

The Postal Record

Volume 138/Number 6

June 2025

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NATIONAL ASSOCIATION
OF LETTER CARRIERS
**Stamp
Out
Hunger**
FOOD DRIVE



STRONGER TOGETHER

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**FIGHT
LIKE HELL!**



Tell Congress to support our priority legislation

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

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Fear



Brian L. Renfroe

Last month, the USPS Board of Governors (BOG) announced its pick for the 76th postmaster general. The BOG selected David Steiner, who most recently served on FedEx's board, to lead the agency.

The BOG plucked Steiner straight from the private sector at one of the Postal Service's top competitors, presenting a clear conflict of interest. Before his time on FedEx's board, Steiner served as the CEO of Waste Management, Inc. His career there was highly concerning at best, as he was known for union-busting, slashing jobs and replacing workers with machines.

Why would the BOG hand the public Postal Service, one of the country's largest unionized employers, to an anti-union leader from a top competitor with a conflict of interest? Fear. Plain and simple.

The BOG's decision is a clear failure in its responsibility to do what is best for USPS. And it's a decision that was made in fear. Fear of the members' own jobs and the future of the BOG, and most notably, fear of going against the administration's wishes.

Private shippers have wanted to get USPS out of parcel delivery for years. These corporations have President Trump's ear, and the administration wants to hand them an invitation to overhaul the Postal Service. Rather than doing what was brave and best for the future of the public USPS, the BOG caved and made a decision in haste and out of fear.

Unfortunately, given the current circumstances, fear is likely a feeling that resonates with many of our members. Fear for the future of our jobs and retirements. Fear for the future of the public Postal Service. Fear for the future of our universal network. These are all understandable, real concerns facing letter carriers every day, but how we address this fear is critical.

All those attacking us and instilling this fear want only one thing: to bring us down. Whether it's the attacks on our retirement benefits, efforts to privatize USPS, or moves to get the agency out of package delivery, those pushing these agendas want to divide us.

That's why at this vital moment we cannot allow our enemies to sow division in the NALC. Division only breeds anger, lies and misinformation. Instead, we should do ev-

everything possible to show our strength by uniting to fend off the existential threats we face.

When we are divided, there's no question about it, we are weak. I travel across the country nearly every week to meet with our members, and one thing is certain: NALC members aren't weak. We've seen this illustrated just last month, when thousands of letter carriers performed double duty by collecting donations in the largest one-day food drive in the nation. When letter carriers come together, there's no stopping us. So, in these uncertain and unprecedented times, it's time to put everything else aside and show our united strength.

In February, when the administration threatened to release an executive order that would dismantle the Postal Service as we know it, within weeks, NALC members united and hosted more than 275 rallies across the country to say "Hell no!"

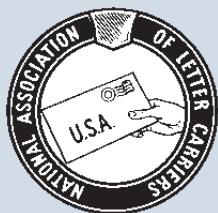
"In these uncertain and unprecedented times, it's time to put everything else aside and show our united strength."

Last month, when the House was debating cuts to letter carriers' retirement benefits, thousands of our members used NALC's Legislative Action Center to contact their representatives, demanding opposition. Thanks to our members' collective efforts and unified message, two harmful provisions were removed from the final bill that passed in the House. We succeeded in getting them to shelve increasing employees' Federal Employees Retirement System (FERS) contributions and recalculating retirees' annuities based on their high-5 salary average (instead of high-3). However, elimination of the FERS Special Annuity Supplement, a critical retirement benefit for letter carriers, was included, so the fight is far from over.

As the reconciliation process heads to the Senate, it's time to activate ourselves and make sure that every senator hears our voice loud and clear. We saw progress in the House, and it's time to finish the job in the Senate.

Whatever the circumstances, we must remember the value of our united strength. We can't succumb to fear. Fear can motivate and drive us, but we must stay focused, stay united, face it head-on, and fight like hell together.

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



National Association of Letter Carriers, AFL-CIO

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

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On the front cover, clockwise from top left: Naperville, IL Branch 1151; Manhattan, KS Branch 1018; and Central Florida Branch 1091

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Tales from the postal beat



Philip Dine

The phone call, from northern Kentucky, was about an election notice to run in this magazine. The caller was intent on getting it right in every way—the timing, the content, the process.

He had, he noted, just recently assumed the position of branch secretary, adding, “I’m still getting the hang of this. I don’t want to mess things up.”

I put my other work aside, to get him the information he sought. After all, the enthusiastic approach, the eagerness to learn everything needed to accomplish the mission, suggested a newcomer.

Hardly.

As I would soon learn, 33 years into his uniformed federal career—starting with about nine years in the Army (including service in the Cold War’s waning days), followed by 24 years and counting on Kentucky mail routes—Allen Dotson remains as eager to get things right as he was on his first day in field artillery, fresh out of high school.

“In the military, if you give somebody bad information by trying to act like you know everything, that’s the worst thing you can do,” Allen said. “If you don’t know something, you try to get the information.”

Toward that end, during 22 years as a Northern Kentucky Branch 374 steward, “learning as I went,” he tapped the knowledge of others, including the man who’s been his president or vice president for his two dozen years carrying mail, Gary Smith.

“Gary has been my mentor from the start,” Allen says. “He taught me how to do things right. Where I am today, I owe to him.”

In turn, Allen tried as a steward to do the same. “I tell the new carriers all the time, it’s not about being fast. Remember, this is a marathon, not a race. Be consistent, be steady, and management will know what they got.”

He looked around a few months ago for another way to contribute, saw a vacuum in the secretary’s position, and was elected.

None of that surprises Gary: “He’ll do anything, sacrifice as much time as he can, to help the brothers and sisters on the workroom floor. You couldn’t pick a better person to write about.”

One more twist in this brief tale. You might assume I’m writing about Allen because the just-described traits set him apart. On the contrary, they do not—and that’s precisely the point.

Having reported on the labor movement for nearly a quarter-century, with the context that provided, I realized soon

after arriving at NALC that our ranks abound with the likes of Allen and Gary, and that the level of dedication, of selflessness, of mentoring throughout the union—of members giving their all however they serve fellow letter carriers—go a long way toward making NALC what it is.

Country music’s home, Nashville, has branched into cinematic art, with Branch 4 member Mike Charest’s movie “Miracle on Shelby Street” drawing rising media attention.

It’s about Mike’s late wife, Judy, known locally as the Christmas Eve miracle baby after the 3-month-old survived a 90-foot jump from Nashville’s Shelby Street Bridge in her depressed mother’s arms into a frigid river on Christmas Eve, 1956. Judy would become a fixture in Nashville’s country music scene, including as personal assistant to legendary singer Waylon Jennings.

Nashville’s Fox affiliate’s April 29 story called the movie “a love letter on the big screen” that is “appearing in film festivals across the world.” This followed a *Hollywood Times* cover article saying the movie shines a “spotlight on an unbelievable true story of survival and legacy.”

Mike had traded his mail route in Nashua, NH, for one in Nashville, TN, after meeting Judy. She later assisted him in his campaign for a stamp honoring Johnny Cash.

In the movie, actors Ciara Hanna and Aaron Mees play Judy and Mike, respectively, though Mike plays himself in his later years. He also co-wrote the script.

“Miracle on Shelby Street” is currently being considered by several major distributors, according to Michael Giancana of Bright Morning Star Films, which produced the movie. “I think they’re waiting until later in the year, because it’s really a Christmas movie,” he said. “That’s the time most people will watch a movie like that.”

Bright Morning owner Jack Hager plays Mike Charest’s father, who instilled in his son a love for country music and, especially, Johnny Cash. Twenty-two years ago, the father and son visited Nashville, where the father hired a local resident/Johnny Cash fan to guide them. That turned out to be Judy; a year later they were married.

“I’m just happy to be a part of this film,” Jack said, “to bring Mike’s wife, Judy, out into the light.”

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News from Washington

House passes reconciliation package; NALC activism defeats two of three attacks aimed at letter carrier retirement benefits

On May 22, the House narrowly passed the Republicans' One Big Beautiful Bill Act (H.R. 1) by a vote of 215–214–1 (the last figure representing a “present” vote). This was the first major step in the budget reconciliation process, which allows the Republican-led Congress to fast-track sweeping budget cuts aimed at reducing federal programs and spending.

As it relates to letter carriers, the initial legislation contained harmful provisions, including an across-the-board increase to 4.4 percent for all employees' contributions to the Federal Employees Retirement System (FERS) and recalculating retirees' annuities based on their high-5 salary average (instead of high-3). Following aggressive lobbying efforts by NALC and the federal employee community, lawmakers removed these two provisions.

