. Pearson Jr. had just begun guarding the mail on Florida trains. It was October 1942.

In small towns, folks would stare through the train's windows at the sight of a black man, badge and pistol on his belt. Prudence told him to remain onboard during local stops.

He switched to the carrier craft in 1947, encountering racially separate post office restrooms and water fountains.

Soon, Lloyd joined the Navy Reserve, guarding the East Coast as a ship gunner two weeks a year. For decades, he delivered mail and championed racial and labor causes—delegate to 20 NALC national conventions and 25 NAACP ones—while serving North Florida Branch 53 as treasurer and scribe.

He retired, so to speak, 46 years ago in January 1977. His first dozen years, he registered 35,000 Duval County voters from a folding card table outside stores and schools.

"I was on a good pension," Lloyd, 101, explains, "so I gave my time for free." He still attends Branch 53 retiree breakfasts.

Past Branch President Bob Henning calls Lloyd "unbelievable," using the same term to describe "the stories this guy can tell." They involve, I can attest, vivid details about long-ago events.

To Lloyd's children, what resonates are the dual lessons imparted way back: Treat others well, tell the truth.

"What he taught us is your word is all you have, so you have to be true to that," Lucy says. "And, to treat people with kindness and love and respect; life is about reciprocity."

"That's how he's lived his life. We're all like little stair-steps; one after the other, all six of us took those lessons."

Not that they had a choice. Lloyd, a PTA officer throughout their school days, spent his postal day off (Tuesdays) in their school, observing. "So, we were good kids," Lucy recalls. "We stayed in line."

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# News from Washington

## Senate committee advances PRO Act

**O**n June 21, in an 11-to-10 party-line vote, the Senate Committee on Health, Education, Labor and Pensions advanced the Richard L. Trumka Protecting the Right to Organize Act (PRO) Act of 2023 (S. 567). The PRO Act would expand collective-bargaining rights for workers and make it easier to join unions.

This is the first Senate markup for the PRO Act, which passed in the House in the previous two Congresses.

“Workers in America have the constitutional right to assemble and form a union,” Chairman Bernie Sanders (I-VT) said in his opening statement. “Over the last many decades, corporate interests have done everything that they can to make it impossible for workers to exercise that right. We will be dealing with that issue today.”

During the markup, Ranking Member Bill Cassidy (R-LA), who led the Republican opposition to the bill, expressed frustration with what he called a partisan markup on controversial legislation. The committee is known for considering issues that are of interest to both the majority and minority, and the last time the committee considered legislation that did not have at least some support from both sides of the aisle was the Affordable Care Act in 2009.

At the June markup, Republican senators introduced three dozen amendments, all of which were rejected. The amendments included banning remote voting in union elections, prohibiting undocumented workers from joining unions, protecting right-to-work laws, and more.

The next step is for the full Senate to consider the legislation. The bill is not expected to receive

the 60 votes needed to clear the Senate filibuster.

Two other bills advanced in party-line votes at the markup: the Healthy Families Act (S. 1664), which would guarantee that all workers receive at least seven paid sick days from their employer, and the Pay-check Fairness Act (S. 728), which would address the gender wage gap by making it easier for women to collectively file and win lawsuits against employers who discriminate with wages. These bills also are not expected to reach the 60 votes needed to clear the Senate filibuster.

### Supreme Court rules on religious accommodation

On June 29, the U.S. Supreme Court issued its ruling in *Groff v. DeJoy*, in which a former rural letter carrier sued the Postal Service for failing to accommodate his request to not be assigned work on Sundays because of his religious beliefs. NALC, along with the National Rural Letter Carriers’ Association and the National Postal Mail Handlers Union, filed a joint brief in this case that emphasized the practical difficulties posed by Gerald Groff’s request in light of chronic understaffing in the post

office where he worked and the potential adverse impact of Groff’s request on his fellow employees. The unions argued that the Supreme Court should remand the case to the lower courts for consideration of these factors.

The Supreme Court’s decision clarified employers’ obligation to accommodate an employee’s request for religious accommodation under Title VII of the federal Civil Rights Act of 1964. The Postal Service is covered by this statute. Under Title VII, such accommodation is required unless the accommodation would impose an “undue hardship” on the conduct of the employer’s business. The Supreme Court defined “undue hardship” to refer to “substantial increased cost” and ruled that the test must be applied “in a manner that takes into account all relevant factors.”

The Supreme Court ultimately remanded the case to the lower courts to apply this test to the facts of the case, as suggested in the unions’ joint brief.

NALC members will be apprised of any effects of this decision on the city letter carrier craft as the judicial process continues in the lower courts. **PR**

IT TAKES ALL OF US

LETTER CARRIER POLITICAL FUND

LCPF is a non-partisan political action committee established for the purpose of electing qualified candidates who support letter carriers and a strong and innovative U.S. Postal Service. Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend us.

Join the LCPF at [nalc.org/pac](https://nalc.org/pac)

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.

# NALC Financial Statement

NATIONAL ASSOCIATION OF LETTER CARRIERS OF THE UNITED STATES OF AMERICA  
UNCONSOLIDATED STATEMENT OF CASH RECEIPTS AND CASH DISBURSEMENTS BY FUND  
FOR THE SIX MONTHS OF OCTOBER 1, 2022 - MARCH 31, 2023

	General Fund	Building Fund	Convention Fund	Legislative and Political Action Fund	Public Relations Fund	Political Education Fund	Doherty Scholarship Fund	Subtotal Unrestricted Fund	Donelon Scholarship Restricted Fund	Total All Funds
<b>Cash Receipts</b>										
Per capita tax	25,726,386	98,804	93,865	49,404	19,760	296,413		26,284,632		26,284,632
Investment Income	4,668,636	434,055					18,684	5,121,376	2,390	5,123,766
Postal Record Advertising Income	1,495							1,495		1,495
Inventory Sales	92,629							92,629		92,629
Contributions	250,060						1,275	251,335		251,335
Service Allowance Transfer	8,000,000							8,000,000		8,000,000
Rental Income	178,284							178,284		178,284
Other Income	191,541							191,541		191,541
<b>Total Cash Receipts</b>	<b>39,109,031</b>	<b>532,859</b>	<b>93,865</b>	<b>49,404</b>	<b>19,760</b>	<b>296,413</b>	<b>19,959</b>	<b>40,121,292</b>	<b>2,390</b>	<b>40,123,683</b>
<b>Cash Disbursements</b>										
Salaries and Other Compensation	11,763,898							11,763,898		11,763,898
Benefits and Employment Taxes	6,255,323							6,255,323		6,255,323
Office and Administrative Expenses	4,133,257	20,675	397,515			3,888	340	4,555,675		4,555,675
Contributions, Awards & Scholarships	415,175							415,175		415,175
Affiliation & Fees	918,725							918,725		918,725
Professional Expenses	2,739,450		66,927					2,806,377		2,806,377
Meetings and Travel	2,233,616		65,495			201,113		2,500,224		2,500,224
Communications & Publications	2,701,384		308,551			772		3,010,707		3,010,707
Office Occupancy	1,033,435		766					1,034,201		1,034,201
Capital Assets Purchased	1,337,654							1,337,654		1,337,654
<b>Total Cash Disbursements</b>	<b>33,531,917</b>	<b>20,675</b>	<b>839,254</b>	<b>-</b>	<b>-</b>	<b>205,773</b>	<b>340</b>	<b>34,597,959</b>	<b>-</b>	<b>34,597,959</b>
<b>Excess of Cash Receipts over Cash Disbursements</b>	<b>5,577,114</b>	<b>512,184</b>	<b>(745,389)</b>	<b>49,404</b>	<b>19,760</b>	<b>90,640</b>	<b>19,619</b>	<b>5,523,333</b>	<b>2,390</b>	<b>5,525,723</b>

Nicole Rhine  
Secretary-Treasurer

## Nalcrest

Nalcrest Foundation, Inc  
Financial Report  
For the six months ending June 30, 2023

### Revenue:

Rent Revenue	1,406,006
Other Revenue	65,769

**Total Revenue** **1,471,775**

### Operating Expenses:

General & Administrative	57,818
Salaries & Benefits	313,779
Taxes, Licenses, & Professional Fees	125,752
Utilities	253,633
Maintenance, Repairs, Supplies, & Improvements	284,755
Insurance	193,410

**Total Operation Expenses** **1,229,147**

**Profit (Loss)** **242,628**

# Doherty & Donelon Scholarships awarded

## Six children of NALC members to receive funding for college

**S**ix children of NALC members will receive NALC memorial scholarships in recognition of their academic achievements and community involvement.

One student from each of the five geographical regions was awarded \$4,000 apiece from the William C. Doherty Scholarship Fund, and a sixth student will receive \$1,000 from the John T. Donelon Scholarship. All six scholarships are renewable for three additional years.

The Doherty Scholarship was founded in 1962 to honor William Doherty, NALC's president from 1941 to 1962. The winners for 2023 are:

**Central Region:** Ella Martin

**Parent:** Jeremy Martin, Royal Oak, MI Branch 3126

**Quote:** "My grandfather has been the most influential person in my life. ... He always told me that the measurement of a good leader is someone who uses their talents to help others become better. This has helped mold me into a strong student and athlete. It has also made me into a person who enjoys helping others become better students and athletes. I know why I enjoy tutoring and babysitting so much. Each time I help a student struggling with math, I am so happy to see them light up when they understand what I have taught them."

**Eastern Region:** Lauren Soto

**Parent:** Steve Soto, Bethlehem, PA Branch 254

**Quote:** "The idea of having a platform and using it for good is what I feel passionate about most of all. In whatever form that may come, I'll take it. I don't doubt that not everything I hope will come true or even be easy, but as long as I have helped others, even just one person, that means more than anything else."

**Northeast Region:** Jacob Langille

**Parent:** Jason Langille, Providence, RI Branch 15

**Quote:** "Without a doubt, being a member of the Boy Scouts of America has contributed most to my development. Scouting has enabled me to experience so much, develop my love for nature and camping, and acted as a doorway for me to learn new things."

**Southern Region:** Katie Chen

**Parent:** Wei Chung Chen, South Florida Branch 1071

**Quote:** "The first person who has been influential in my life is my grandma. She immigrated to the United States with little knowledge of English, three young children and the bags in her hands. Even with this little, she was able to work three jobs at a time to provide support for her family. When I was born, she retired early to take care of me while my parents worked. Because of her, I am able to be the person I am today. She has taken me to school, picked me up from volunteering and cooked meals to fill my stomach. She is a constant reminder to me of strength and endurance."

**Western Region:** Alta Crane

**Parent:** Michael Hayes, Salt Lake City, UT Branch 111

**Quote:** "If I had not gone through the heartbreak of losing a good friend recently to a murder-suicide event, I don't think I would have felt as strong of an urge to do something to help others in a time of despair. The experience pushed me to get creative and use my resources to support others and initiate things that can help others, like setting up assemblies with mental support speakers and post-crisis resources around the school. It has motivated me to be a more compassionate person and motivated me to make a real change."

A scholarship honoring the late John T. Donelon, longtime assistant to three NALC national presidents, was announced in 2003. Donelon's wife, Louise, established the Donelon Scholarship as a bequest in her will.

**The winner is:** Ira Woodfaulk II

**Parent:** Ira Woodfaulk, Pensacola, FL Branch 321

**Quote:** "I found children to be the best part of my job [at Winterfest Pensacola]. I played the role of the mayor of Whoville from the Grinch. I always tried to find out something about the kids on the trolley and then use that information to make the kids feel they were special. Their eyes would light up and they would leave smiling from ear to ear."

The NALC Scholarship Committee met in mid-May at NALC Headquarters in Washington, DC. The committee is composed of **Lawrence Kania** of Buffalo-Western New York Branch 3 (chair), **Kimetra Lewis** of Dallas, TX Branch 132 and **Carly A. Hook** of Santa Clara, CA Branch 1427. The committee reviewed and evaluated each application.

The committee released the following report:

"This year marks 59 years of the William C. Doherty Scholarship Program and 19 years of the John T. Donelon Scholarship. From the original grant of six scholarships in the amount of \$500 per year in 1964, the Doherty program grew to 15 scholarships at \$800 per year, each for a total of \$3,200 per scholarship. The Doherty Scholarship has changed to provide for five scholarships, with an increase in the amount to \$4,000 per year for a total of \$16,000 per scholarship. The Donelon Scholarship provides for one scholarship in the



amount of \$1,000 per year for a total of \$4,000 per scholarship.

The Doherty Scholarship Program of the National Association of Letter Carriers was authorized by the 43rd Biennial Convention meeting in 1962 in Denver, CO. The program was named after President William C. Doherty, who retired at the 1962 convention after serving 21 years as the national president. Past President Doherty died on Aug. 9, 1987.

The John T. Donelon Scholarship program was established in 2003. Donelon was assistant to three NALC presidents and died in 1985. His widow ensured that his wishes to donate to the NALC scholarship program were carried out upon her passing.

While state associations, branches, auxiliaries, and individual members contributed to the Doherty fund in its early days, its first important financing resulted from a dinner the union sponsored on Oct. 23, 1963, commemorating the centennial of free delivery service in the United States. Over the years since its establishment, every segment of our membership has been generous in supporting the program.

Our committee commends President Renfroe and the NALC Executive Council, as well as preceding presidents and councils, for their progressive thinking that has resulted in educational opportunities for the children of our membership.

With this report, we are pleased to announce that since its inception, more than 600 children of letter carriers have been scholarship recipients. To be in a position as NALC is, to make it possible to assist these bright young students in their academic career, is in itself a source of satisfaction. Every letter carrier should know



**Seated (from l): James B. Massey Jr., Dr. Georgia Booker and Dale E. Bittinger**

**Standing (from l): Carly A. Hook, Lawrence Kania and Kimetra Lewis**

that many past winners have graduated early with high honors, that most of our winners have completed their undergraduate work and, in many cases, have gone on to pursue post-graduate work.

No person connected with NALC—neither among the Executive Council nor the Committee—has a voice in a final determination of the ultimate winners. These are done by college administrators from the Washington, DC, area.

We are grateful for the continued service of Dr. Georgia Booker, retired director for Guidance Counseling Services, District of Columbia Public Schools; James B. Massey Jr., director, Office of Undergraduate Admissions, University of Maryland; and Mr. Dale E. Bittinger, assistant vice provost for Undergraduate Admissions, Orientation & School Partnerships at University of Maryland, Baltimore County. These distinguished members of the

academic profession have contributed in a great measure to the success of the program.

The financial condition of the program is better than it was in 1964, when the initial awards were made. Its continuation is bolstered by the financial support of our members and friends of NALC. Contributions should be made payable to the William C. Doherty Scholarship Fund, or the John T. Donelon Scholarship Fund, and addressed to NALC Headquarters, 100 Indiana Ave. NW, Washington, DC 20001.

Details of the fund's financial position were included in the audit report of the national secretary-treasurer for the biennial term ending at the Chicago convention last year.

Your Scholarship Committee concludes by thanking President Renfroe, resident officers and, most expressly, the staff that assists for their unselfish cooperation and interest in our work." PR

# Annual Leave Sharing Program helps co-workers in need

**“When the doctor told me I needed major surgery and was going to be off work for three months, I panicked,”** a member recently told *The Postal Record*. She had just been converted to a part-time flexible city carrier and didn’t have enough leave to cover her absence. Beyond just worrying about herself, as a single mom, she had a young son to care for, too.

“I had no idea how I was going to pay the bills while I was off,” she said. “I didn’t have enough leave to cover my absence. How was I going to provide for my son?”

A friend told her about the Annual Leave Sharing Program and helped her consult with her shop steward to get the necessary forms.

“I am so grateful many of my co-workers were generous and donated their leave so I could recover without the added financial stress. I can’t thank them enough,” she said.

This is a situation that comes up often. What if you have a medical situation or are adding a child to your family and you need to take more time off than you have sufficient leave balances to cover? Or maybe you have a co-worker who is experiencing a medical situation and they have run out of leave. You want to help, but don’t know how. You might be able to donate some of your earned annual leave to them through the Annual Leave Sharing Program. This article explains the Annual Leave Sharing Program and how city carriers can take advantage of this valuable program.

NALC has negotiated a Memorandum of Understanding (MOU) Re: Leave Sharing to assist letter carriers in these situations. The MOU, found beginning on page 180 of the National Agreement, incorporates Section 512.64 of the



*Employee and Labor Relations Manual (ELM)* and requires USPS to offer the Annual Leave Sharing Program. The MOU offers city carriers the opportunity to receive and use donated annual leave, as well as the opportunity to donate their annual leave to another employee under certain conditions.

To be eligible to receive donated leave, an employee must meet three criteria. First, an employee must be incapacitated for available postal duties due to serious personal health conditions or pregnancy, or must need leave to care for a child born to or placed for adoption with the employee within the 12 months prior to taking leave. Second, they must be known to have missed, or be expected to miss, at least 40 or more hours from work beyond what their own annual leave and/or sick leave balance(s) would cover. And third, the employee must have their absence approved pursuant to standard USPS attendance policies.

As indicated above, to use donated leave, the carrier must have exhausted all of their earned leave and have been in a Leave Without Pay (LWOP) status for at least 40 hours. However, donated leave may be used retroactively to cover the 40 hours of LWOP required to be eligible for leave sharing.

City carriers can donate annual leave from their earned annual leave account to another postal employee within the same geographic area serviced by a postal district. In addition, postal employees may donate annual leave to other family members who are postal employees without restriction as to geographic location. Family members include son or daughter, parent and spouse, as defined in *ELM* Section 515.2.

Individual annual leave donations must be for eight or more whole hours of annual leave that has been earned. Fractions of an hour or amounts less than eight hours may not be donated. Dona-

tions may not exceed half of the amount of annual leave earned each year based on the leave earnings category of the donor at the time of donation. Sick leave, unearned annual leave and annual leave hours subject to forfeiture (leave in excess of the maximum carryover that the employee would not be permitted to use before the end of the leave year) may not be donated. The program also restricts employees from donating leave to their immediate supervisors.

Donated leave may be carried over from one leave year to the next without limitation. Unused donated leave remains in the recipient’s account and is not restored to donors. Such residual donated leave may at any time be applied against negative leave balances caused by a medical exigency. At separation, any remaining donated leave balance will be paid in a lump sum.

Prior to requesting leave donations, the recipient’s eligibility must be approved, and a Leave Sharing Program (LSP) file opened by USPS. The carrier wishing to receive donated leave should submit a completed PS Form 3970-R, Request to Receive Donated Leave to their immediate supervisor for processing and approval. The PS Form 3970-R should be submitted as soon as possible; no need to wait until sick leave, annual leave and/or the 40 hours of LWOP are

exhausted. If the carrier is unable to complete or submit PS Form 3970-R to request eligibility, the form may be completed or submitted by any other person acting on the employee’s behalf.

If the employee wishes, a notice requesting annual leave donations will be distributed and posted in postal installations within the geographical area serviced by the district. The notice can also be provided to the local union branch and management organizations.

To donate leave to an eligible recipient, a carrier can complete a PS Form 3970-D, Leave Sharing Program – Request to Donate Leave authorizing the donation and indicating how much leave they would like to donate. An employee may donate additional hours to the same recipient by completing an additional PS Form 3970-D. The restriction of eight or more whole hours, however, applies to each PS Form 3970-D submitted.

Additional guidelines for the program are found in USPS *Management Instruction* EL-510-2019-6, Annual Leave Sharing Program, which can be found on the NALC website under the “Resources” tab in the “Workplace Issues” section. For more information regarding the Annual Leave Sharing Program, consult with your shop steward or NALC branch officer. **PR**

## Join the NALC Veterans Group

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

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

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



You continue to serve your country—  
**THANK YOU!**

## NALC Veterans Group

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

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

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

CITY, STATE, ZIP: \_\_\_\_\_

NALC BRANCH NUMBER: \_\_\_\_\_ BRANCH OF SERVICE: \_\_\_\_\_

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION  DISABLED AMERICAN VETERANS  VETERANS OF FOREIGN WARS

OTHER: \_\_\_\_\_

**Free**  
to join

# Letter carriers and the mail on social media

**V**arious news stories and interesting anecdotes that celebrate letter carriers and the mail have been appearing on social media. The following are some that have come to the union's attention. If you come across a story you'd like us to consider featuring, send it to [social@nalc.org](mailto:social@nalc.org).

## Wisconsin town creates mail delivery spectacle

A long-held Wisconsin tradition involving a small shoreline town, mail delivery and a leap off a mailboat is continuing this summer. Every year, teenagers audition to be mailboat jumpers, who leap from boats to deliver mail to waterfront homes in the southeast town of Lake Geneva. The vessel does not stop at any point throughout the route—the teens must leap from the deck to the pier, drop off letters and collect outgoing mail, and leap back onto the deck, all while the ship is in motion. This year, more than a dozen teens attended tryouts.

National Public Radio (NPR) noted that “mailboat jumpers are idolized,” in part because the job isn't easy. Jumpers begin sorting the mail by 7 a.m.,

and in the past, a few have cracked the ship's windows by getting too fast of a head start, while others have ended up in the water. Jumpers also act as tour guides to boat passengers; because of this, jumpers are selected based on not only on their athletic ability but also their stage presence.

“There's a lot of adrenaline. And, you know, some people chase the runner's high. We chase the jumper's high,” 18-year-old Erin Hensler, who jumped last year and tried out again this year, told NPR.

Lake Geneva has received delivery by boat since the late 1800s, and although nowadays it is reachable by road, almost 80 residents opt for the unique method of boat delivery when it becomes an option in the summertime. For both residents and jumpers, it's a fun way to keep a tradition alive.



## Postal Service celebrates waterfalls with new stamps

Waterfalls are known as many things—nature's waterslides, nature's showers, nature's music—and back in June, they earned a new designation as artwork on stamps. The U.S. Postal Service held a ceremony for the first day of issue at the Canyon Visitor Education Center at Yellowstone National Park, celebrating the release of 12 new stamps, each displaying a photograph of a waterfall, its name and the state in which it is located.

They honor waterfalls from all over the country, including the Lower Falls of the Yellowstone River in Wyoming, which at 308 feet has a drop almost twice the height of Niagara Falls; Grotto Falls in Tennessee, which has a hiking trail situated behind it; and Upper Falls in North Carolina, which supports its ecosystem by sending out sprays that water the surrounding plants whenever the waterfall hits the rock face. The stamps are beautiful, displaying water cascading down an array of differently



Ava Ocker of Lake Geneva, WI, tries out for a summer mailboat-jumping job.



Bransfield House, also known as the “Penguin Post Office,” in Antarctica

colored backgrounds—red, yellow, blue, green—and in some, you can even spot a rainbow dancing on the droplets.

### Four women finish time at most remote post office

In April 2022, the most remote post office in the world, located in Antarctica, put out a request for applicants to reopen the building for the first time since the pandemic began, and 6,000 people responded. Among those 6,000 were Lucy Bruzzone, Clare Ballantyne, Natalie Corbett and Mairi Hilton, the eventual winners of the applicant pool. In November 2022, they began their long, cold winter, which would last until March 2023, and included forgoing running water and flushable toilets, sharing one bedroom amongst the four of them and showering only every few days when a ship came to the island. They also had to go without cell phone reception and internet access for five months.

The post office is in Port Lockroy and is informally called the “Penguin Post Office” as a nod to the thousands of penguins that sit on the slopes nearby. It welcomes about 18,000 visitors each season, in part because it is an historic site that was used by whaling fleets in the early 1900s. It also was “the first continuously occupied British base to establish year-round British presence in Antarctica,” according to the UK Antarctic Heritage Trust. It houses three buildings: Bransfield House, which includes

a museum, shop and the post office; a boat shed; and staff living quarters.

Each woman had a different job to complete. Corbett’s assignment was running the gift shop of the office’s museum, Ballantyne handled the 80,000 cards sent from the post office each year, Hilton—a conservation biologist—was responsible for counting the gentoo penguins on the island, and Bruzzone—a scientist—was tasked with managing the team and supervising ships’ coming and going. Bruzzone told BBC that the expedition was a “lifelong dream.”

### Youngest carrier gets truck

Lucas Hastings, one of the Postal Service’s littler fans, recently wore his letter carrier uniform during a trip to the post office. In the lobby, Station Manager Michael Alston spotted 3-year-old Hastings and let everyone know that help had arrived, and the Washington, DC, office, aptly named Friendship Station, welcomed Hastings with open arms. The customer services supervisor, Myra Hart, told USPS Link, “We were all inspired by Lucas. He looked so adorable and put a smile on all our faces, so we wanted to give one back to him.”

That wasn’t Hastings’s only experience as a miniature letter carrier. Two weeks later, he and his family were

asked to come back to the post office, where he was greeted with a small USPS-licensed ride-on truck. “He jumped for joy,” Hart said. The staff also presented Hastings with letters to carry in his satchel.

An infant during the pandemic, Lucas had become accustomed to receiving lots of packages and interacting with the letter carrier, Branch 142 member **SanQuan Long**, on his route. Last Halloween, Hastings dressed up like a letter carrier, and he even sleeps in the uniform when his parents allow it.

According to his parents, Hastings adores his gifts, especially the vehicle. “He loves it. He drives it around our backyard. It’s his favorite toy,” his father said. “He has truly developed a fascination for the mail. He is a little mailman and mail fan.” **PR**



Lucas Hastings (and his postal truck) and his letter carrier, SanQuan Long

# DELIVERING for AMERICA

## Letter carriers' involvement with USPS's 10-year plan

**O**n March 23, 2021, the Postal Service announced its long-term strategic plan to stabilize mail delivery. This plan, called the Delivering for America Plan, involves the reorganization of the Postal Service's processing, transportation and delivery networks. Under the plan, USPS intends to reverse an estimated \$160 billion loss over the next 10 years.

To accomplish this, the Postal Service has listed five objectives to meet to realize these cost savings. The first objective is to modernize the Postal Service and make it capable of providing world-class service at affordable prices. The second objective is to maintain universal six-day mail delivery and expand seven-day package delivery. The third is to stabilize

the workforce and invest in strategies to empower employees and put them in a position to succeed. The fourth is to grow revenue through innovation and meet the changing needs of the marketplace. The last piece of the plan is to become financially stable so that the universal service mandate is met.

USPS leadership has highlighted the realizations of goals from the first two years of the plan, many that couldn't have been done without letter carrier involvement. The largest accomplishment came from the Postal Reform Act that became law last year, reducing the red ink caused by the mandate to pre-fund retiree health benefits decades into the future.

Additionally, USPS instituted an executive leadership team reorganization. And it's in the process of updating and electrifying the postal delivery fleet.

USPS also is modernizing its delivery and processing network. It has dedicated \$7.6 billion to build a modernized postal network, which is one of the areas where letter carriers already are seeing the biggest changes.

Part of this plan includes the creation of large delivery units called Sorting and Delivery Centers (S&DCs) across the country. The establishment of these S&DCs involves moving city letter carriers and their assignments to larger facilities, most of them located in former processing plants. Initially, the Postal Service selects markets where there is thought to be potential growth in package delivery.

Under the plan, USPS intends to use three strategies regarding the parcel delivery market. One is to expand local

The Athens, GA, Sorting & Delivery Center (S&DC)





The Small Delivery Unit Sorter (SDUS) in the Athens, GA, S&DC

access for same and next-day delivery. Another is to improve ground delivery in one- and two-day package delivery. The third is to move First-Class package delivery to an expanded ground network to help reduce the reliance on air transportation. Overall, the Postal Service maintains that reducing the number of steps between collection and delivery from the current number of 11 down to five will help grow parcel volume.

When the S&DCs are created, the Postal Service remodels the buildings so that each facility is structured the same as the others. Letter carriers working in the S&DCs will see renovations that include remodeled bathrooms with new fixtures, new water fountains that include bottle fillers, and remodeled break rooms with ice machines. Each S&DC also receives new carrier cases, which are blue instead of the traditional green case. All of the S&DCs also are equipped with a package-sorting machine called a Small Delivery Unit Sorter (SDUS), which can sort parcels by carrier route.

Whenever full-time letter carrier assignments and letter carriers are moved from one office or installation to another, the contractual provisions covering the movement depend on the circumstances. There are three scenarios in which letter carriers and assignments are moved when an S&DC is established.

The first occurs when all of the assignments in the city letter carrier craft are moved from an independent, or losing, installation to the S&DC. The retail and P.O. box operations remain under a postmaster in the losing installation. This means that the losing in-

stallation is not being discontinued or consolidated under this process, since it remains an independent installation, which is separate from the S&DC.

The second one involves a delivery unit being moved from the jurisdiction of an independent installation to the S&DC. This can happen only when the office being moved is part of an installation with multiple delivery units. Under this scenario, the other delivery units within the original installation remain and do not move.

Under the first two circumstances, the provisions of Article 12 of the National Agreement apply and must be followed. These provisions cover the movement of city letter carrier assignments and/or city letter carriers from one installation to the jurisdiction of another. Which section of Article 12 governs the movement depends on what happens in the losing installation.

If the losing installation is being discontinued, meaning that no USPS operations will remain in the building, then the provisions of Article 12, Section 5.C.1 would apply. As described above under the first scenario, only the delivery routes are being moved into the S&DC, while other operations will remain. This means that in most circumstances, Article 12, Section 5.C.1 would not apply. However, if the Postal Service decided to end operations in the original installation, this section would be used to move the letter carriers and the assignments.

If the losing installation is being consolidated, meaning that the office will become part of another installation, then Article 12, Section 5.C.2 applies.

# DELIVERING for AMERICA



A new blue letter carrier case

When this happens, the routes could either remain in their current location or move to a different office within the gaining installation. Under the S&DC model, the losing installations are remaining independent from the S&DC and not becoming a part of a different installation. Again, this section of Article 12 would apply only in circumstances where USPS decides to consolidate the losing installation with the S&DC. If this happens, the losing installation would no longer be an independent installation with its own postmaster.

The provisions of Article 12, Section 5.C.3 cover circumstances where a delivery unit is moved from the jurisdiction of one installation into the S&DC. This is the section of Article 12 that has been used so far in the establishment of the current S&DCs. When this happens, the full-time letter carriers have the option of either moving to the S&DC with their assignment or vacating the assignment and remaining in the original installation. If a letter carrier decides to remain on their assignment, they would be moved into the S&DC without the loss of their seniority. Letter carriers who voluntarily move to the S&DC would no longer be part of the losing installation, so they would not have the right to bid on assignments that become vacant in the original installation after the movement to the S&DC.

Assignments that become vacant due to letter carriers selecting to remain in the original installation are then posted for bid. Only those full-time letter carriers assigned to the losing installation are eligible to bid on the vacant assignments moving to the S&DC. Letter carriers already assigned to the S&DC, or those moving from other installations, do not have the right to bid on these vacancies. If no one bids on the vacant assignments

and they become residual vacancies, full-time letter carriers in the losing installation could be involuntarily reassigned, or excessed, to the S&DC to fill those vacancies. If it becomes necessary to excess letter carriers to fill the vacancies, this is done by involuntarily reassigning a sufficient number of full-time letter carriers to fill the residual assignments. Excessing is done by juniority, even if this means removing a full-time letter carrier from their bid assignment and excessing them to the S&DC.

The only exception to this rule involves those letter carriers serving as shop stewards. In accordance with Article 17, Section 3, letter carriers serving as shop stewards may not be involuntarily reassigned. If the shop steward would have been the employee to be excessed based on juniority, he or she would be bypassed, and the next senior full-time letter carrier would instead be involuntarily reassigned. If the shop steward is the only full-time letter carrier who could be excessed, then the steward would be the person who is involuntarily reassigned to the S&DC.

Letter carriers who are excessed have the right to return to the losing installation once a residual vacancy occurs. This right, known as a voluntary retreat right, is offered to all of the letter carriers excessed from the losing installation to the S&DC. If more than one letter carrier was excessed, retreat rights are offered by seniority. These retreat rights are active until a letter carrier turns down the opportunity to return to a residual vacancy in the losing installation, with one exception: If a letter carrier was occupying a carrier technician assignment prior to being excessed, they can turn down the right to retreat to a city carrier assignment. They would lose their retreat rights only if they turned down the opportunity to return to



the original installation to fill a residual carrier technician assignment.

Letter carriers who decide to vacate their assignments and remain in the losing installation would become unassigned full-time regular letter carriers who could then bid on vacant assignments within the original installation or be assigned to residual vacancies under the provisions of Article 41, Section 1.A.7. If a letter carrier who vacated their assignment to remain in the losing installation is one of the junior full-time employees in the original installation, they could be excessed to the S&DC under the rules described above.

Letter carriers who are part of delivery units being moved from the jurisdiction of one installation into an S&DC under the provisions of Article 12, Section 5.C.3 should be aware of two things: If they decide to move to the S&DC, the only way they could return to the losing installation would be to request a voluntary transfer or mutual exchange. Letter carriers who are moved into the S&DC on an involuntary basis would have retreat rights back to the original installation if residual assignments become available.

In addition to Article 12, the National Agreement contains various memorandums of understanding (MOUs) related to Delivery Unit Optimization (DUO). Under the DUO process, all city letter carrier assignments were moved from a losing to a gaining installation. Under DUO, the losing installation remains independent.

