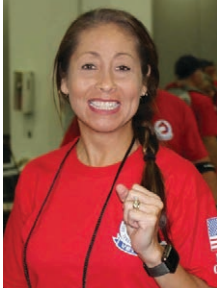


Updates



Assistant to the President for Community Services
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Below 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 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.