Despite our best efforts, a key threat to postal employees did get passed in the House: elimination of the FERS Special Annuity Supplement, a crucial benefit for FERS-covered employees who retire before becoming eligible for Social Security at age 62.

Other anti-federal employee provisions were advanced, including forcing new federal hires to choose between at-will employment or paying an increased FERS contribution of 9.4 percent and imposing a fee for Merit Systems Protection Board claims and appeals. While these provisions do not affect letter carriers, they are clear attacks on job security and union protections for hundreds of thousands of federal employees.

“Passage of this bill and any change to letter carrier retirement benefits is a direct attack on public servants who serve every community,” NALC President Brian L. Renfroe said. “NALC strongly

condemns the 215 lawmakers that voted for legislation that included reductions to retirement benefits for letter carriers.

“As the bill heads to the Senate, we urge every senator to oppose any letter carrier retirement benefits cuts. Letter carriers are employed by an off-budget agency that isn't funded by taxpayer dollars. We earn our retirement benefits through hard work and contribute to them every pay period. We are fighting like hell for what we deserve and were promised.”

NALC fights back

In the fight leading up to the House vote, President Renfroe testified before House Committee on Oversight and Government Reform (COR) lawmakers at a minority roundtable to oppose attacks on postal and federal retirement benefits and to lay out the harmful effects of the provisions. President Renfroe was joined on the panel by brothers and sisters from the American Federation of Government Employees, the International Federation of Professional and Technical Engineers and the International Association of Fire Fighters.

“Our members are public servants who provide an essential service for every single American household and business,” Renfroe told the panel. “Our members go into public service



because it's a good, stable job with reliable benefits.”

In his testimony, Renfroe emphasized that the Postal Service is an off-budget agency, and its retirement system is not taxpayer-funded. “Lawmakers are trying to use hardworking letter carriers and postal employees to offset federal spending, even though taxpayers' dollars have nothing to do with us.

“These proposals won't make a dent in the deficit. It's an attack. Plain and simple,” he said.

The roundtable followed instructions laid out in budget reconciliation. The 20 House committees were tasked with identifying \$4 trillion in total savings, and the oversight committee was instructed to find \$50 billion of these cuts. As letter carriers know, the oversight committee's jurisdiction covers federal government oversight, operations and personnel, leaving health and retirement benefits espe-

cially vulnerable during debate over spending cuts.

During the April 30 COR committee markup, where these provisions were considered, Rep. Mike Turner (R-OH) cautioned House leadership that he would not support measures that change the goalpost for current federal employees.

"I believe that making changes to pension retirement benefits in the middle of someone's employment is wrong," Turner said. "Employee benefits are not a gift. They are earned."

His public opposition paved the way for the ultimate removal of some of the harmful provisions that would affect current postal and federal employees.

As Republican leadership moved to bring the reconciliation bill to the House floor, letter carriers mobilized and answered the call to action, while NALC worked closely with lawmakers. This combined action resulted in the removal of the provisions that would increase what employees contribute to their pensions and use the high-5 average salary (rather than high-3) to calculate annuities. While this is a major victory, remaining engaged and activated is essential.

"Through our collective action, we saw progress in the House with the elimination of two of these harmful provisions," President Renfroe said. "But the fight isn't over. It's time to activate and make sure every senator knows NALC members won't stand for cuts to their retirement benefits. We're going to keep fighting like hell and finish the job."

Next steps

As this magazine was going to print, H.R. 1 was sent to the Senate, where senators have their own ideas for



President Renfroe at the Capitol Hill roundtable on May 14

changes to the House-passed bill. The Senate has a tight timeline, with the goal of getting the package to President Trump's desk by the July 4 recess.

The Senate, which will require just a simple majority to pass reconciliation (51 votes, instead of the usual 60), can remove the elimination of the FERS Special Annuity Supplement from its version of the reconciliation package. The Senate's current makeup is 53 Republicans, 45 Democrats, and two independents who caucus with the Democrats. At press time, Senate Homeland Security and Government Affairs Chairman Rand Paul (R-KY) had already indicated that he would oppose the measure, further tightening the very thin margin.

Beyond federal workforce impacts, the bill contains numerous provisions that could derail action in the Senate, including cuts to Medicaid, low-income food and nutrition programs, and clean energy programs, to name a few. H.R. 1 also expands tax cuts for corporations and the wealthiest Americans while increasing funding for national defense, border security and deportation. The bill is estimated to increase the debt limit by \$4 trillion.

Take action

The Senate can remove the elimination of the FERS Special Annuity Supplement from its version of the reconciliation package.

Go to nalc.org/action to ask senators to oppose any cuts to letter carrier retirement benefits.

USPS names David Steiner as next postmaster general

On May 9, the U.S. Postal Service Board of Governors announced the selection of David P. Steiner as the 76th postmaster general and CEO of the U.S. Postal Service.



David Steiner

Steiner is expected to formally assume the role in July, following the resignation of former Postmaster General Louis DeJoy in March and the interim service of Acting Postmaster General Doug Tulino.

In response, President Renfroe released the following statement:

As the union representing 295,000 active and retired letter carriers, NALC strongly condemns the selection of David P. Steiner to lead the Postal Service. Steiner comes directly from service on FedEx's board of directors, presenting a clear conflict of interest. Steiner didn't just stroll in from the private sector—he comes straight from one of the Postal Service's top competitors.

His selection isn't just a conflict of interest—it's an aggressive step toward handing America's mail system over to corporate interests. Private shippers

News from Washington (continued)

have been waiting to get USPS out of parcel delivery for years. Steiner's selection is an open invitation to do just that.

During his tenure as Waste Management, Inc.'s CEO, Steiner took a stand against unions. He built his brand on union-busting, slashing jobs, and replacing workers with machines. He has publicly bragged about shrinking the union footprint. Now, he's being handed the keys to one of the nation's largest unionized employers. At a time when collaboration with workers helped USPS turn a \$144 million profit in the last quarter of 2024, this decision flies in the face of everything that's working.

This isn't just bad policy—it's a direct assault on the workers who keep the mail moving and the public connected. The damage will hit rural communities hardest, where the Postal Service is a lifeline. And make no mistake: if this appointment stands, it threatens 7.9 million jobs tied to the postal industry and universal service to 340 million Americans.

The nation's letter carriers are outraged that the Postal Service Board of Governors has chosen an anti-union postmaster general with a major conflict of interest. The board has the responsibility to do what is best for USPS. This decision is not only a failure in that responsibility but shows open contempt for the work of America's letter carriers and the public good.

President Renfro testifies in Congress, outlines urgent health and safety issues

It was a busy month in Washington. While all this activity unfolded, President Renfro testified before the House Education and Workforce Subcommittee on Workforce Protections on May 6 at a hearing titled "FECA Reform and Oversight: Prioritizing Workers, Protecting Taxpayer Dollars." The hearing initially



President Renfro testifies before the House subcommittee on May 6. Also pictured are, from l: Scott Szymendera, analyst in disability policy at the Congressional Research Service, Library of Congress; Luiz Santos, acting inspector general, U.S. Department of Labor; and Tammy Hull, inspector general, U.S. Postal Service.

focused on the Federal Employees' Compensation Act (FECA), which safeguards injured letter carriers and other federal workers. Other witnesses included Scott Szymendera, analyst in disability policy at the Congressional Research Service, Library of Congress; Luiz Santos, acting inspector general, U.S. Department of Labor; and Tammy Hull, inspector general, U.S. Postal Service. NALC was invited to bring a broader perspective regarding the unique threats letter carriers face.

In his testimony, President Renfro emphasized the importance of FECA in providing essential financial and medical support to federal employees injured on the job.

"FECA benefits provide critical financial support, allowing them the time to heal and rehabilitate or compensate them for lost wages if they are permanently unable to work," Renfro testified. "These benefits are not only a safety net—they are a pathway to recovery or stability for those who may never be able to return to their duties."

During his testimony, Renfro highlighted the dual threats of extreme heat and rising levels of crime against letter carriers.

He referred to his own time delivering in Mississippi, as well as to our members nationwide who are vulnerable to all the elements. With climate conditions worsening, letter carriers—many of whom deliver mail on foot—face serious risks from heat-related illnesses. His testimony urged enhanced training, improved access to hydration, better working conditions to protect workers from dangerous heat exposure, and adoption of a national heat standard safety rule, introduced by the Occupational Safety and Health Administration last year.

Unfortunately, physical hazards aren't limited to weather. Since 2020, violent crimes against postal employees have surged, with more than 2,000 assaults or robberies over that period, most of them armed attacks. Tragically, five letter carriers have been murdered while on duty since 2022.