While the movement of assignments under DUO is identical to the transfer of jobs into an S&DC, the DUO agreements did not address issues such as city carrier assistant relative standing or a process to evaluate routes both

before and after the movement of the assignments. Because of this, NALC and USPS negotiated two new agreements to address these concerns when assignments are moved into an S&DC. The first agreement, MOU Re: Movement of City Letter Carrier Assignments from an Independent Installation to a Sorting and Delivery Center (M-01990), outlines the process for moving the assignments while dealing with the issues left out of the DUO agreements. The second one, MOU Re: Local Memorandum(s) of Understanding due to the Establishment of a Sorting and Delivery Center (M-01991) outlines the process for addressing the local memorandum of understanding (LMOU) from each of the installations involved in the establishment of an S&DC. Copies of both documents are available in the Materials Reference System (MRS) on the NALC website at [nalc.org/mrs](http://nalc.org/mrs).

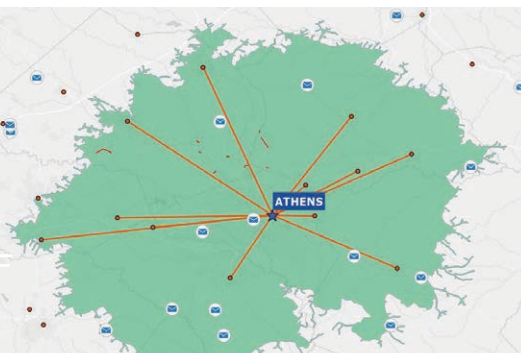
The third scenario under which an S&DC could be implemented involves the Postal Service combining delivery units within an installation into one building. Under these circumstances, neither Article 12 nor the S&DC agreements govern the movement of assignments and letter carriers. Since the letter carriers were already assigned to the installation, there are no changes to seniority or bid assignments. There also are no changes to the LMOU, since these agreements cover the entire installation. Any provisions in the LMOU that identify specific sections, such as the administration of the overtime desired list, remain in effect until a new LMOU is negotiated following the ratification of a new national agreement.

Currently, 11 S&DCs are in operation around the country. The first facil-



**A Small Delivery Unit Sorter (SDUS)**

# DELIVERING for AMERICA



A map from a USPS concept looking at offices that could be consolidated into the Athens, GA, S&DC

ity, located in Athens, GA, opened in November of last year. Though there are city carrier assignments in Athens, only rural carrier routes were moved into the S&DC. The city carriers working in Athens were all working in this building before the S&DC was implemented.

On Feb. 25, five additional S&DCs began operation in Gainesville, FL; Panama City, FL; Bryan, TX; Utica, NY; and Woburn, MA. When these S&DCs were established, there were a variety of methods used to move the letter carriers and assignments. In Gainesville, the only city carriers moved were already working in the Gainesville installation. In Panama City, some letter carriers were moved within the installation and an entire separate installation—Lynn Haven, FL—was moved into the S&DC. In Bryan, Utica and Woburn, only letter carriers from other installations were moved into the S&DC.

On June 3, the Postal Service established S&DCs in Pasco, WA; Topeka, KS; Hanover Park, IL; Kokomo, IN; and Annapolis, MD. In Pasco and Kokomo, city carriers from other installations were moved into the S&DCs, so the movement was governed by M-01990 and M-01991. In Topeka and Annapolis, all of the carriers moved into the facility were already assigned to the respective installations. The Hanover Park S&DC was the first circumstance where city carriers were moved under Article 12, Section 5.C.3, when one delivery unit in Elgin, IL, was moved into the facility. Two other facilities were designated as S&DCs on June 3, one in Williamsport, PA, and one in Owensboro, KY. Although these facilities were designated as S&DCs, no letter carriers were moved into these facilities, because the Postal Service determined that it was not fiscally advantageous to move any installations into these facilities.

On Sept. 9, 2023, USPS plans to establish S&DCs in Waco, TX; Atlanta, GA; Palo Alto and Chula Vista, CA; Terre Haute, IN; and Huntington Station and Mid-Hudson, NY. In Atlanta, the Postal Service will create two S&DCs and, in both cases, all of the letter carriers being moved into the facilities already work in the Atlanta installation. The same is true for the Waco and Terre Haute S&DCs, where no letter carriers from outside of the installation are being moved in September. In Huntington Station, Mid-Hudson and Chula Vista, only city carriers from outside of the installation are being moved into the respective S&DCs. In Palo Alto, the Encinal Station, which is part of the Sunnyvale, CA, installation, is being moved, so this will be governed by Article 12, Section 5.C.3.

In addition to the S&DC model for mail and package delivery, USPS will be transforming the processing network and creating large-scale centers to sort incoming and outgoing mail. While the impact of these large centers, called Regional Processing and Distribution Centers (RPDCs) and Local Processing Centers (LPCs), will mainly affect employees in the clerk, maintenance and mail handler crafts, letter carriers will begin to see changes in how mail is sorted and transported to delivery units.

NALC continues to meet with the Postal Service on a regular basis regarding the Delivering for America Plan and the progress of its implementation. These discussions include the status of S&DC implementation and the impact on the city letter carrier craft. As more information about the S&DC project becomes available, we will update the membership either on the NALC website or in future *Postal Record* articles. **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 202-662-2489 or at [postalrecord@nalc.org](mailto:postalrecord@nalc.org). We'll follow up with you to obtain news clippings, photos or other information.

## Honoring heroic carriers

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

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

### Vet rushes to help gunshot victim

With only a few stops left on his route, T-6 **Roosevelt Knight** noticed a couple he knew from his route getting into an argument on an April afternoon. "I saw this young lady arguing with her boyfriend," he said. The North Florida Branch 53 member, who joined the Postal Service in 2005 after 23 years in

the Army, didn't think much of it. "Then I heard a gunshot," he said.

"Why did you shoot me?" he heard the woman say.

Knight, whose Army service included combat experience in Iraq, Bosnia, Somalia and Honduras, and who also is certified as an emergency medical technician (EMT), rushed to aid the woman. Meanwhile, the boyfriend, in shock at what he had done, tried to help, too. Knight urged the boyfriend to move aside. "He was out of it," he said.

The carrier called 911 and immediately elevated the woman's legs so her blood would flow to her head and vital organs. He used one of his shirts to put pressure on the wound and slow the bleeding as he spoke to the woman, trying to keep her awake. "She was in and out of consciousness," he said. When she had trouble breathing and appeared to be vomiting, he turned her sideways. He checked for an exit wound in her back in case she was bleed-

ing from there, too, but found none.

Emergency responders soon arrived and took her to a hospital. Knight stayed to tell police what he had witnessed. The boyfriend was arrested. Unfortunately, the woman later died, but not before Knight had done all he could to save her.

Knight has helped people in medical distress on his route before, including some suffering from apparent heat exhaustion and convulsions.

Knight didn't even mention the incident when he returned to the post office—the regular carrier on that route heard about it from his customers. "It's not like it was something to brag about when I went to the station," he said. After many years of combat, Knight took it in stride, though he of course wishes he could have saved the woman's life. "I think about it every day," he said. **PR**

Roosevelt Knight



## Neighborhood watch

**O**n a chilly February day, **Joe Gansky** was walking his route, approaching a home where he knew that two young girls lived.

Gansky, a member of Springfield, IL Branch 80, spotted one of the girls leaving the back gate. "She took off running" across the street, he said. Knowing that

she was too young to be out alone, Gansky knocked on the door and alerted the girl's father. "He grabbed his shoes

and coat and ran off to find her," Gansky said. The father soon found the girl safe nearby. "You may feel like it was a small thing, knocking on our door and asking about our daughter when you saw something out of the ordinary," the girl's family wrote in a thank-you note to Gansky, "but if you had not made that choice, I don't know how long it could've been before I knew she had left." Gansky was humble about it. "I would think anybody else would have done the same thing," he said.

**A**s a former police officer, **Eden, NC Branch 3712 member Joseph Edwards** is used to keeping an eye out for people in need. Driving his LLV on his route last spring, the city carrier assistant, who started carrying the mail in August of 2022, spotted a man holding a dog on a leash. The man was in obvious distress. "You could tell he was in pain," Edwards said, "and his dog was going crazy." Edwards carefully parked his vehicle and went to help the man, who said he had been out walking his dog when he

began experiencing severe back pain. Edwards helped the man stay upright and held his dog, then called 911 and the man's wife. When emergency responders arrived, they asked Edwards to help put the man on a stretcher. His wife arrived and took the dog. When Edwards encountered the thankful man again with his dog, he knew he had recovered. "I still keep in contact with him," Edwards said, "and make sure he is OK." **PR**



Joe Gansky



Joseph Edwards

## Union Plus awards scholarships to NALC kids

**U**nion Plus has awarded scholarships to six children of NALC members.

A program founded by the AFL-CIO to provide benefits to union members and their families, Union Plus has awarded scholarships each year to union members or members of their families since 1992. This year, Union Plus awarded \$200,000 in scholarships to 205 students representing 41 unions.

Claudia Elliott of Jasper, AL, was awarded a \$525 scholarship. Her father, **Bryan Elliott**, is a member of Jasper Branch 3099. Elliott plans to study sociology and psychology in college.

“Growing up under the influence of the NALC and the labor movement taught me the importance of hard work, communication, appreciation, and preservation of the past,” Elliott wrote in her application. “My father has worked for the Post Office since before I was born, and I have always seen how important hard work is to him through this.”

“Another thing that growing up under the influence of the NALC and the labor movement has done for me is shown me the importance of appreciating and preserving the past in the process of working to improve the future,” she wrote.

Union Plus awarded Ciara Hartema of Clear Lake, IA, a \$750 scholarship. Hartema’s mother is **Heather Hartema** of Garner, IA Branch 4375. Hartema plans to major in health professions at North Iowa Area Community College and then transfer to a four-year university.

Hartema’s high school color guard coach said she was the hardest worker she has coached in 20 years. “Ciara became an invaluable leader and team member,” coach Jen Osterkamp said.



### UNION PLUS

“She is always trying new things and pushing herself outside of her comfort zone. Her leadership and commitment made a positive impact on our team, our school, and me. I have no doubt that this will continue into her college and adult life.”

Jacob Langille of Rumford, RI, son of **Jason Langille** of Providence, RI Branch 15, was awarded a \$500 scholarship. (Jacob Langille also won a Doherty Scholarship from NALC; see page 6.) Langille plans to study engineering in college.

“For as long as I can remember I have been interested in the development of technology and engineering,” he wrote. “In both middle school and high school, I have taken part in every STEM and engineering class that is offered, and I wish to pursue engineering as a career in my future.”

“I have had the benefit of growing up in a union family for my whole life,” he added. “Both my mom and dad are long time union members and because of this they have developed extremely stable and resilient jobs, they are guaranteed certain privileges at work and away from work, and they have developed into helpful and productive members of society.”

Ciara Quinn of Millbury, MA, was awarded a \$1,000 scholarship. Her father, **Kevin Quinn**, is a member of Worcester, MA Branch 12. Quinn plans to study international relations, business and law, with an eye toward a career addressing issues such as immigration policy, water and food sustainability, human trafficking, and

the rights of women and marginalized populations.

Quinn tutored struggling students in the aftermath of the COVID-19 pandemic. “I have learned so much about commitment and the work ethic and how to motivate others to do their best,” she wrote about the experience.

Quinn’s high school guidance counselor Ann E. Meservey described her as an intellectual, poised, committed and versatile young woman. “Ciara thoroughly impressed me with her quiet yet purposeful leadership and scholarship,” Meservey wrote. “As a student, she is highly responsible, extremely dedicated, and capable of immense drive.”

Abriella Stommel of Lincoln, NE, earned a \$500 scholarship. Her mother, **Stephanie Stommel**, is a member of Lincoln Branch 8. Stommel is a biology major at Nebraska Wesleyan University (NWU). Her career goal is to become a pediatric physician’s assistant.

Her father is a member of the Transportation Communications Union (TCU/IAM). “My parents taught me a lot about each union over the years,” she wrote. “Unions assist members in various ways, including protecting fair wages and health benefits through contract negotiations.”

“Abriella is an outstanding student,” NWU Professor of Spanish Dr. Manuela Borzone wrote, “and I am confident that she will make the Union Plus Scholarship Program proud.”

Madison Wells of Katy, TX, was awarded a \$500 scholarship. Her father, **Joshua Wells**, is a member of Houston Branch 283. Madison plans to study nursing.

In her application, Wells wrote about her diagnosis of dyslexia and how she made it into a positive factor in her life.

“In the past, writing an essay like this would have caused me so much stress and anxiety because of my dyslexia. But I decided a long time ago that I would not let this define me, that I would never use it as a crutch, and that I would never let it hold me back,” she wrote. Her high school activities included the Best Buddies International program, which pairs volunteers with students with intellectual or developmental disabilities as friends and mentors. She described mentoring students with disabilities

though the program as “one of the best decisions I have made in my life.”

The Union Plus Scholarship Program awards scholarships based on outstanding academic achievement, personal character, financial need and commitment to the values of organized labor. Since starting the program in 1991, Union Plus has awarded more than \$5.4 million in educational funding to more than 3,800 union members, spouses and dependent children. Union Plus Scholarship awards are

granted to students attending or planning to attend a two-year college, four-year college, graduate school, or recognized technical or trade school.

For information about scholarship eligibility and applications, go to [unionplus.org/scholarship](http://unionplus.org/scholarship).

In addition to the scholarship program, Union Plus provides a range of money-saving programs and services for union members and families. Go to [nalc.org/member-benefits/benefits-for-members/union-plus](http://nalc.org/member-benefits/benefits-for-members/union-plus) for details. **PR**

## Letter carriers assist in regional offices as ROAs

**L**ast year, NALC created the regional office assistant (ROA) position in response to the vacancies of several regional field secretary positions nationwide. The vacancies gave the union an opportunity to hire experienced union representatives to fill those positions. These representatives not only possess the skillset necessary to provide clerical, organizational and operational support for their regional offices, they also provide additional contractual and representational support to the regions and the members. And since they are letter carriers themselves, they have the unique ability to relate to the everyday issues of the NALC members who call the regional offices on a daily basis.

So far, eight regional office assistants (ROAs) have been appointed to provide administrative support to regional offices:

- **Christa Abraham** of Minneapolis, MN Branch 9—Region 7 (Minnesota, North Dakota, South Dakota and Wisconsin)
- **Anthony Bossi** of Massachusetts Northeast Merged Branch 25—Region 14 (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont)
- **Richard Byrne** of Greeley, CO Branch 324—Region 4 (Arizona, Arkansas, Colorado, Oklahoma and Wyoming)
- **Rachel Janecek** of DeKalb, IL Branch 706—Region 3 (Illinois)
- **Mary Beth Lloyd** of Southeast Pennsylvania Merged Branch 725—Region 12 (Pennsylvania and southern New Jersey)
- **Jen Self** of Portland, OR Branch 82—Region 2 (Alaska, Utah, Idaho, Montana, Oregon and Washington)
- **Felicie Strong** of Marietta, GA Branch 1119—Region 9 (Florida, Georgia, North Carolina and South Carolina)
- **Kyle Turner** of Hazelwood, MO Branch 5847—Region 5 (Missouri, Iowa, Nebraska and Kansas) **PR**

### Step AA pay adjustments delayed

**T**he Postal Service has informed NALC that the pay adjustments for some part-time flexible letter carriers whose pay was incorrectly calculated while they were at Step AA are being delayed due to “unanticipated problems.” These adjustments are in accordance with national-level settlement M-01980. Affected letter carriers were recently notified by a letter from the Postal Service.

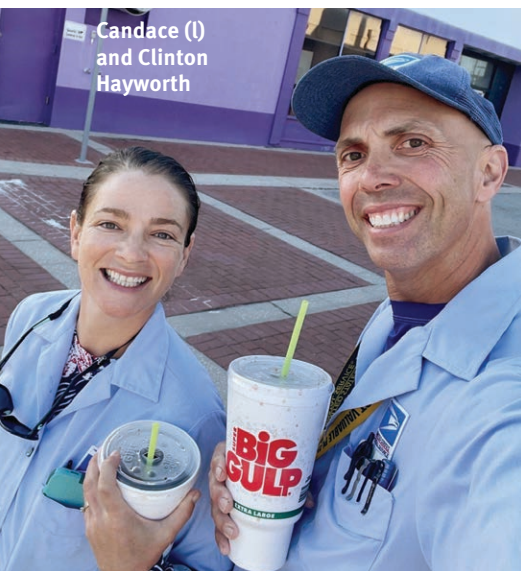
NALC reported on April 7 that these adjustments were tentatively scheduled for the July 21 paycheck. USPS states the anticipated date for these adjustments will now be the Sept. 1 paycheck. **PR**

# The couple that digs together discovers treasure together

## Beep. Beep. Beep.

**R**ight before noon one day in August 2021, Daytona Beach, FL, letter carriers **Clinton Hayworth** and his wife, **Candace Hayworth**, were metal detecting at Ponce Inlet when they heard the noise indicating something metal. Large granite stones line the inlet and create waves that entice surfers. And that means that people sometimes lose things there.

“There was a storm earlier in that week and it had pulled a lot of sand out,” Hayworth explained. “It caused a couple of craters into the beach area, and there was such soft sand that day that I was able to go over that spot—and this is a spot that I had been over hundreds of times before.”



A signal rang up as No. 15 on the metal detector, “which is usually just a soda tab,” Hayworth said. “We were going to pass it up but decided we don’t like to leave trash on the beach.”

They dug up and inspected the item, which definitely wasn’t a soda tab. “It was so corroded, being in the ocean for so long,” Hayworth said. They soon realized it was a gold 1987 class ring and, after taking it home and cleaning it up, they noticed it had initials engraved into it: D.E.B.

“It was 10k gold, and it had a surfer emblem on there, so I was looking through the yearbooks and trying to find out which initials matched up with a surfer-looking guy,” Hayworth said.

He posted about it on the Daytona Dig and Find Metal Detection Club group on Facebook for help reaching the owner. A group member helped track down Donald Edward Brandl’s wife, who thought it was a joke after Hayworth sent her a Facebook message.

Soon Hayworth was in touch with Brandl himself, who said he had lost the ring 34 years earlier, during senior skip day at Ponce Inlet. “I showed him a picture of where it was, and he said, ‘Yeah, that’s exactly the area that I lost it,’” Hayworth said, and added, “He said the wave that he caught when he lost it was one of the best waves he had ever had, so to him, it was worth it.”

“It’s amazing that that ring for 34 years stayed in that spot with all the hurricanes and surf we’ve had,” Brandl told WESH-TV, the local NBC affiliate.

“There had been thousands of people metal detecting over that since ’87, and it just so happened that that one day we just found it,” Hayworth said.

The carriers sent it back to him Priority Mail, of course.

And their new friend, Don Brandl, who lives on 40 acres of Civil War-era land in Alabama that used to be a trading post, invited them up there to search his property. “We’ll definitely take him up on that one day,” Hayworth said.

Hayworth got started in metal detecting when he joined Daytona Dig and Find back in 2002. “That club just kind of gave me the basic knowhow of which metal detector works best in the sand, or underwater, and that kind of thing,” he said. “Once a year, they would have a hunt, and they’d hide silver out in the surf or in parks.”

Candace fell into it about seven years ago on a whim during a beach day, picking up a metal detector Hayworth had brought and having luck finding lots of coins in the surf.

Learning the hobby is mostly just trial and error, he says. Two hours before low tide, the couple will go out to the beach, equipped with their metal detectors, sand scoop and pin-pointer, as well as water, sunscreen and hats.

“A lot of the machines are so sophisticated these days that it’ll give you a signal and it’ll tell you how deep it is, and approximately what size it is,” Hayworth said. “They’re really user-friendly. It’ll tell you if it’s a penny, it’ll tell you if it’s a silver ring, or a silver



Clinton (I) and Candace Hayworth.

coin, or if it's gold. It'll also tell you if it's just a Bud Light pull tab."

After turning on their detectors, the first thing they do is figure out their setting and run interference. "That just basically makes sure if someone has a remote-control car, or another metal detectorist is out there, it's got a separate channel so you're not getting feedback from them, and they're not getting feedback from you," he said.

After that, they'll go to a setting to find "ground balance." When near the soil and moved up a few times, the detector on that setting can sense how dense the soil, sand or rocks are and adjust accordingly, which will typically allow the detector to find items that are within 6 inches.

"After that setting, we wear headphones so that we can adjust so you're not getting the sounds of the beach and everything else, and you can hear those signals and tones," he said. "And then we'll set the volume and pretty

much take it from there."

When they get a hit with the detector, they'll begin to dig it up, sometimes using a sand scoop, a small shovel on a long pole that has holes in it so sand sifts through, so "some of the earrings that we find [will] slide right through," Hayworth said. "But most of the time, it'll pick up rings, pennies and dimes, quarters, hoop earrings."

For tiny items, they use a device called a pin-pointer. "That's like when you go through the airport, it's kind of like the wand, but it's a little bit smaller," he said. "It'll find those earrings, or somebody's gold teeth, or that kind of stuff, the really small stuff. It's pretty sensitive."

Keeping the integrity of the beach is important to them. Though most of the items they find each expedition are "just junk" and could be skipped over, Hayworth says, "we like to dig pretty much everything that we find, because

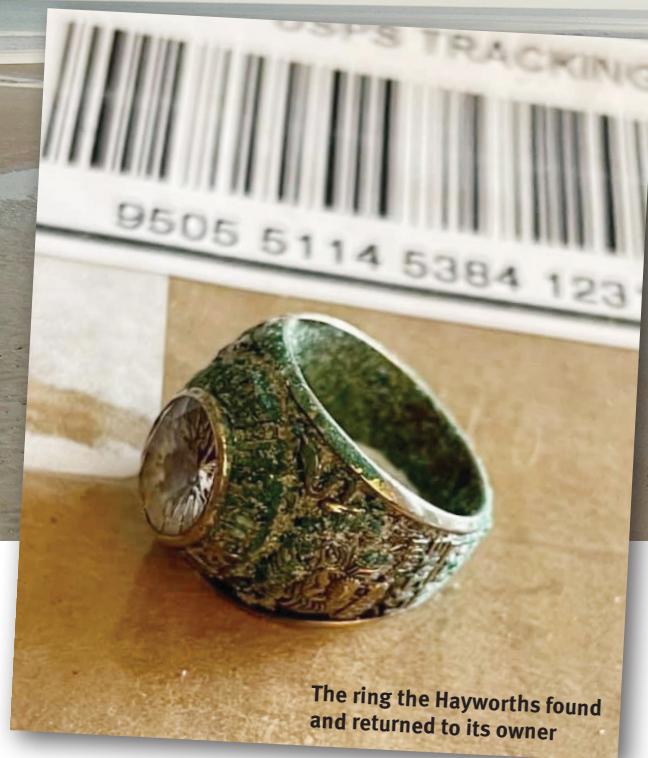
we're kind of cleaning up the beach as we go."

There's no real technique, though—as Hayworth explains, it all comes down to luck. "I've seen people out there that just swing back and forth really high. They'll find as many things as I will just cruising at a slow pace," he said. "It's just the timing of being over that item at the right time, after the right tide and that kind of thing. You just never know what you're going to find."

Over the years, they have found a lot of jewelry and coins, but also things like parking signs, bike trailers and fishhooks.

The beach is their favorite place to search, mostly because it's frequently busy at any given time. "As long as the water is warm enough for people to come to the beach and hang out, there's a good chance that somebody will drop something of value," he said.

The club, which meets once a month but has an online presence



between meetings, makes it easier to help locate people who've lost things. Hayworth said it's a good feeling when they can get something back to people through the local lost and found.

Despite their busy postal schedule, the North Florida Branch 53 members try to do metal detecting at least once a week. "It's much easier to go during the week when the crowds aren't there," Hayworth, a 29-year carrier, said. "It's just nice and peaceful. Otherwise, you have to deal with people asking you, 'What's the best thing you've found?' and they just want to find out more about it—which is understandable."

He added that he's more talkative when people approach than Candace, who has delivered mail since 2017. "She just likes to get out there and kind of zone out and just do her own thing," he says.

The couple used to be able to spend up to eight hours during a session, but since two hurricanes last year, there's much less beach available. "It'll come back eventually, but you really have to time it," Hayworth said. "Now I think the most that we could probably spend out there is about four hours—two hours before low tide and then the two hours after low tide, that's kind of like the sweet spot."

One of their best days was last fall, soon after one of the hurricanes. "There was one area on the beach we were finding silver coin after silver coin after silver coin," he said, and estimated that there were 150 in total. It turned

out to be near an old poker room from the '50s and '60s. "We spent all day—it was signal after signal after signal. We were just pulling all these old coins."

They're still working on cleaning up that haul.

The Hayworths enjoy documenting their finds and the process via a GoPro or iPhone and sharing on their website, as well as posting on YouTube and across social media as @TheCoupleThatDigsTogether.

"It's just a fun sport, and that's what it's all about—just getting out here, having fun and sharing it with others," Hayworth said. "I like getting out there and decompressing and unwinding. It doesn't take a lot of effort. You get out there and you get sunshine. And everybody's usually in a good mood at the beach."

They spend many Sundays, holidays and evenings out on the beach two blocks from their house and usually stick to beaches they know, as some either don't allow metal detecting or require a permit. They do travel for their hobby on occasion, though.

"We like to go on cruises, and we've also taken our metal detectors to different parts of the Caribbean," he said. "Sometimes you find the same stuff that you would back home, beer bottle caps and stuff like that, but every once in a while you'll find a ring in the Bahamas, and that's kind of fun."

Because of the technological advancement in metal detectors, "it's definitely becoming a popular hobby," Hayworth said.

After news about the class ring hit social media, he says, a retired carrier reached out to him about helping him figure out a good beginner metal detector. "I always like teaching people how to get started," he said.

Hayworth is beginning to get some energy back after being diagnosed with an aggressive lymphoma last November. "The chemo just wipes you out," he said. "It's definitely taken a toll on how many times we've been out, but I'm cancer-free now. It's been a wild journey."

Because of that, the Hayworths try to take it easy. Now, he says, "As long as there's no thunderstorms in the evening, we'll go out, and if it's low tide, we'll go out after work. Sometimes we keep our uniforms on and go out there and get a little more sun." But they plan to keep up their activity for the foreseeable future, wherever it may take them.

The lure of possible treasure is always there for the couple that digs together. "When you do find that one cool item, it's pretty neat," Hayworth said. **PR**



San Jose, CA, letter carriers in 1894



President Theodore "Teddy" Roosevelt

# How a fight with President Teddy Roosevelt stripped letter carriers of their right to strike

**A**rticle 18 of the USPS-NALC National Agreement is devoted exclusively to the no-strike clause. The concise language puts it simply: Letter carriers and the National Association of Letter Carriers “will not call or sanction a strike or slowdown” against the Postal Service.

Many think that this rule emerged from the Great Postal Strike of 1970, when letter carriers in New York City began a wildcat strike that went nationwide and ultimately secured collective-

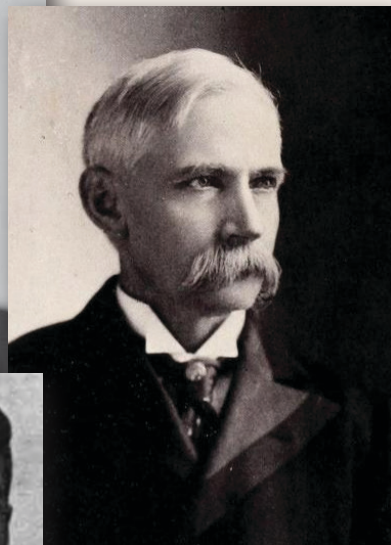
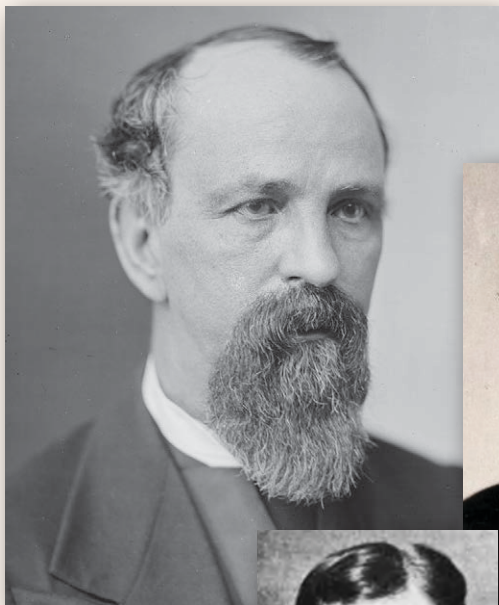
bargaining rights. Others, however, know that those strikers risked arrest for their decision to stand against the federal government, because the no-strike clause was based on a no-strike law that had been on the books for almost 60 years before the strike.

Indeed, what many are unaware of is that the no-strike law emerged after President Theodore “Teddy” Roosevelt got fed up with letter carriers and effectively told them to shut up.

Almost immediately, following the passage of a civil service reform bill

in 1883 (see “How an assassin’s bullet helped create the postal exam” in the November 2020 issue of *The Postal Record*), letter carriers strove to improve their working conditions. And there was a lot that needed improving. At the time, letter carriers were expected to work 365 days a year, including Sundays, for as many hours as they were told to work—and with no overtime pay. There was no health insurance, no pension and no opportunity to negotiate wages.

That was true for most working people at the time, and often the only



**Top l: Rep. Samuel "Sunset" Cox**  
**Above: Postmaster General William Wilson**  
**Left: NALC President James Keller**

way private-sector workers could improve their working conditions was to join a union and—usually through work slowdowns or strikes—attempt to force the hand of their employers. While some strikes were successful, some were brutally suppressed.

Letter carriers' first collective effort was to obtain leave. Managers at the Post Office Department in Washington, DC, got 30 days of vacation leave per year, which was 30 days more than letter carriers received. Letter carriers petitioned the Post Office Department for comparable leave but were turned away and told that no law existed under which letter carriers could be allowed any vacation days whatsoever.

So, letter carriers decided to rectify that. They found a champion in New York Rep. Samuel "Sunset" Cox, who was able to persuade his fellow members of Congress in 1884 to pass legislation giving all letter carriers 15 days of vacation, with pay, every year.

Flush with victory, letter carriers moved on to the next struggle, joining the national movement for an eight-hour workday. While the entire nation was up in arms, striking and protesting over the issue, employers successfully halted the effort for a universal eight-hour law.

But letter carriers were getting adept at lobbying Congress, which passed an eight-hour day law specifically for letter

carriers, despite the strong objections of the Post Office Department (see "The eight-hour day: How letter carriers' fight led to a Supreme Court victory and legitimized the newly formed National Association of Letter Carriers" in the March 2021 issue of *The Postal Record*.)

After the National Association of Letter Carriers (NALC) was organized in 1889, letter carriers continued to use their lobbying clout to further their causes in Congress, much to the consternation of the Post Office Department. Management was further troubled the following year when another postal union—the National Association of Postal Clerks—was organized.

By 1895, Postmaster General William Wilson had had enough of postal employee lobbying. He issued an order forbidding postal workers from coming to Washington for the "purpose of influencing legislation before Congress."

Letter carriers and other postal employees ignored the directive and lobbied vigorously—and successfully—for pay increases and other legislation. By 1902, the postmaster general's boss—the president of the United States—decided to step in and put a gag on the postal employees.

President Teddy Roosevelt issued an executive order on Jan. 31, 1902, forbidding all postal and federal employees, "directly or indirectly, individually or through associations," from soliciting members of Congress for wage increases or from trying to influence the passage of any other legislation—except through the heads of their department.

NALC President James Keller personally pleaded the letter carriers' case to Roosevelt, but the president was unmoved. The gag order stayed in effect. But while the executive order said that letter carriers couldn't lobby their representatives, it didn't say anything about the women in their lives.

Responding to an organizing call from Portland, OR Branch 82's Ladies Auxiliary, 72 women from 52 cities in 26 states met on Sept. 5, 1905, during NALC's fifth national convention in Portland, to form a National Ladies Auxiliary, the forerunner of today's NALC Auxiliary. They unanimously elected as the organization's first president Nellie Heffelfinger, a member of Branch 24's auxiliary in Los Angeles.

Their goal, Heffelfinger said, was to "aid wherever possible the carriers, both socially and financially." Four days later, NALC's delegates formally recognized its new partner during the union's convention. The Auxiliary picked up the lobbying slack for the letter carriers.

Other postal workers were looking for organized support outside of the Post Office as well. In 1906, the nascent American Federation of Labor granted a charter to the National Federation of Post Office Clerks. The A.F. of L. demanded the restoration of civil rights of federal employees and the alleviation of unfavorable working conditions and inadequate pay.



Far l: President William Howard Taft  
L: Sen. Robert LaFollette  
Below: NALC President William E. Kelly

In response, Roosevelt raised the stakes by issuing another executive order, this one permitting department heads to dismiss employees without notice and—contrary to previous practices—without stating the reasons in writing.

Meanwhile, NALC continued its lobbying of Congress through the Auxiliary and through the informal and private efforts of letter carriers, obtaining a modest pay increase from Congress in 1907.

In 1909, Roosevelt's successor, President William Howard Taft, forbade postal and federal employees from answering congressional requests for information on their pay or working conditions unless authorized to do so by their department heads.

Behind this wall of silence, the Post Office Department took advantage, forcing employees to work longer and harder without any increase in pay or benefits. Working conditions deteriorated and the morale of postal employees plummeted. Militant factions arose in the ranks of postal workers, especially the railway postal clerks.

Having lost the one advantage they had over their private-sector counterparts, postal workers turned to the tools of those of the private-sector unionists with unrest, defiance of orders, work stoppages and threats of formal strikes erupting throughout the service.

Despite the department's efforts to prevent it, the complaints of workers—including letter carriers—reached Congress. In 1910, Democrats wrested control of the House of Representatives from Roosevelt and Taft's conservative Republican allies, and in the Senate, control had split among Democrats, progressive Republicans and conserva-

tive Republicans. Sen. Robert LaFollette, a progressive Republican from Wisconsin, called for hearings about the working conditions and gag orders.

NALC President William E. Kelly urged passage of anti-gag legislation before the Senate Committee on Post Offices and Post Roads, and Samuel Gompers, president of the A.F. of L., actively supported removal of the gags.

President Taft defended the gag rule in 1911 by asserting that government employees should be held to different standards:

Government employees are a privileged class upon whose entry into government service it is entirely reasonable to impose conditions that should not and ought not be imposed upon those who serve private employers.

Congress was unmoved. LaFollette and Rep. James Lloyd, a Democrat from Missouri, led the effort to pass the bill in both houses of Congress. On Aug. 24, 1912, the Lloyd-LaFollette Act was enacted, rescinding the gag rule and ending 10 years of severe repression of letter carriers and other government workers.

Besides outlawing the gag rule and guaranteeing government workers the right to petition and lobby Congress, the Lloyd-LaFollette Act recognized the right of postal and federal employees to organize and join labor organizations.

And yet, the very means by which postal workers had worked to regain

their rights were used against them. Some members of Congress feared the influence of the A.F. of L. and suggested that if postal workers belonged to the

labor federation, they could be compelled to strike against the government itself. And so, at the last moment, an amendment was added forbidding postal employees from affiliating with any outside organization that imposed "an obligation or duty...to engage in any strike against the United States" or that proposed to assist postal employees in such a strike.

The 1912 legislation would remain the most important piece of legislation affecting the rights of letter carriers and the NALC for a half-century—until 1962, when President John F. Kennedy issued Executive Order 10988, which established a formal labor relations program in the federal government.

The no-strike law has been on the books for the past 111 years, and postal employees have been arrested for work slowdowns and stoppages in the years since, including two letter carriers who were arrested in 1969, less than a year before the Great Postal Strike.

Nowadays, NALC can lobby Congress on letter carriers' behalf, while collective bargaining forces USPS to engage in meaningful negotiations of letter carriers' pay and benefits. But it took decades of struggle and effort for letter carriers to win these rights—including an illegal wildcat strike in 1970. And long before that, it also took letter carriers standing up to two U.S. presidents and refusing to have their voices gagged. **PR**

# New supervisor metric does not create performance requirements



**Paul  
Barner**

In a recent *USPS Area and Regional Update* (June 2023) publication, Chief Retail and Delivery Officer Joshua Colin wrote a column stating that USPS had challenged its supervisors to “improve three metrics” during six different supervisor symposiums. Two of the three metrics indicated by Colin in the column relate directly to city carriers. One of these metrics was “timely movement of carriers to the street within 60 minutes (90 min for walking routes) ...”. Another expectation that Colin mentioned was for supervisors to achieve “a 50 percent reduction in stationary time.”

While training for USPS supervisors is normally a good thing, I am concerned that these blanket statements can be misleading for supervisors who could mistakenly believe that these metrics create new handbook provisions and performance standards for city carriers. I am also concerned that letter carriers could feel pressured to skip necessary tasks or work unsafely to meet these arbitrary, bogus expectations. Regardless of whatever goals, metrics or directives USPS creates for supervisors, carriers always should rely on the provisions of *Handbook M-41, City Delivery Carriers Duties and Responsibilities* for the rules regarding office and street activities.

As NALC recently posted on social media, there are no handbook provisions limiting carriers to 60 minutes of office time or, in the case of walking routes, 90 minutes of office time. Depending on the day, mail volume and route circumstances, the enforcement by management of a predetermined office time may result in violations of Article 19 of the National Agreement.

NALC addressed this false perception that all routes should have less than 60 minutes of office time or, in the case of walking routes, 90 minutes of office time in the Contract Talk article in the January edition of *The Postal Record*. I would encourage all carriers, if you haven't already, to be sure to read this article. Likewise, there are no handbook provisions related to stationary time on the street. You can read more about management's misuse of stationary time in the Contract Talk article found on page 42 of this *Postal Record*.

Over the years, management has used a variety of efficiency tools, computer programs and blanket-type policies to pressure city carriers while they are in the performance of their duties. This is nothing new. In the past, USPS has developed many programs including the Delivery Unit Volume Recording System (DUVRS), the Piece Count Recording System (PCRS), Projected Office Street Time program (POST), the Performance Engagement Tool (PET) and the Delivery Operations Information System (DOIS) to project letter carrier office and street time. Unfortunately, all of them have frequently been used in ways that violate the National Agreement.

Keep in mind, the use of any management-created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in Section 131.4 of *Handbook M-41*, the supervisor's scheduling responsibilities outlined in Section 122 of *Handbook M-39, Management of Delivery Services*, or the letter carrier's and supervisor's responsibilities contained in Section 28 of *Handbook M-41*. While carriers are required to follow the instructions of management, if those instructions violate these handbook provisions, they should contact their shop steward to investigate whether a grievance should be filed.

Carriers are in the best position to determine their daily workload and to estimate how long it will take to complete their routes. Be confident in your communication with management when you are fulfilling your reporting requirements, and don't be afraid to ask for overtime or auxiliary assistance if you need it. In my April *Postal Record* article, I explained what's required and how carriers should interact with management when estimating and reporting their workload. Follow the provisions of *Handbook M-41*, request and submit a PS Form 3996, get a copy to protect yourself, and communicate with your shop steward.

For decades, city carriers have expressed concerns about undue stress and anxiety created on the workroom floor by the misuse of these types of programs and blanket postal policies. When management issues these blanket statements about performance, don't be fooled into believing these arbitrary numbers and feeling pressured to achieve management's unrealistic expectations. By using the protections of the National Agreement and following the provisions of the *M-41*, city carriers can alleviate stress, reduce friction with supervisors, and rest a little easier.

# MRS updates



**James D.  
Henry**

**A**re you familiar with the Materials Reference System (MRS)? It is a key tool for many who are involved in the grievance-arbitration process. The MRS is a collection of contract administration materials assembled by NALC Headquarters Contract Administration Unit. The MRS Index contains summaries and, in some cases, the full text of many important national-level materials, including settlements of Step 4 grievances, national-level pre-arbitration settlements, memorandums, USPS policy statements, NALC publications and more, which help enforce the collective-bargaining agreement.

Although the appearance and layout of the MRS Index has substantially changed, compared to its 2014 publication, the new format now gives NALC Headquarters the ability to update the MRS in real time. This means that documents are frequently being added to be readily available for shop stewards, officers and more. Using the MRS will allow shop stewards to make proper arguments and have better formulated case files.

A complete list of MRS document summaries can be found at the bottom of the NALC “Resources” web page. Below are recent documents added to the MRS:

- **M-01990**—This MOU contains the agreed-upon procedures to follow when all city letter carrier assignments are permanently moved from an independent installation to a S&DC. The process outlined in this MOU does not apply when an installation is discontinued and/or consolidated, or when a station or branch is transferred or made independent in accordance with Articles 12.5.C.1, 12.5.C.2, and/or 12.5.C.3 of the National Agreement.
- **M-01991**—The process outlined in this MOU does not apply when an installation is discontinued and/or consolidated, or when a station or branch is transferred or made independent in accordance with Articles 12.5.C.1, 12.5.C.2, and/or 12.5.C.3 of the National Agreement.
- **M-01993**—This MOU regards the agreement of the national parties to allow regular workforce career employees covered by the USPS-NALC National Agreement to carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024.
- **M-01994**—This is a letter from USPS to NALC acknowledging that the bidding procedures outlined in

Article 12.3.A of the National Agreement are renewed effective May 21, 2023. Employees will be allowed to continue bidding during the period of ongoing contract negotiations and/or in the event of an impasse.

- **M-01995**—This is a memorandum of agreement in which the national parties agree that Step B teams are prohibited from citing or quoting regular panel arbitration awards in any decision unless the award is from the installation where the grievance arose and is relevant to the subject matter at issue.

**An important M-document commonly used by shop stewards is USPS Policy Letter Re: Arbitration Award Compliance (M-01517).** The USPS policy letter supports contractual language in Article 15.3.A of the National Agreement. It also is directed toward management, requiring them to bargain in good faith and honor settlements made. Compliance has been a significant reason for the rise in numbers of grievances at Step B and arbitration.

Recently, NALC was made aware of management’s arguments against M-01517. Management asserts that the postal policy is neither an agreement between the parties nor a precedent-setting MOU, and it is not part of the National Agreement or *Joint Contract Administration Manual (JCAM)*. If management makes an argument similar to the aforementioned, please make sure that you respond to that argument properly and refer to M-01517 policy letter as just that, *USPS policy*.

M-01517 was signed by Postmaster General Patrick Donahoe on May 31, 2002, and states in part:

Compliance with arbitration awards and grievance settlements is not optional. No manager or supervisor has the authority to ignore or override an arbitrator’s award or a signed grievance settlement. Steps to comply with arbitration awards and grievance settlements should be taken in a timely manner to avoid the perception of non-compliance, and those steps should be documented.

Please ensure that all managers and supervisors in your area are aware of this policy and their responsibility to implement arbitration awards and grievance settlements in a timely manner.

**For those of you who have been wanting to be more active in the union, do it! Being a shop steward, a dispute resolution team member, or holding any other position in the NALC is not for the faint of heart.** The NALC provides you with the National Agreement, *JCAM*, MRS and other resources and tools to help you succeed as a union representative. In the words of former First Lady Michelle Obama, “Your success will be determined by your own confidence and fortitude.”

## Frequently asked IRS questions



**Nicole  
Rhine**

**B**ranch officers often call NALC Headquarters with questions about financial issues. Many questions also surface during officer training. 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 Internal Revenue Service (IRS), bonding requirements and branch

record keeping. 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; or 2) The branch makes a payment to somebody who is not a member for services rendered to the branch, most commonly a contractor.

The 1099-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, 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 (LMRDA), 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 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

*(continued on page 40)*

# The overtime coin



**Mack I.  
Julion**

**I**f there is one thing that I have learned in my 25 years in the Postal Service, there are two sides to the overtime coin. For the past couple of years, especially right after the COVID-19 pandemic began, we have seen the worst side of the coin.

The Postal Service is now so understaffed that it is mandating that carriers every day work overtime that they otherwise would not work. Many are seeking medical documentation to avoid the constant mandatory overtime. Although Article 8 is supposed to have safeguards to limit the amount of overtime that a carrier is required to work, there is

really no way around it when you are as poorly staffed as the Postal Service is. That is why staffing is one of the primary issues that we are seeking to fix through negotiations, but resolving this latest crisis will require that the Postal Service step up to the plate financially.

As a practical business matter, staffing must be high on the priority list for the Postal Service if we are going to be successful in this very competitive market. While I have always believed that the Postal Service would rather be understaffed than properly staffed, the ability to hire and retain will hinge on properly compensating the letter carrier workforce.

Recently, I spoke with some members about what happens when their office is properly staffed, and there is actually a letter carrier on every assignment. This may be the ideal situation and bring welcome relief for those who just want to do “eight and skate,” but it can be traumatic for those who have become accustomed to the extra pay and the lifestyle the overtime pay provides. Although there are many carriers who complain about being overworked and burned out, there is another segment who are committed to *that life* of making all the money they can, while they can. These opposites generally have totally different views on life in the Postal Service!

**As union reps, our attention usually is focused on carriers who are being mandated to work the overtime that they do not want.** These members have accepted the job as advertised and want to go home after they complete their eight-hour assignment. A carrier shouldn't

be required to have an appointment or reason to go home, other than it is the end of their workday. And we shouldn't have to get medical documentation to state the obvious: It's in the best interest of our health to limit our workday to eight hours! An overburdened workforce can lead to more on-the-job injuries and a contentious and hostile work environment. (Sound familiar?) This has been the case for most post offices across the country during this latest staffing crisis.

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**“Carriers who have based their spending and lifestyle on the overtime pay will find themselves in a financial hole.”**

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Most will point to the mandatory overtime as being the source of the problem, but I believe that the overtime is in fact a symptom of the failure to properly staff our offices.

Those who have been in the Service for an extended period have seen this movie play out before. The abundance of overtime will disappear. When that happens, we will see the other side of the overtime coin. Carriers who have based their spending and lifestyle on the overtime pay will find themselves in a financial hole. The overtime they have come to depend on will no longer be there.

When I used to speak with new carriers at orientation or upon their conversion to career, I always warned them about how misleading overtime pay can be. If you look at the pay chart, I am sure you will find that there is no “base” salary over \$100,000. At the same time, there are many carriers who have already exceeded their *total* listed level of pay for the year. That in itself is not a bad thing, but it becomes problematic if you create your bills based on the overtime.

**We all agree that city carriers deserve a higher wage** across the board and that is what the NALC is fighting for; but overtime pay should be treated like “gravy” in addition to your base salary. This requires discipline, but we must learn to live within our means. The overtime pay will come and go. The important thing is to remember that it is not reliable, or the main entrée. It's just gravy. And with reports of letter carriers making more than double their listed salary, that is a *whole lot of gravy!* Just as we have seen in the past, the Postal Service will be properly staffed again because it is in the best interest of the company to do so, but this time it's going to cost them to get there!

# Clarifications on TIAREAP



**Christopher Jackson**

**L**ately, I have been receiving questions from members about the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). I want to use this month's article to provide an update on TIAREAP and answer a few commonly asked questions.

One of the most frequently asked questions about TIAREAP is: What is the status of the ZIP Codes (zones) being evaluated? Are routes being added, abolished and/or right-sized?

As of the end of June, approximately 800 zones had been evaluated and adjusted using TIAREAP. After the initial adjustments were implemented, more than 700 routes

had been added and 170 routes had been abolished with a net result of approximately 530 additional routes nationwide. Keep in mind, there are approximately 1,200 zones that are still pending evaluation and adjustment this fall. The remaining zones include the May opt-in period and any zones not completed from the previous opt-in periods. Remember also that TIAREAP includes a mandatory review process and many of the zones listed above are still pending this review, so additional routes may be added or abolished in the review process.

**During TIAREAP, carriers also have asked what expedited bidding is and how it works.**

When the Carrier Optimal Routing (COR) program is used to adjust routes, TIAREAP allows local branch presidents to decide whether the full-time city carriers in the zones being adjusted should have the opportunity to rebid the routes, before implementation of the adjustment, using expedited bidding. Expedited bidding allows full-time city carriers to select a bid assignment by seniority when routes are changed, eliminated or added as result of a route adjustment. If the branch president elects to do so, the expedited bid will start with the senior carrier in the zone, who gets to choose what will be their new assignment once the adjustment is implemented. Next, the second-highest carrier will choose, and then so on down the seniority list, until all the full-time carriers have selected an assignment. If there is more than one zone being adjusted in the office, the TIAREAP Guidelines (M-01983, page 21) allows the branch president to decide which zone(s), or if all zones, should have the opportunity to rebid.

**Another recent question has been about the reliability of the data being used for evaluation and adjustments.** Some carriers have expressed concerns that route times, stationary time and carrier activities recorded by the Mobile Delivery Device (MDD) might be inaccurate. You also might also be aware that, in some locations, management has begun issuing discipline for time-wasting practices, inefficiency or poor performance based solely on MDD stationary time. At times, as part of the discipline process, management has attempted to use TIAREAP data as justification for the charges. Unfortunately, local management may be unaware about how MDD breadcrumb data is gathered, compiled and evaluated in the route adjustment process. The use of this type of data for route evaluation and adjustment is very different in TIAREAP than what management is citing in the discipline process.

Each day, as the carrier delivers their route, breadcrumbs are generated by the movement of the MDD from one GPS location to another. These breadcrumbs are collected by the MDD, and when the device is cradled in the docking station at the delivery unit, the data is transmitted to a USPS computer program called Digital Street Review (DSR). Each day, the breadcrumbs are characterized by the DSR program into assumed carrier activities and used to create a virtual PS Form 3999 of the route. However, as described in this month's Contract Talk article, the MDD cannot know precisely what the carrier is or isn't doing when the MDD is stationary. The DSR program uses an algorithm to identify the most likely reason the MDD may be stationary and applies that carrier activity to the stationary event. Often, the identifier applied by DSR is inaccurate, and that is why during TIAREAP, the Route Evaluation and Adjustment Team (REAT) will consult with the carrier to make certain that all of the activities are properly recorded. The REAT evaluating the routes must review, investigate and edit the DSR carrier events to ensure that the entries accurately reflect the time and activities on the carrier's route.

Additionally, for a variety of reasons, the breadcrumbs might not be characterized properly by the DSR program. For each route evaluated, the REATs compile eight weeks of data, using information gathered in the consultation; edit as necessary to ensure data accuracy; and then develop the average street time. While the review and editing of this data can be time consuming for the REAT, doing so is absolutely necessary as the breadcrumbs alone cannot accurately evaluate a route.

**For a detailed explanation of management's obligations regarding street supervision, stationary time and disciplinary action, read this month's Contract Talk, found on page 36. If you want to learn more about joint route adjustments and DSR, read the TIAREAP article beginning on page 17 of the July 2022 edition of *The Postal Record*.**



# These tragedies were preventable



**Manuel L. Peralta Jr.**

**T**his month's column hurts. It hurts because management's actions or inactions contribute to how we behave and the decisions we make. Below, you will find that management, from the front-line level all the way to the top of this organization, is not interested in hearing the truth of how important it is to train all employees on how to acclimate to the heat or how to protect themselves from the hazard of extreme heat.

**In the summer of 2012, the heartland of America was under siege through a heat wave. The letter carriers delivering mail in that area were also under siege**

by their managers, because they were taking too much time to deliver the mail while they suffered through the heat. On July 23, 2012, John Watzlawick, a letter carrier from Independence, MO, had just returned to duty following a six-week medical absence, without any opportunity to acclimate to the heat at its worst. He barely made it through that day and eventually called his supervisor, who told him there was no help so he would have to continue. The next day John suffered again, called management, was again told there was no help, so he continued until he couldn't. John died on the afternoon of July 24, 2012.

The Occupational Safety and Health Administration (OSHA) conducted an investigation and issued a citation against USPS. The citation was contested by USPS and OSHA defended its actions before a judge from the Occupational Safety and Health Review Commission (OSHRC). The judge issued a scathing decision finding that the culture at the USPS pushed employees to continue working when its managers knew better but wanted to make their numbers. Why? Because their district manager was pushing from the top. The judge offered these words:

...From the very top of the management chain down to the floor supervisor, the message was clear: heat is not an excuse for performance issues. Mr. Behrends, the acting Officer in Charge at the time of the incident...gave sworn testimony that Gail Hendrix and Steve Erbland told him and other managers that heat does not matter and that employees should be able to perform within their expected delivery parameters regardless of the weather...

For further information, see my November 2014 column.

**On June 8, 2018, Daniel Rosenbach, of Branch 361, Lexington, KY, died of a heart attack, which was later proven to be triggered by the extreme heat. He had not received Heat Illness Prevention Training (HIPP), was not given a chance to acclimate to the heat, and he died after being assigned to carry a route by himself for the first time.**

**Just one month later, on July 6, 2018, Tri-Valley, CA Branch 2902 letter carrier Peggy Frank returned to work following a three-month medical absence, walking into a heat wave with the temperature reaching 117 degrees. She was not HIPP trained and she had not been given an opportunity to acclimate to the heat. She died that afternoon, and management attempted to deflect responsibility by chalking it up to other medical issues and her age. Shame on management. Management had been caught falsifying records claiming that Peggy had received the required HIPP training; she had not, as she was on medical leave when the training was conducted. OSHA failed to cite USPS for the falsification, which should have resulted in criminal penalties. Shame on OSHA.**

**The following summer, city carrier assistant Roslyn Westfall died as a result of the heat on June 27, 2019, in St. Louis, MO. She was not acclimated to the heat wave that area was experiencing. Further, she had informed management that she was not feeling well before they forced her to go out and deliver.**

**Two years later, brand new letter carrier Dalvir Bassi of Branch 193, San Jose, CA, who was delivering his route for the first time by himself, died on June 19, 2021. He, too, was not given the necessary HIPP training, nor was he given the chance to acclimate to the heat being experienced in that area.**

**At this point I am angry.**

I am angry that OSHA recently withdrew the citation issued in the death of Peggy Frank in late 2018, instead of defending it before a judge. Had OSHA, under the previous administration, cited the USPS for falsification of training records in the citation issue on the death of Peggy Frank, then we would be at trial before the OSHRC prosecuting the USPS for its falsification of training records.

*(continued on next page)*

## Tragedies (continued)

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We cannot control OSHA, but we can control our actions through the grievance procedure. Enforce the contract. I have been writing about this during the last few years. See my November 2022 column along with others.

### **I am also saddened.**

On June 20, 2023, Dallas, TX, letter carrier Eugene Gates Jr. died. Details are still being investigated, but many signs point to it being heat-related. National Busi-

ness Agent Shawn Boyd and his team, as well as Branch 132 President Kimetra Lewis and her team, are taking all actions possible to investigate and discover the truth. They do so with courage. They do so with care.

This afternoon I spoke with Kimetra, and asked if she would share her words from the funeral for Eugene Gates Jr. that was held on July 1.

Kimetra, the membership thanks you for sharing the following:



### **A resolution in loving memory of Eugene Gates Jr.**

“We, the members of the National Association of Letter Carriers Branch 132 wish to express our gratitude and respect for our beloved brother and friend, Eugene Gates Jr. It is written in the book of Colossians 3:23-24,

“And whatsoever ye do, do it heartily, as to the Lord, and not unto men; Knowing that of the Lord ye shall receive the reward of the inheritance: for ye serve the Lord Christ.”

**Whereas:** Eugene Gates’ commitment to obey the Lord through his work was demonstrated daily as he willingly served as a messenger of vital information. He was recognized by his coworkers and his superiors as the first employee to report for work and the first employee to complete his assignment. Eugene’s compassion for his work was extended to the customers he so faithfully served as a letter carrier at the Lakewood Post Office.

**Whereas:** Eugene Gates throughout his Postal career possessed the quality of kindness. A gift he expressed in many ways in his dealings with his coworkers and his friends. Eugene’s uniqueness made him admired and loved by all he met.

**Whereas:** The death of Eugene Gates was not expected; let it go on the record that his life was not in vain. The loss of Eugene brought attention to the working conditions at the United States Postal Service. His passing alerted the government to demand changes to protect the safety of the letter carriers while they perform their duties of service to the communities throughout the State of Texas. Through the media, the loss of Eugene has brought about public concern for the letter carriers who are not only essential workers; but who are the backbone of the United States Postal Service.

**Whereas:** Eugene Gates’ life displayed the characteristics of humility and meekness, God chose him as a vessel to bring about change. By his sacrifice, letter carriers across the nation will forever honor him.

Therefore, be it further resolved, that we, the members of Branch 132, know the deep loss and sorrow your family is experiencing. We want to share in your sorrow but at the same time we want to recognize that the Lord has called home to His presence a good and faithful servant. And, we know that the Lord was smiling as he welcomed Eugene to his heavenly reward saying, “Eugene, you accepted the assignment and completed the task.”

*This resolution is humbly submitted to the family of Eugene Gates Jr. on the behalf of the members of the National Association of Letter Carriers and was read with heartfelt sympathy by his branch president, Kimetra Lewis, on July 1, 2023.*

## FERS 101



**Dan Toth**

**I**t's important to understand the Federal Employees Retirement System (FERS) so that one understands how much money they need to save in addition (if any) to their FERS benefits in order to live their current or desired lifestyle in retirement. This column will focus on the basics of the FERS benefit.

FERS provides a defined benefit, which is precisely calculated, and one can predict their annuity given certain variables. This provides certainty over other benefits such as a defined contribution plan (e.g., the Thrift Savings Plan) so you are not dependent on your portfolio balance or variables outside of your control,

such as market fluctuations, interest rates or economic catastrophes, to name a few. The variables that have an impact on eligibility to retire and the calculation of the annuity are age, Minimum Retirement Age (MRA), high-3 average salary, and years of service.

To be eligible for an immediate voluntary retirement (aka a "regular" retirement), one must either be their MRA with 30 years of service, or age 60 with 20 years of service, or age 62 with five years of service. The MRA depends on one's year of birth and ranges from age 55 to 57. Those born in 1970 or after have an MRA of 57. Anyone with at least five years of service will be eligible to collect a FERS pension at 62, provided they don't request a refund of their FERS employee contributions after they leave service. It is important to note that an employee is technically eligible to retire at MRA and only 10 years of service (and the Postal Service will notify them that they are eligible), but unless they meet the criteria above for a regular annuity, they will face a severe and permanent reduction to their annuity.

Years of service also are important in the annuity calculation. Each additional month of service will result in an increased annuity at the time of retirement. Employees with military service and certain non-career federal service may be able to make a deposit for that time so that it counts as creditable service under FERS, thus increasing the annuity and possibly allowing one to be eligible for retirement at an earlier date. As of now, those with time as a city carrier assistant or a transitional employee (if performed after 1988) are not able to make a deposit for that time and receive credit toward retirement. The Federal Retirement Fairness Act could change that. This bill, awaiting introduction into

the House of Representatives, would provide a majority of our workforce with the opportunity to make a deposit for non-career service.

The high-3 average salary is what it sounds like, the highest three consecutive years of basic pay which excludes overtime, penalty time, night differential, etc. For letter carriers, this is typically the last three years prior to retirement.

The FERS basic benefit is calculated by multiplying years of service, the high-3 average salary, and a factor of either 1 percent, or 1.1 percent (0.01 or 0.011, respectively). One percent is the default factor, but those who retire at age 62 or later with at least 20 years of service would receive a factor of 1.1 percent, which amounts to a 10 percent increase in their basic benefit over the 1 percent factor.

Rather than calculating an estimate on your own, you can refer to *The Postal Record*, which frequently publishes Civil Service Retirement System and FERS annuity estimates — tables with years of service ranging from 20 to 40 years. As of the latest estimate, an employee with 30 years of service and a high-3 average salary of \$71,028 would gross \$1,776 per month (before a survivor benefit or other deductions) or \$21,312 per year (see pages 41-42). Employees can and should also request annuity estimates directly from the Postal Service as they approach retirement eligibility.

**The annuity is a lifetime benefit with inflation protection** through cost-of-living adjustments (generally starting after age 62) to retain its value over the years. Of course, the FERS benefit is just one component of any retirement. FERS was designed with the utilization of the Thrift Savings Plan and Social Security in mind and to work together for a healthy retirement.

The FERS Special Annuity Supplement is another important consideration that benefits those retiring prior to age 62. Generally, a retiree must be either their MRA with 30 years of service or age 60 with 20 years of service to be eligible. The supplement will stop at age 62, which coincides with Social Security retirement eligibility. One does not need to apply for the supplement; it will be automatically included in the annuity payment when entitled.

I recommend that every new employee grab a copy, either a hard copy from their branch or national business agent, or a digital copy on the NALC website of the booklet titled *Questions and Answers on FERS*. This booklet is a valuable resource, as it covers many common retirement questions, not just about FERS but also about Social Security, the Thrift Savings Plan, life and health insurance, survivor benefits and more.

# Are you being paid at the proper step?



**James W.  
“Jim” Yates**

**M**uch of the work I do goes beyond running the Mutual Benefit Association (MBA). I have many other duties for the NALC as assigned by the president. It is important to note that the NALC and MBA are two separate and distinct entities, even though there is some crossover.

Some of the other tasks I perform involve heading up the Uniform Control Committee and being a member of the Fiscal Committee, the Committee of Laws and the Contract Administration Unit. I also chair the Complement Subcommittee, which is part of the City Delivery and Workplace Improvement Task Force. This is the subcommittee responsible for adding locations to the all-career hiring model under the Memorandum of Understanding (MOU) Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers. In addition, I monitor the district city carrier assistant (CCA) caps and complete various other data- or pay-related tasks that affect the city letter carrier craft.

The focus of this article will be to help you to determine if you are being paid at the correct step. For most letter carriers, it is very simple: Count the number of weeks you have been a career employee and add up the waiting periods between steps to find your correct step. However, for some, it is not that easy.

**Did you work as a part-time flexible (PTF) at Step AA?**  
In the 2019-2023 National Agreement, a new step—Step AA—was added for PTF carriers only. The waiting period in Step AA to reach Step A is 46 weeks if you remain a PTF. When you convert to full time, you are to be given credit for the number of weeks you spent as a PTF and slotted into the correct step of the full-time pay scale. The full-time pay scale does not include Step AA; it begins at Step A. Article 9, Section 8 of the National Agreement states in relevant part:

Upon conversion to Full-Time, Part-Time Flexible employees in RSC Q7 (Table Two) will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

For example, if you were a PTF for 20 weeks at Step AA when you are converted to full time, your correct pay step would now be Step A with 20 weeks credit toward Step B on the full-time pay scale.

This credit is not applied only if you convert to full time while at Step AA. For example, if you were a PTF for 102 weeks (46 at Step AA, 46 at Step A and 10 at Step B) when you convert to full time, your correct pay step would be Step C with 10 weeks credit toward Step D.

**Did you serve as a transitional employee (TE) after Sept. 29, 2007?**

The MOU Re: Step Credit for Former Transitional Employees was added in the 2016-2019 National Agreement and remains in full force today. This MOU grants career letter carriers who served as a letter carrier TE after Sept. 29, 2007, up to four additional steps dependent on their length of service as a TE. The formula used for the number of additional steps as outlined in the MOU is:

Length of creditable TE service	Number of additional steps
2 years but less than 3 years	1
3 years but less than 4 years	2
4 years but less than 5 years	3
5 or more years	4

Former TEs can be rehired at any time, and they are to receive these additional steps once they are converted to a career city carrier if they qualify. Keep in mind that, in accordance with Appendix B, I. Non-Career Complement, 1. General Principles, Paragraph f, any TE time served after Sept. 29, 2007, is added to a CCA’s relative standing. If/when this puts them above 24 months of relative standing, they are to be converted to career status in accordance with the MOU Re: City Carrier Assistants – Conversion to Career Status.

**Were you affected by the promotion pay anomaly?**

From 2013 to Oct. 14, 2017, CCAs who were converted to career status into a grade 1 position and later bid to a carrier technician position (Grade 2) were given an increase of two additional steps and their waiting time for their next step was started over, because of the promotion rules in effect at that time. If these carriers bid back to a Grade 1 position, they lose these two steps in accordance with Section 422.225 b.(1) of the *Employee and Labor Relations Manual (ELM)*, which states:

(1) To Former Lower Grade. The employee is assigned to the step and next step date as if service had been uninterrupted in the lower grade since the last time held.

However, if these employees later bid back to a carrier technician position, they are placed back at the higher level as if they had never left. They would receive one or two of

*(continued on page 40)*

# Time for preventive check-ups



**Stephanie  
Stewart**

**I**t's hard to believe that we have turned another page of the calendar and that we are officially seven months into 2023. Though it seems like just yesterday that we celebrated the new year, made grandiose plans, and began preparing for the spring or summer months, we must acknowledge that the halfway point of the year has passed, leaving us with another closed chapter.

Many of the events we carefully planned and looked forward to are gone, and only memories remain.

Soon the summer will conclude, children will return to their classes, vacations will end, and

we will begin preparing for the start of another busy fall and holiday season. I know it's a dreaded topic, but it is reality, and our calendars will quickly fill up with more items to take care of.

Understandably, it does bring a slight sadness knowing time has passed so quickly, but the good news is that we still have five months of precious time before the year ends, and so much more can be accomplished.

So where do you start?

**As your Health Benefit Plan director, it would be remiss of me to not mention your health and the health of your family. With the school months right around the corner, I encourage you to schedule preventive check-ups and to make sure that your child's overall health is in a good place.**

Remember that when using a PPO provider, we cover the following: routine well-child visits, examinations and immunizations as described in the Bright Futures Guidelines provided by the American Academy of Pediatrics at 100 percent. For a complete list of the American Academy of Pediatrics Bright Futures Guidelines, you can go to [brightfutures.aap.org](http://brightfutures.aap.org).

Some of the covered benefits are:

- Initial examination of a newborn child covered under a family enrollment.
- Well-child care routine examinations through age 2.
- Routine physical exam (including camp, school and sports physicals)—one annually age 3 through 21.
- Examinations done on the day of covered immunizations, age 3 through 21.