While the Postal Service has begun implementing infrastructure upgrades aimed at deterring crime, Renfro stressed that more must be done. He voiced strong support for the bipartisan Protect Our Letter Carriers Act (H.R. 1065), and he encouraged Congress to

pass this critical legislation to protect letter carriers and deter violent criminals. Aside from the importance of protecting the well-being of letter carriers, there also is a financial component, he said.

“Reducing these attacks will undoubtedly reduce workplace injuries and associated workers’ compensation costs,” he stated.

At the hearing, Renfroe also addressed systemic challenges that letter carriers face in accessing FECA benefits—chief among them, finding qualified health care providers. He expressed NALC’s strong support for the bipartisan Improving Access to Workers’ Compensation for Injured Federal Workers Act (H.R. 3170). Introduced by Reps. Tim Walberg (R-MI) and Joe Courtney (D-CT), this bill would amend FECA to allow nurse practitioners and physician assistants to treat federal workers’ compensation cases—an important step toward improving care access, particularly in underserved areas.

President Renfroe’s full testimony is available at nalc.org.

USPS Oversight hearing update: Delivering Accountability and Securing America’s Mail

On April 30, the House Committee on Appropriations Subcommittee on Financial Services and General Government (FSGG) held a hearing focused on the essential role of the Postal Service and its challenges.

At the hearing, USPS Inspector General Tammy Hull testified on a broad range of issues pertaining to the agency.

Committee members underscored the critical need for the Postal Service to modernize and maintain its facilities and to ensure reliable mail service.

Notable topics discussed included crimes against letter carriers on the

job, enhanced protections for postal employees, financial stability of the agency, and privatization.

At the hearing, FSGG Vice Chairman Nick LaLota (R-NY) expressed strong support for the Protect Our Letter Carriers Act (H.R. 1065), which would deter these crimes by providing funding to modernize and replace lock-and-key infrastructure, increase prosecution rates for perpetrators, and standardize sentencing guidelines for those found guilty of these crimes.

“Since 2020, over 2,000 carriers have been assaulted or robbed,” LaLota said. “Shockingly, a mere 14 percent of those incidents wind up being prosecuted. In one case, a carrier was robbed at gunpoint, and the criminal got just 30 days. The safety of our postal workers shouldn’t depend on geography or a prosecutor’s discretion.”

In her testimony, Hull stressed that supervisors must stay closely connected to carriers and remain responsive to safety needs, especially in underserved and high-crime neighborhoods.

“NALC appreciates Rep. LaLota for bringing attention to this critical issue,” President Renfroe said. “No letter carrier should be the victim of a crime or assault. NALC urges Congress to pass the Protect Our Letter Carriers Act, which will keep letter carriers safer and finally put a stop to this disturbing uptick in crime against letter carriers.”

The Postal Service’s profitability issue was another focal point. Hull’s testimony highlighted the unique financial obligations of the Postal Service and the need to better invest the sizable funds reserved for retiree benefits.

Regarding privatization, members from both sides of the aisle rejected the idea and cited the agency’s critical service and constitutional roots.

NALC will continue monitoring the subcommittee’s actions related to letter carriers and the Postal Service.

NALC priorities gain momentum

NALC’s priority resolutions and bills have continued to gain support. The goal is to keep building co-sponsors and reach a majority of support in the House and the Senate. They include:

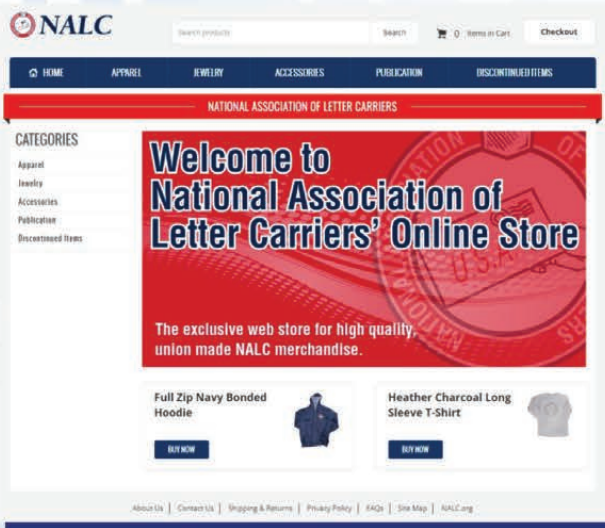
Anti-privatization resolution (H.Res. 70/S.Res. 147)—This bipartisan resolution expresses the sense of Congress that the Postal Service should remain a public, independent institution, not subject to privatization. As this magazine was going to print, H.Res. 70 had 213 co-sponsors (only five short of the 218 needed to reach a majority). S.Res. 147 had seven co-sponsors.

Protect Our Letter Carriers Act (H.R. 1065/S. 463)—This bipartisan bill would deter the increasing crimes and assaults committed against letter carriers by modernizing and replacing lock-and-key infrastructure, increasing prosecution rates, and standardizing sentencing guidelines. At press time, H.R. 1065 had 123 co-sponsors and S. 463 had seven.

Federal Retirement Fairness Act (H.R. 1522)—This bipartisan bill would allow federal employees, including letter carriers, who started their federal service in non-career positions (city carrier assistants, transitional employees, part-time flexibles) to buy back that time and make it creditable toward their retirement. At press time, H.R. 1522 had 102 co-sponsors.

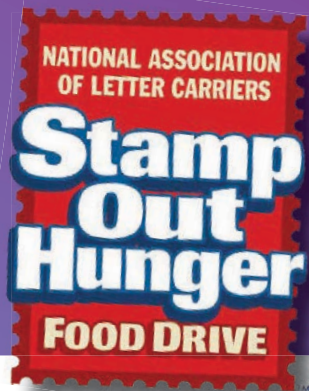
All letter carriers are encouraged to visit nalc.org/action to ask their members of Congress to co-sponsor these critical priorities. **PR**

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- Once you've completed your order, you will receive an order confirmation email.



STRONGER TOGETHER

On Saturday, May 10, letter carriers across the United States could be counted on to display concern, compassion and commitment to their postal customers—and to the communities in which they serve—by participating in the Letter Carriers’ Stamp Out Hunger® Food Drive, the nation’s largest one-day food collection effort. NALC branches deliver these collections to local food banks, helping to feed the hungry in those communities.

“It is gratifying to see so many letter carriers and other volunteers contribute their time and energy to make such an impact on their local communities year after year,” NALC President Brian L. Renfroe said. “We know that the recipients appreciate it.”

About 1 in 5 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The May food drive helps to relieve shortages of food that local pantries experience in spring after winter holiday donations have been depleted. And when summer arrives, most school meal programs are not available, so the need for food grows.

Since NALC’s first national food drive in 1993, active and retired letter carriers, with the help of volunteers, have collected a total of 1.94 billion pounds of food leading up to this year’s drive. While the total for this year won’t be announced until next month’s issue of *The Postal Record*, anecdotal reports pointed to another great year.

“Everybody needs a little help every now and then,” **Addie Harford**, Gainesville, FL Branch 1025 president, told her local ABC TV affiliate. “We give back to our food banks because we are out there every day, and we see how hard it is,



Above: Spacecoast FL Branch 2689
Below: Tupelo, MS Branch 1593





Left: Royal Oak, MI
Branch 3126
Right: Duluth, MN
Branch 114
Below l: Vineland, NJ
Branch 534
Below, r: Levittown, PA
Branch 4973



and we just want to contribute back to our community.”

“It’s a great event that they do for us every year,” Devin Scott, treasurer of the Billings, MT Family Service Board, said. “We’re very appreciative they put this on for us. We get great results, and we have an amazing community that does this for us.” During his interview by local TV station Q2, Scott pointed out that the food and money donations add up: “We raise thousands of pounds of food every year. ... The cash donations give us the ability to purchase fresh food, fresh produce and everything else. It’s so meaningful to what we’re able to provide everybody.”

“This drive really helps us and boosts us, especially in the

summertime. We start to see donations slip in the summertime. People are on vacation, the snowbirds go back,” Brensey Thompson, director of marketing and communications for the Tampa, FL-based Metro Ministries, told the local Fox TV affiliate. “We’re super thankful for all of our volunteers who are helping us and very appreciative of the letter carriers. They are doing double-duty today.”

Officials from St. Mary’s Food Bank in Phoenix, AZ, told the local ABC TV affiliate that they were especially appreciative of the food drive results this year because they expect to lose out on more than a million pounds of food this summer because of recent government cuts.