In regard to covered immunizations for your child, you can visit the Centers for Disease Control and Prevention (CDC) website or go to [nalchbp.org](http://nalchbp.org) and click on the "Immunization Schedules" under Quicklinks. Please keep in mind that immunizations can change during the calendar year, but we provide links to the most current recommendations published by the CDC.

Your family's health is a priority, and our plan is to support your journey.

## **NALC HBP Seminar reminder**

Don't forget that the months also are closing in for the 2023 NALC Health Benefit Plan Seminar. From Oct. 15 to 18, the Plan will be hosting our 36th seminar in Las Vegas, NV, and we are hoping to see you there.

To register for the event, please complete the seminar registration form, which is included on our website, and submit it to the address on the bottom of the form. Please make sure to fill out all requested information, as we will need the complete details to accurately process your form.

The NALC Health Benefit Plan room rate at the Tropicana is \$149 plus \$20 resort fee and tax per room, per night. Keep in mind that you will need to complete this soon, as the room block is filling up and the Tropicana room rate guarantee cutoff for room reservations is Sept. 15.

For more information, please visit [nalchbp.org](http://nalchbp.org).

## **2023 Open Season supplies**

Coming soon, each branch will once again receive a 2023 Open Season Supply Request Form. Please make sure to fill out this form and return it to the NALC Health Benefit Plan in the pre-paid envelope by Aug. 31.

Once the form is completed and returned to the Plan, it will be entered into our system for future fulfillment.

As a reminder, at this time, the 2024 benefits have not been released and our Plan brochures and booklets are not currently in stock.

We continue to work closely with our union printers to receive an expedited shipment and will do our best to process all orders before the start of Open Season; however, there may be an initial delay after the form has been entered.

Keep in mind that although we will make a reasonable attempt to provide the quantities requested, orders may be reduced to ensure that every branch receives the materials needed for promotion of the Plan.

As has been said many times, we truly appreciate your help and look forward to another successful Open Season.

**Contract Administration Unit**

Paul Barner, Executive Vice President  
James D. Henry, Vice President  
Christopher Jackson, Director of City Delivery  
Manuel L. Peralta Jr., Director of Safety and Health  
Dan Toth, Director of Retired Members  
Jim Yates, Director of Life Insurance

# Street supervision, GPS data and disciplinary action

**I**n some areas of the country, NALC has received reports of management using data from the Mobile Delivery Device (MDD) as a basis for disciplinary action against city carriers. The current scanning device uses global positioning system (GPS) data to track the movement of letter carriers while on the route. The MDD tracks movement of the device by recording what is called “breadcrumb” data. In addition to tracking the movement of the MDD, the device also records the amount of time the scanner is stationary. In the discipline letters, management is alleging that city carriers are failing to perform conscientiously and effectively based on reported stationary events or cumulative stationary time recorded by the MDD. Management in these locations is attempting to substitute GPS data for actual street management and observations. This month’s Contract Talk will help explain management’s responsibilities when performing street supervision and when deciding if a carrier is not satisfactorily performing their street duties.

*Handbook M-41, City Delivery Carriers Duties and Responsibilities* reminds city carriers that they may be supervised anytime while they are working. Section 16 of the *M-41* states: “Carriers may expect to be supervised at all times while in performance of their daily duties.”

While carriers should expect to be supervised at any time, management has certain responsibilities when performing this street supervision. These requirements are found in Section 134 of *Handbook M-39, Management of Delivery Services*, which states in pertinent part:

134.12 Accompanying carriers on the street is considered an essential responsibility of management and one of the manager’s most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times.

Section 134.3 of the *M-39* also identifies specific circumstances that may require additional street supervision:

Certain criteria may call attention for individual street supervision. When overtime or auxiliary assistance is used frequently on a route (foot, motorized, parcel post, collection, relay), when a manager receives substantial evidence of loitering or other actions or lack of action by one or more employees, or when it is considered to be in the interest of the service, the manager may accompany the carrier on the street to determine the cause, or meet the carrier on the route and continue until such a time as the

manager is satisfied. No advance notice to the carrier is required.

While there is no requirement for management to notify carriers in advance, Sections 134.21 and 134.22 of the *M-39* provide the proper approach management must use for conducting street supervision:

134.21 The manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above board manner.

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

This section of the *M-39* requires management to use a straightforward, upfront manner and not to spy on carriers when supervising them on the street.

As reported, in some places management is attempting to use GPS data as an alternative to physical street supervision. GPS data is not always accurate and does not tell the whole story.

When discussing the value of MDD GPS data, city carriers should be aware the computer systems involved record stationary time when the MDD appears to not be moving from one GPS location to another. Stationary events are recorded in USPS’s Delivery Management System (DMS) or Regional Intelligent Mail Server (RIMS).

**There are a variety of reasons why a letter carrier and their MDD may be recorded as stationary.** For example, the MDD might not register as moving if the carrier is servicing a centralized mail location or cluster box unit (CBU). Perhaps the MDD isn’t moving because the carrier is picking up parcels or fueling the delivery vehicle. Electronic stationary time could be recorded while the carrier is on their break or lunch, or is replenishing mail. The MDD may be inactive when the carrier is using a comfort stop to recover and hydrate from the heat. Stationary time, in and of



itself, is not a violation of any handbook or manual. The absence of movement of the MDD does not mean the carrier is not working.

MDD connectivity also can affect the reliability of the GPS and breadcrumb data obtained. Like a cell phone, the MDD sends and receives information, including GPS data, when connected to a cellular network. Also, like cell phones, walls, vehicle roofs, tall buildings, mountains and other obstructions can interfere with the scanner's connection to the network. This could affect how accurately the scanner records the movement and positioning of the device. Additionally, extreme weather, inaccurate mapping and insufficient cellular service can have an impact on the accuracy of GPS and breadcrumb data. A malfunctioning or dead battery also can negatively affect how accurately the MDD communicates over the cellular network. GPS data and any associated reports must always be reviewed for errors. Any perceived time-wasting practices alleged against city carriers should be documented with actual street observation.

**In order for management to sustain any disciplinary action against letter carriers, it must satisfy all of the requirements related to the just cause principle contained in Article 16 of the National Agreement. Simply put, the just cause provision requires a fair and provable justification for discipline.**

The *Joint Contract Administration Manual (JCAM)* defines just cause into six sub-questions that arbitrators use when deciding whether to uphold disciplinary action. These questions are summarized here, and the complete explanation of just cause can be found beginning on *JCAM* page 16-1.

- **Is there a rule?** If so, was the employee aware of the rule? Was the employee forewarned of the disciplinary consequences for failure to follow the rule?
- **Is the rule a reasonable rule?** Management must make sure that rules are reasonable, based on the overall objective of safe and efficient work performance. Management's rules should be reasonably related to business efficiency, safe operation of our business, and the performance we might expect of the employee.
- **Is the rule consistently and equitably enforced?** A rule must be applied fairly and without discrimination.

- **Was a thorough investigation completed?** Before administering the discipline, management must make an investigation to determine whether the employee committed the offense. Management must ensure that its investigation is thorough and objective.

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**“As reported, in some places management is attempting to use GPS data as an alternative to physical street supervision. GPS data is not always accurate and does not tell the whole story.”**

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- **Was the severity of the discipline reasonably related to the infraction itself and in line with that usually administered, as well as to the seriousness of the employee's past record?**
- **Was the disciplinary action taken in a timely manner?** Disciplinary actions should be taken as promptly as possible after the offense has been committed.

The fourth sub-question of just cause requires that before the decision to impose discipline is made, management must conduct a full, fair and impartial investigation, including giving the letter carrier an opportunity to respond to the charges. It is evident that there may be many reasons why city carriers' GPS data may be unreliable or show the MDD as stationary. These stationary events may or may not be accurate; it is management's burden to prove the charges in the disciplinary action are substantiated.

**As communicated in this article and the *JCAM*, management has specific contractual and handbook responsibilities it must fulfill when assessing city carrier performance, effectiveness and efficiency. As always, if a carrier has been issued a disciplinary action letter, the carrier should provide a copy of it to their steward immediately. The steward can then investigate to determine if management has satisfied its obligations when issuing the discipline.**

## Improper job offers



Regional Workers' Compensation Assistant Coby Jones

**T**he ultimate goal of the Office of Workers' Compensation Programs (OWCP), like all other workers' compensation programs, is to return injured employees to work. OWCP regulations, in fact, require partially disabled employees who are able to work in some capacity to seek employment with the help of the employing agency and OWCP. The implementing regulations of the Federal Employees' Compensation Act (FECA), at 20 CFR § 10.500(b), provide:

Each disabled employee is obligated to perform such work as he or she can, and OWCP's goal is to return each disabled employee to suitable work as soon as he or she is medically able.

This goal represents sound social policy. The benefits of returning to work are many: The employee returns to gainful employment, making the most of his or her skills and abilities while the Postal Service also profits from these skills and abilities. As a union, we have learned over the years that most injured letter carriers who have partially recovered from their injuries are better off socially, financially and emotionally if they can return to some sort of work.

**It is OWCP's policy to make every reasonable effort to return the injured worker to the employing federal agency first.**<sup>1</sup> Beyond this policy, the Postal Service is contractually and legally obligated to make every effort to assign limited-duty work to employees who have partially recovered from an on-the-job injury. *The Employee and Labor Relations Manual (ELM)*, Section 546 outlines these obligations. NALC shop stewards routinely and successfully file limited-duty grievances to enforce this strong obligation.<sup>2</sup>

As part of the return-to-work process, OWCP regulations found at 20 CFR, Section 10.507 require the Postal Service to make the limited duty or rehabilitation assignment job offer in writing. The job offer must include a description of the duties of the position, the physical requirements of those duties, and the date by which the employee is either to return to work or notify the employer of his or her decision to accept or refuse the job offer. The employer must send a complete copy of the job offer when it is sent to the employee.

Partially recovered employees refuse such job offers at their peril. In the case of a job offer that OWCP has determined is permanent and "suitable," under 5 USC, Section 8106(c)(2), a refusal will result in the permanent termination of all future wage-loss compensation and schedule awards. If OWCP deems the job offer temporary, under 20 CFR 500(a) a refusal will result in the suspension of wage-loss compensation for as long as the temporary assignment is available.<sup>3</sup>

Ideally, the duties included on the job offer should conform to the work restrictions to which OWCP has given weight of medical evidence. Unfortunately, this is not always the case. Injured letter carriers all too often find themselves in the predicament of receiving a job offer from the Postal Service that exceeds their accepted work restrictions. Regrettably, OWCP relies on USPS to accurately describe the work duties on the job offer and it is OWCP's practice to accept at face value USPS's assertion that the work duties fall within the accepted restrictions. Because of this, it is very hard for the injured worker to correct an inaccurate job offer through OWCP, either during an initial suitability determination or through OWCP's appellate process after a permanent sanction or temporary suspension has been imposed.

**Inaccurate or improper job offers should be corrected through the grievance process.**<sup>4</sup>

- A job offer is improper if the work duties fall outside of the injured letter carrier's medical restrictions.
- A job offer is improper if the Postal Service misrepresents the work duties to OWCP and erroneously claims that they fall within the injured letter carrier's medical restrictions.

In almost every case, because of the severe sanctions involved in a refusal, the injured letter carrier should accept the job offer. But they should also immediately file a grievance if the duties exceed the work restrictions that OWCP has accepted. Every grievance should both document the accepted work restrictions and provide detailed evidence and explanation as to how the offered duties do not conform to or exceed the restrictions. The remedy should include retraction of the job offer and a letter from the Postal Service to OWCP explaining that the offered duties, in fact, fall

*(continued on next page)*

<sup>3</sup> In both instances, the claim will remain open for medical benefits only as long as the injured still suffers residuals of their accepted conditions.

<sup>4</sup> The Members Only portal of the NALC website also contains a grievance starter for improper job offers.

<sup>1</sup> FECA Procedure Manual 2.0814.3

<sup>2</sup> The Members Only portal of the NALC website contains both a grievance guide and grievance starter for limited-duty grievances.



## Updates



Assistant to the President for Community Services  
Christina Vela Davidson

**B**elow are additions and corrections to the 2023 Stamp Out Hunger Food Drive

numbers published in the July *Postal Record*. The national total now stands at 43,251,251 pounds, up from 42,033,910 pounds reported last issue.

Region	Branch	State	Name	Pounds Collected
4	6478	AR	Earle, AR	950
1	2525	CA	Escondido, CA	65,571
1	1439	CA	Ontario, CA	39,300
9	958	GA	Waycross, GA	3,500
2	1409	ID	Nampa, ID	16,723
3	706	IL	De Kalb, IL	16,100
3	953	IL	Princeton, IL	12,213
14	51	MA	Fall River, MA	92,260
7	864	MN	Brainerd, MN	3,650
5	1015	MO	Cape Girardeau, MO	12,000
5	390	NE	Grand Island, NE	59,086
15	693	NY	Westchester Mgd., NY	31,000
2	2558	OR	Tillamook, OR	1,917
12	2248	PA	Weatherly, PA	945
7	659	SD	Yankton, SD	3,900
8	1079	TN	Greeneville, TN	3,600
8	364	TN	Clarksville, TN	8,478
10	404	TX	Waco, TX	8,956
10	505	TX	El Paso, TX	127,170
2	2171	UT	Price, UT	11,891
14	521	VT	Burlington, VT	32,649
2	130	WA	Tacoma, WA	105,345
			Rurals	13,018
			SOH Donor Drive	424,860

**Veterans:** October will be here before you know it, and I will have to turn in the names of members of the NALC Veterans Group to *The Postal Record*. If you have not joined the NALC Veterans Group and you are a veteran, please do so, so you can be recognized in the November *Postal Record*.

You can sign up online at [nalc.org/join-veterans](http://nalc.org/join-veterans) or complete the sign-up card on page 9 of this issue of *The Postal Record* and mail it in. You also can go on the NALC website to download the card. Once you've done that, simply print it out, complete it and mail it in.

## Improper job offers (continued)

(continued from previous page)

outside the injured worker's accepted limitations.

Finally, an important caveat. Under Article 21.4 of the *Joint Contract Administration Manual (JCAM)* it states:

*The Office of Workers' Compensation Programs has the exclusive authority to adjudicate compensation claims and to determine the medical suitability of proposed limited duty work.*

This language has led to the misconception on the part of some NALC stewards that they cannot file grievances over job offers. The term "suitability" regarding limited duty in the *JCAM* is a "term of art" within OWCP. Whether or not a job offer is "suitable" is a formal determination made by OWCP that the work in the offer (as described by the employing agency) conforms with

the work restrictions to which OWCP has given weight of medical evidence.

While the union cannot file a grievance over OWCP's determination that a limited duty job offer is "suitable," the union should always file a grievance if the Postal Service's job offer is improper because it misrepresents the work duties. Stewards and advocates, when making their case, should avoid using the terms "suitable" and "suitability." Instead, the issue should be whether or not the job offer improperly misrepresented the nature of the listed duties.

**It's in everyone's interest that the injured employee's return to work is a success story.** Sometimes we have to file grievances to make sure that happens.

## Getting back on track



Christina Vela Davidson



**A**s stated on the Muscular Dystrophy Association (MDA) website, “The freedom to walk, to talk, to run and play. To laugh, to hug, to eat—even breathe. Each day these freedoms are taken away from kids and adults with muscular dystrophy, ALS and related diseases that weaken muscle strength and limit mobility. Together we can change that.”

Branches that have donated time and effort toward this goal deserve special mention for what they’ve done. For many years we held the distinct honor of being the top-performing national sponsor for MDA. My goal is for NALC to one day again be among the very top contributors MDA relies on until a cure is found. I know we can do it.

With all that is happening with the national economy, you are doing a fantastic job and I can only ask that you keep up the good work. Since the COVID-19 pandemic ended, we have been increasing our contributions to MDA and making our way close to the million-dollar-per-year mark. I believe we will get there once again.

A “can-do” attitude goes a long way with community service. Keep up the great work; we are on our way to another awesome year for MDA. I give all the credit to you all!

**Correction:** The 2022 MDA Honor Roll, which appeared in the April issue of *The Postal Record*, mistakenly included in the Headquarters total \$6,320 raised by Willingboro, NJ Branch 5801 at the branch sales during the Chicago convention.

**Just a reminder:** If you want any of your branch events to be shared, please send them to [mda@nalc.org](mailto:mda@nalc.org) or [social@nalc.org](mailto:social@nalc.org) to be posted on social media. Remember to send copies of all items to MDA so we can properly give your branch the correct credit for the 2023 year.

### Secretary-Treasurer

## Frequently asked IRS questions (continued)

*(continued from page 32)*

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 provided 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.

### Director of Life Insurance

## Proper step (continued)

*(continued from page 34)*

their steps back, depending on the change in their waiting period when they were originally promoted and how many weeks they served at the lower grade. This is in accordance with Section 422.123a(4) of the *ELM*, which states:

When a repromotion occurs, the employee is assigned to the step in the repromoted grade, or its equivalent, with waiting period credit toward the next step date as if he or she had remained continuously in that previously held grade.

If you have concerns that you are not being paid at the appropriate step, you should contact your shop steward or branch officer.

**For information regarding any of the MBA products,** please call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m., or call 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. (Eastern time). You also may visit our website at [nalc.org/mba](http://nalc.org/mba).

## Monthly FERS annuity payments for letter carriers who retire on Oct. 1, 2023

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 Oct. 1, 2023. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O 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 <sup>2</sup>	CC Grade 1 / High-3 Average <sup>1</sup> : \$71,028			CC Grade 2 / High-3 Average <sup>1</sup> : \$72,519		
	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>
20	\$1,184	\$118	\$1,065	\$1,209	\$121	\$1,088
21	1,243	124	1,119	1,269	127	1,142
22	1,302	130	1,172	1,330	133	1,197
23	1,361	136	1,225	1,390	139	1,251
24	1,421	142	1,278	1,450	145	1,305
25	1,480	148	1,332	1,511	151	1,360
26	1,539	154	1,385	1,571	157	1,414
27	1,598	160	1,438	1,632	163	1,469
28	1,657	166	1,492	1,692	169	1,523
29	1,717	172	1,545	1,753	175	1,577
30	1,776	178	1,598	1,813	181	1,632
31	1,835	183	1,651	1,873	187	1,686
32	1,894	189	1,705	1,934	193	1,740
33	1,953	195	1,758	1,994	199	1,795
34	2,012	201	1,811	2,055	205	1,849
35	2,072	207	1,864	2,115	212	1,904
36	2,131	213	1,918	2,176	218	1,958
37	2,190	219	1,971	2,236	224	2,012
38	2,249	225	2,024	2,296	230	2,067
39	2,308	231	2,078	2,357	236	2,121
40	2,368	237	2,131	2,417	242	2,176
Each additional year <sup>5</sup>	59.19	5.92	53.27	60.43	6.04	54.39

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2020, and Sept. 30, 2023, at Step O (formerly Step 12).

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 \$523.75 per month if for self plus one (code 323), \$457.82 if for self and family (code 322), or \$223.12 if for self only (code 321) 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-three average salary.

## Monthly CSRS annuity payments for letter carriers who retire on Oct. 1, 2023

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 Oct. 1, 2023. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step O 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.

	CC Grade 1 / High-3 Average <sup>1</sup> : \$71,028			CC Grade 2 / High-3 Average <sup>1</sup> : \$72,519		
Years of Service <sup>2</sup>	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>
20	\$2,146	\$192	\$1,954	\$2,191	\$197	\$1,994
21	2,264	204	2,060	2,312	209	2,103
22	2,382	216	2,167	2,432	221	2,212
23	2,501	228	2,273	2,553	233	2,320
24	2,619	239	2,380	2,674	245	2,429
25	2,738	251	2,486	2,795	257	2,538
26	2,856	263	2,593	2,916	269	2,647
27	2,974	275	2,699	3,037	281	2,756
28	3,093	287	2,806	3,158	293	2,864
29	3,211	299	2,912	3,278	305	2,973
30	3,329	310	3,019	3,399	317	3,082
31	3,448	322	3,126	3,520	330	3,191
32	3,566	334	3,232	3,641	342	3,299
33	3,685	346	3,339	3,762	354	3,408
34	3,803	358	3,445	3,883	366	3,517
35	3,921	370	3,552	4,004	378	3,626
36	4,040	381	3,658	4,125	390	3,735
37	4,158	393	3,765	4,245	402	3,843
38	4,276	405	3,871	4,366	414	3,952
39	4,395	417	3,978	4,487	426	4,061
40	4,513	429	4,084	4,608	438	4,170
41	4,632	441	4,191	4,729	450	4,278
41+11 months & over <sup>5</sup>	4,735	451	4,284	4,835	461	4,374

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

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2020, and Sept. 30, 2023, at Step O (formerly Step 12).

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 \$523.75 per month if for self plus one (code 323), \$457.82 if for self and family (code 322), or \$223.12 if for self only (code 321) 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-three 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-three average on the basis of unused sick leave accumulated under CSRS.



## From the Trustees

**R**ed, white and blue “hot and kool” time at Nalcrest. The Fourth of July celebration was red-hot, with residents cooling off in the auditorium. The heat index caused the party to be moved inside from the traditional outdoor venue near the lake. That didn’t stop the patriotic revelers from showing their spirit with music, dancing and song. Happy birthday, America! Next big event at Nalcrest is the Labor Day Picnic on Sept. 4.

Save the date: Nalcrest turns 60, and what a great event that will be Feb. 1-2, 2024. More details to follow that will be published on the NALC website and in *The Postal Record*.

Always improving Nalcrest: Major improvements to the water and sewer systems infrastructure are being planned between now and the end of the year. Residents and staff will be notified at every stage of the process to ensure a safe and productive completion of the work.

There are still lots of members on the waiting list to live at Nalcrest—approximately 350—

so, as always, if you are an active carrier and are thinking about retiring in the next three years or so, submit your application. If you change your mind, all deposits are refundable, no questions asked.

From Aug. 24-25, the Florida State Association of Letter Carriers (FSALC) will host its 77th biennial convention in Naples. Many retirees from branches in Florida will be in attendance, to include Fred Rolando, Tony Diaz and me, who will report on Nalcrest to the delegates and sponsor an ad in the convention booklet.

In sympathy: The president of the Florida AFL-CIO, Mike Williams, lost his life in a water-related accident on June 17. I had worked with Brother Williams for many years as the representative for the FSALC as the designee to represent letter carriers.

It is a tragic loss to the labor community and for organized labor in Florida. Mike was a friend and a true union brother, and he will be missed.

*Matty Rose*

## Apply to live at Nalcrest

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

## Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz



Above and right: Nalcrest residents enjoy a Fourth of July celebration complete with food, music and dancing. Because of extreme heat, the event was moved indoors.

# State Summaries



The Illinois State Association presented a Community Service Award to Chicago Branch 11 member Matthew Jeter in June.

## California

Here we go again! Some House members just recycled harmful proposals that relate to all of us. Reps. Kevin Hern and Ben Cline, under the guise of “protecting America’s economic security,” want to do the following: eliminate pensions for new employees; increase the amount we pay into FERS for our pensions, with no benefit in return; eliminate the FERS special retirement supplement; eliminate COLAs for CSRS and FERS retirees; calculate pensions using high-5 as opposed to high-3; give a flat amount to each employee for health insurance as opposed to a percentage; make sure that new employees will not receive health insurance after retirement; and last, but not least, eliminate time on the clock to process grievances (official time).

Scary, huh?

The economic proposals are bad enough. To illustrate, take the Republican Study Committee’s (that’s the group making the pitch) getting rid of the FERS special retirement supplement. If you retire at age 57 with 30 years of creditable service, you receive, besides your pension, a supplement (which lasts until age 62). The supplement would be approximately \$1,200 a month. Multiply that figure by 60 months, and that’s \$72,000. That’s your money!

How about no COLAs for retirees? So when you retire, let’s say, your pension amount is \$1,763 a month (based on the June *Postal Record*, page 49). And that’s before anything is taken out for things like health insurance or a survivor annuity. Well, 30 years after you hang up the satchel, your pension is still \$1,763 a month! Bet that won’t pay for much at that point.

And what if your steward cannot work on grievances on the clock? Well, that means your local would have to pay for all such time off the clock. You know what that means. We would be bankrupt.

Unionbusting 101, folks.

*Eric Ellis*

## Florida

Florida’s labor community, including the FSALC, is deeply saddened by the pass-

ing of Mike Williams, president of the Florida AFL-CIO. Mike passed away due to a water accident on June 17 at his home in St. Marks, FL. The Florida AFL-CIO is comprised of more than 500 local unions and state union associations representing 1.6 million members and retirees.

After being elected president of the Florida AFL-CIO in 2009, Mike helped revitalize the vision of labor in Florida to represent all workers and fostered alliances with community, immigrant and faith-based groups in the form of the Working Family Lobby Corp. Mike worked tirelessly on behalf of organized labor throughout Florida. He dedicated his life to the fight for justice and dignity for Florida’s working men, women and families. He was a strong leader and friend, and his passing is a great loss to Florida’s labor community. *Sine die*, my brother.

From June 23-24 at the Branch 1477 union hall in Pinellas Park, FL, there was a two-day OWCP training session conducted by Region 9’s RWCA instructors, Misty Wenger and Dexter Lester. The class size was limited to 25 due to the intensive training covering all aspects of OWCP. There were 22 carriers from five Florida branches and three carriers from Georgia.

In last month’s summary, I estimated that the state of Florida would get close to 5.5 million pounds of food during the Letter Carriers’ Food Drive. The results are in, and Florida branches collected a total of 6,131,688 pounds of food. Congratulations are in order for Branch 1091, winner of Category 2; Branches 599, 1477 and 53 for being first, second and third in Category 3; Branch 2008 for being third in Category 4; and Branches 1779 and 2689 for being first and third in Category 6. Good job, carriers.

*O.D. Elliott*

## Kentucky

Here’s more from our recent KYSALC state convention in Louisville. Thanks again our host, Branch 14 and all its members, and Tony Weddle, president. We were also treated to information from National Director of Retired Members Dan Toth. He specifically described the impact that Congress has upon USPS and the lives of all NALC members. We are all subject to congressional and agency oversight.

## 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.

Regulations, revenue, letter carrier protections from crime and daily harsh environments, as well as other issues are all subject to oversight.

How can you help NALC protect our members? Based upon this scribe’s review of contractual raises and COLAs that NALC negotiates with USPS to keep intact, we all can easily give something to the Letter Carrier Political Fund. Union funds cannot always be used in the political arena to educate and lobby members of Congress. So, we remind all of our branch presidents as we did in Louisville: Have a plan to sign up members to contribute to LCPF. You can call me or LPO Matt Tanner to easily sign up.

Also, numerous thanks to K-I-M NBA David Mudd, RAAs Ronnie and Kyle, and their staff for all their help before and into the convention. Mark Feb. 24-25, 2024, on your calendar for our KYSALC district meeting in Ashland. Branch 745 President Jason Haywood and his members promise an exciting and relaxed meeting in a renewed facility and hotel.

*Bob McNulty*



A mail jumper delivers mail from a moving vessel around Lake Geneva in Wisconsin.

## Wisconsin

Neither snow, nor rain, nor heat, nor mail jumper dock delivery shall keep the postmen from their appointed rounds.

Yes, that is correct—there are only a handful of places left in the country where mail is still delivered by boat. In Williams Bay and Fontana on Lake Geneva, WI, from June 15 to Sept. 15, the Walworth mail boat departs every day at 10 a.m. with a load of passengers, mail, newspapers and a unique, agile and athletic “mail jumper.” They deliver to about 75 homes around the lake by jumping off the moving boat as it navigates between the piers on the shoreline. The mail person jumps off the moving boat, deposits the mail, grabs any outgoing mail and jumps back onto the boat, all the while it is moving.

Some days are more challenging than others, for both the captain and the mail person. Sometimes the delivery ends with a splash in the lake! The mail route is a two-and-a-half-hour cruise with narration of Lake Geneva and its ties to Chicago. The tour includes Wrigley Estate, the village of Williams Bay and Fontana. The mail boat delivers mail six days a week, with the special Sunday newspapers dock delivery.

Lake Geneva is only an hour north of Chicago. Next time you are in the neighborhood, come relax, enjoy the scenic beauty of Lake Geneva and see the mail jumper in person. Visit [cruiselakegeneva.com](http://cruiselakegeneva.com) for more information.

In solidarity—

*Dawn Ahnen*



**Bergen County Merged, NJ Branch 425 Executive Vice President Al Valverde (r) presents a 70-year membership plaque to retiree Tony Listro. Also pictured is Tony's son, Michael (l), who retired this year.**

## Anchorage, Alaska

Four of our retirees recently passed away. Retired members Dave Powell (Russian Jack station), Dave Perkins (Lake Otis station), John Mason (Lake Otis station) and Tom Rush (Midtown station) all passed away within months of each other.

Dave Powell had been retired for almost six years, Dave Perkins retired for more than a decade, but John and Tom had only been retired for five and three years, respectively. It has gotten a few people thinking about retiring.

The NALC will be there to help the survivors get the benefits their loved one earned. I've been working with these families by helping fill out the forms and ensuring that the proper documents are attached. When we have retirement seminars, retirement processing or a member retires, we provide them with the pamphlet from the NALC, *When a retired letter carrier dies...*

You can view it online, which you can then download and print out. Go to the NALC homepage and select the tab for "Workplace Issues" and navigate to the "Retirement" tab. At the bottom of the page is a link for "Useful Publications," which once selected, will populate the various materials the NALC provides, including the pamphlet I referred to above.

The pamphlet also is useful when a spouse predeceases a retired carrier. It has a suggested boilerplate letter that you will send to OPM

along with the death certificate. Don't forget to fill it out for your survivors. They will thank you later. One thing many families struggle to find is the CSA number given by OPM at retirement and what life insurance benefits the retiree selected at retirement.

Not only as an active carrier, but even in retirement, it pays to be a member of the NALC for the services we provide even after you are gone.

*Jim Raymond, Branch 4319*

## Bergen Co. Mgd., New Jersey

I started in 1971, and I was probably one of the few carriers who actually enjoyed working in the heat. It was not until 1973 that the USPS changed its dress code and allowed carriers to wear shorts to work. I did not run out right away to buy the shorts, as the bottom of the shorts ended just above my knees (depending on your height), and you also had to wear

these long, black elastic socks that came all the way up to the bottom of your knee. So only your kneecap kept cool—granted it was much easier to walk, and years later they allowed you to wear much shorter white socks, which I wore all summer long. For me, it was much easier delivering in the summer heat than putting up with the windy, cold and snowy days.

Stay informed; attend your union meeting.

*Dennis Spoto, Branch 425*

## Centennial, Colorado

At our last branch meeting, four new carriers showed up and were sworn in by Vice President Danny Chavis. There were 29 new members added to our rolls; the Postal Service continues to hire.

This last group are all PTFs—our branch now has the luxury of not having to deal with the two-tier workforce anymore. All-career letter carrier means years of service that count toward retirement starts 90 days after hire date. With lost years of working and not getting recognition, I imagine former CCAs are now wondering how to recover that time—and the answer lies in contacting your congressional representative, because we are still considered government workers.

During the meeting, we heard from sister Jackie Skene about the importance of contributing to NALC's political PAC, LCPF. Congress still governs a lot about how the Postal Service pays its workers, so it is important to

have representatives who will fight for our interests. This is a non-partisan fund that does not use union dues—only voluntary contributions.

It was interesting to hear from those four newbies. All are in for a career with benefits—pretty much the same reason anyone becomes a letter carrier. With just a high school diploma, there is a chance you can learn a craft that pays above average, have a strong union watching out for your safety, and enjoy many benefits that get better as your career progresses.

Finally, I want to reach out to all of the retired carriers from Branch 5996 and invite you to our semi-monthly breakfast gathering on the second and fourth Thursday; it begins at 9 a.m. and is held at the IHOP in Englewood. Sharing memories and meeting up with former case mates is fun.

In unity,

*Barb Larson, Branch 5996*

## Paterson, New Jersey

Just a friendly reminder that, during the summer months of July and August, there are no regularly scheduled monthly union meetings. This is done for a variety of reasons. Summers are short here in New Jersey, and allowing our members as much time together with their families is a very important part of solidarity within a family. Enjoy as much time as possible with your family and friends. Take the approved time you have earned and need to spend as much time with your family and friends.

Stay well, stay hydrated and be safe.

*Joseph Murone, Branch 120*

**NALC Member App**

Available for free in the Apple App Store and the Google Play Store

# DOHERTY & DONELON SCHOLARSHIPS

**Deadline: This form must be returned to NALC Headquarters no later than December 31, 2023.**

## 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, 2023.

## 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, 2024. (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, 2024.

## Regulations

- Scholarship is to be used toward pursuing undergradu-

ate 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 his/her local NALC branch or enters supervision, scholarship will be canceled.

## Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing 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 which 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 2023-24 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 branch officer

Signature of NALC parent member  
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. \_\_\_\_\_

Title \_\_\_\_\_ Date \_\_\_\_\_

This form must be returned no later than Dec. 31, 2023, 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.





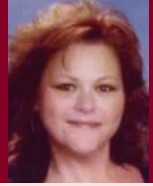
Cynthia Martinez  
President

## National Auxiliary Board

News and updates from the officers



Crystal Bragg  
Secretary



Samantha Yerg  
Treasurer

### From the President

**H**ello, sisters and brothers. I hope you are all keeping cool when you can. Phoenix hit 116 degrees the first week of July. It almost burns your skin to be outside. My heart goes out to our letter carriers—they are working so hard in this unrelenting heat.

Linda Becker from our Texas Auxiliary reminded me that July 1 was National Postal Worker Day. Thank you, Linda; it is nice to have a special day for our carriers.

I had the pleasure of attending the New Mexico state convention this summer. I was hosted by Tessy Fisher, local and state president of the NALC Auxiliary, and her husband, Daniel De Baca. They treated me to a real train ride to Santa Fe. We had a great New Mexican dinner and visited a quaint old bookstore full of treasures.

The next morning, we set out for Hobbs, NM. The terrain was breathtakingly beautiful on the ride.

The 91st New Mexico state convention was held at the Fairfield Inn and Suites in Hobbs. Hobbs Branch 3727 President David Najera was very welcoming, as were all of the letter carriers there.

When we arrived, Tessy set about organizing the items for the Country Store. It was tasteful and successful. Tessy also raffled off a beautiful Coach bag to a lucky winner.

Saturday morning, I was fortunate to attend the retirees breakfast buffet in town; it was delicious.

NALC Director of Health Benefits Stephanie Stewart, Region 10 National Business Agent Shawn Boyd and I were invited to speak.

Upon returning, it was time for the memorial service. Tessy had decorated the area beautifully with white roses. The branches and the auxiliary participated in the program. The carriers put a marker on the state for each person lost. Tessy gave out white roses at the end of

the service.

Tessy is working very hard to rebuild the auxiliaries in New Mexico and doing a very good job. Her success is only beginning.

President Najera had his family cook a tasty dinner with yummy deserts for the closing banquet. It was a great family affair. Letter carriers are the best kind of family.

*Cynthia A. Martinez*



### AUXILIARY OFFICERS

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camlm@yahoo.com

**Crystal Bragg, Secretary**

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cbragg5414@comcast.net

**Samantha Yerg, Treasurer**

4553 County Road 137  
Gibsonburg, OH 43431  
419-410-6162  
samanthayerg@yahoo.com



Clockwise from above left: Daniel De Baca and Tessy Fisher on the train to Santa Fe; NALCA President Cynthia Martinez, Fisher and De Baca at dinner in Santa Fe; Hobbs, NM Branch 3727 President David Najera, Martinez and Robert Esquivel at the closing banquet of the New Mexico state convention; and Fisher, Alma Jean Warren and De Baca after the banquet.



For information on how to contribute to the Letter Carrier Political Fund, go to: [nalc.org/pac](http://nalc.org/pac)

# Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

### 80-year pins

Isaac J. Torres Corpus Christi, TX Br. 1259

### 75-year pins

Gerald L. Knoff Detroit, MI Br. 1  
Clyde R. Pope Durham, NC Br. 382

### 70-year pins

William G. Jamo Detroit, MI Br. 1  
George R. Sturtz Corpus Christi, TX Br. 1259  
Frank J. Seeberger Yakima, WA Br. 852  
John L. Smith Madison, WI Br. 507

### 65-year pins

Gordon W. Sole Sacramento, CA Br. 133  
Wilbur C. Dakan Lincoln, NE Br. 8  
Jackie Wilson Lincoln, NE Br. 8  
Stanley J. Goldstein Brooklyn, NY Br. 41  
Harold J. Goodman Brooklyn, NY Br. 41  
Charles E. Gismondi Long Island City, NY Br. 357  
Charles Hymanson Long Island City, NY Br. 357  
Joe L. Allen Oklahoma City, OK Br. 458  
Kenneth L. Edwards Oklahoma City, OK Br. 458  
George Ferik Oklahoma City, OK Br. 458  
Jimmy L. Wilson Oklahoma City, OK Br. 458  
Marvin D. Armstrong Corpus Christi, TX Br. 1259  
Wesley R. Morgan Corpus Christi, TX Br. 1259  
Humbert H. Villarreal Corpus Christi, TX Br. 1259  
Gerald B. Bock Tacoma, WA Br. 130  
Daniel R. Henning Madison, WI Br. 507  
Donald E. Brovick Janesville, WI Br. 572  
Robert W. Rice Janesville, WI Br. 572  
Henry C. Schoeberle Janesville, WI Br. 572

### 60-year pins

James E. Hagarty Cedar Falls, IA Br. 719  
Kenneth R. Jameyfield Detroit, MI Br. 1  
Wilbur C. Dakan Lincoln, NE Br. 8  
Francis L. Kathe Lincoln, NE Br. 8  
Raymond Montanez Lincoln, NE Br. 8  
Don C. Schrunck Lincoln, NE Br. 8  
Wayne L. Strickler Lincoln, NE Br. 8  
Jackie Wilson Lincoln, NE Br. 8  
Antoine A. Kahaly Brooklyn, NY Br. 41  
Paul Rossi Valley Stream, NY Br. 2189  
Frank J. Musmacker Long Island Mgd., NY Br. 6000  
Robert M. Brauchler Mansfield, OH Br. 118  
Charles E. Elliott Mansfield, OH Br. 118  
George E. Franklin Mansfield, OH Br. 118  
Robert D. Russell Mansfield, OH Br. 118  
Gene H. Snook Mansfield, OH Br. 118  
Leeson S. Stewart Mansfield, OH Br. 118  
Dee E. Brumfield Oklahoma City, OK Br. 458  
David L. Click Oklahoma City, OK Br. 458  
David L. Heath Oklahoma City, OK Br. 458

Jackie R. Stafford Oklahoma City, OK Br. 458  
Larry G. Wilder Oklahoma City, OK Br. 458  
John C. Brady Abilene, TX Br. 950  
Robert S. Fonner Abilene, TX Br. 950  
Ralph R. Teten Abilene, TX Br. 950  
Euliojo Zavala Corpus Christi, TX Br. 1259  
Theodore W. Young Alexandria, VA Br. 567  
Billie D. Braithwaite Madison, WI Br. 507  
Neil C. Nygaard Madison, WI Br. 507  
Norbert G. Ulmen Madison, WI Br. 507

### 55-year pins

Gary S. Kolek Phoenix, AZ Br. 576  
Michael E. Kubiak Phoenix, AZ Br. 576  
Phillip F. Kubiak Phoenix, AZ Br. 576  
Phillip S. Weber Phoenix, AZ Br. 576  
Gene A. Williams Phoenix, AZ Br. 576  
Richard A. Wilson Phoenix, AZ Br. 576  
George A. Cruz Sacramento, CA Br. 133  
Thurman L. Dills Sacramento, CA Br. 133  
Donald G. Drummond Sacramento, CA Br. 133  
Robert A. Horton Sacramento, CA Br. 133  
Jamie A. Jenott Watsonville, CA Br. 857  
Timothy L. Datema Fort Lauderdale, FL Br. 2550  
Gary L. Marshall Fort Lauderdale, FL Br. 2550  
Kenneth L. Whittington E. St. Louis, IL Br. 319  
Larry E. Williams E. St. Louis, IL Br. 319  
Raymond F. Walenga S. Suburban Mgd., IL Br. 4016  
Larry W. Ravn Cedar Falls, IA Br. 719  
Charles H. Barnes Presque Isle, ME Br. 2394  
Robert D. Ouellette Presque Isle, ME Br. 2394  
Harold W. Elliott Cumberland, MD Br. 638  
John Magliaro Worcester, MA Br. 12  
Joe Ann Humphries Detroit, MI Br. 1  
Sharon M. Hutchison Detroit, MI Br. 1  
John P. Jarvis Detroit, MI Br. 1  
Emogene Jenkins Detroit, MI Br. 1  
Wynford A. Johnson Detroit, MI Br. 1  
Madie Jones Detroit, MI Br. 1  
Rufus S. Jones Detroit, MI Br. 1  
Cassandra E. Keller Detroit, MI Br. 1  
Barbara J. Kern Detroit, MI Br. 1  
R. E. Kozlowski Detroit, MI Br. 1  
Gerald R. Kramer Detroit, MI Br. 1  
Gregory P. Kwiatkowski Detroit, MI Br. 1  
Mark B. Kwiatkowski Detroit, MI Br. 1  
Sherry V. Lambert Detroit, MI Br. 1  
James E. Ashley Lincoln, NE Br. 8  
Donald R. Johnson Lincoln, NE Br. 8  
Allen J. Kobes Lincoln, NE Br. 8  
Donald K. McDaniel Lincoln, NE Br. 8  
John R. Poore Lincoln, NE Br. 8  
Robert D. Renner Lincoln, NE Br. 8  
Robert M. Schmidt Lincoln, NE Br. 8  
Lawrence E. Sohl Lincoln, NE Br. 8  
Michael L. White Lincoln, NE Br. 8  
Richard W. Lawrence Chemy Hill/Haddonfield, NJ Br. 769  
Luis F. Martinez Chemy Hill/Haddonfield, NJ Br. 769  
Richard J. Lubecki Albuquerque, NM Br. 504  
Ronald W. Lujan Albuquerque, NM Br. 504

Flavio T. Luna Albuquerque, NM Br. 504  
Donald L. Marr Albuquerque, NM Br. 504  
George A. McKee Albuquerque, NM Br. 504  
Gary R. Miller Albuquerque, NM Br. 504  
Henry R. Ortiz Albuquerque, NM Br. 504  
Edward T. Pulsifer Albuquerque, NM Br. 504  
Milton C. Baron Albany, NY Br. 29  
Jose R. Gonzalez Brooklyn, NY Br. 41  
William F. Gordon Brooklyn, NY Br. 41  
Jerry M. Greenberg Brooklyn, NY Br. 41  
Philip Hollander Brooklyn, NY Br. 41  
Paul J. Ippolito Brooklyn, NY Br. 41  
Mildred B. Jamison Brooklyn, NY Br. 41  
Edward M. Kenny Brooklyn, NY Br. 41  
P. F. Klare Brooklyn, NY Br. 41  
Meyer Klitnick Brooklyn, NY Br. 41  
John E. Christian Hudson Valley Mgd., NY Br. 137  
George W. Dawson Hudson Valley Mgd., NY Br. 137  
Frederick W. Donohue Hudson Valley Mgd., NY Br. 137  
Alfred F. Anselmo Long Island City, NY Br. 357  
Robert C. Bigini Long Island City, NY Br. 357  
G. R. Cavaliere Long Island City, NY Br. 357  
Anthony A. Fladd Long Island City, NY Br. 357  
Christopher M. France Long Island City, NY Br. 357  
P. Labarbera Long Island City, NY Br. 357  
George T. Mangold Long Island City, NY Br. 357  
Louis M. Miano Long Island City, NY Br. 357  
Frank J. Myers Long Island City, NY Br. 357  
Peter E. Paccione Long Island City, NY Br. 357  
Joseph Perez Long Island City, NY Br. 357  
Anthony S. Romano Long Island City, NY Br. 357  
Allen J. Taylor Long Island City, NY Br. 357  
Janice M. Velten Long Island City, NY Br. 357  
K. J. Zambrotta Long Island City, NY Br. 357  
Arthur L. Hendrickson Long Island Mgd., NY Br. 6000  
Harry E. Dohm Valley Stream, NY Br. 2189  
Charles E. Egbert Valley Stream, NY Br. 2189  
William T. Schaefer Valley Stream, NY Br. 2189  
Anthony J. Segreto Valley Stream, NY Br. 2189  
R. H. Bell Jr. Durham, NC Br. 382  
D. A. Chandler Durham, NC Br. 382  
Daniel R. Cutts Durham, NC Br. 382  
Linwood D. Daniel Durham, NC Br. 382  
James A. Davis Durham, NC Br. 382  
Cleo E. Dennis Durham, NC Br. 382  
W. G. Dwiggins Durham, NC Br. 382  
Tony J. Farlow Durham, NC Br. 382  
Theodor H. Graepel Durham, NC Br. 382  
J. M. Holleman Durham, NC Br. 382  
Ernest S. Holloway Durham, NC Br. 382  
John A. Jernigan Durham, NC Br. 382  
William O. Jones Jr. Durham, NC Br. 382  
Sammy K. Kennedy Durham, NC Br. 382  
Robert S. Lachman Durham, NC Br. 382  
Claude L. Lunsford Durham, NC Br. 382  
Jim B. Martin Durham, NC Br. 382  
James D. Morgan Durham, NC Br. 382  
Preston T. Perry Durham, NC Br. 382  
Oliver E. Roberts Durham, NC Br. 382  
William T. Strickland Durham, NC Br. 382  
Staton S. Strother Durham, NC Br. 382

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

William T. Wade	Durham, NC	Br. 382	Robert T. Navarette	Corpus Christi, TX	Br. 1259	Anthony J. Congelosi	Fort Lauderdale, FL	Br. 2550
David C. Watson	Durham, NC	Br. 382	Oscar Nunez	Corpus Christi, TX	Br. 1259	Thomas K. Drohan	Fort Lauderdale, FL	Br. 2550
Jimmy G. Wilson	Durham, NC	Br. 382	Carlos A. Oliva Sr.	Corpus Christi, TX	Br. 1259	Bernard J. Dusch	Fort Lauderdale, FL	Br. 2550
Harold L. Windley	Durham, NC	Br. 382	Edward Olivares Jr.	Corpus Christi, TX	Br. 1259	Robert W. Graham	Fort Lauderdale, FL	Br. 2550
Arthur R. Edwards	Rocky Mount, NC	Br. 1321	John M. Parsons	Corpus Christi, TX	Br. 1259	Dorothy Ivey	Fort Lauderdale, FL	Br. 2550
Gerald M. Cunningham	Akron, OH	Br. 148	Noe Ramos	Corpus Christi, TX	Br. 1259	Frederick Sandler	Fort Lauderdale, FL	Br. 2550
Ronald N. Cunningham	Akron, OH	Br. 148	Juan A. Rangel	Corpus Christi, TX	Br. 1259	Madgeline S. Wilson	Fort Lauderdale, FL	Br. 2550
Roderick L. Davis	Akron, OH	Br. 148	Juan C. Resendez	Corpus Christi, TX	Br. 1259	Richard C. Cassisi	Naples, FL	Br. 4716
Kenneth V. Hopp	Akron, OH	Br. 148	Ronald A. Ridgeway	Corpus Christi, TX	Br. 1259	Corine M. Dobson	Naples, FL	Br. 4716
Phillip J. Leipold	Akron, OH	Br. 148	Jose D. Rodriguez	Corpus Christi, TX	Br. 1259	William G. Edmonds Jr.	Naples, FL	Br. 4716
Richard D. Lutey	Akron, OH	Br. 148	Mario R. Salazar	Corpus Christi, TX	Br. 1259	Timothy J. Gear	Central IA Mgd.	Br. 352
Gerald J. Moss	Akron, OH	Br. 148	Jose A. Silva	Corpus Christi, TX	Br. 1259	Daryl H. Tapper	Central IA Mgd.	Br. 352
James L. Sedaker	Akron, OH	Br. 148	Manuel Torres	Corpus Christi, TX	Br. 1259	David L. Vance	Central IA Mgd.	Br. 352
James W. Andrews	Mansfield, OH	Br. 118	Richard M. Villarreal	Corpus Christi, TX	Br. 1259	Peter L. Redl	Cedar Falls, IA	Br. 719
Richard R. Carver	Mansfield, OH	Br. 118	Narciso G. Ybarra	Corpus Christi, TX	Br. 1259	James H. Bowen	Presque Isle, ME	Br. 2394
Luther E. Lamb	Mansfield, OH	Br. 118	Pedro Zamora	Corpus Christi, TX	Br. 1259	Leo J. Duplessis	Presque Isle, ME	Br. 2394
Gene A. Long	Mansfield, OH	Br. 118	Encarnacio R. Zapata	Corpus Christi, TX	Br. 1259	David L. Kistic	Detroit, MI	Br. 1
Edward J. May	Mansfield, OH	Br. 118	Thomas F. Chilcutt	Alexandria, VA	Br. 567	Steven L. Kjono	Fergus Falls, MN	Br. 806
Kenneth E. Rosser	Mansfield, OH	Br. 118	Gregory N. Deese	Alexandria, VA	Br. 567	Joseph R. Dolan	Hazelwood, MO	Br. 5847
David L. Weatherbee	Mansfield, OH	Br. 118	Robert H. McAleese Jr.	Alexandria, VA	Br. 567	Lowell E. Bartek	Lincoln, NE	Br. 8
Paul E. Wertz	Mansfield, OH	Br. 118	Michael J. O'Brien	Alexandria, VA	Br. 567	Loren K. Lounsbury	Lincoln, NE	Br. 8
Johnny L. Bradley	Oklahoma City, OK	Br. 458	Timothy C. Palmer	Alexandria, VA	Br. 567	Robert D. Neuhaus	Lincoln, NE	Br. 8
Randy D. Compton	Oklahoma City, OK	Br. 458	James W. Saddler	Alexandria, VA	Br. 567	Alfred W. Fournier Jr.	Albany, NY	Br. 29
William D. Depel	Oklahoma City, OK	Br. 458	Robert E. Williams	Alexandria, VA	Br. 567	Jose R. Gonzalez	Brooklyn, NY	Br. 41
Donnie G. Johnson	Oklahoma City, OK	Br. 458	Hunter P. Wolford	Alexandria, VA	Br. 567	William F. Gordon	Brooklyn, NY	Br. 41
Jimmy D. McCracken	Oklahoma City, OK	Br. 458	Gwendolyn H. Alexander	Virginia Beach, VA	Br. 2819	Jerry M. Greenberg	Brooklyn, NY	Br. 41
Danny J. McCarty	Oklahoma City, OK	Br. 458	Fedelise A. Blais	Virginia Beach, VA	Br. 2819	Edward M. Kenny	Brooklyn, NY	Br. 41
Bryan S. McDaniel	Oklahoma City, OK	Br. 458	Robert D. Cheney	Virginia Beach, VA	Br. 2819	P. F. Klare	Brooklyn, NY	Br. 41
David W. McGraw	Oklahoma City, OK	Br. 458	Richard C. Cuthriell	Virginia Beach, VA	Br. 2819	Richard A. Carinci	Hudson Valley Mgd., NY	Br. 137
Steve F. Palczynsky	Oklahoma City, OK	Br. 458	Shirley J. Dale	Virginia Beach, VA	Br. 2819	John E. Christian	Hudson Valley Mgd., NY	Br. 137
Larrie G. Parrish	Oklahoma City, OK	Br. 458	Thomas L. Davis	Virginia Beach, VA	Br. 2819	George W. Dawson	Hudson Valley Mgd., NY	Br. 137
James P. Rogers	Oklahoma City, OK	Br. 458	Michael A. Dineen	Virginia Beach, VA	Br. 2819	Frederick W. Donohue	Hudson Valley Mgd., NY	Br. 137
Herman J. Scott	Oklahoma City, OK	Br. 458	George H. Edwards	Virginia Beach, VA	Br. 2819	William J. Shea	Hudson Valley Mgd., NY	Br. 137
Monte S. Weatherly	Oklahoma City, OK	Br. 458	George E. Galeota	Virginia Beach, VA	Br. 2819	Steven L. D'Angelo	Long Island City, NY	Br. 357
Donald G. Wilson	Oklahoma City, OK	Br. 458	James K. Goodman	Virginia Beach, VA	Br. 2819	Brian P. Finn	Long Island City, NY	Br. 357
Wesley D. Acklin	Abilene, TX	Br. 950	Deloris C. Hargrow	Virginia Beach, VA	Br. 2819	Frank Guglietta	Long Island City, NY	Br. 357
James P. Bedingfield	Abilene, TX	Br. 950	Kenneth E. Hazlett	Virginia Beach, VA	Br. 2819	Robert D. Melendez	Long Island City, NY	Br. 357
Jimmie W. Browning	Abilene, TX	Br. 950	Eugene J. Hevey	Virginia Beach, VA	Br. 2819	John E. Golden	Long Island City, NY	Br. 6000
Tommy D. Butler	Abilene, TX	Br. 950	Walter R. Kent	Virginia Beach, VA	Br. 2819	Richard G. Hubert	Long Island City, NY	Br. 6000
Thomas E. Curry	Abilene, TX	Br. 950	Leonard G. Kight Jr.	Virginia Beach, VA	Br. 2819	Joseph Moshman	Long Island City, NY	Br. 6000
W. J. Eudy	Abilene, TX	Br. 950	Felix P. Maurizio	Virginia Beach, VA	Br. 2819	Kenneth J. Dobbins	Winston-Salem, NC	Br. 461
Wayne K. Landers	Abilene, TX	Br. 950	Samuel G. McIntosh	Virginia Beach, VA	Br. 2819	T. Clayton Goings	Winston-Salem, NC	Br. 461
Jeward J. Moore	Abilene, TX	Br. 950	Rufus N. Miller	Virginia Beach, VA	Br. 2819	Albert E. Hoffman	Mansfield, OH	Br. 118
James T. Rainey	Abilene, TX	Br. 950	Michael G. O'Neill	Virginia Beach, VA	Br. 2819	Richard P. Rafeld	Mansfield, OH	Br. 118
Raymond D. Robinson	Abilene, TX	Br. 950	Frederick R. Peer	Virginia Beach, VA	Br. 2819	David L. Cook	Akron, OH	Br. 148
Bertis E. White	Abilene, TX	Br. 950	James E. Pendleton	Virginia Beach, VA	Br. 2819	Ronald H. Bowser	Painesville, OH	Br. 549
Jesus Alvarez Jr.	Corpus Christi, TX	Br. 1259	Kenneth W. Rosie	Virginia Beach, VA	Br. 2819	David J. Forster	Painesville, OH	Br. 549
Jose Arredondo Jr.	Corpus Christi, TX	Br. 1259	Joseph P. Sciortino	Virginia Beach, VA	Br. 2819	Gene L. James	Painesville, OH	Br. 549
Saul Barbosa	Corpus Christi, TX	Br. 1259	Leslie S. Shipway Jr.	Virginia Beach, VA	Br. 2819	Robert S. Swartz	Painesville, OH	Br. 549
John C. Boyne	Corpus Christi, TX	Br. 1259	William A. Smith	Virginia Beach, VA	Br. 2819	Andrew W. Thompson	Painesville, OH	Br. 549
Walter N. Breland	Corpus Christi, TX	Br. 1259	Roland L. White	Virginia Beach, VA	Br. 2819	Jimmy D. McCracken	Oklahoma City, OK	Br. 458
Norman L. Brown	Corpus Christi, TX	Br. 1259	Michael A. Willis	Virginia Beach, VA	Br. 2819	Edward T. Mckabee	Oklahoma City, OK	Br. 458
Eristeo Calderon	Corpus Christi, TX	Br. 1259	Robert J. Wittman	Virginia Beach, VA	Br. 2819	John C. Phillips Jr.	Oklahoma City, OK	Br. 458
Joe M. Cervantes	Corpus Christi, TX	Br. 1259	Richard D. Woodward Jr.	Virginia Beach, VA	Br. 2819	Michael J. Wenthold	Oklahoma City, OK	Br. 458
Linard F. Day Jr.	Corpus Christi, TX	Br. 1259	Russell C. Worthley	Virginia Beach, VA	Br. 2819	Richard E. White	Oklahoma City, OK	Br. 458
Louis J. Della Fiora	Corpus Christi, TX	Br. 1259	Thomas B. Yates	Fort Atkinson, WI	Br. 729	Raul Ruiz	Abilene, TX	Br. 950
James W. Emerson	Corpus Christi, TX	Br. 1259	James R. Gottschalk	Madison, WI	Br. 507	Nikki K. Addison	Austin, TX	Br. 181
Ray R. Falcon	Corpus Christi, TX	Br. 1259	Charles L. Carlson	Madison, WI	Br. 507	Arnold R. Arce	Austin, TX	Br. 181
Hector L. Garcia	Corpus Christi, TX	Br. 1259	Arlen W. Christensen	Madison, WI	Br. 507	Ernest H. Bradley	Austin, TX	Br. 181
Israel Garcia	Corpus Christi, TX	Br. 1259	Gary A. Dickhut	Madison, WI	Br. 507	Esequiel Deleon Jr.	Austin, TX	Br. 181
Jesus V. Garcia	Corpus Christi, TX	Br. 1259	John S. Dietz	Madison, WI	Br. 507	Keith W. Gregory	Austin, TX	Br. 181
Frutoso H. Garza Jr.	Corpus Christi, TX	Br. 1259	Ronald D. Flower	Madison, WI	Br. 507	Roger D. Lessin	Austin, TX	Br. 181
Gilbert A. Gomez	Corpus Christi, TX	Br. 1259	Dale R. Koplin	Madison, WI	Br. 507	Roberto P. Martinez	Austin, TX	Br. 181
Heriberto Gonzales	Corpus Christi, TX	Br. 1259	Ronald C. Maffet	Madison, WI	Br. 507	Alfonse J. Mokry	Austin, TX	Br. 181
Gilbert A. Gonzales Jr.	Corpus Christi, TX	Br. 1259	Gerald J. Schwartz	Madison, WI	Br. 507	Susano Munoz Jr.	Austin, TX	Br. 181
Roel G. Hernandez	Corpus Christi, TX	Br. 1259	Earl R. Teela	Madison, WI	Br. 507	Pasqual Perez Jr.	Austin, TX	Br. 181
Roberto J. Herrera	Corpus Christi, TX	Br. 1259	Gregory C. Williams	Madison, WI	Br. 507	Onesimo Rodriguez	Austin, TX	Br. 181
Alberto Herrera Jr.	Corpus Christi, TX	Br. 1259				Donald J. Saeger	Austin, TX	Br. 181
Donnie L. Jackson	Corpus Christi, TX	Br. 1259				Robert C. Saucedo	Austin, TX	Br. 181
Carl J. Karnath	Corpus Christi, TX	Br. 1259				Steve G. Saucedo	Austin, TX	Br. 181
Stanley D. Konstanz	Corpus Christi, TX	Br. 1259				Miguel Cervantes Jr.	Corpus Christi, TX	Br. 1259
Humberto F. Leal	Corpus Christi, TX	Br. 1259				Carlos R. Chavez	Corpus Christi, TX	Br. 1259
Ruben Ledesma	Corpus Christi, TX	Br. 1259				Elizabeth J. Farmer	Spokane, WA	Br. 442
T. V. Luna	Corpus Christi, TX	Br. 1259				Elmer V. Fly	Spokane, WA	Br. 442
Edward J. Marek	Corpus Christi, TX	Br. 1259				Michael L. Rapp	Spokane, WA	Br. 442
Harry L. Maskey Jr.	Corpus Christi, TX	Br. 1259				Roland B. Garshol	San Francisco, CA	Br. 214
Benny Menchaca	Corpus Christi, TX	Br. 1259				Lavern F. Hon	Madison, WI	Br. 507
Porfirio Mendez	Corpus Christi, TX	Br. 1259				George K. Quinn	Madison, WI	Br. 507
Albino Mota Jr.	Corpus Christi, TX	Br. 1259						

### 50-year pins and gold cards

Paul M. Roggy	Fort Collins, CO	Br. 849
Denny R. Belden	Central FL	Br. 1091
Van E. Foreman Jr.	North FL	Br. 53
Benjamin L. Franklin Jr.	North FL	Br. 53
Everett H. Gilliard Jr.	North FL	Br. 53
Robert W. Mason Jr.	W. Palm Beach, FL	Br. 1690
Melvin D. Rexroth	W. Palm Beach, FL	Br. 1690
Anthony J. Whiting	W. Palm Beach, FL	Br. 1690
Frank F. Preuss	Lakeland, FL	Br. 1779

# Branch Items

## Albany, New York

Summer is heating up, and the wildfire smoke from Canada is causing all kinds of new problems in Upstate New York. Wildfire smoke is something relatively new to letter carriers on this side of the country. We all must be vigilant in protecting ourselves from not only the heat, but the effects of this wildfire smoke both in the short and long term.

No matter how experienced you think you are with the heat and humidity, this new threat of fine particulate in the air you're breathing is causing additional strain on your body. Remember to take care of yourself first.

If you have to take extra breaks, send a message over the scanner to management: "Heat bothering me. Taking cool-off break in AC at Stewart's—will advise when I resume" then send another message when you start back up again. If you document it correctly and keep them informed in real time, even if they try to discipline you, they will not be successful. But don't run around like an idiot and finish at 2 p.m. then go home and play Xbox until 4 p.m. and tell management the following day in the PDI that you were cooling off. If we are giving a fair day's work for a fair day's pay, we shouldn't have anything to hide. If you need an extra break, let them know; don't ask for permission and wait for a response. Just inform them what you're doing to protect yourself and stay healthy. Delivering mail is not a race—it's all about longevity and keeping yourself healthy for this 30-year marathon.

*Norris Beswick, Branch 29*

## Boston, Massachusetts

Greetings from the home of the 2024 NALC national convention, Boston, MA. In one year, delegates from all across this great nation will descend upon Boston for what I imagine will be an amazing and memorable week for all delegates visiting the city that houses Boston Branch 34.

If you have never been to Boston before, you are in for a treat. Things to note: Boston is a multicultural walking city. There is something for everyone, from pro sports teams to our beautiful waterfront along with our amazing colleges, which are all open to the public for a visit. If anyone needs any help navigating the city, please do not hesitate to reach out.

Locally, the annual retirees luncheon was held on Sunday, May 21. What a large turnout. We had more than 130 retirees in attendance. Everyone was happy with the food, but most importantly, they were happy with the open

bar. If anyone knows of a recent retiree, encourage them to come next year. It's a good time to catch up with old co-workers and tell some war stories.

Also, the second annual cornhole tournament was held on June 4 at the Heritage Hall in Milton. What a great turnout. Lots of fun and great food. Thank you to everyone who turned out to play or just watch. A big thank-you goes to Justine Lamano, *Clan* editor Cathy Cooper's daughter, who did so much work to make this a great success. And, of course, a big thank-you to our *Clan* editor, Cathy Cooper, for putting



**Brookhaven, MS Br. 2396 honors two carriers with 50-year gold cards. Pictured (l to r) are gold card member Robert Nations, Region 8 RAA Monica Walker and gold card member Roderick Winborne.**

this whole thing together. In the end, the tournament raised \$6,025 for MDA.

On behalf of the executive board and all of your full-time officers, I want to wish everyone a happy summertime. Please take a vacation. You all have earned it.

*Tom Rooney, Branch 34*

## Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy summer. We hope that everybody is able to partake of and enjoy all the summer activities that are going on in your local areas. We want to remind all of our carriers that schools will be starting back soon if they haven't already in your areas, and that we all need to be diligent in observing the children coming and going to school. Also, Labor Day is just around the corner, and if any members would like to participate in the Labor Day parade in Charlotte and represent our branch, please contact the branch to let us know.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. Food will be provided at the meeting for those who

are able to attend. We look forward to seeing all of our members who are able to make it out.

*Justin Fraley, Branch 545*

## East Lansing, Michigan

I've often heard it said that carrying mail is a numbers game. I guess that's true. If you don't make the numbers, your supervisor thinks that's license enough to give you all kinds of grief. Years ago, when I was carrying, the only numbers I was interested in at the start of the day were found when I turned on the TV to get the weather forecast. I wanted to know how much I was gonna suffer if the weather was too hot or too cold, rainy or snowy. Nowadays, I find a whole new number to be concerned about: the AQI, or Air Quality Index. Thanks to forest fires in Canada, thanks to global warming, smoke dust from those fires made the AQI here in Michigan in the very dangerous 260 range (30-40 AQI would be a good normal). At that number, Detroit had the highest pollution rate in the world. That's when you can actually see what you're breathing, and see it, too, as it settles in a layer overnight on the windshield of your vehicle.

Two things: First, buy an air filter for your house—a good one that samples the air and lets you know the inside air quality in numbers or colors.

Second, maybe it's time for a policy change negotiated by the union with management to treat air quality concerns on the same level as safety concerns about excessive heat or cold. UPS is now negotiating a new contract with health and safety concerns brought on by global warming as a major issue. This includes air conditioning for their trucks, uniform changes and additional rest stops. If they are concerned, so should we. It's time we thought about doing the same for our workers.

*Mark Woodbury, Branch 2555*

## Emerald Coast, Florida

Recently, I had a carrier approach me concerning instructions that she had received from one of our supervisors about delivering packages. She stated that she had been instructed to scan the packages as "No access" and bring the packages back to the office. She stated that this was after 7 p.m. and felt that this was improper and refused to do that. She wanted to know if this was proper. And I told her that it was not.

After the carriers had clocked on to begin their tour, I called a stand-up with all the carriers with management within earshot of my voice and instructed them not to follow such instruction. They were to either deliver the package or bring the package back for management to dispose of as they saw fit. This is, in my opinion, falsifying delivery and affects scanner integrity. Earlier, this same issue came up, and the postmaster told all the carriers not to do this.

I do not want to see any carrier lose their job for falsifying scanning, because I believe that if a carrier is sitting during a PDI, management will say that they did not say that. We must be

careful when dealing with management doing their jobs. They would let us be the fall guys due to their laziness. You should get clarification, and if you feel the instructions are improper, you should request to see your steward. All too many times, management will leave the carriers holding the bag and deny they ever gave such an instruction. Protect yourself using the tools available to you: PS Form 3996 and PS Form 1571. You have the right to request a copy of both if necessary.