“Stamp Out Hunger is one of the most important annual food drives for many of the area’s food pantries, including





Manna,” Dede Flounlacker, executive director of Manna Food Bank, in the North Escambia area of Florida, told northescambia.com. “Every food donation collected by letter carriers helps meet the needs of hungry neighbors in Escambia and Santa Rosa counties.”

“As letter carriers, we’re very proud of the work we do,” Sacramento, CA Branch 133 Secretary **Jeff Bishop** told his local NBC TV affiliate. “We’re very honored to be able to give back to the communities that we live in, the communities that we work in.” Bishop added that he looks forward to the drive each year and knows the difference each donation can make. “No matter where you are in the country, the feeling is all the same,” he said. “You know that that you are making an absolute impact in someone else’s life.”

“It’s designed to help feed families across the country, from community to community,” Winston-Salem, NC Branch 461 President **Wayne Green** told his local NBC TV affiliate.

Joe Killar, the food drive manager at Second Harvest Food Bank, which receives food donations from Branch 461, explained the drive’s importance to his food bank: “Each and every year, it’s tens of thousands of pounds of food that the community is able to just kind of leave out at their mailbox, and those carriers are able to pick up and bring to us. Where it ends up down the road, how it has helped them through the situation they’re in, where they’re needing to get support, and they’re moving

on to areas where they can support others, where they are now thriving in their daily life because somebody else was able to support them just by donating a bag of groceries, say, on Letter Carrier Saturday.”

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

Branches were asked to report their food drive totals to Headquarters by June 6. The total pounds of food collected, and top branch collections, will be announced in the July issue of *The Postal Record*. **PR**

Above l: Ponce, PR Branch 826
Above: Carlsbad, NM Branch 3244

Los Angeles, CA Branch 24



How one tariff change is affecting USPS



While there are many questions about the tariffs that President Donald Trump has imposed by the United States on other countries, one relevant to letter carriers is: How will it affect the Postal Service?

Most goods that are shipped into the country and incur import fees don't go through USPS. But there are a large number of foreign-mailed packages that do come through USPS that have not had taxes imposed on them, nor do they go through any kind of U.S. Customs and Border Protection (CBP) check. This is where Trump's tariffs have had the biggest impact—and sparked the most confusion—in terms of how the Postal Service has traditionally done business.

That confusion was on display in February when Trump announced the end of the “de minimis” loophole for Hong Kong, which exempted merchandise with a value totaling less than \$800, allowing it to enter the country duty-free and with minimal inspections. This exception is what has allowed Chinese companies such as Shein and Temu to ship goods directly to American consumers quickly and tax-free.

It was estimated that 1.4 billion packages—more than 90 percent of all packages coming into the United States through USPS and private shippers—used that exception last year. Sixty percent of those packages came from China, largely through Hong Kong.

Hong Kong, a semi-autonomous city, is China's largest trading port. Because of its previous status as an independent city, it previously had a special trading status with the United States that allowed goods from the city to be subject to lower tariffs and a customs

process separate from that for goods from mainland China. That special trade status was revoked in 2020 as the Chinese government cracked down on protests and imposed strict national security laws largely removing its independence.

Although USPS accounts for only about 5 percent of the country's total de minimis shipments—about 75 million packages—experts told *USA Today* that it was not set up to assess and process duties on packages coming from abroad.

Private delivery companies FedEx, UPS and DHL do not have the same problem, as they have in-house customs brokerage divisions that collect any tariffs owed by package recipients. By contrast, USPS receives items from foreign postal services, often with limited information about their contents. Trump has said that his de minimis decision is based on a campaign promise to punish Chinese chemical makers for supplying the raw materials to produce synthetic opioids, which are often shipped to Mexico (where the opioids are produced), using the loophole.

When Trump issued the executive order on Feb. 1 enacting the closure of the exception, it gave USPS and CBP only three days for the policy to take effect. Within four days, more than a million packages were piled up at New York's JFK Airport, along with many more at other ports of entry as CBP officials scrambled to try to deal with the problem.

“You just can't snap your fingers. ... It doesn't work that way,” former senior CBP official John Leonard told *USA Today*. Leonard said that these types of changes can take months to implement.

The Postal Service was caught up in the confusion, with then-Postmaster General Louis DeJoy announcing on Feb. 4 that it would stop accepting parcels from Hong Kong and China. Twelve hours later, DeJoy announced that USPS was reversing that position.

On Feb. 7, the White House paused the de minimis order to give USPS and CBP more time to prepare. In a public statement, USPS said that it was working with CBP to “implement an efficient collection mechanism for the new China tariffs to ensure the least disruption to package delivery.”

CBP had been clearing hundreds or thousands of de minimis shipments at once, but the new rules will require individual clearances, significantly increasing the burden for postal services and customs agents.

The Postal Service has explained that it will collect any tariffs when the customer comes to the Post Office to receive the package.

Before the order was set to go back into effect on May 2, Hong Kong announced on April 16 that it was suspending postal package service to and from the United States. It will continue accepting mail that contains only documents.

In May, it was announced that China and the Trump administration had brokered a deal to avoid escalating tariffs. However, the de minimis exception was not reinstated.

No one knows how the escalating trade war with China will proceed from here, but it’s likely that USPS will continue to find itself stuck in the middle. **PR**

U.S. Postal Service celebrates 250 years

The U.S. Postal Service is celebrating 250 years of mail service to the American people this year.

The commemoration, symbolized by a logo of an eagle in flight, will include new stamps, a postal history book and coffee-table book, other merchandise and a special episode of the animated series “Mail with Mr. ZIP” on YouTube.

The 250th anniversary dates back to Benjamin Franklin, considered the founding father of America’s postal system. He served as postmaster general for the American colonies under British rule and developed the mail network throughout the colonies. As the conflicts that led to the American Revolution heated up, Franklin

was dismissed in 1774 when he was deemed disloyal to the Crown. But he bounced back, serving on a committee in the Second Continental Congress charged with creating an independent postal system. Congress named him postmaster general in 1775.

The new postal system would serve an essential role in uniting the colonies as a new nation. Under Franklin’s leadership, the postal system spread word of the adoption of the Declaration of Independence the following year, and it did so as well with other developments in the move toward independence. It helped unite the colonies as one nation in the years that followed.

USPS celebrates 250 years (continued)



NALC President Brian L. Renfroe noted the coming anniversary in his keynote address at the 73rd Biennial Convention in Boston, Franklin's hometown, last year.

"Next year will mark the 250th anniversary of the United States Postal Service. Despite our frustrations with management, and the never-ending battle to improve our jobs, I think we can all agree that working for the Postal Service is still something to be proud of," Renfroe said at the convention.

"Created in 1775 during the Second Continental Congress, before the Declaration of Independence was even signed, the Post Office was created to foster our newfound democracy. Our new government relied on the postal system to inform the electorate and keep information flowing," NALC's president added. "Our work, of course, has changed dramatically since then, but the core of our duties remains the

same. The work we do upholds our democracy and our country every single day. Americans count on letter carriers. Whether it's their ballots, checks, medications, packages, or cards from loved ones, America depends on us to stay connected."

In a statement about the celebration, acting Postmaster General Doug Tulino said, "The founders of our great nation saw the intrinsic need of postal services as the United States was born—even before the country itself was formed. Since that time, our universal mail system has strengthened the bonds of friendship, family and community. The Postal Service remains a great organization connecting our nation and helping power our economy."

Tulino noted that the anniversary is the first of several that will mark key events in the nation's founding, such as next year's 250th anniversary of the adoption of the Declaration of Independence.

"We are proud to help set the stage for the 250th anniversary of the United States next year," he said, "and we look forward to continuing to serve the American public for another 250 years."

The "eagle in flight" logo echoes the current official seal of USPS featuring a bald eagle, the agency's symbol since 1970, when the Postal Reorganization Act was signed into law following the Great Postal Strike.

USPS will use social media posts, podcasts, blog posts and an ad campaign with the theme "Delivering since 1775" to publicize the milestone.

News and updates of the Postal Service's 250th anniversary activities can be found at usps.com/news or by searching for the hashtag #USPS250 on social media. **PR**

Organizations step up to help laid-off federal employees

Since January, the Trump administration has taken unprecedented steps to decrease the number of federal employees, including through buyouts, the dismissal of probationary employees and reductions-in-force plans from all federal agencies.

According to *The New York Times*, as of May 5, there were 58,566 confirmed job cuts, 76,100 workers who took federal buyouts and a planned reduction of an additional 149,320 workers. In total, the Trump administration plans to reduce the 2.4-million-person civilian federal workforce by at least 12 percent.

The administration reportedly has nearly eliminated some federal agencies altogether and plans to do the same to others, with some of those actions having been blocked by federal judges. Some government agencies have cut their workforce by more than 99 percent, such as the Office for Civil Rights and Civil Liberties and the U.S. Agency for International Development, while others have been cut by less than 1 percent, including the Central Intelligence Agency and the Transportation Security Administration.

Behind the numbers are the people facing the reality of being laid off. Because so many federal workers have been laid off during the same time frame, it has become difficult to find new employment.

The Washington, DC, region—including DC, Maryland and Virginia—is home to 556,000 federal workers, according to the Economic Policy Institute. So, local agencies are using their resources to help those hurt by the job cuts. Federal and local government agencies, as well as other organizations, have stepped up to provide services to help.



The Office of Personnel Management's Interagency Career Transition Assistance Plan is providing priority placement for eligible federal workers who are seeking new positions after they were displaced. For those who are concerned about losing their homes, the Department of Insurance, Securities and Banking has a foreclosure mediation program that brings homeowners and lenders together to try to find solutions.

For federal workers who reside in the District of Columbia, the city's Department of Employment Services is offering career counseling, resume assistance, job placement services and training programs through its American Job Centers. Laid-off federal workers living in DC also are eligible for unemployment benefits, health insurance, student loan assistance and financial support.

Additionally, several local organizations have hosted job fairs for laid-off workers.

The Metropolitan Washington Council of the AFL-CIO, through the Community Services Agency (CSA), coordinates local DC labor unions' efforts to provide support for the families and the community in the DC area. The

organization created a Federal Worker Solidarity Fund to assist federal workers who are experiencing financial effects from losing their jobs. The federal workers fund covers up to \$500 for one-time emergency financial needs.

The Federal Workers Legal Defense Network (FWLDN) was formed to provide pro bono attorneys to federal workers who have "had their basic rights violated on the job—including tens of thousands who have been fired illegally," as stated on its website. Its lawyers speak with federal workers to inform them about employment rights and wrongful termination.

The nonprofit Federal Employee Education & Assistance (FEEA) Fund provides federal employees who have been laid off with up to \$2,000 in loans to assist those who are now unemployed. Although it is a loan, the nonprofit is working to raise funds for partial loan forgiveness.

If you want to assist laid-off federal workers, you can make a contribution to FEEA at feea.org, to the FWLDN at workerslegaldefense.org, to the AFL-CIO's Metro Washington Council's CSA at communityservicesagency.org/assistance, or several other organizations. **PR**

Leadership Academy graduates 30th class



Leadership Academy founder Jim Williams reflects on the 20 years since the first Leadership Academy was held in 2005.

Leadership Academy attendees present a group project during Week 3.

In honor of the NALC Leadership Academy graduating its 30th class since its inception in 2005, the founder of the Academy, retired Executive Vice President Jim Williams, returned to preside over the graduation ceremony. The ceremony was held on May 23 at the Maritime Conference Center in Linthicum Heights, MD, just south of Baltimore.

“We weren’t sure if there was going to be a Class 2,” Williams said of the early days. “This is the 20th anniversary this fall of the start of the Leadership Academy. It’s hard to believe, but I’m incredibly personally gratified to see the quality of the students has not diminished one iota.”

The commencement event capped several months of intensive training on the skills necessary for union members to become effective leaders. Under the tutelage of their mentors—established NALC leaders such as branch presidents—the students combined three separate weeks of classroom learning at the Maritime Conference Center with take-home assignments and special projects.

During their classes, students took part in often-lively discussions on such

subjects as the National Agreement and the union’s legislative agenda. They also learned more about the Dispute Resolution Process, strategic planning, branch financial responsibilities, safety and health, retirement issues, route protection, workers’ compensation, effective negotiation techniques and the use of social media for branch communications.

Each week of the Academy also includes an emphasis on fine-tuning written and oral communication skills. Back in their branches, graduates will make use of those skills in such forums as membership meetings, awards ceremonies and dinners.

“And congratulations to all of you who spent these last five months working through this process,” Williams said. “It was intentional to put you in these positions and take you out of your comfort zones. And mission accomplished, I hope.”

NALC President Brian L. Renfroe, other national officers, and Headquarters letter carrier and professional staff members are tapped to teach classes on a wide variety of topics. The attendees also were guided by daily class instructors: former National Business Agents (NBAs) Troy Clark and Chris Wittenburg, Region 1 NBA Keisha Lewis, Region 5 Regional Administrative Assistant Larrissa Parde, and Assistant to the President Ed Morgan.

Williams urged the 29 graduates to be the best leaders they can be. “You serve as a leader in this union because you have a membership that needs to be led, and they need to be led with ethical decision-making. They need to be led with care, and they need to be led with people who really care about the future of their families and themselves.”





He encouraged each of them to be “someone who has chosen to consider the interests of others as more important than their own.”

Williams also urged the graduates not to think of their education as having an end point. “As a leader, you’ve got to make some tough choices, but you’ve got to do it from a position of care, a position of looking at the interests of others and saying, ‘What is it that they really need or want?’ And we do that through communicating and learning and continuing to be a lifelong learner.”

Finally, he challenged them to be mentors. “This class, if you distill it down to its essence, is all about mentoring. It’s all about passing on

what you have to another,” he said. “Be someone who is always looking to add a brick in the foundation that strengthens the people around you. Wow—and when it happens, man, it’s magic.”

After the commencement, the graduates were assigned to work at their respective NBA offices for a week to learn in a different environment.

As for Williams, he told the honorees, “The greatest compliment for me is that you are known as a person who cared deeply for others. And that’s what I tried to do when I established this Academy. I wanted to, in some way, build an organization, a training that had this idea that people matter and the people around you matter.” **PR**

Leadership Academy Class 30

Steve Benoit receives his certificate from former Executive Vice President Jim Williams.



NALC Leadership Academy Class 30 graduates

Claire Anderson
Southern Delaware
Branch 906

Steven Benoit
Hartford, CT Branch 86

Lamanda Bradshaw
Modesto, CA Branch 1291

Norris Beswick II
Albany, NY Branch 29

Kevrin L. Cordova
Amarillo, TX Branch 1037

Stephanie DeBaeke-Long
Boise, ID Branch 331

Joseph Delmont
Philadelphia, PA Branch 157

Kate Drass
Huntsville, AL Branch 462

Clancy E. Glover
Charlottesville, VA Branch 518

Morgan Harrington
Southwestern Michigan
Branch 246

Taejon N. Hayes
Bergen Co. Mgd., NJ
Branch 425

Jerry W. Ireland Jr.
Burlington, NC Branch 2262

Kunga Jinpa
Burlington, VT Branch 521

Jennifer M. Kimmell
Central Florida Branch 1091

John Long
Jamaica, NY Branch 562

Eddie Lee Lynch III
Cumberland Falls, KY
Branch 2242

Jade McBride
Olympia, WA Branch 351

Marcie Miller
Centennial, CO Branch 5996

Kiara O'Donnell
St. Paul, MN Branch 28

Eric James Porter
Sheboygan, WI Branch 102

Steven L. Powers
St. Louis, MO Branch 343

Veronica L. Ramirez
Arlington Heights, IL
Branch 2810

Jim Rangel Jr.
Rock Island, IL Branch 292

Casey J. Ritchie
Oklahoma City, OK
Branch 458

James E. Schaller
Virginia Beach, VA
Branch 2819

Sara Lynn Schawl
Clinton, IA Branch 126

Cody J. Shaw
Fairfield, CT Branch 2313

Steven Vasquez
Fort Worth, TX Branch 226

Marta R. Witten
Findlay, OH Branch 143



Military leave

Career letter carriers accrue up to 208 hours, or 26 days, of annual leave and up to 104 hours, or 13 days, of sick leave per 26-period leave year. In addition to annual and sick leave, career military veteran letter carriers who have continued to serve in the Reserve or National Guard may receive up to 15 days of paid military leave per fiscal year.

Sections 517.11 and 517.12 of the *Employee and Labor Relations Manual (ELM)* speaks to the Postal Service's support for employee military service and the definition of military leave:

517.11 Postal Service Support

The Postal Service supports employee service in the Reserve or National Guard, and no action is permitted to discourage either voluntary or involuntary participation. The Postal Service allows employees to be absent:

- To participate in drills or meetings scheduled by the National Guard or Reserve Units of the armed forces.
- To attend usual summer training periods.
- To perform any other active duty ordered by the National Guard and Reserve Units of the armed forces.

However, eligible employees are entitled to paid military leave only for such duty as and to the extent provided below.