A grievance is being filed.

*Percy Smith Jr., Branch 4559*

## Fresno, California

Our nation's next presidential election campaigning has kicked in. It is just insane for any of our members to not support a president who is considered the most pro-union, pro-working people rights in a very long time. Yet, some still insist on supporting people who have a long history of being anti-Postal Service, anti-union, anti-working people and anti-voting rights.

Back in 2006, then-President George W. Bush signed into law a bill that included an annual pre-funding of \$5 billion by our Postal Service.

He had talked about privatizing the Postal Service. He was not privatizing. But, his intent to financially damage the Postal Service was clear. And damage it did. Then Donald Trump was elected to the White House in 2017. He openly talked about privatizing the Postal Service, flat-out refusing to help, wanting to get rid of voting by mail. Speaking often of anti-Postal Service, anti-unions, anti-worker rights, anti-voting rights. The Republican Party has a consistent history of this thinking.

In 2022, President Biden signed into law the Postal Service Reform Act of 2022, H.R. 3076. The bill repealed the annual pre-funding obligation set forth by former President George W. Bush. It took 16 years to get this accomplished. Not to mention the House of Representatives, Senate and presidency controlled by Democrats. It does not take much thinking to see the pattern, and choose who should not be in the White House. The now Republican-controlled House wasted little time starting its attacks, clearly wanting to roll back so many of our rights as workers, union members and voters.

Vote for our best interests and your family's best interests.

*Jesse Dominguez, Branch 231*

## Greensboro, North Carolina

To my brothers and sisters—

Knowledge is power only when it is put to use. Management gets away with a lot of day-to-day scenarios because many of our brothers and sisters lack the knowledge of what their rights are. From the newest city carrier assistants fresh out of City Carrier Academy to our seasoned carriers who are able to retire, many are unable to stand their ground due to the lack of knowledge of their rights.

Who is at fault? We all are. See something happening, say something, Educate! With the

National Agreement, handbooks and manuals being so easy to access, one way being the NALC Member App. It is easy for each one of us to be able to retrieve and show the next carrier the article along with the language that management has violated. This allows for the harmed city carrier to learn how their rights were violated and to be able to stand their own ground *when* the issue arises *again*. This allows for that harmed city carrier to educate the next. Each one, teach one.

In solidarity—

*Anthony Kennedy, Branch 630*

## Hagerstown, Maryland

To begin this month, I would like to extend a hearty congratulations to Camar Harmon on his conversion to full-time regular. I hope that you will find this career a fulfilling and rewarding one.

Moving forward, it is imperative that we remain vigilant against the summer heat. Staying hydrated is important to remember, and this can be achieved by drinking 8 ounces of water for every 15 minutes you work outdoors. Nothing we deliver is more important than our safety, and if time to recover from the summer heat is needed, don't hesitate to take a heat break to recover. Never allow anybody to pressure you into overworking during the heat. We all have lives we want to get home to at the end of the day.

While in July I was hopeful that we would have the newly adjusted routes being installed when this issue of *The Postal Record* went out, it does not appear that that will be the case at the time of this writing. However, despite the delays, it is critical that every carrier remains diligent while delivering and follow the standards set forth by the *M-41 Handbook*. While it may seem tedious to follow, it actively protects our routes and provides a higher level of service to our customers. Following these steps will protect every route and carrier from the stress of overburdened routes and, best of all, there is nothing management can act on if you follow the *M-41*, even if delivery takes longer because of it. Following the steps described in the *M-41* will be the quickest way to restore a route that becomes overburdened because of the inspection process. I understand that this is not new advice, but it is essential to our long-term security.

In solidarity—

*Jeremy Kessel, Branch 443*

## Jackson, Michigan

I always compare movies to things I'm involved with. The USPS reminds me of "The Untouchables" or "Peaky Blinders." It is obvious you have a few who are "untouchable" and others who are scared to cross the Peaky brothers. I usually understand this from unions and management, but I honestly can say I have been beat down. Now, don't get me wrong, I will go to heaven knowing there are fishy people out there and they will go to any extent to CYA and make the work place look super.

I truly can't believe the extent some will go to make sure there is no issue.

The problem is by doing nothing or covering for some will only cause and bring more problems. I wonder how some sleep or even

can look in the mirror and be happy about who they are. I truly sleep like a baby and, for the most part, am proud of who looks back at me in a mirror! I guess after the few read this, I'll be talked to by the union, and of course management will somehow get access and I'll be brought in about causing hostile work environment, again!

God bless all of you, and please stand up for yourself and others when wrongdoings are happening.

One can't solve issues unless you're willing to stand up to the Peaky brothers!

*Mark Raczkowski, Branch 232*

## Kansas City, Missouri

The National Football League (NFL) is gearing up, and the Super Bowl LVIII Champion Kansas City Chiefs are getting ready to defend and hopefully compete in Super Bowl LVIII. It dawned on me the correlation of the NFL's ultimate goal (the Lombardi Trophy) and the NALC/USPS peak season.

For example: Draft picks, undrafted free agents and seasoned veterans come to Organized Training Activities and mini camps in an attempt to make the final 53-man roster, hoping and praying for the opportunity to compete in February 2024. Meanwhile, the NALC/USPS accepts people off-the-street, existing internal transfers, and previous experienced candidates (FedEx), hoping and praying they make it until the Christmas rush, *after* working an insane number of hours in an often-brutal Kansas City summer.

Those who make it are declared "champions" in the eyes of their peers or to the communities in which they serve and pay their salaries. Those who don't discover it takes something special when you're trying to make it in the "big leagues."

And that's precisely what is going on as NALC needs the support of every member in good standing to support the Letter Carrier Political Fund (see notice below). According to Legislative and Political Organizer Anthony Mitchell, if an employee works 80 hours, that is \$0.0625 an hour to donate \$5 to help NALC.

## 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.

## Branch Items

Branch 30 has its legislative committee, and they are doing an outstanding job of taking our issues to the halls of Congress when it can, but it takes more. UPS and Amazon have lobbyists fighting continually for their cause to squeeze concessions favorable to their operations. Yet, we see a UPS truck backing up to *our* docks daily, while we deliver Amazon on Sundays!

The fight is today, and the choice is ours. Compete or capitulate? Champions or chumps?

*Calvin Davis, Branch 30*

### Knoxville, Tennessee

Hello, brothers and sisters!

We would like to express our thanks and appreciation to all those who participated in this year's food drive. Special thanks to our food drive coordinator, Carlos Jimenez, for all his hard work and dedication, which resulted in a collection of more than 50,000 pounds.

Once again, we're well into the dog days of summer, and warm weather means that carriers must drink plenty of water and take heat breaks as needed. There is no limit as to how many health breaks one can take. And like mosquitoes, the warm weather brings out management and their street observations. If you're the recipient of a street observation, don't forget that they are required to provide you with a copy of their street observations.

One more item to discuss is the weekly safety talk that management is required to conduct, as outlined in Section 1-7 of *EL-801 Handbook*. Sometimes management will try to have you clock to 632-Time for Safety/Service Talks. When they do this, remember to clock 782 (Training Time), not 632-Meeting Time. Why? It's the correct clock ring, and a few months later when one might be looking at a Letter of Warning for a safety violation, management whips out your clock rings from that day everyone had the service talk and claim they gave you a "discussion" on that day. Once again, for any type of service talk, you should be clocked to 782-Training Time; not 632-Meeting Time.

Speaking of service talks, management might try to pass around a roster for everyone to sign. Do you have to sign it? No! There are several precedent-setting settlements that state that management cannot require an employee to sign anything that is not a "condition of employment." If you have any questions, please contact your steward.

*Tony Rodriguez, Branch 419*

### Louisville, Kentucky

Heat heat heat! We hear the emphasis on protecting yourself while on the street. On top of keeping your head on a swivel due to the recent theft of Arrow keys, you also need to be worried about heat exhaustion. Are you taking in enough water? Have you stopped sweating? Do you feel clammy? We've had some falling brothers and sisters this year due to the heat, and I pray that this will be an eye-opener for not only us, but the Post Office as well.

What could the Post Office be doing to help improve our safety? Do you have an ice maker in your office? Do your supervisors still come

out and check on you? Does the Post Office provide water or fruit to the carriers? Although safety is always our responsibility, we would hope that the Post Office would invest in its carriers rather than continue to watch us fall.

If every station has a budget, why can't they provide the carrier with other necessary essentials to survive the heat? You never know your neighbor's home situation, and never want to assume we're all in the same boat. All it takes is a suggestion. These skinny neck towels help, but aren't really effective. My manager recently ordered my station a small ice maker, so I know it can be done, and a little goes a long way.

Always remember: Knowledge is power.

*Adriane Shanklin, Branch 14*

### New Jersey Merged

Congratulations to the winners of Branch 38's four \$1,500 scholarships. Angelina Zammito, the daughter of Parsippany letter carrier Joe Zammito, was awarded the Michael J. McTigue Scholarship. Marlyson Solis, the daughter of Secaucus letter carrier Mario Solis, has been awarded the Gil Hampton Scholarship. Audrey Bruden, the daughter of East Brunswick letter carrier Stacy Bruden, has been awarded the Richard P. O'Connell Scholarship. Victoria Vira, the daughter of Dunellen letter carrier Michael Vira, has been awarded the Tony Massa Scholarship.

All of the applicants presented extraordinary scholastic records and have been of valuable service to their schools and communities. Best wishes to all the applicants and scholarship winners. You have made your families proud, and Branch 38 is honored to help as you go forward with your education. Special thanks to NALC Director of Safety and Health Manny Peralta for joining us for the presentation of the scholarships.

*Michael J. O'Neill, Branch 38*

### Norristown, Pennsylvania

Knowledge is power. How many times have you heard that? How about "Coming together is a beginning, keeping together is progress, working together is success"? Or this one: "We must learn to live together as brothers, or we are going to perish together as fools." How about one more? "We must remember that a right lost to one is lost to all."

Your union is only as strong as its weakest member. At our union meetings, I see new faces and that's great...but only a few, and that's sad. We have one meeting a month and take a break for a couple months during the summer. So we have 10 meetings a year. (Those of you who have been reading my stories for years probably are saying, "You've already talked about this!" and you are correct, but it must be said again and *loudly!* Management has the right to manage but within the contract, and out of the 170 carriers in TC, around 100 of them have less than one year of service. And about half of the 70 have less than 20 years. I'm going on 29 years and have been going to meetings since the beginning of my career and then became a trustee for years; for the last

four, I've been the treasurer. I just don't understand why carriers don't want to be informed. Do you want to be taken advantage of?

And as I write this article, another carrier has hung up his satchel. Congratulations to Don (the route doctor) Felice! The Post Office has lost a true professional. In the good ol' days in Norristown, he set me straight on how to deliver mail, and most of all, read the address! Good luck and enjoy. Hopefully, in a year and half I'll be there with you.

*Joel Stimmler, Branch 542*

### North Florida

Union labor in the state of Florida has lost an excellent advocate and brother to all unionists. Florida AFL-CIO State President Mike Williams passed away due to an accident. Mike would regularly attend NALC state trainings and conventions, and he kept the membership apprised of events going on with the state legislature. He was responsible for expanding the Working Families Lobby Corps where unionists lobbied state legislators during the entire legislative session. This included a vote-by-mail issue. Many of us went to Tallahassee to support Mike's efforts for labor. Mike was a former business agent for the IBEW Local #177, president of the Building and Trades Council and the state AFL-CIO President since 2009. He was a good friend and supporter of the NALC. Our sympathies go out to his fellow members and family.

There will be a celebration of his life on Saturday, Aug. 19, at the Prime Osborn Convention Center in Jacksonville at 6:30 p.m. If you can, those of you in Florida, please come to honor Mike for all he has done for us. Discounted rooms are available at the Riverfront Double-Tree.

Please be mindful of the extreme heat and keep hydrated. Remember, it's your health and safety that matters.

Locally, congratulations to member Roosevelt Knight for is quick thinking in the face of danger to save a customer's life.

*Bob Henning, Branch 53*

### Providence, Rhode Island

Heat illness awareness has been the focus in recent weeks, and rightfully so, as temperatures have steadily increased recently. It's necessary to stay hydrated while working, but also while not working. Eating lighter meals and limiting caffeinated beverages can help, too. Look for shade to park in for your park-and-loop deliveries or for when on your breaks. Remember, the most important thing is your safety, and even though management claims safety and health are their top priority, you are ultimately responsible. So make sure to listen to your body. If it is showing any signs of heat stress or illness, reach out to your supervisor for medical attention.

We are deeply saddened and mourn the unfortunate loss in June of Eugene Gates Jr. of Dallas, TX, after collapsing while working in excessive heat. All letter carriers were supposed to receive training on heat illness prevention

before this summer. If you did not, contact your shop steward so the matter may be investigated and a grievance filed if necessary. The goal is to get home just as we left it that morning.

Just another reminder that the next Branch 15 union meeting will be held on the Wednesday after Labor Day, Sept. 6. Until then, be safe!

*Anthony Turcotte, Branch 15*

## Racine, Wisconsin

**S**nap, pop, crackle, creak. Nope, that's not your cereal in the morning; those sounds are your knees rebelling getting up from that bottom of the door mail slot. Lucky Charms, Raisin Bran and Cocoa Puffs are a few of the classic cereals. Many of today's cereals are heart-healthy, full of wheat germ, bran, nuts and almonds. There's not even a toy prize, a 45 or good reading material on the back of the box. Sugar is what drives our mornings.

Anyway, as carriers dig deeper into our careers, the body doesn't necessarily keep up or go with the flow. Injuries happen. Most often, an injury has developed over time. Repetitive use of the same muscles day in and year out has that effect. Carriers shouldn't be harmed with LOWs or discouraged for reporting injuries.

Safety is paramount in our jobs. Want to have a long, healthy career? Keep your vehicle door shut when in motion. Simple as that. UPS drivers keep doors open because it saves time not having to open and close the doors. Not worth it. I've seen them drive. Not only do you hear gears strip, corners are protected only by a quarter-inch piece of nylon over the shoulder. I'll keep my door shut.

I understand the competitive nature behind why we deliver Amazon Sunday and holidays, but I lament the fact that we live in such a fast-paced 24/7 world that I remember a time this didn't exist and yet this is normal for our CCAs.

Keep in mind, just as no two snowflakes are alike, neither are our days. Every day is different. Kix, Frankenberry and Fruity Pebbles. Classics. Enjoy your summer, be safe and feel free to splash on some SPF 75. Repeatedly.

*Chris Paige, Branch 436*

## Rochester, New York

**B**ranch 210 had the privilege of presenting Branch 210 President Emeritus Norman LeFrois the first Robert J. Massaroni award for dedication and excellence. National Business Agent Mark Camilli chose Norman to receive this award based on Norm's history as a union leader and had planned to present the award at our Region 11 training; however, Norm was not able to attend.

First, a little about Robert Massaroni, who served as president of Schenectady, NY, for 18 years before becoming an RAA in 1971 and being elected to business agent in 1978. He remained in that position until his retirement in 1994. Bob was a true leader who didn't need to command respect—he earned it. He was truly a great union leader, and, while he passed away in 2016 at the age of 84, he will always

be fondly remembered and well respected in Region 11.

Branch 210 President Emeritus Norman C. LeFrois began his career in 1966, serving as a steward, trustee, treasurer, health benefits director, president of the local Branch 210 and ultimately RAA for Region 11, working for both NBAs Robert Massaroni and William Cooke. As a trustee, Norm was instrumental in helping to organize Rochester members for the 1970 Great Postal Strike, later negotiating many contracts and grievance settlements, as well as fighting for letter carriers not only in Roches-



**Santa Rosa, CA Br. 183 member Mike Leonhardt is recognized for a million miles of safe driving.**

ter, but across all of Region 11, by performing more than 50 arbitrations.

Norm's accomplishments bring respect and dignity to every place we travel. It is with great pride that we present Norm an award that will forever link his accomplishments to our great past Business Agent Robert Massaroni.

These great union leaders did not ask for accolades or credit—rather, they did it for you! We can all learn a lesson by following their examples.

*Kenny Montgomery, Branch 210*

## Rockville, Maryland

**O**ur vice president, Charles Clark, recently signed some very good pre-arbs. More than \$8,000 was paid to carriers due to management refusing to pay them EFEL leave. Remember EFEL? Congress had appropriated \$570 million for federal and postal employees concerning COVID-19 issues. Management could have complied with the law and paid these carriers out of the \$570 million pot. Now, the USPS has to pay this money. Leave it to management and their infinite wisdom to pay \$8,000 when this should not have cost the USPS 1 cent! We have more cases pending arbitration on this issue, and the final total will easily surpass \$10,000!

We would also like to thank Cindy Connors, who won \$1,818.10 in a pre-arb due to management putting one of our members on a bogus "verbal emergency placement." Is this happening all over the country or only in the DC

and Maryland District? These verbal emergency suspensions should not be happening at all. There is no mention of this type of discipline in our contract. Is it any wonder that we have won the last 20 grievances dealing with verbal EPs with back pay in the hundreds of thousands of dollars? This is yet another brilliant idea by management in our district.

We also want to thank RAA Hugh McElroy for his recent pre-arbs for our branch. We got an additional 150 percent for each hour worked beyond the maximum for one day (11.50 paid hours for our PTFs and CCAs). These grievances were initiated in our Frederick and Damascus offices. These payments meant that management paid triple time and a half for each hour of violation! This amounted to \$77.46 per hour for our PTFs and \$67.66 per hour for our CCAs. When will management stop working carriers past the maximum in a day?

In the struggle—

*Kenneth Lerch, Branch 3825*

## St. Louis, Missouri

**I**n light of the recent tragedy in Texas where a veteran letter carrier passed away from the extreme temperatures, it's imperative that we all take the dangers associated with heat-related illness seriously.

Let's set aside any differences we have with regard to whether or not global warming is an issue and just deal with the reality staring us in the face: It's hot outside during the summer. In the South from Texas to the Carolinas, we're seeing temperatures consistently reaching the triple digits for multiple days in a row. Roll in oppressive humidity levels, and you have a recipe that will tax the average human body outdoors.

Be conscious of the warning signs of heat-related illness or heat exhaustion. Get out of the heat if you find yourself experiencing heavy sweating, thirst, clammy or pale skin, headaches or dizziness. Drink plenty of water throughout the day, but an electrolyte drink might be a better choice.

Remember that in as little as 30 minutes, heat exhaustion can progress to disabling or deadly heat stroke, which can damage internal organs. Symptoms can include hot, dry, red skin; profuse sweating; confusion; slurred speech; or loss of consciousness. If you find yourself experiencing any of these signs, get to a cooler location immediately, in the shade of a tree, or preferably in an air-conditioned building.

Take frequent breaks throughout the day. Don't put yourself in danger just to try to make the boss's numbers. Your health is your No. 1 priority. Exercise caution every day. Begin your regimen by staying hydrated, which means drinking plenty of water prior to hitting the streets. Have a plan in mind of where you can go, should you begin to feel any symptoms of heat exhaustion. Stay safe out there.

*Tom Schulte, Branch 343*

# Branch Items

## Saint Paul, Minnesota

I wish I could say that much has changed since my last article. Unfortunately, it seems that our district's upper management is dedicated to pushing the asinine and cruel policies they've recently come up with. It's baffling to me why, with all of the real problems facing us, including our ancient failing vehicles and over-worked carriers, they're wasting everyone's time with these petty power plays. Imagine being a brand-new carrier trying to learn our job and having the extra stress from all the unnecessary rules dictating our every move and removing any bit of personality and small joys from our jobs. They wonder why we can't hire anybody and have trouble keeping the people we have? A bit of respect and dignity would be a great first step. We're all adults here; it shouldn't be that hard. Some of us have been through this nonsense before, and it's up to us to help the new folks weather the storm.

In happier news, the annual branch picnic is coming up, and it's guaranteed to be a great time as usual. Hopefully everyone can make it out, as it's a great way to commiserate and share a few laughs.

Solidarity forever.

*Kaylee Valerius, Branch 28*

## San Antonio, Texas

On May 24, we said farewell to Brenda Coleman. Brenda was the Alamo Branch 421 secretary for more than 33 years, and we miss her smiling face. Brenda's retirement gave us the opportunity to prepare the *Timely Messenger* (our newsletter) for mailing.

It came to my attention that we have more than 50 members who live out of state and 150 all over Texas. This is an invitation to those members to join us through Zoom for our general membership meetings held on the second Thursday of each month. The meeting information can be found on our website ([nalc421.com](http://nalc421.com)) and is available to all members. Just click on the "Join Meeting" box. Please make sure your name is on your screen so we can verify your membership. I look forward to seeing you at the next meeting.

Training is a priority for the branch, and my thanks go to Matthias Dearstynne and Erin McLaughlin for organizing and holding Article 8 training classes. I know many of our new stewards appreciate their efforts. Jay Davis and Matthias Dearstynne are scheduled to attend Formal A and Beyond Training in September, and both have applied for Dispute Resolution Team Training. Vice President Esteban Ramirez IV is scheduled for Arbitration Advocate Training, and several of our officers have applied for the National Officers Training being offered. We have 15 stewards scheduled for the NBA Fall School, and we also provide training at our monthly steward meetings. I want to thank our stewards for taking the time to attend the trainings and for the excellent job they are doing defending our contract and protecting our carriers.

We are holding our golf tournament on Sept. 24 and invite anyone who would like to partici-



**Western Wayne County, MI Br. 2184 President Walt McGregory and Vice President Darryl Clay present two members with 50-year gold cards. Above: McGregory (l) and Clay (r) with gold card member Robbin E. Zeitz, and below with gold card member Jeryle A. Gross.**



pate to contact the branch at [alamobranch@nalc421.com](mailto:alamobranch@nalc421.com).

In unionism—

*Louise Jordan, Branch 421*

## Seattle, Washington

Some might ask where the takeaway is for a shop steward—a lot of extra work for what? I'd say, when you're holding management accountable, holding their feet to the fire, and they get all squirmy and whiney and begin to twist in their chair, as if their shorts had grown a set of teeth and were eating their way out, there's a sense of poetic justice there. It provides a modicum of payback. When they begin to pop and sizzle like bacon, contorting their faces like entrants in a gurning contest, I don't know, some of that used to give me a sense of...satisfaction. Mmmmm....crispy critters.

True, a steward cannot prevent management from lying and cheating, and fudging numbers as if they were Keebler elves, but they can request the documentation to hog-tie them with. Stewards can request and interview the management personnel that make those unreasonable and bogus demands. Interrogating those mountebanks is always informative and can be quite entertaining as well. Watching them bend over backward, attempting to execute

an intricate set of finger-pointing exercises as they try to lay the blame on some worker—it's like watching them try to mount a pommel horse. It can really be quite queer.

Once you peer into that Pandora's box, it's a real eye-opener. Viewing the Byzantine machinations of management on a ground level brings a sense of equity and balance to all those complaints that carriers have. Just a peep behind the curtain can encourage a new steward to delve more. It's an epiphany, discovering just how filthy the hands of the people "in charge" are, from mishandling all those dirty deeds. It can be quite enlightening if you choose to accept the shop steward challenge.

*Don Nokes, Branch 79*

## Southeast Pennsylvania Merged

It's on now! In case you have not noticed, management is coming at us with a vengeance. They are now poised to fight the fight. That means minimal attendance problem, "write them up"; if they sneeze, "write them up." Now during the pandemic, carriers were looking around and wondering, "Where have all the rules gone?"

They are back! Enforcement is at an all-time high. But what is our saving grace? NALC. It's what we all take for granted. But desperate times call for desperate measures. The fight between all unions and management is cyclical. They act, we react. Just remember they have the initial power. NALC must react to the B.S. that is pervasive in postal management. Let's face it, they will accept anyone to be a supervisor. We all just got the card in the mail. They are begging for supervisors to indoctrinate.

But let's be real: We are desperate, too. The union's job is so much harder than the bully structure of management. The union does so much with so little. The easiest thing to do is divide and conquer. Even Stevie Wonder can see the ways of our opposition. So, when you feel the need to read some salacious news about a union leader, please pause and think, what does it actually do for you? Everyone wants to know information instantaneously. But one person does not make a union.

We are enthralled in the midst of a contract negotiation. We are being attacked daily like we were 20 years ago (partially because of these new yahoo supervisors). We have moved backward in labor/management relations!

But ask yourself, what role are you going to take? Are you going to be part of the problem or part of the solution?

#UnionSticksTogether #Let'sFocusOnOurMissionWhichIsTheMembership #WeAreAllIn-ThisTogether

*Eric Jackson, Branch 725*

## South Jersey, New Jersey

When are we ever going to stop slapping management on the wrist and start making them pay for their blatant disregard of the contract and our rights? For the last so many years, our branch has had to deal with settlements that basically slapped management on



the wrist for their criminal behavior with regard to our job. It started when we exposed them for falsifying carriers' timecards when we were in the midst of route inspections.

We found they went into carrier's timecard entries and deleted their actual route times and put them on 737. We ended up getting a Step B settlement that stated they couldn't use the data from these days in future adjustment, no monetary remedy. I was told back then that they are trying to settle cases instead of sending them to arbitration! This was a joke to me, since I was brought up making management pay for their illegal activities. I was told the only way to stop future violations was to make them pay real money. I moved on, since there was nothing I could do from my level. Next, we just proved another theft at the Step B level when management was taking out secondary mail and putting it into the DPS trays, forcing carriers to fix the mis-sorts on the street. Again, no monetary relief, just make them fix it, which they may or may not do.

Lastly, we have caught them falsifying HIPP training in carriers' LiteBlue Hero training. Once again, all our national leaders are asking them to do is give carriers the training if they said they were given it, no monetary remedy. We have to stop settling these cases at the Step B level until management starts paying our craft money. Stay tuned for more rants.

*Gary DiGiacomo, Branch 908*

## South Suburban Merged, Illinois

The Illinois State Association of Letter Carriers held its annual state convention/events June 15-17. Branch 4016 had approximately 37 delegates in attendance.

On June 15, the Region 3 national business agent's office held a steward training. A panel of four speakers made presentations on the following topics: Defenses to Discipline, Remedies, Grieving Issues Injured Carriers Face, and JSOV Grievances. After each presentation, there was discussion and questions. A lot of great information was shared.

On the evening of June 15, Branch 4016 held its first-ever MDA event during the Illinois state convention at Tivoli Bowl near the convention site. The event had a great turnout, a good time was had by all, and most importantly, a lot of money was raised for MDA.

During the morning of June 16, the national business agent's office had several workshops available for members before the convention started. I attended the retirement workshop and was presented with great information.

On June 16 and June 17, several politicians spoke to the delegates about the importance of what letter carriers do for this country and were thanking the NALC for supporting them. National officers Manuel Peralta Jr. (known to most as Manny) and Mack Julion spoke to the membership about various issues affecting letter carriers. The state association recognized all the committees and many raffle prizes for IPALC were given out.

Branch 4016 received the Bronze plaque in recognition of raising the third most for IPALC over the last year. Branch 4016 raffles raised more than \$2,300 for IPALC at the state con-

vention, which goes toward next year's totals. That \$2,300-plus was the most Branch 4016 has ever raised in raffles at the Illinois state convention.

Overall, the Illinois state convention was great. Thank you to all those who put together such a wonderful convention!

*John Poskin, Branch 4016*

## Springfield, Ohio

By the time you read this, it will be one year since upper management removed our in-cept postmaster from Springfield. Things began to change almost immediately for the better with the installation of our new postmaster.

Staffing was finally on the rise, and daily forced overtime was declining. Being forced in on non-scheduled days was also dropping, as was being ordered in on holidays.

The atmosphere in the office changed for the better. For those of us who have worked in Springfield, the change was almost palpable. The work area seemed to be cleaner and brighter.

Today, the office is fully staffed. There is no forced daily overtime, no being forced to work non-scheduled days, no forced overtime on holidays.

Carriers now get holidays off; injuries are down. There are more carriers on the ODL than ever before. Carriers can now make family plans for holidays and vacation. We even had a branch get-together for the first time in years.

It was a brutal four-year stretch. Many junior carriers only knew the office to be in constant turmoil and being worked into the ground daily.

It is amazing how much can be positively achieved in a short amount of time when positive-thinking people are put in charge to effect positive change.

Springfield is a big office and will always have some issues. We're still going through the TIAREAP process. By October, all the routes should be adjusted. Enon will go through TIAREAP in the fall.

Thanks to everyone for their positive attitude as we continue in the right direction. After all, we have earned it.

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15 p.m. Meeting at 6:30. Show up. Listen. Ask questions. Knowledge is power.

*Brian Gourilis, Branch 45*

## Staunton, Virginia

In July, I attended a "coffee with your congressman" hosted by Ben Cline. Our branch president and a Waynesboro carrier planned to attend but were unable at the last minute.

We discussed several NALC issues. His responses:

The USPS Shipping Equity Act—He supports expanding USPS delivery services to include alcohol from licensed producers and retailers to legal customers and will read the bill for details.

The repeal of WEP/GPO—He is concerned about the large price tag. The provision that the bill would start with payments beginning December 2023 piqued his interest.

The Federal Employee Retirement Fairness Act—He reacted positively to the concept of "buying back" retirement time. He indicated that he would look into it.

Letter carrier safety—He was aware that a recent LLV fire happened in Waynesboro in his district. I brought up other safety issues, including heat deaths. When I described the violence against carriers by those seeking to steal Arrow keys, and the murder of our brother Aundre Cross, he reacted, saying that we need to protect people who are just out there trying to do their job. He said as a prosecutor he supports taking care of them. Later in the event, while another constituent brought up violence against nurses, he reiterated that we need to protect workers in dangerous jobs like the Postal Service.

Again, I'm reminded that taking the time to educate our elected officials on our issues is always worthwhile. A few months ago, Rep. Cline said to me that letter carriers don't have dangerous jobs—now he knows differently. I believe he considers me a trusted messenger, and I, along with other members, will follow up with him. There is a real possibility we will have his support on some bills in the future.

*Cindy Connors, Branch 513*

## Toledo, Ohio

You remember when you were raising your kids and you used some form of punishment for not doing what they were told to do? Whatever it was, a timeout or no electronics, there were consequences for not following the rules.

## COLA: Cost-of-living adjustment

- » *The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is 2.9 percent following the release of the June consumer price index (CPI). This COLA is based on the change in the CPI between December 2022 and December 2023.*
- » *The 2024 projected COLAs for the Civil Service Retirement System*

*(CSRS) and the Federal Employees Retirement System (FERS), which are based on the CPI's increase between the third quarter of 2023 and third quarter of 2024, is 2.3 percent. The 2024 COLA will be finalized with the publication of the September 2023 CPI in October 2023.*

*Visit [nalc.org](http://nalc.org) for the latest updates.*

## Branch Items

With grievances piling up over the same handful of issues, it would seem there needs to be some kind of punishment for management repeatedly doing the same thing, time after time. You would think if you were getting punched, really hard, you would stop doing it wrong. The way I see it, as long as there is no punishment for management personnel for violating the contract, the violations will continue.

We took a case to arbitration, for the same issue, for the fourth time, and a substantial amount of time and money was put forth to prepare the almost-identical case for the fourth time! Advocate Andy presented a detailed expense spreadsheet. In his award, the arbitrator reimbursed the union approximately \$5,000 and paid each carrier \$500. You would think that we won't see a case like that again, but we're still dealing with the same characters.

Speaking of characters, there were several at our Cohen Golf for MDA. We had 80 golfers, no rain, and a dinner following golf. The Eagles Landing Golf Course, near the shores of Lake Erie, was in great shape and there were many comments about the great food. We raised \$2,000 for MDA. Can't wait for next year.

*Ray Bricker, Branch 100*

### Tri-Valley, California

**F**ear is a natural emotion. We become frightened of the weather, the dark, or perhaps when tragedy happens to a loved one. The list of items or factors we humans fear is endless. If we aren't careful, our concerns begin to control our behavior. Fear makes us feel trapped until we fall or fail at achieving something. However, going through adversity builds confidence and greatness in people, which helps remove the fear.

I, like many others, had the opportunity to work with Laura Rowe, who just recently retired as our branch recording secretary and NALC advocate. Her hard work and dedication provided excellence to the NALC brand. She

conducted union business in a profound manner that demonstrated tenacity that I admired and respected. Moreover, Laura also served our branch as a station chief shop beyond her years of retirement from the Postal Service.

Ms. Rowe was able to work through adversi-



**Retired Elyria, OH Br. 196 member Frank Kronen, National Commander of American Legion 40 and 8 (l) and retired mail handler Steve Dircks (r) lay a wreath at Arlington National Cemetery on Memorial Day.**

ty—she demonstrated that if you wanted more, you had to do more. During times of frustration while doing the work as a shop steward, which union advocates experience throughout their career, Laura addressed union related matters professionally. Laura's success was result of her fearless actions.

I have fond memories working with Laura daily at the branch. However, my fondest times were witnessing her reactions whenever there were challenges consulting with unreasonable and non-objective postal employees (mostly managers). I'll just put it like this. I heard the phrase "What the f..." quite often, but it was for just cause. And, needless to say, I improved to be more objective and reasonable quickly when working with her.

And, for the reasons that I just stated above, I will always be grateful and thankful for Laura, and I wish her a happy and blessed retirement.

*James C. Perryman Jr., Branch 2902*

### Western Wayne County, Michigan

**O**n Sunday, June 25, Branch 2184 hosted our annual picnic for members and their families. Despite the threat of severe weather, the storms held off and everyone enjoyed an afternoon of fun, food, frivolity, music and union solidarity. A special thank-you to our picnic committee and volunteers who worked before, during and after the picnic for their work on behalf of our members.

It is a summer of discontent for letter carriers in Branch 2184 and across the United States as USPS management arrogantly doubles down on their callous disregard for the safety and well-being of our members. Widespread attempts to intimidate letter carriers with non-existent "time standards" in the office and in the street during the season of peak summer heat and humidity have resulted in serious health and safety consequences for some. This, coming on the heels of massive fraud and falsification of heat safety training records across the entire United States, where postal management outright lied about their completion.

It is time to finally stop pretending at any level that USPS management cares in the least about letter carrier health and safety. Their claimed commitment to safety is only a cesspool of lies and fraud. Ironically, one of the subjects of ridiculous management attention this summer has been so-called "stationary events." That is especially rich, coming from those that contribute nothing of value to the Postal Service and whose entire existence consists of stationary events.

And the beat goes on. Through it all, America's letter carriers as well as the world's best public service employee union, the NALC, will persevere.

*Joe Golonka, Branch 2184*

## How to submit items

**B**ranches may submit items for publication in *The Postal Record* by standard mail or by e-mail. **But please note the important information below.** Due to production requirements, items that do not comply with the styles specified cannot be published. Call *The Postal Record* office at 202-662-2851 if you have questions.

**Who can submit:** Branch presidents must send *The Postal Record* a letter designating authorized scribes, especially if the branch scribe has changed. If items will be submitted by email, the president also must list the email address(es) that will be used.

**Deadline:** The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the September issue, the deadline is 9

a.m. Friday, Aug. 11. Items received after the deadline will be held for the next issue.

**Word limit:** The *NALC Constitution* (Article 9, Section 1.b) limits items to **300 words**. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

**To submit items by mail:** Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11" paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); where it comes from; the person sending it; and how to contact the sender.

**To submit items by email:** Send to [postalrecord@nalc.org](mailto:postalrecord@nalc.org) with the branch

city and state as the subject. The item can be in the body of the e-mail or as an attachment in Microsoft Word format. Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your email was received, please call *The Postal Record* at 202-662-2851.

**Photos:** Branches may submit in-focus, professionally processed photos or e-mail digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at [nalc.org](http://nalc.org) or in one of NALC's social media accounts.

## Albany, Georgia

This is official notice to all members of Branch 4040 that nominations for all officers will take place at the regular branch meeting to be held at 6:30 p.m. on Tuesday, Sept. 19. The meeting will take place at 1709 Oakridge Drive, Albany.

The following offices will be up for election: president, vice president, secretary, treasurer, sergeant-at-arms, health and insurance representative and three trustees, as well as delegates to the 2024 state and national conventions.

All candidates for office and delegates shall be nominated at the meeting of nomination. Nominations may be made in writing, with the nomination to be received by the secretary not less than 30 days before the date of election. Any candidate and/or delegate not present at the meeting of nomination must accept nomination, in writing, within five days. Acceptance in writing can be submitted electronically.

Election of officers and delegates will be by secret ballot.

The term of office for elected officers will be two years, beginning January 2024.

*Jerry Cordle, Sec., Br. 4040*

## Anchorage, Alaska

This is official notice to all members of Branch 4319 that nominations for the following officers and national convention delegates will be held at the regular branch general membership meeting on Oct. 5: president, vice president, financial secretary-treasurer, recording secretary, health benefits representative, three trustees and sergeant-at-arms.

The president, vice president, financial secretary-treasurer, recording secretary and health benefits representative shall become automatic delegates to the NALC national convention in 2024 by virtue of their election to their office. The president, vice president, financial secretary-treasurer and recording secretary shall become automatic delegates to the regional assemblies held during their term of office.

Nominees for delegates to the national convention must have attended a minimum of two-thirds of the regular branch general membership meetings since the previous national convention to be eligible for reimbursed expenses, except for the delegates who work in offices outside the municipality of Anchorage. All nominations must be accepted verbally or in writing at the nominating meeting or they must be received in writing not later than seven calendar days after the close of nominations. Failure to accept nominations as stated will result in automatic decline of the nomination.

The election for officers shall be done by referendum mail ballot. The ballots must be received in the election committee's post office box by Dec. 4. There shall be no write-in votes cast for candidates not officially on the ballot. The results of the election shall be reported by the election committee at the Dec. 7 meeting of the branch. The newly elected officers shall hold office for a period of two years beginning Jan. 1, 2024.

*Andrew Grant, Rec. Sec., Br. 4319*

## Atlanta, Georgia

This is an official notice to all active and retired members of Branch 73 that nomination of officers for a term of two years will be held on Oct. 12 at the regular branch meeting, or nominations must be submitted in writing, dated, signed and received by the recording secretary prior to nominations at the Oct. 12 branch meeting. Nominations of delegates to the 2024 state and national conventions will be held on Nov. 9 at the regular branch meeting, or nominations must be submitted in writing, dated, signed and received by the recording secretary prior to nominations at the Nov. 9 branch meeting. The address to mail nominations request is: Recording Secretary Velma Worthy-Lindley, 1842 Candler Road, Decatur, GA 30032.

Nominations are for the following officers: president, vice president, part-time vice president, recording secretary, treasurer, financial secretary, health benefit representative, three trustees, and sergeant-at-arms. All nominees must certify by written request or in person that they have not served in a supervisory position or made application thereof during the past two years, whether one day or fraction thereof, in order to be eligible. Only members in good standing will be allowed to participate in the nomination and the voting process.

Secret ballots will be mailed to all members at your last known address. If you have moved within the past two years, please contact the branch and update your address ASAP. Members who do not receive a ballot by Nov. 27 should contact the union hall at 404-284-4222.

*Velma Worthy-Lindley, Rec. Sec., Br. 73*

## Baton Rouge, Louisiana

This is official notice to all members of Branch 129 that nominations for branch officers, delegates and alternate delegates will take place at the union meeting held at 7:30 p.m. on Sept. 27 at the George B. Cooper Building, 1953 Beaumont Drive, Baton Rouge.

In accordance with Article 5 of the NALC Constitution and Branch 129 bylaws, the election date will be Oct. 28.

*Trelle Thomas, Sec., Br. 129*

## Beloit, Wisconsin

In accordance with Article 5 of the NALC Constitution and Branch 715 bylaws, this is an official notice to all members of Branch 715 that nominations for the offices of president, vice president, steward, secretary, treasurer, alternate steward(s), health benefits representative, MBA representative, sergeant-at-arms and three trustees will take place at the union meeting on Oct. 19. Nominations for the 2024 state and national convention delegates will also take place at the October branch meeting.

Those wishing to be nominated must accept such nomination in person or submit their willingness to be nominated in writing to the branch secretary prior to the October branch meeting. Any active or retired member in good standing is eligible to serve as an officer or convention delegate. Retired

members may not vote for the offices of steward or alternate steward(s).

The election will be held by secret ballot mailed to the member's last known address. If you have not done so, please update your address with the branch secretary as soon as possible.

Ballots must be received at the branch election post office box by 5 p.m. on the day of the Nov. 16 regular branch meeting. Ballots will be counted and results will be announced at that meeting.

The officers and board of trustees shall serve a term of two years or until their successors are duly elected and installed. Installation of officers will be held at the regularly scheduled Dec. 21 branch meeting.

*Tom Fritz, Sec., Br. 715*

## Bossier City, Louisiana

This is official notice to all members of Branch 4617 that nominations for president, vice president, secretary-treasurer, health benefits representative, sergeant-at-arms and three trustees will be accepted at the branch monthly meeting on Oct. 17. The meeting will be held at Sissy's Playhouse, 2328 Barksdale Blvd., Bossier City at 6:30 p.m. Members who wish to be nominated for office must be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected.

Election will be conducted by mail-in ballot, which will be mailed out after the October meeting and are to be returned by Nov. 13. The results will be announced at the Nov. 14 meeting at the same location, and the officers will be sworn in at the regular January meeting.

*Thomas Person, Sec./Treas., Br. 4617*

## Boulder, Colorado

This is official notice to the members of Branch 642 that nominations for officers, delegates to the national and state conventions, and stewards will be held at the regular branch meeting on Thursday, Oct. 12. All members in good standing except those who have held or applied for a supervisor or 204b position within the last 24 months, as provided in Article 5 of the NALC Constitution, will be eligible to be nominated. All members who want to be nominated for officer, steward, and/or delegate to the national and/or state convention must be present at the Oct. 12 meeting, or signify in writing, signed, and dated, to the secretary of Branch 642, by 6 p.m. on Oct. 12, their willingness to be nominated, or be placed in nomination for officer, steward, and delegate to the national and/or the state convention. Any nominee who is unduly prevented from attending the nomination meeting will have five days to contact the secretary of Branch 642 by phone, text, email or in person to accept the nomination.

The following officers to be nominated are president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, health benefits representative, mutual benefits representative, director of retirees, and board of trustees composed of three members.

Shop stewards shall be nominated by members of their respective stations and will be elected by the members of

their respective stations by mail ballot.

Election, if necessary, will be by mail ballot. The ballots will be mailed to members at least 20 days prior to the Dec. 14 branch meeting. Each member will mail their ballot to a P.O. box address established by the election committee. Ballots will be counted by the election committee per Section 14, Conducting Mail Balloting of the NALC Regulations Governing Branch Election Procedures, which will be strictly enforced. The election committee and observers will follow all the guidelines as outlined in Conducting Mail Balloting of the NALC Regulations.

*Dave Negrotti, Pres., Br. 642*

## Bridgeport, West Virginia

This is an official notice to all members of Branch 4458 regarding nominations for all branch officers: president, vice president, secretary-treasurer, sergeant of arms, health benefit representative and board of trustees (three). Nominations will be held at the regular monthly meeting on Wednesday, Nov. 8.

Elections will be held at the regular monthly meeting on Wednesday, Dec. 13. Those elected will serve a two-year term.

*Bradley Foster, Sec., Br. 4458*

## Buffalo-Western New York

This is an official notice to all members of Branch 3 that nominations for delegates to the 73rd National Convention will be held on Oct. 10 at 7:30 p.m. at the Matthew Glab Post, Lackawanna. The election of delegates will be held at the branch general membership meeting on Nov. 14. The convention will be held in Boston, MA, Aug. 5-9, 2024.

According to the bylaws of the Branch, Article 5, Section 1(c) states: "Acceptance of the nomination must be made verbally or in writing at this meeting. In the event a candidate is unavoidably 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 M. Fitzgerald, Sec.-Treas., Br. 3*

## Canton, Ohio

In accordance with Article 5 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. 10 meeting. The election will take place at the Nov. 14 meeting. Nominations and the

# Election Notices

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 3 year, (one three-year term), building manager, director of retirees, health benefits representative and delegates to 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 they must submit acceptance in writing to the branch secretary by Oct. 10. The election will be by secret ballot on Nov. 14.

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 regularly scheduled meeting.

Absentee ballots may be requested from the election committee at the above address in writing, if for emergency reasons *only* (i.e., hospitalization, annual leave outside the immediate area, imminent death of immediate family member). 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*

## Cedar Falls, Iowa

This is official notice to all members of Branch 719 that nominations for branch officers will be held at the Nov. 8 monthly meeting. Nominations will take place for president, vice president, treasurer, steward and secretary.

Elections, if necessary, will take place at the Dec. 13 meeting.

*Bill Hanson, Sec., Br. 719*

## Centennial, Colorado

In accordance with Article 5 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. 5 branch meeting at the Centennial branch office, located at 1010 S. Joliet St., Suite 204, Aurora: president (two-year term), vice president (two-year term), financial/recording secretary (two-year term), treasurer (two-year term), sergeant-at-arms (two-year term), director of retirees (two-year term), health benefits rep (two-year term), one trustee (three-year term), shop stewards—all stations (one-year term), delegates to the national convention, delegates to the NALC Colorado state convention, three delegates to the Colorado AFL-CIO convention, and three delegates for the Denver Area Labor Federation.

Election will be by secret mail ballot and results will be announced at the Dec. 7 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 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.

*Elizabeth Welch, Fin./Rec. Sec., Br. 5996*

## Central California Coast

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 52, this is the official notice of nominations and election of officers and delegates of Branch 52 of the Central California Coast.

Nominations for the election of officers of Branch 52 will be the first order of business at the regular branch meeting at 7 p.m. on Thursday, Oct. 12, at the Best Western Big America Conference Room, 1725 N. Broadway, Santa Maria. Candidates must accept nominations at the time made or, if absent, in writing by the end of the meeting. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, executive vice president, vice president/health benefits representative, recording secretary, treasurer/financial secretary, legislative liaison/MBA representative, sergeant-at-arms, three trustees, and delegates and alternates to the national and state conventions.

The terms of office will be two years, beginning Jan. 1, 2024.

The candidates elected president, executive vice president, vice president/health benefits representative, recording secretary, treasurer/financial secretary and legislative liaison/MBA representative in the forthcoming election, by virtue of their office, will automatically be delegates to the national and state conventions that will take place during their terms of office.

The election will be conducted by secret ballot at the regular branch meeting beginning at 5:30 p.m. on

Thursday, Nov. 9, at the Best Western Big America, 1725 N. Broadway, Santa Maria. Any member who, for any reason, will be unable to vote on Nov. 9 may obtain an absentee ballot by writing (no sooner than Oct. 13) to: the Election Committee of Branch 52, P.O. Box 5056, San Luis Obispo, CA 93403-5056. Requests for absentee ballots must be received by the election committee no later than the close of business on Friday, Oct. 27.

Write-in votes will not be permitted.

*Andres Gaytan, Rec. Sec., Br. 52*

## Cleveland, Ohio

This is the official notice to all Branch 40 members that nominations for delegates to the 73rd National Convention Aug. 5-9, 2024, in Boston, MA, will be held at the branch meeting at 7:30 p.m. on Friday, Nov. 10. These delegates will also be qualified for the state convention to be held in Ohio in the summer of 2025.

An election, if necessary, will be held at the regular branch meeting at 7:30 p.m. on Dec. 10. These meetings begin at 7:30 p.m. and will be held at the Pipefitters Hall, located at 6305 Halle Drive, Valley View.

*Nestor J. Chaves, Rec. Sec., Br. 40*

## Columbia, South Carolina

This is to serve as official notice to all members of Branch 233 that nominations for the office of one trustee will be accepted at the regular branch meeting at 7 p.m. on Sept. 12, located at 4921-B Broad River Road.

Nominations shall be held at the September meeting with the election to be held at the October meeting in even numbered years. One trustee shall be nominated and elected in odd-numbered years, as described above.

When there are two or more candidates for any office, the election shall be by ballot and the plurality of votes cast for such office shall be necessary to elect. Elections for branch officers shall be by mail balloting in accordance with Section 14.0 of the *NALC Regulations Governing Branch Elections Procedures* manual.

Every regular member present will be given the opportunity to nominate the person of their choice before nominations for that office is closed. All candidates for office or delegate shall be present at the meeting when nominated or submit in writing to the secretary prior to nomination their willingness to serve if elected. No part of this requirement shall be applied as to deny a candidate an alternate means of accepting a nomination should such candidate be unavoidably detained.

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 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 position to be a delegate to any convention for a period of 24 months after the 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.

Additionally, nominations for South Carolina State Association of Letters (SCSALC) convention delegates shall be held at the October meeting at 7 p.m. on Oct. 4. Delegate elections shall be at the November meeting at 7 p.m. on Nov. 1.

Any member of Branch 233 serving as a delegate to the state convention, whose expenses are paid in whole or in part from Branch 233 funds, shall not be eligible to be nominated or elected as an expenses-paid delegate, unless

the member has attended at least eight regular or special meetings in the preceding 12 months (October-September) prior to nomination.

*Joseph W. Baker, Sec., Br. 233*

## Columbus, Ohio

In accordance with Article 5 of the *NALC Constitution* and Branch 78 bylaws, nominations for all officers, including president, vice president, recording secretary, assistant secretary/editor, financial secretary/treasurer, safety officer, sergeant-at-arms, director of retirees, MBA health representative, five trustees, and delegates to the national and Ohio State Association conventions.

Nominations will be conducted at the regular branch meeting, which is scheduled for 6:30 p.m. on Oct. 11 at 1029 Harrisburg Pike, Columbus. The nominations will be for a three-year term, beginning on or about Jan. 1, 2024.

The election will be conducted by secret ballot mailed to the members' last known addresses. Results of the election will be announced at the regular December branch meeting on Dec. 13.

*Trevor Payne, Rec. Sec., Br. 78*

## Davenport, Iowa

This is official notice to members of Branch 506 that nominations for branch officers and delegates for the national convention shall be made from the floor at the regular scheduled branch meetings on Thursday, Oct. 12, and Thursday, Nov. 9.

The voting will take place at the Thursday, Dec. 14, meeting.

*Jennifer Rushton, Sec., Branch 506*

## Delaware

This is official notice to all members in good standing of the Delaware State Association of Letter Carriers, pursuant to Article 5 of the *NALC Constitution* and Article VII of the Delaware state bylaws, that nominations and elections for state officers, the president, vice president, secretary, treasurer, director of education and director of retirees will take place at the biennial state convention on Sunday, Oct. 8, at the Hyatt Place Dewey Beach, 1301 Coastal Highway, Dewey Beach.

All elected positions shall be nominated and voted on during the convention and those elected will serve a two-year term that will end at the next state convention in 2025.

*Robert Wilkerson, Pres., DSALC*

## Downers Grove, Illinois

Nominations for the election of officers of Branch 1870 (Downers Grove/Woodridge) will be held at the regular branch meeting at 7 p.m. on Sept. 14 at the Knights of Columbus Hall, 25 N. Cass Ave., Westmont. 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 branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, health benefit rep/MBA rep and three trustees. The terms of office will be two years, beginning Jan. 1, 2024. In addition, nominations will be held for delegates to the 2024 state convention in Moline and the national

convention in Boston, MA.

Elections will be conducted through mail-in ballots, and all ballots will be counted during the meeting at 7 p.m. on Nov. 9. Meetings are held at the Knights of Columbus Hall, 25 N. Cass Ave., Westmont.

*Jeanie Williams, Sec., Br. 1870*

### East St. Louis, Missouri

This is official notice to the members of Branch 319 that nominations for branch president, vice president, recording secretary, treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms, three trustees, MDA coordinator and all stewards, as well as state and national convention delegates for the 2024-2026 term, will be put forth at the regular October branch meeting and continue through November's branch meeting.

*Carmen Jackson, Acting Rec. Sec., Br. 319*

### Evansville, Indiana

This is official notice to the members of Branch 377 that nominations for officers, delegates and stewards will take place at the August and September regular meetings.

Secrets ballots will be sent out after the September meeting, and the results will be announced at the December meeting.

*Donna Starnes, Pres., Br. 377*

### Fayetteville, North Carolina

This is an official notice to all members of Lewis M. Tucker Merged Branch 1128 that nominations of delegates for the 2024 NALC national convention and nominations for one branch trustee will be held during the October monthly membership meeting. Any person nominated as a convention delegate or trustee must be in good standing and must be present or will have placed in writing their wish to accept or decline said nomination, or by calling the branch office on the night of nominations. A candidate who has been unavoidably detained will be given a reasonable amount of time after the close of nominations to accept a nomination for office.

If necessary, voting will take place at the November monthly membership meeting.

*Rodney L. Redding, Sec., Br. 1128*

### Fostoria, Ohio

This is official notice to all members of Branch 279 that nominations of all officers will be held at our regular branch meeting on the second Tuesday in September. Any nominations that are mailed in must be received by Sept. 11.

*Shawn Collins, Pres., Br. 279*

### Gainesville, Georgia

This is official notice to all members of Branch 1441 that nominations for president, vice president/sergeant-at-arms, recording secretary/financial secretary/treasurer/health benefits representative and a board of trustees comprised of three members will be held during the regular branch meeting at 6 p.m. on Oct. 3. Nomination shall be made from the floor, and all candidates must be present at the time of their nomination or else signify their willingness, in writing, to accept if elected. Notices stating willingness to accept must be in the hands of the secretary-treasurer at the time of nominations. The president, vice president and secretary-treasurer of this branch shall by virtue of their office be regular delegates to all national and state conventions. The president—or vice president, if the president is unable to attend—shall be chairman of each delegation.

If after nominations an election is in order, it shall be consummated and concluded during the regular branch meeting at 6 p.m. on Nov. 2. In accordance with the provisions of Article 5 of the NALC Constitution, election to be conducted by secret ballot.

*Rex Newell, Pres., Br. 1441*

### Grand Forks, North Dakota

Branch 517 will be holding nominations for election of president, vice president, secretary, treasurer, steward, sergeant-at-arms, three trustees, health benefit representative, and delegates to the national convention at

the monthly meeting at 7 p.m. on Oct. 12 at the VFW, 312 Demers Ave., East Grand Forks.

Nominees must be present to accept nomination or, if absent, they must provide a written notification of their acceptance. The president will attend the national convention by virtue of their office.

Election ballots and instructions will be mailed within seven days of the October meeting. Election results will be released at the December meeting.

The term of office will be for two years, beginning in January 2024.

*Michael J. Quinn, Sec., Br. 517*

### Hammond, Indiana

This is the official notice to the members of Northwest Indiana South Shore Branch 580 that nominations for the election of branch officers will be held at the regular monthly branch meeting at 7 p.m. on the third Thursday of September, located at 1221 E. Ridge Road, Gary. The term is three years, beginning on Jan. 1, 2024.

Nominations will be held for the following branch offices: president, executive vice president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefit officer, MBA officer, director of retirees, director of legislation and three trustees. Nominations for delegates to the 2024 state and national conventions will also be held.

*Jenniynne Adams, Rec. Sec., Br. 580*

### Hattiesburg, Mississippi

This is official notice to the members of Pine Belt Merged Branch 938 that nominations for delegates to the 2024 national convention, secretary-treasurer and two board of trustees will take place at the Oct. 19 regular meeting.

The elections will take place at the Nov. 16 regular meeting.

Both the nominations and elections will be at the St. Thomas Aquinas Catholic Church meeting room, 3117 W. 4th St., Hattiesburg.

*Hal E. Odom, Sec.-Treas., Br. 938*

### High Point, North Carolina

This is an official notice to the members of the Howie Leff Memorial Branch 936 that nominations for the following branch offices will be held at the regular branch meeting at 7 p.m. on Oct. 12 via Zoom or at the union hall at 1446 Bethel Drive, High Point: president, vice president, recording secretary, assistant recording secretary, treasurer, sergeant-at-arms, health benefits representative, three trustees, parliamentarian, chaplain, and delegates and alternate delegates to the 2024 national convention in Boston, MA, and the 2025 state convention in Southern Pines. The terms of office will be two years, beginning Jan. 1, 2024.

To gain access to the Zoom branch meetings, please contact the branch secretary at natashabrownnc936@gmail.com no later than Oct. 27. Candidates must accept nominations at the time made or, if absent, in writing. Nominations may also be made in writing but must be received by the branch secretary no later than Oct. 12 at P.O. Box 465, High Point, NC 27261.

Requests for absentee ballots must be received by the election committee no later than Oct. 27.

The president shall serve as a delegate to the 2024 national convention by virtue of the office. The elections will be held at 7 p.m. on Nov. 9 via Zoom or at the union hall at 1446 Bethel Drive, High Point. The elections will be by secret ballot. Ballots must be mailed back to the election committee at P.O. Box 5034, High Point, NC 27262, no later than 5 p.m. on Nov. 9.

*Natasha Brown, Asst. Rec. Sec., Br. 936*

### Honolulu, Hawaii

This serves as official notice that Branch 860 will be accepting nominations for the delegates to the national convention in 2024. This process will take place at the general meeting on Nov. 1 at the union office, located at 1001 Dillingham Blvd., #319, Honolulu. The meeting will begin at 7 p.m.

Elections for said delegates will be held at our Dec. 6 meeting at the union office, located at 1001 Dillingham Blvd., #319, which will begin at 7 p.m.

*Terry Kaolulu, Sec., Br. 860*

### Hopkins, Minnesota

This is official notice to all members of Branch 2942 that nominations for one trustee position will be accepted at the regular branch meeting on Oct. 5 at the Hopkins Elks Lodge (30 8th Ave. S., Hopkins). The term of office is three years.

Letters of intent to serve as a delegate to the 2024 Minnesota state convention and national convention must also be turned in to the branch secretary prior to the 7 p.m. start of the October meeting. People may also be nominated verbally at the October meeting. Names of all nominees will be read at the Nov. 2 meeting with mail-in election to follow, if necessary.

*Leanne Steinbrunn, Sec., Br. 2942*

### Hot Springs Natl. Park, Arkansas

This is official notice to all Merged Branch 543 members for nominations for branch president, executive vice president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, Trustees 1 and 3, and delegates to the national convention from January 2024 to December 2025.

Those who wish to be nominated must be present at the October meeting or should give the secretary a letter in writing stating acceptance of nomination before the October meeting.

The term of office will be until December 2025.

*Johnny R. Johnston, Sec., Br. 543*

### Jersey City, New Jersey

This will serve as official notice to all Branch 42 members. Nominations for all officers of Branch 42 and delegates to the 2024 national convention will be held at the regular branch meeting on Thursday, Nov. 9. The meeting will begin at 6:30 p.m. at the Jersey City Moose Lodge, located at 60 West Side Ave., Jersey City.

Any member wishing to oppose a current shop steward must be nominated at this meeting so an election can be held at the proper station. Candidates must accept a nomination at

## Regarding Election Notices

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

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

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

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

# Election Notices

the time made or, if absent, in writing. Candidates can accept a nomination for only one office. Nominations will be held for the following branch officers: president, vice president, secretary, treasurer/financial secretary, LCFF coordinator, health benefits representative, sergeant-at-arms, safety/health officer, director of retirees and three trustees. Candidates elected to the above-mentioned 12 offices, by virtue of their elected office, shall be delegates to the national convention.

The election for Branch 42 officers and delegates to the 2024 national convention will be conducted by secret mail ballot, with complete oversight by the New Jersey State Board of Mediation (NJSBM). Ballots will be mailed to the home address of eligible members on or about Nov. 17. Completed ballots in their pre-paid/addressed envelopes must be received no later than 11 a.m. on Dec. 14 to be counted. Write-in votes are not permitted. Any member who does not receive a ballot should contact Tina Carpenter at the NJSBM at 609-984-7676 no later than Nov. 29.

Election results will be announced at the Branch 42 Christmas meeting on Dec. 14. The meeting will begin at 6:30 p.m. at the Jersey City Moose Lodge, located at 60 West Side Ave., Jersey City.

*Aarcely Gonzalez, Sec., Br. 42*

## Killeen, Texas

This is an official notice to all active and retired members of Branch 4217 for nominations for the appointment of the following positions: president, vice president, secretary, treasurer, financial secretary, sergeant-at-arms, health care coordinator, three trustees, and delegates to the state and national conventions.

Nominations will take place at 6 p.m. on Sept. 19 at Yank Sing Restaurant, 1705 E. Central Texas Expressway, Killeen.

*Carlos E. Melchor, Treas., Br. 4217*

## Knoxville, Tennessee

In accordance with Article 5 of the NALC Constitution and NALC Branch 419 bylaws, this is an official notice to all members of Branch 419 who are in good standing that nominations for all branch officers, trustees and delegates to the state and national conventions will be held at the regular monthly branch meeting at 7 p.m. on Nov. 7 at the Elks Lodge at 5600 Lonas Road, Knoxville. The term of office is two years (2024-2026), beginning with the installation of the officers prior to the general membership meeting in January following the election.

The election will take place by mail-in-ballot. The ballots must be postmarked no later than the last Tuesday of November and will be counted at the December branch meeting. All candidates shall be present at the Nov. 7 branch meeting to accept nominations or have filed a letter of acceptance with the branch secretary before the night of that branch meeting. The term for all branch officers and trustees will be for two years, and two years for delegates to the state and national conventions.

*Tony Rodriguez, Sec., Br. 419*

## Lafayette, Indiana

This is an official notice to all active,

retired and recently merged branches of Branch 466 that nominations for election of delegates to the 2024 national and Indiana state conventions will take place at the regular October meeting in the main post office conference room at 3450 South St. in Lafayette. By virtue of their office, the president shall be an automatic convention delegate. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for 24 months prior to the nomination and must be a member in good standing. Candidates must accept or decline nominations in writing at the time of nomination or, if absent, must be received by the secretary within one week after nominations have occurred.

All ballots will be mailed to the member's address on file. Please notify an officer of any address change as soon as possible.

*Lyn Hairston, Sec., Br. 466*

## Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the NALC Constitution and Article 4, Section 2, and Article 5 of the Branch 273 bylaws, nominations for all elective offices (president, vice president, recording secretary, treasurer, sergeant-at-arms, MBA representative, blood bank representative, health benefits representative, three Lancaster carrier annex stewards, three county stewards and one trustee) shall be conducted at the monthly branch meeting on Oct. 18, commencing at 7 p.m.

All positions will serve a three-year term, commencing on Jan. 1, 2024, after the installation ceremony held at the regular December branch meeting.

Self-nominations can be made in writing and mailed to NALC Branch 273, P.O. Box 7397, Lancaster, PA 17604, and must be received by 5 p.m. on Oct. 18, or self-nominees can signify in writing to the recording secretary their willingness to serve as an officer of the branch if elected.

If an election is necessary, it shall be conducted by secret mail ballot. The election committee shall mail a ballot to each member's last known address at least 20 days before the Nov. 15 regular branch meeting. The president shall appoint the election committee immediately following the close of nominations. The deadline for returning marked ballots shall be 5 p.m. on Nov. 15.

All election results will be announced after the official opening of the Nov. 15 monthly meeting.

*Christian Oatman, Rec. Sec., Br. 273*

## Laramie, Wyoming

This is an official notice to all members in good standing of Branch 463 that nominations for elected branch officers will be held at our regular monthly meeting at 6 p.m. on Oct. 12 at the American Legion, 417 Ivinson Ave., Laramie. Nominations will be held for the following branch offices: president, vice president, secretary and treasurer, each serving a term of one year, and one trustee position serving a term of two years.

Elections will be held at our regular monthly meeting at 6 p.m. on Nov. 9 at the American Legion, 417 Ivinson Ave, Laramie.

*Heather Crouse, Sec., Br. 463*

## Laredo, Texas

This is official notice to all members of Branch 354 of our nominations and elections for 2024 national convention delegates, two trustees and all other offices for Branch 354.

Nominations will be taken at the regular branch meeting on Oct. 24. Meeting starts at 7 p.m. at the union hall, 3220 E. Locust St. Nominee(s) must be present to accept nomination at the time made or, if absent, submit in writing. The term for trustee is three years. All other officer terms are for two years.

Secret ballots will be mailed out, and replies must be received at the P.O. box no later than 12:01 a.m. on Nov. 14. The tally of ballots will be at the union hall during our monthly meeting at 7 p.m. on Nov 14.

*Rafael G. Carranza, Sec., Br. 354*

## Levittown, Pennsylvania

This is the official notice to all members of Branch 4973 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms and three trustees will be accepted at the third Tuesday meeting in September and October (Sept. 19 and Oct. 17).

All elected officers will serve as delegates to the state and national conventions.

Following final nominations, ballots will be handed and/or mailed to all members. Ballots will be counted at the November union meeting. All ballots must be postmarked by Nov. 21. And received prior to the union meeting. The results will be announced at the meeting.

*John Morlando, Sec., Br. 4973*

## Lexington, Kentucky

This is official notice that election of officers for Branch 361, including president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative, director of retirees, three members of the board of trustees, stewards and delegates, will take place this year. The president, vice president, recording secretary and financial secretary/treasurer are automatic delegates. All terms of office are for three years and will run from Dec. 5, 2023, to Dec. 5, 2026.

Nominations for all positions will take place at the regularly scheduled meeting on Oct. 3 at 7 p.m. at 1101 Red Mile Road, Lexington. All nominees must be members in good standing. Any nominee not in attendance at the October meeting must have submitted a signed written statement of their willingness to accept the nomination.

The election will be conducted by secret ballot, to be mailed no later than Oct. 20, which must be returned no later than Nov. 10. The results will be presented by the election committee at the regularly scheduled meeting on Dec. 5.

The installation of all officers will take place before adjournment at the regularly scheduled meeting on Dec. 5.

*Zed Waltz, Pres., Br. 361*

## Lima, Ohio

This is official notice to all members of Branch 105 that nominations for all branch officers and delegates to the

2024 national convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in before and results announced at the regular meeting in December.

*Todd J. Friemoth, Sec., Br. 105*

## London, Kentucky

This is an official notice to all active and retired members of Cumberland Falls Branch 2242. Nominations for all officer positions will be held at our September meeting, with elections to take place in October. Positions are president, vice president and secretary-treasurer.