517.12 Definition

Paid military leave is authorized absence from postal duties for hours the employee would have worked during his or her regular schedule, without loss of pay, time, or performance rating, granted to eligible employees who are members of the National Guard or reserve components of the armed forces.

Note: Non-workdays are not charged against the paid military leave allowed.

Military leave allows for letter carriers to conduct certain military obligations while receiving pay without the need to deplete their annual leave balances or the use of leave without pay (LWOP). Sections 517.131 and 517.133 of the *ELM* cover the type of duties that are and are not covered by paid military leave:

517.131 Duty Covered for Members of the Reserves and National Guard, Except D.C. National Guard

Types of duty covered as paid military leave include:

- Active duty, field, and coast defense training.
- Scheduled drills.
- Service providing military aid for law enforcement purposes.

517.132 Duty Covered for Members of the D.C. National Guard

Types of duty covered as paid military leave include:

- Parade or encampment activities of the D.C. National Guard.
- Service providing military aid for law enforcement purposes as provided in 517.43.

517.133 Duty Not Covered

Types of duty not covered as paid military leave include:

- Summer training as a member of Reserve Officer Training Corps.
- Temporary Coast Guard Reserve.
- Service with the National Guard, if ordered by the State Governors without authority of the Department of Defense, except when such service is in connection with regular annual encampment or for law enforcement purposes as specified in 517.43.
- Training with a State Guard or other state military organization that is not a part of the National Guard or that was created to take

the place of the National Guard during an emergency.

e. Weekly drills as member of D.C. National Guard.

f. Civil Air Patrol, established as a civilian auxiliary of the U.S. Air Force, and similar reserve and guard auxiliary organizations.

g. Time taken on a workday to travel to the place where training is to begin, unless military training orders encompass the period of travel time required.

One key difference between military leave and most other Postal Service leave is when it is received. For example, annual leave is accrued throughout a 26- or 27-period leave year, which begins on the first day of the first complete pay period in a calendar year and ends on the day before the first day of the first complete pay period in the following calendar year. However, paid military leave is received and used during the Postal Service's fiscal year, which begins on Oct. 1 and ends on Sept. 30.

The following provisions in Section 517 of the *ELM* cover additional rules and regulations on paid military leave:

517.2 Eligibility

517.21 Eligible Employees

Career postal employees, i.e., full-time, part-time regular, and part-time flexible employees who are members of the following components of the armed forces, are eligible for paid military leave:

- The Army National Guard of the United States.
- The Army Reserve.
- The Naval Reserve.
- The Marine Corps Reserve.
- The Air National Guard of the United States.

- f. The Coast Guard Reserve.
- g. The Air Force Reserve.

517.3 Procedures

517.31 Approval

The employee is to complete a PS Form 3971 before the period of absence. Sufficient notice is required for making necessary arrangements for replacements. If the employee does not learn of the need for the absence until later, notice is to be given as soon possible. The official responsible for approving the attendance record also approves military leave.

517.32 Use of Mixed Leave

Normally the first days of a longer period of military duty are charged to military leave. If circumstances warrant it, any other scheduled workdays during the longer active duty period may be designated as military leave instead of the days at the beginning of the military duty.

517.33 Use of Leave Intermittently

Military leave may be taken intermittently.

517.34 Return From Duty

For paid military leave approval, upon return from military duty to

the Postal Service, the employee furnishes a copy of military orders or other documentation properly endorsed by appropriate military authority to show the duty was actually performed.

517.4 Military Leave Allowances

517.41 General Allowance

Eligible full-time and part-time employees receive credit for paid military leave as follows:

- a. Full-time employees other than D.C. National Guard — 15 calendar days (120 hours) each fiscal year.
- b. Part-time employees other than D.C. National Guard — 1 hour of military leave for each 26 hours in pay status (including military LWOP) in the preceding fiscal year provided:

1. Employee was in pay status a minimum of 1,040 hours in the preceding fiscal year.

Note: A part-time employee's time on military LWOP in one fiscal year counts toward meeting the 1,040 hours' requirement for the next fiscal year.

2. Employee's pay for military leave does not exceed 80 hours.

- c. D.C. National Guard — all days (no limit) of parade or encampment duty ordered under Title 49, District of Columbia Code.

An employee may carry over up to 1 year's allotted but unused (not to exceed 15 days) military leave from one fiscal year to the next.

Section 517.34 of the *ELM* states that documentation, properly endorsed by the appropriate military authority, is needed once the letter carrier returns back to work for paid military leave approval. It is also important to note that Section 517.41 allows for an employee to carry over up to one year's allotted but unused military leave from one fiscal year to the next. Employees exercising paid military leave should take both of these factors into account when considering their military leave allowances.

As always, NALC's appreciation and admiration go out to all the veterans who are a part of this union.

For more information pertaining to military service and USPS, city carriers are encouraged to read the *NALC Veterans Guide*, which can be found at nalc.org/veterans.

Veteran profile: Terrence Graves

Terrence Graves, a Eugene, OR Branch 916 letter carrier, joined the Navy in 1986 when he was 18 years old and served in the military until 2015. After his first six years of active-duty service, he continued in the reserves even as he became a letter carrier in 1992.

"I had a family, and [active-duty] military life was not suited for a family," Graves said. "You'd be gone for a long time."

While he was on active duty, he

traveled all over the world. He was assigned to the *USS Midway* in Japan, and from there he and his fellow sailors set sail to Australia, Singapore, Hong Kong, the Philippines, Italy and Germany—to name a few.

"Going through port visits was an absolute blast," he said.

As a reservist, he was deployed for active-duty service two more times—in Iraq from 2007 to 2008 and Afghanistan from 2010 to 2011. His roles included convoy security and



Terrence Graves

Veteran profile: Terrence Graves (continued)



Graves while serving in the Navy

prison guard, as well as the leadership positions of assistant officer in charge and vehicle commander, in which he was responsible for an MRAP (Mine-Resistant Ambush Protected vehicle) in Afghanistan.

“I would say as far as the combat tours to Afghanistan and Iraq, what I learned and took away from that was to take care of your brothers and sisters and your right and your left,” Graves said. “I took that back into my union.”

What drew him to becoming a letter carrier was the “stability, wearing a uniform, and looking professional to the American people,” he said. “I like the history of the Postal Service and the history of the NALC. Everything seemed like a good fit for a military veteran.”

Additionally, growing up he had always admired his letter carrier, who himself was a military veteran. “I was always impressed with that guy,” Graves said.

During his 33 years as a letter carrier, he has held several union positions. He has served as president of two NALC branches in Oregon—Coos Bay Branch 1450 for four years and Branch 916 for the last six years. Graves worked on and off as a shop steward, and he was a food drive coordinator for a couple of years.

In 2015, Graves was awarded with NALC’s Unit Citation Award along with another carrier, for performing a citizen’s arrest on a suspected package thief. He was also named Oregon’s Letter Carrier of the Year for 2025. He has been retired since December, so he has stopped carrying mail but continues to serve as branch president.

He has learned from his 39-year combined letter carrier and military career “not be afraid to stand up for others. I learned that from the military,” he said, and added, “Not everybody is equipped with the resources to fight for themselves. ... It takes a leader to fight for them, and that’s what I took from the military and applied it towards NALC leadership, too.”

Join the NALC Veterans Group

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

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

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



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

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

Free
to join

Carriers and the mail make news online

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

First grade teacher organizes 'Pug Penpal Project'

A Northbrook, IL, first grade teacher, Sharon Latek, has owned six pugs over the last 30 years, beginning with one her husband gave her as a wedding gift. She often brings her pugs to her classroom, and her students love them.

Latek's love of pugs is clearly displayed in her classroom, with pug decorations all over the room. One of them, a pug mailbox, sparked an idea. She wanted her students to practice writing but also wanted them to be engaged and have fun. Her solution was to have her students write letters to pugs.

She had 20 students, so she needed 20 pugs for them to correspond with. Latek posted on a "pug lovers" Facebook group to find them. To her surprise, she had an overwhelmingly positive response, with 25 pug owners reaching out by the end of the day, and the number of pug owners willing to participate kept increasing.

Realizing that this was bigger than just her class, Latek created the Pug Penpal Project, which started the following school year. Latek remembers seeing the excitement on her students' faces the day she handed out the pugs' letters to them.

"It brings my students joy and allows them to be confident with their writing," Latek said on "The Kelly Clarkson Show." "They always get nice feedback from their pug pals telling



Some of the letters from the Pug Penpal Project

them how much their writing has grown."