*Chris Evans, Sec., Br. 2242*

## Long Island Mgd., New York

In accordance with Article 5 of the NALC Constitution, this is an official election notice to all members of Branch 6000 that the nomination for the following officers will take place at the branch meeting to be held at 7:30 p.m. on Sept. 21 at the Knights of Columbus Hall in Bay Shore on Fifth Avenue between Southern State Parkway and Sunrise Highway.

Officers to be nominated are: president, executive vice president, 1st vice president, recording secretary, financial secretary, treasurer, area representative, area representative/OWCP representative, director of city delivery/safety officer, health benefit representative MBA/NSBA representative, editor and five trustees, who shall be known as sergeant-at-arms/Trustees #1, Trustee #2, 3, 4 and 5. In accordance with branch bylaws, all officers shall be automatic paid delegates to the New York state and national conventions. The term of office will be for three years, beginning on Dec. 21.

Each nominee must be present at the nominations on Sept. 21 and give consent to their nomination or must file a written acceptance of their nomination with the recording secretary by Sept. 20. No person shall accept nomination for more than one office.

The election will be conducted by secret ballot via mail. Ballots will be mailed to the members' last known addresses beginning Oct. 20 and must be returned to the designated post office in order to be counted by 3 p.m. on Nov. 10. Write-in votes are not permitted.

*Carol M. Brown, Rec. Sec., Br. 6000*

## 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. 5 at the branch meeting hall, 584 S. B.B. King Blvd., Memphis.

Nominations are for the following officers: president, executive vice president, vice president, financial recording secretary, treasurer, director of retirees, health benefit representative, Office of Workers' Compensation rep, 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, vol-

untarily 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. 15. Members who do not receive a ballot should notify the election committee at the branch office beginning Oct. 22. The ballot must be received by the election committee in the postage-paid, return addressed envelope by noon on Nov. 5.

*Michelle Johnson, Fin. Rec. Sec., Br. 27*

## Metairie, Louisiana

In accordance with Article 5 of the NALC Constitution, this is the official notice to all members of Branch 6119 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, health benefit officer and five trustees will be taken to the floor at the Oct. 19 branch meeting. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the Oct. 19 branch meeting.

The election of officers for Branch 6119 will be held on Friday, Dec. 1. Delegates to the national convention will also be elected.

All elected officers will serve from January 2024 to Jan. 23, 2025.

*Rickey J. Ashley Sr., Sec., Br. 6119*

## Michigan City, Indiana

This is the official notice to all members of Branch 455 that nominations for delegates to the 2024 national convention and the 2024 ISALC convention will take at the monthly meeting at Gelsosomo's Pizza on Thursday, Nov. 16.

Elections will then take place at the same place on Thursday, Dec. 21.

*Phillip E. Weiss, Rec. Sec., Br. 455*

## Minnesota

This is an official notice to all members of the Minnesota State Association of Letter Carriers.

Nominations and elections for the offices of president, vice president, treasurer, secretary, editor, executive board and director of retirees will be held at the state convention Oct. 1-4) at Ruttger's Bay Lake Resort in Deerwood. The term of office will be for two years.

Two additional Minnesota AFL-CIO delegates and two Minnesota AFL-CIO State Retirees Council delegates will be

elected for a term of two years.

Members who have held, accepted or applied for supervisory positions are ineligible to run for and hold office for a period of two years after termination of such status. All candidates must verify upon acceptance that they have not served, accepted or applied for a supervisory position within the last 24 months.

Balloting will take place during the Oct. 2 session of the convention. Newly elected officers will be sworn in during the Oct. 3 session of the convention.

*Christa Abraham, Sec., MSALC*

## Mobile, Alabama

This is official notice to all members of Branch 469 that nominations of officers will be held during the regular branch meeting at 7:30 p.m. on Sept. 14.

If after nominations an election is in order, it shall be done and concluded on Oct. 12 from 6:30 p.m. to 8 p.m.

*Kawnada James, Sec., Br. 469*

## Monroe, Louisiana

This is official notice to the active and retired members of Branch 136 that nominations for all officers and delegates will take place at the regular monthly branch meeting at 6 p.m. on Oct. 19 at the union hall, located at 113 Cotton St., West Monroe.

Elections, if needed, will be conducted by mail-in ballot in accordance with Article 5 of the NALC Constitution and the bylaws of Branch 136. Ballots will be mailed to members' last known addresses. The results will be read at the Dec. 21 meeting, and the installation of officers will take place at the NALC retirement banquet at Catfish Cabin in January 2024.

*Elizabeth Osborner, Pres., Br. 136*

## Monterey, California

In accordance with Article 5 of the NALC Constitution, this is official notice that nominations for delegates to the national convention will be held at the regular meeting of Branch 1310 on Sept. 21. All members in good standing are eligible for nomination.

If you have held a supervisory position in the previous 24 months prior to nomination, you are not eligible for nomination.

If you are unable to attend the meeting, you must submit a letter in writing that you will accept a nomination. Send it to Branch 1310's P.O. Box 1383 no later than 5 p.m. on Sept. 21.

Elections will be held in October by secret ballot.

*Scott Bedell, Sec., Br. 1310*

## Morrisville, Pennsylvania

This is to give notice of nominations for Branch 2572's election to be held at the December meeting. All offices are for the entire year of 2024. Nominations may be submitted at the September, October and November meetings for the December elections. Offices are president, vice president, treasurer, recording secretary, sergeant of arms, two stewards and five trustees for 2024.

*William Rittler, Rec. Sec., Br. 2572*

## Napa, California

This is official notice to all mem-

bers of Branch 627 that nominations of all branch officers will be held at the regular meeting on Oct. 19 at the Branch 627 office, 1832 Soscol Ave., Room 112, Napa.

Offices for election are president, vice president, recording and financial secretary, treasurer, sergeant-at-arms, trustees (three), NALC HBR and MBA rep. There will also be nominations for the 2024 national convention delegates and alternate delegates. The term of office shall be two years. By virtue of the office, the president shall be first delegate to any convention.

The election will be held at the Napa post office by secret ballot. Absentee ballots will be mailed to all retirees and to those who request one. All ballots must be received by election Day. Election Day shall be the date of the November meeting, Nov. 16. Results will be announced at the November meeting. Nominations shall be valid only upon written acceptance by the nominee within five days of the nomination.

*David James, Pres., Br. 627*

## New Braunfels, Texas

This is official notice to all members of Branch 2805 about nominations for all branch officers.

Nominations will be held at our regular branch meeting on Oct. 11, with elections being held at our regular branch meeting on Nov. 8.

*Jeffrey Wagner, Sec.-Treas., Br. 2805*

## New Jersey

This is official notification to all members of the New Jersey State Association of Letter Carriers that elections for president, first vice president, second vice president, secretary, treasurer, director of education, director of retirees, sergeant-at-arms and all 10 executive board positions will be held at the biennial convention Sept. 10-12 at the Tropicana Atlantic City - Boardwalk Resort & Casino, 2831 Boardwalk, Atlantic City. (Please note: This location is a change from the one listed in the Election Notice published in the July *Postal Record*.)

All elected positions will be nominated and voted on during this convention. Those elected will serve a two-year term.

*Joe Rutkoski, Sec., NJSALC*

## Norfolk, Virginia

This is official notice to inform members of Branch 456 that nominations of all officers and delegates to the 2024 national 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 who are 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 Iron Worker Local Union No. 79, 5307 East Virginia Beach Blvd., on the third Thursday of each month at 7:30 p.m.

*Annezett Edwards, Rec. Sec., Br. 456*

## North Little Rock, Arkansas

This is official notice to all mem-

bers of Branch 3745 that nominations will be held during October's regular monthly union meeting. The following branch positions are available for nomination as follows: president (two-year term), vice president (two-year term), recording secretary (two-year term), treasurer (two-year term), sergeant-at-arms (two-year term) and trustee #3 (three-year term). The meeting will be held at 6 p.m. on Oct. 8 at American Pie Pizza, located at 4830 N. Hills Blvd., North Little Rock.

An election vote will be held at November's regular monthly meeting at 6 p.m. on Nov. 12 at American Pie Pizza in North Little Rock at 6 p.m. Voting will start at 6 p.m. and end at 9 p.m.

*Kenny Newsom, Rec. Sec., Br. 3745*

## North Sound, Washington

This is the official notice to all members of Branch 450 that, per branch bylaws, nominations for elected officers and convention delegates will take place at the Nov. 9 regular branch meeting at 1155 North State St., Bellingham. Nominations for president, vice president, financial secretary, recording secretary, mutual benefits representative, health benefits representative, sergeant-at-arms, one trustee, director of retirees and editor/webmaster will be accepted. Nominations for delegates for the 2024 Washington state convention and the 2024 national convention will be accepted as well. Article 5, Section 1 states that nominations for all candidates of the elective officers and delegates will be signed by one member in good standing and must be presented in person or by mail to the Committee of Nominations by the November meeting. Nominations can be mailed to P.O. Box 727, Bellingham, WA 98227.

The election will be conducted at the regular branch meeting on Dec. 14 at 1155 North State St., Bellingham, by the election committee.

*Sarah Hubbard, Rec. Sec., Br. 450*

## Northern Virginia

In accordance with Article 5 of the NALC Constitution, this is the official notice to all members of Branch 3520. Nomination of delegates to the 2024 national convention in Boston, MA, will be held at the regular branch meeting at 7:30 p.m. on Thursday, Oct. 12.

Elections, if necessary, will be held at the regular meeting of Branch 3520 on Thursday, Jan. 11, 2024.

Branch 3520 regular meetings are held at the Motel 6, Governor Room, 6652 Arlington Blvd., Falls Church.

*Evangelina Camacho, Sec.-Treas., Br. 3520*

## Oak Brook, Illinois

This is official notice to all Branch 825 members that nominations for convention delegates will be accepted from Sept. 1 until the close of business Oct. 15. Term of office is one year.

Any eligible member in good standing whose name is properly placed in nomination during the nomination period shall be declared a convention delegate by the president, as long as the number of nominees does not exceed 1/20th of the total membership of the branch.

If an election is necessary, a mail-in ballot election for convention delegates

# Election Notices

will be held in the 30-day period immediately following the close of nominations. Delegates will be announced at the Nov. 30 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*

## Oak Park, Illinois

This is official notice to all Branch 608 members that nominations for delegates to the 2024 Illinois State Association convention in Moline and the national convention in Boston, MA, will be accepted from the floor at the regular branch meeting at 5:30 p.m. on Tuesday, Oct. 24, at Commodore Barry American Legion Hall, 6919 West Roos-evelt Road, Berwyn.

Voting will be done and counted at the branch meeting on Tuesday, Nov. 28, at the same place.

Any nominee not present must notify the secretary-treasurer in writing prior to the October meeting giving consent to the nomination. As per our bylaws, the president and secretary-treasurer are automatic delegates.

*Charles K. Kindahl, Sec.-Treas., Br. 608*

## Panama City, Florida

This is to serve as official notice to all members, active and retired, of Branch 3367 that nominations for the election of the executive board officers, including positions of president, vice president, secretary, and treasurer, will take place at the regular branch meeting to be held at 7 p.m. on Oct. 19 at Golden Corral, 105 E. 23rd St., Panama City. Those who wish to be nominated must be present or submit in writing acceptance of nomination to the branch secretary prior to nominations being held.

Elections, if necessary, will be by mail ballot and should be returned by the date of the election, the day of the regular branch meeting on Nov. 16. Terms of office will be two years, and guidelines in the *NALC Constitution*, Article 5, Elections and Article 5 of the branch bylaws will be followed. Installation of officers will be held during the December meeting.

*Carlana Martineck-Howell, Rec. Sec., Br. 3367*

## Pasadena, Texas

This is an official notice to all active and retired members of Branch 3867 that nominations for delegates to the 2024 NALC national convention in Boston, MA, the week of Aug. 5, 2024, will be held at the regular branch union meeting on Sept. 19 at the union hall. Any member in good standing and who is current in dues can run for delegate. A person being nominated as a delegate should be present or may be nominated if they have submitted a letter to the president stating they will accept the nomination for delegate. This letter must be signed and dated by the potential nominee.

Election will be held by secret ballot, if necessary, at the regular monthly meeting on Oct. 17 at the union hall.

*Lydia Amador, Sec., Br. 3867*

## Paterson, New Jersey

This is official notification to the members in good standing of Branch 120 that nominations for all officers will be accepted at the regular branch meeting at 7 p.m. on Wednesday, Oct. 11. Our meeting location is the Lafayette Avenue Fire Company #1 fire hall. Nominations will be accepted for the following offices: president, vice president, secretary-treasurer, three trustees, director of retirees and health benefit rep. The terms of office are for two years. Nominees must be present to accept nomination or, if absent, in writing to the branch secretary. Candidates for office working in a supervisory capacity in the 24 months preceding nominations are ineligible.

An election, if necessary, will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home address of record of each eligible member. Election results will be tabulated and finalized for the Nov. 8 meeting. The terms of office begin in January 2024.

*Robert Blancos, Sec.-Treas., Br. 120*

## Ponce, Puerto Rico

This is an official notice to all members of Branch 826 of nominations for three-year terms for the following offices: president, vice president, secretary, treasurer, area representative and three trustees at the regular union meeting at 11 a.m. on Aug. 13.

Elections will be held at the Branch 826 union hall in Ponce at the regular meeting at 11 a.m. on Oct. 15. The election will also be conducted by mail in October.

All members in good standing are invited to participate in the nomination and election process.

*Joel B. Martinez, Pres., Br. 826*

## Reading, Pennsylvania

This is official notice for all Branch 258 members that branch nominations will take place at the Oct. 11 monthly union meeting at 1251 N. Front St., Reading.

Nominations for the following positions will be held: one Branch Trustee (three-year term) and delegates to the 2024 NALC national convention.

All members nominated must be present to accept the nomination or forward a letter accepting the nomination to the Branch 258 secretary prior to the Oct. 11 meeting.

In the event an election is necessary, such election will take place at the Nov. 8 union meeting at 1251 N. Front St., Reading.

*Paul Purcell, Sec., Br. 258*

## Roswell, Georgia

All members of the Roswell branch are advised by this notice that the nominations for officers, stewards and delegates to the 2023 GSALC and NALC national conventions will be held at the Sept. 13 branch meeting at Carriage Station Club House, 100 Station Pkwy., Roswell.

Elections will be held at the same facility on Oct. 11. Any member who, for any reason, will be unable to vote during the time the polls are open may request an absentee ballot. Absentee ballots must be requested after the nominations are closed and must be received two weeks before the elections.

*Carlos Ashers, Pres., Br. 4862*

## St. Cloud, Minnesota

This is official notice to all members of Branch 388 that nominations for all positions (president, vice president, treasurer, secretary, sergeant of arms, trustee and union stewards) of the branch will take place at the regular scheduled meetings in September and October.

Elections will be held at the regular meeting on Nov. 8. The meetings are held at the Sauk Rapids VFW at 901 Benton Drive North in Sauk Rapids, starting at 6 p.m.

*Lawrence Kroska, Acting Rec. Sec., Br. 388*

## St. Paul, Minnesota

This is the official notice to all Branch 28 members that nominations for the following positions will be held at the general membership meeting on Sept. 21: president, executive vice president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, three trustee positions, editor of *The Twigs*, entertainment chair, scribe to *The Postal Record*, health benefits representative, and delegates to the national and state conventions, as well as AFL-CIO/Trades and Labor delegates.

If you are unable to attend the meeting, you must submit in writing to the recording/financial secretary your intent to accept prior to nomination. If there are multiple nominations for any of the positions listed, except for national and state delegate, an election by secret ballot will be held and the results revealed on Nov. 16.

Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two years after termination of such status. All candidates will be required to verify, upon nomination, that they have not served, accepted or applied for a supervisory position within the previous two years.

*Luke Kane, Rec. Sec., Br. 28*

## San Antonio, Texas

This is the official notice to all members of Alamo Branch 421 (San Antonio, TX, and merged cities) that nominations for delegates to the National Association of Letter Carriers national convention to be held in Boston, MA, Aug. 5-9, 2024, and nominations for delegates to the San Antonio AFL-CIO for 2024 will be at the regular branch meeting on Sept. 14.

Members are encouraged to email their nominations to Dennis Alltop, recording secretary, at [alamobranch@nalc421.com](mailto:alamobranch@nalc421.com) or mail it to NALC Alamo Branch 421, 6218 Krempen Ave., San Antonio, TX 78233-4579. Nominations must be received before the Sept. 14 meeting. Members may also make their nomination at the branch meeting either in person or by Zoom. Nominations will be verified and closed by the election chairperson or designee prior to the meeting being adjourned.

The election will be conducted by secret mail ballot for every member in good standing, active and retired, in attendance on Oct. 12 at the regular branch meeting. The results of the election will be announced at the branch meeting that night.

*Louise K. Jordan, Pres., Br. 421*

## San Jose, California

This is official notice to the membership of Branch 193 that nominations for the election of branch officers will be held at the regular general Zoom meeting at 7 p.m. on Wednesday, Oct. 11. The term of office is three years, beginning Jan. 10, 2024.

All nominations or self-nominations will be in writing to be received by the branch through the mail.

Election will be held for the offices of president, executive vice president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefits/MBA representative, five trustees, and delegates to the 2024 national convention.

Nomination or self-nominations will open on Sept. 8, and all nominations must be received by Oct. 10. All nominations are to be sent by mail to: NALC Branch 193, Recording Secretary, P.O. Box 5721, San Jose, CA 95150. They must be received by Oct. 10. Please include office (position), nomination, nominated by, signature and date.

Ballots will be collected and counted as per branch bylaws. Election results will be announced via Zoom (or telephone) at the Dec. 13 regular branch meeting.

*Ernie Arrañaga, Pres., Br. 193*

## Santa Fe, New Mexico

This is official notice to all members in good standing of Branch 989 that nominations for all officer positions and delegates to the 2024 national convention will be held at the Oct. 5 meeting at 6:30 p.m.

All elected positions are for a two-year term, and the election will be held at the Nov. 2 meeting at 6:30 p.m. at the Elks Lodge.

*Manuel Gonzalez, Pres., Br. 989*

## Shreveport, Louisiana

This is an official notice to all members of Branch 197 that nominations for one trustee position and delegates to the national convention to be held in Boston Aug. 5-9, 2024, will be held at the Sept. 14 union meeting. All members in good standing shall have the right to nominate candidates or be nominated. All candidates must be present at the September meeting when nominations are made or signify in writing to the branch prior to or at the meeting to accept the nomination.

*Danny Hatchett, Pres., Br. 197*

## South Jersey, New Jersey

This serves as official notice to all active and retired members of Bill Revak Branch 908 that nomination for the election of branch officers, shop stewards and convention delegates for the 2024-2027 term shall take place at the regular monthly meeting of the branch on Wednesday, Oct. 18.

Elections shall be by secret mail ballot of the eligible branch membership and held as soon as possible after nominations at the October regular monthly meeting.

Nominations shall be made from the meeting room floor or in writing to the branch recording secretary, mailed or presented to them prior to or at the October regular branch meeting. Each eli-



gible member of the branch nominated for office shall accept or reject nomination in writing prior to the adjournment of the October regular branch meeting or will invalidate the nomination. Shop stewards shall be nominated by an eligible branch member from the office at which the nominee is employed to represent the branch membership.

Installation of branch officers, shop stewards and convention delegates shall take place at the regular monthly meeting of branch in January.

Offices up for election include that of the branch president, executive vice president, vice president, recording secretary, treasurer, assistant treasurer, financial secretary, assistant recording secretary, trustee's chairman, four trustees, health benefits representative, housing chairperson, sergeant-at-arms, letter carrier political fund officer, 19 shop stewards, and approximately 36 convention delegates. The number of convention delegates to be compensated for their attendance at a state or national convention, provided they meet the eligibility requirements for such compensation, shall not exceed 2.5 percent of the total branch membership, which is approximately 18.

*April Litty, Rec. Sec., Br. 908*

## Southeast Pennsylvania Mgd.

In accordance with Branch 725 bylaws, Article V, Section 4, and Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 725 that nominations will be held at the regular branch meeting on Sept. 6. Nominations will be for delegates and alternate delegates.

In accordance with Branch 725 bylaws, Article V, Section 1. (b), nominations for delegates and alternate delegates to the national conventions shall be made biennially, and the state conventions triennially at the meeting in September. Nominees must be in compliance with Article IV, Section 2 of the branch bylaws.

In accordance with Branch 725 bylaws, Article V, Section 5, candidates for office or delegate must either be present at the time of the nomination or signify their assent in writing within five days of their nominations to the election committee.

In accordance with Branch 725 bylaws, Article V, Section 3, elections will be by mail ballot, to be mailed to members three weeks prior to the November branch meeting. Ballots will be counted the Tuesday prior to the November branch meeting.

*Rick Murphy, Rec. Sec., Br. 725*

## 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 offices of president, vice president, treasurer, recording/financial secretary, one trustee, safety representative, health and welfare secretary, health benefits representative and sergeant-at-arms will be taken at the regular branch meeting on Oct. 12.

Following the nominations, elections will be held by secret mail-in ballot. Election results will be announced

at the November 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, V.P., Br. 1495*

## Stockton, California

This is official notice to all Branch 213 members that, in accordance with the *NALC Constitution* and branch bylaws, nominations of delegates and alternates to the 2024 73rd national convention will be held at 7 p.m. on Oct. 11 at our regular branch meeting. The meeting will be held at our branch hall, located at 4801 E. Fremont St., Stockton.

Delegates for the national convention, when nominated, must be present. (Exceptions by the chair may be made at the October meeting.) The election will be conducted at the Nov. 14 meeting at the same location listed above. Those members present at the meeting in November will do the voting. There will be no mail-in ballot for convention delegates.

*Ruben Figueroa Jr., Sec., Br. 213*

## Tucson, Arizona

This is the official notice to the members of Branch 704 that nominations for the following officers will be held at the regular branch meeting on Thursday, Oct. 5, at Carl J. Kennedy Branch office, located at 2950 North Country Club Road, Tucson: president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, retiree representative, sergeant-at-arms and five trustees.

According to Branch 704 bylaws, Article V, Section 1B, all candidates for office or delegates for the 2024 national convention in Boston must be present at said meeting when nominated. The term of office for elected officers shall be three years, January 2024 through December 2026.

All regular members in good standing, except those who have held or applied for a supervisor or 204b position within the last 24 months, as provided in Article 5 of the *NALC Constitution*, will be eligible to be nominated.

Elections, if necessary, will be by mail ballot. The ballots will be mailed to members at least 20 days prior to the election, with the date to be determined.

*Kathy Walter, Pres., Br. 704*

## Valparaiso, Indiana

This is official notice to all members of Branch 753 of upcoming elections. Nominations will be taken at the regular meeting held on Oct. 17 for all branch officers. This includes president, vice president, steward, treasurer, secretary, sergeant-at-arms, HBR and three trustees. Nominations will also be taken for delegates to both the 2024 state and national conventions.

The election will be held at the regular meeting on Nov. 21 with the results announced on the same night. Absentee ballots will be available from the election committee and must be re-

turned by 4 p.m. on Nov. 21.

*Donald Gulbransen, Sec., Br. 753*

## Virginia Beach, Virginia

This will serve as the official notice to all members of Branch 2819 that nominations for National Association of Letter Carriers Biennial Convention delegates and alternates will also be held at the Sept. 26 regular branch meeting at the union hall. Elections are to be conducted at the Aragona Moose Lodge, 3133 Shipps Corner Road, on Oct. 31 from 5 to 7 p.m. (if applicable).

To qualify for delegates and alternates to the convention, any member in good standing attending eight of 10 meetings in the qualifying years shall be eligible to be funded. Candidates must accept nominations at the time made or signify in writing to the branch secretary within three days their willingness to serve in the desired position.

This will serve as the official notice to all active members that nomination for station shop steward—Acredale (two), Bayside (one), Lynnhaven (two), London Bridge (two), Princess Anne (one), Seapines (two), Witchduck (two)—will be held Sept. 1-25. Candidates must print their name and sign their name on the official nomination form located in each station. Results will be announced at the Sept. 26 regular monthly meeting. If a runoff vote is required, a committee will be appointed by the branch president with voting conducted at that station to select the winner.

*Jamie Drayton-Bey, Sec., Br. 2819*

## Warwick, Rhode Island

This is official notice that the 2023 nominations for branch officers will be conducted at 7 p.m. on Tuesday, Nov. 14, at the regularly scheduled monthly branch meeting at the William Shields Jr. American Legion Post 43, 662 West Shore Road, Warwick. All candidates for office or delegate must be present at the meeting when nominated, or signify in writing within 48 hours of their nomination their willingness to serve if elected.

Elections will take place at 7 p.m. on Tuesday, Dec. 12, at the regularly scheduled monthly branch meeting. The offices to be filled are president, vice president, recording secretary, secretary treasurer, pilgrim shop steward, Conimicut shop steward, two main office shop stewards, safety officer, health benefit representative, sergeant-at-arms, three trustees, two delegates to the state association executive board, and delegates to the national and state conventions. The following officers by virtue of their office shall be delegates to the national convention: president, vice president, recording secretary and secretary-treasurer. The terms for all officers shall be for two years.

Balloting shall be by printed ballot. All officers must be elected by a plurality vote. At all elections, the votes shall be counted and tabulated in an open hall in the presence of all members who may be in attendance.

Absentee ballots must be requested, in writing, after nominations but at least two weeks before the election from the election committee. Written requests can be sent to: Election

Committee, P.O. Box 6709, Warwick, RI 02887. Only absentee ballots post-marked no later than midnight on the day preceding the election shall be considered valid.

*Thomas J. Guadagno, Rec. Sec., Br. 3166*

## West Palm Beach, Florida

This is an official notice to the membership of Branch 1690 that nominations for the election of branch officers will be held at regular monthly general meeting at 7:30 p.m. on Oct. 18, located at 1840 Alice Ave., West Palm Beach.

Nominations will be held for the following offices: president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, health benefits representative and three trustees. The term of office will be for three years, beginning Jan. 1, 2024. All candidates must be present at the time of nomination or signify in writing their willingness to accept if elected. Self-nomination will be permissible. No person shall accept nomination for more than one office. Upon nomination, every nominee must certify, in writing, that they have not served or applied to be a supervisor for 24 months prior to being nominated.

The president shall appoint an election committee, after nominations and at least 21 days before the election, consisting of a chairperson and four committee members, none of whom shall be candidates for any elective office.

The election committee will prepare and distribute the ballots in accordance with the *NALC Regulations Governing Branch Election Procedures*, Section 14.0, Conducting Mail Balloting. The ballots shall be counted on the first Sunday in December.

*Mitchell E. Mullin, Rec/Fin. Sec., Br. 1690*

## Wichita, Kansas

This is official notice to the members of Branch 201 that nominations of the 2024 national convention delegates, as well as all executive board positions and steward positions, will take place at the regular meeting at 7 p.m. on Oct. 16. Nominations for qualified delegates, officers and stewards in accordance with Article V, Sections 2 and 7 of the branch bylaws may also be made in writing to the recording secretary. At the time of nominations, the member nominated must be present or have written consent accepting the nomination on file with the recording secretary.

The president and vice president, by virtue of their elected office, shall be delegates to the national convention.

Election of national convention delegates will be held at the regular branch meeting at 7 p.m. on Nov. 20. Election of executive board members and stewards shall be by mail ballots, if so warranted, which shall be received no later than 10:00 a.m. on the day of the November branch meeting.

*Carol Woods, Rec. Sec., Br. 201*

## Yonkers, New York

To all Branch 387 members: Nominations for union officers will take place on Oct. 11 at VFW Post 387 at 10 Huber Place commencing at 6:30 p.m. sharp.

*Anthony Giobbe, Sec., Br. 387*

# Mutual Exchanges

**FL: Tarpon Springs (12/00) to Atlanta, GA or surrounding areas.** Tarpon Springs and Holiday with 27 city routes. Mostly curbside. Jim, 727-808-7645 or richjim3@verizon.net.

**PA: Pittsburgh (5/19) to Phoenix, AZ or surrounding area.** Timothy, 717-439-0063 (text or call) or 24ktlg@gmail.com.

**CO: Denver (6/18) to Eugene, OR, or any coastal towns or cities.** Seeking mutual exchange along Highway 5 corridor and west. Jason, 757-9647 or chosah@gmail.com.

## How to place a Mutual Exchange

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., August's deadline is for the September 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.

## In Memoriam

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

W. A. Daffron	Br. 1096	Tuscaloosa, AL
David G. Peresko	Br. 35	Little Rock, AR
Alfred F. Gamino	Br. 231	Central CA
James M. Dennis	Br. 1100	Garden Grove, CA
James E. Jillson	Br. 24	Los Angeles, CA
William D. Morris	Br. 47	Denver, CO
Humberto Viera	Br. 2072	Fort Myers, FL
L. W. Motes	Br. 1690	West Palm Beach, FL
James F. Hackney	Br. 73	Atlanta, GA
John T. Madden Sr.	Br. 73	Atlanta, GA
Darryl L. Arnold	Br. 11	Chicago, IL
William K. Simmons	Br. 11	Chicago, IL
Nicholas D. Brunk	Br. 5521	Shawnee Mission, KS
John C. Morgan	Br. 14	Louisville, KY
Robert J. Chapman	Br. 176	Baltimore, MD
Wilbur T. Zink	Br. 176	Baltimore, MD
Guido R. Brandolini	Br. 34	Boston, MA
Elizabeth A. Crowley	Br. 46	Western MA
Anthony F. Locantore	Br. 12	Worcester, MA

Thomas G. Dreffs	Br. 1	Detroit, MI
Albert R. Jannette	Br. 1	Detroit, MI
Joseph A. Drasiewski	Br. 56	Grand Rapids, MI
Harold C. Mills	Br. 232	Jackson, MI
Donald J. Voss	Br. 9	Minneapolis, MN
William R. Clayborne	Br. 763	Columbia, MO
Ralph J. Cox	Br. 763	Columbia, MO
Charles H. Reed Jr.	Br. 203	Springfield, MO
George H. Robinson Sr.	Br. 425	Bergen Co. Mgd., NJ
Corey McFadden	Br. 903	Cape Atlantic, NJ
Guy Davis	Br. 38	NJ Mgd.
Stewart E. Russell	Br. 3	Buffalo-Western NY
Dominic A. Prestano	Br. 6000	Long Island Mgd., NY
Sze Tang	Br. 6000	Long Island Mgd., NY
Richard A. Streppone	Br. 36	New York, NY
Harold D. Hill	Br. 1250	Hickory, NC
Michael J. Carovac	Br. 40	Cleveland, OH
Richard P. Mirossay	Br. 40	Cleveland, OH
Bobby R. Mounts	Br. 458	Oklahoma City, OK

Hobert G. Myrick	Br. 458	Oklahoma City, OK
William A. Shover	Br. 22	New Castle, PA
Leroy Connelly	Br. 157	Philadelphia, PA
Gloria Garmon	Br. 157	Philadelphia, PA
Norman H. Colaizzi	Br. 84	Pittsburgh, PA
Levar M. Nesbitt	Br. 725	Southeast PA Mgd.
Mario D. Vicario	Br. 15	Providence, RI
Billy B. Adams	Br. 110	Johnson City, TN
Sidney O. Arceneaux	Br. 283	Houston, TX
John G. Zambos	Br. 111	Salt Lake City, UT
Derrick J. Harrison	Br. 567	Alexandria, VA
Gordon J. Phillips	Br. 518	Charlottesville, VA
George W. Gwynn Jr.	Br. 247	Tidewater, VA
Gerald W. Morris	Br. 66	Wheeling, WV
Andrew C. Vander Heyden	Br. 822	Appleton, WI
David S. Roffers	Br. 619	Green Bay, WI
Thomas G. Remington	Br. 574	Kenosha, WI
Roger E. Behnke	Br. 2	Milwaukee, WI
James C. Lapinske	Br. 2	Milwaukee, WI



missingkids.org

# MISSING

HELP BRING ME HOME

NCMEC: 1446829



## Jackson Sacul Lopez



Missing Since: Mar 30, 2022  
 Missing From: Hamilton, OH  
 DOB: Jun 21, 2021  
 Age Now: 2  
 Sex: Male  
 Race: Hispanic  
 Hair Color: Black  
 Eye Color: Brown  
 Height: 2'3"  
 Weight: 17 lbs

## Keyla Lopez Garcia



Missing Since: Mar 30, 2022  
 Missing From: Hamilton, OH  
 DOB: Dec 27, 2005  
 Age Now: 17  
 Sex: Female  
 Race: Hispanic  
 Hair Color: Black  
 Eye Color: Brown  
 Height: 5'1"  
 Weight: 115 lbs

Keyla was last seen on March 30, 2022. She is in the company of her son, Jackson Sacul Lopez.

**DON'T HESITATE!** ANYONE HAVING INFORMATION SHOULD CONTACT

**CALL 911 OR**  
 1-800-843-5678 (1-800-THE-LOST®)

Case handled by



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

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

## The app's features include:

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

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

# 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**