The program continues to expand, with classrooms in almost all 50 states as well as Canada, Sweden, France, Australia and the United Kingdom participating. As of April, Latek had more than 300 pugs willing to write to students around the world.

Massachusetts letter carrier escapes wild turkeys

In early April, Southeast Massachusetts Merged Branch 18 member **Wayne White** escaped three approaching wild turkeys. The interaction, caught on Ring cameras, shows White being followed to a customer's porch while he tries to use the package he was delivering to shoo them away.

White dropped off the package, then waved his hand saying, "Go away," before running to his mail truck.

Carriers and the mail make news (continued)



Wayne White is chased by wild turkeys while delivering a package.

The turkeys continued to follow him even as he made several additional stops.

“Every time I moved the truck, turkeys followed,” the carrier told 7NEWS Boston.

“All day long it’s been ‘gobble gobble’ texts and turkey texts, and I can’t imagine what Thanksgiving is going to be like this year,” White said jokingly.

Chicago letter carrier retires after 40-plus years

Larry LaPorte, a Branch 11 letter carrier who works in the Morgan Park

neighborhood of Chicago, IL, has been serving as a letter carrier for more than 40 years. He retired at the end of April, and his community came out to show its support.

As soon as residents across the neighborhood found out that he was about to retire, they began putting up lawn signs that showed their appreciation for his service.

“I came out one day and saw all the signs,” LaPorte told *The Beverly Review*. “It kind of knocked me out. I can’t put into words how grateful I am for the love and support they have shown me over all these years.”

The community hosted a goodbye party at the Beverly Arts Center just before his retirement at the end of April.

“He keeps an eye on people; if he hasn’t seen someone in a while, he checks in to make sure they are all right,” Maureen Shannon, one of LaPorte’s customers, told the publication. “You don’t find many people who are as conscientious or caring as he is.”

Two best friends send same birthday card for 81 years

Without fail, two Louisville, KY, best friends, Pat DeReamer and Mary Wheaton, have been sending a birthday card back and forth for each of their birthdays for more than eight decades.

In April 1944, DeReamer got a birthday card from Wheaton for her 14th birthday, and that’s where it all began. DeReamer then signed the same card and gave it to Wheaton for her birthday that year. They continue to send the card back and forth, a



When the customers on his route learned that Larry LaPorte (r) was retiring, they set up signs (above) to thank him for his service.

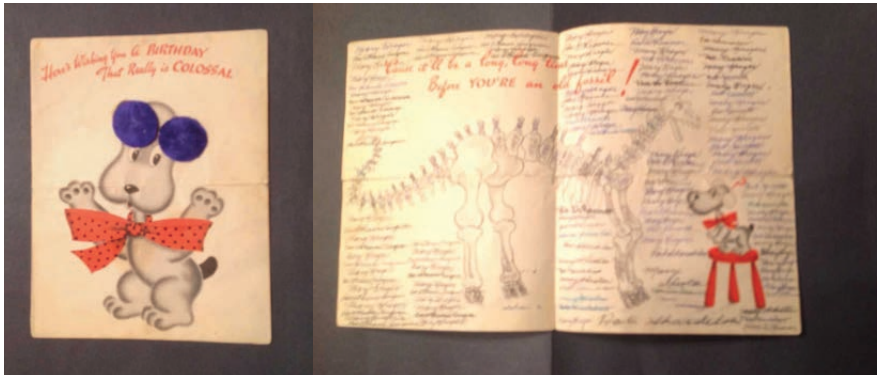


Photos by Beverly Review



Above l: Pat DeReamer (r) and Mary Wheaton-Kroger in 2005
Above: A Girl Scout group photo of Wheaton-Kroger (with braided hair) and DeReamer (with bob-length hair)
Left: The shared birthday card

Photos courtesy of Don Kroger



reminder of all the years they have spent as friends.

The exchange at one point earned the two women a place in the Guinness World Records for “Longest Greetings Card Exchange.”

Wheaton befriended DeReamer when she had just moved to town and didn’t know anyone.

“Mary kind of picked me up out of the gutter and kind of, you know, was nice to me,” DeReamer said to the NY Post. “We became really good friends.”

The story has appeared in other media outlets as well, including *People*, *The Washington Post* and local TV news.

Although the pair continue to exchange their birthday cards, DeReamer said they don’t get to see each other as much as they used to.

“I think as you get older ... you’re supposed to have more time, but we don’t seem to have as much time to share as we did when we were younger,” DeReamer said.

The duo plan to keep sending the card back and forth for as long as they can. “I’m sure if I can’t do it, my children will,” Kroger told *The Washington Post*.

65-year postmaster dies at 102

Edgar Kumley, who served as Redig, SD, postmaster, began in that position in 1949 during the presidency of Harry Truman and retired in 2015 at the age of 92. Even after his retirement he continued to work as a relief postmaster in the area. On April 6, at the age of 102, he died in Bowman, ND.

In the 1930s, Kumley helped families who walked across the prairie with all of their belongings during the Dust Bowl.

“We would take them in and feed them, and the next morning they were on their way again across the gumbo,” Kumley told USPS Link. “Gumbo” was the term used for fine clay soil that can become very mucky and develop cracks.

Kumley came from a postal family. His father and mother also served as postmasters in the same town. Additionally, his granddaughter, Victoria Constantin, carries on the family tradition as Redig’s relief postmaster.

“Edgar was always busy,” Constantin said. “At 98, he was still running around fixing cars and feeding cows. And in the summers, he would cut, swath and haul hay to prepare for winter.” **PR**



Edgar Kumley

Mother Jones

'The most dangerous woman in America' fought fearlessly for the nation's workers

You might have read the magazine named for her, but do you know who Mother Jones was and how she vigorously defended workers and inspired them to continue their struggles?

The story of Mother Jones, the petite woman who stood up to men in positions of power, is a reminder that America's labor history is messy, chaotic and violent. Advocating for workers, Mother Jones and other labor activists made great sacrifices and demonstrated intense bravery and determination for workers.

Mary Harris Jones became "Mother" Jones when the members of a railroad union she was fighting for gave her the nickname in 1897. But her fierce advocacy for social justice began much earlier.

Jones was born in County Cork, Ireland, sometime in the late 1830s though the exact date is not certain. When she was a child, her family immigrated to Canada to escape the Great Potato Famine. In 1859, Mother Jones moved to Chicago, IL, to become a dressmaker, and a year later she moved to Memphis, TN, and married ironworker and union activist George Jones, with whom she started a family. Exposure to yellow fever in 1867 took the lives of her husband and all four children. As with Jones's family, the victims were mostly the poor; the wealthy fled the city until the epidemic subsided.

Jones moved back to Chicago and opened her own dressmaking business catering to wealthy women. The contrast between her rich clientele and the poor of Chicago sparked her union activism.

"Often while sewing for the lords and barons who lived in magnificent houses on the Lake Shore Drive, I would look out of the plate glass windows and see the poor, shivering wretches, jobless and hungry, walking along the frozen lake front," Jones later wrote in her autobiography. "The contrast of their condition with that of the tropical comfort of the people for whom I sewed was painful to me. My employers seemed neither to notice nor to care."

She lost everything a second time in the Great Chicago Fire of 1871. After the fire, Jones traveled around the United States as a full-time labor activist. In the 1880s she joined one of the country's earliest labor organizations, the Knights of Labor. The Knights sought to include people regardless of race or sex, and to unite both skilled and unskilled laborers.

As the nation's industries grew, Jones went from meeting to protest to strike in support of the workers who were making the growth happen but who got little for it. She hit her stride in the coalfields of Pennsylvania. In 1897, during a strike, the United Mine Workers were so impressed by her tenacity that they asked her to go straight to the workplace to sign up miners for the union. She traveled to mines, steel mills and textile factories to organize workers.

Adding to her union involvement, Jones advocated for child workers. She led a "children's march" of 100 child



Mary Harris Jones

workers in textile mills from Philadelphia to then-President Theodore Roosevelt's home in New York in 1903.

Jones tells in her autobiography how the children's march began. She went to visit striking textile workers in Kensington, PA, thousands of them small children:

The workers were striking for more pay and shorter hours. Every day little children came into Union Headquarters, some with their hands off, some with the thumb missing, some with their fingers off at the knuckle. They were stooped little things, round shouldered and skinny. Many of them were not over ten years of age, although the state law prohibited their working before they were twelve years of age.

The law was poorly enforced and the mothers of these children often swore falsely as to their children's age. In a single block in Kensington, fourteen women, mothers of twenty-two children all under twelve, explained it was a question of starvation or perjury. That the fathers had been killed or maimed at the mines.

I asked the newspaper men why they didn't publish the facts about child labor in Pennsylvania. They

said they couldn't because the mill owners had stock in the papers.

'Well, I've got stock in these little children,' said I, 'and I'll arrange a little publicity.'

A self-described "hell-raiser,"

Jones's activism came with many risks. She was often arrested, imprisoned, banished or threatened with violence.

In 1902, a prosecutor in West Virginia, where Jones was on trial for meeting with striking workers in violation of an injunction, pointed to her and said: "There sits the most dangerous woman in America. She comes into a state where peace and prosperity reign ... crooks her finger, [and] 20,000 contented men lay down their tools and walk out."

When striking coal miners faced men with guns, Jones was on the front lines urging them not to back down. She was imprisoned for several months following a strike in West Virginia in 1912, and held again, without charges, by the Colorado National Guard to keep her out of the mines there. On April 20, 1914, National Guard troops and private guns hired by the mine companies attacked a tent village of striking miners in Ludlow, CO, killing an estimated 21 people, most of them miners' wives and children. It was part of a larger conflict, known as the Colorado Coal-field War, that killed more than 100.

Jones was not in Ludlow during the massacre, but she used the violence to bring attention to the plight of workers, lobbying Congress, President Woodrow Wilson and even labor's archenemy, businessman and mine owner John D. Rockefeller, to improve the lives of miners and their families.

Jones describes her most famous quote in her autobiography, saying

Right: Mother Jones meets with President Calvin Coolidge.

Below: Mother Jones leads a march in Trinidad, CO, in 1910.



that she urged union members meeting in a church in West Virginia to go out to the coal fields instead: "Pray for the dead and fight like hell for the living!"

Her words still inspire today. Cecil Roberts, president of the United Mine Workers of America (UMWA) and a West Virginia native, recalled those words when he gave a passionate speech at NALC's 70th Biennial Convention in Los Angeles, CA, in 2016. During the 1912 West Virginia strike, Roberts said, Jones used her status and stature—as a petite woman—to gin up the miners' courage.

"She walked around, and the miners and their families were living in tents," the UMWA president said, while the mine owners had brought men with machine guns to evict them. "Mother Jones surveyed all this, and she called for a rally. ... She first criticized the men as a bunch of cowards and said, 'You ought to let the women run this strike!'"

Jones continued to organize and protest for workers into her 90s until her death in 1930. She is buried in Union Miners Cemetery in Mount Olive, IL. Her legacy includes a foundation, museum and magazine named in her honor, all working to educate new generations about this remarkable, short, "dangerous" woman's life's work.

In the closing of her autobiography, Jones left us with a note of optimism:

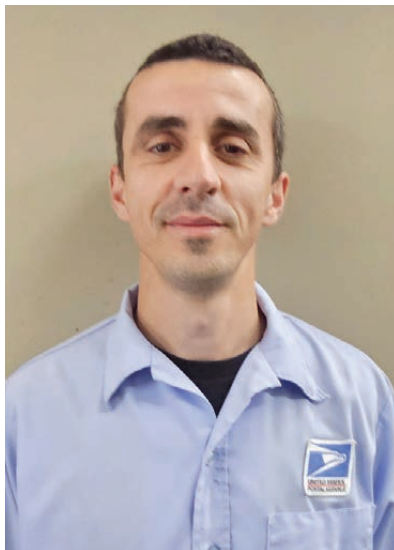
In spite of oppressors, in spite of false leaders, in spite of labor's own lack of understanding of its needs, the cause of the worker continues onward. Slowly his hours are shortened, giving him leisure to read and to think. Slowly his standard of living rises to include some of the good and beautiful things of the world. Slowly the cause of his children becomes the cause of all. His boy is taken from the breaker, his girl from the mill. Slowly those who create the wealth of the world are permitted to share it. The future is in labor's strong, rough hands. **PR**

Proud to Serve

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



Dale McConnell



Visar Hasani

Honoring heroic carriers

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

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

Carrier comes to rescue of man who fell on icy day

Dale McConnell, a letter carrier in Sayr, PA, was delivering parcels one cold winter day in February when he looked out the window of his postal vehicle as he was about to turn a corner and saw a man lying face down on a patch of grass near the town's pond.

"It was one of our icier days," the seven-year carrier said. "We had just had a pretty big ice storm."

McConnell said of the situation, "his dog was just kind of free roaming." The Scranton Branch 17 member recognized the dog, who was often walked by his owner around the pond.

"I parked the truck, got out, made sure the dog wasn't going to, you know, charge after me after I opened up the door," he said. "I called out for the man, but he didn't answer. There was a lady on the opposite side of the pond, and she said that he had been down for probably two or three minutes at that point."

McConnell added: "I slowly made my way over to him and he was still face down. He wasn't responding to me. I rolled him over, and that's when he started to come to."

Once the carrier had turned the man onto his back, he recognized him as someone who often waved at him while walking his dog by the pond.

"I had to move him to be able to open up his airway and get him back," he said. McConnell made sure that the man's head was in a position where his breathing would be unobstructed.

"Then, I moved him off the ice on the little sidewalk thing, and then just waited for the ambulance," he added.

The carrier helped the paramedics load the man into an ambulance, which he had practice doing as a professional and volunteer EMT. When the man was being moved into the ambulance, he wasn't aware of what was going on. The man asked about his dog but couldn't remember who or where he was.

"He was worried about the dog," McConnell said. "He wasn't worried about himself."

McConnell later heard from neighbors that the man had spent a day or two in the hospital. Although McConnell believes he is all right, he hasn't seen or heard from him as of early April.

The carrier took any praise in stride, though, saying that his actions were all in a day's work. "While we're doing our daily jobs, we should take a minute or two to help no matter what," he said.

Letter carrier assists customer who fell

Visar Hasani, a letter carrier in Lexington, KY, dropped mail in a mailbox on his route one early afternoon in February and right after he did, an elderly woman asked for his help lifting her husband, who had fallen on the floor.

"He couldn't move, actually, and I told her, 'Yes I can,'" the six-year carrier said.

The Branch 361 member followed the woman inside. She moved a chair behind her husband, and the two of them hoisted him up by his arms, so he could sit in the chair. After helping them and making sure the man was OK, Hasani was off to deliver the rest of his route.

"I have seen that guy [since his fall]," Hasani said. "He came out to say, 'thank you' to me."

The wife later called the post office to let management know about Hasani's good deed. "Visar couldn't have been nicer, and he just saved my day," she said. "I wanted someone at the Postal Service to know."

Letter carrier notices absence of customer

Mark Chetnik is an eight-year letter carrier in Clinton, NY, and has been on the same route for the past five years. Over that period, he has come to know some of his customers, including an 82-year-old man named Larry who lives by himself. Chetnik would hand him his mail, and they would chat for a few minutes before the Syracuse Branch 134 carrier would be on his way.

"He's a guy that I talked to every day, rain or shine," Chetnik said.

One week in September 2024, he was ahead of his regular pace on Monday and Tuesday, so he thought he must have just missed Larry. However, on Wednesday and with mail piling up, Chetnik became concerned.

"I started to get a little nervous about him, because he's never gone that long without picking up his mail," he said. "I tried knocking on the door. There's no answer. I couldn't hear anything."

A few doors down was the Kirkland neighborhood library, which he knew Larry visited almost daily. He stopped in to the library to ask the librarian if she had seen him. She said that she hadn't. Unable to find anyone who had, they decided to call police to perform a wellness check.

"I found out that he had fallen somehow and wasn't able to move or get himself back up, but he was still alive," the carrier said. "He was just dehydrated and a little, like, disoriented, because he's been lying there for two days basi-

cally, or two and a half days."

The library and the post office recognized the carrier for his care, but the carrier said he just wanted to make sure Larry was all right.

Now Larry is in an assisted-living facility, and Chetnik sees him every once in a while around town. Chetnik said Larry is "eating a lot better and looking a lot better."

Carrier helps woman who fell, was stuck for hours

On April 3 around 4 p.m., it was cold and Buffalo-Western New York Branch 3 city carrier assistant **Daniel Mayville** was walking his route in Niagara Falls. It was a light mail day, and as he walked past a house that he didn't have mail for he heard loud banging coming from a side door.

When Mayville approached the glass door, he could see a woman on the mudroom floor.

"I tried helping her up, and she said it was too painful," he said. "She was, like, grunting in pain. She said she had broken a rib before, so she kind of knew what it felt like, so she thought that was what had happened."

She told Mayville she had been there since around 9 a.m. He asked if she had any family who lived nearby whom he could call, but she lived alone and didn't have anyone to call. She said she had been banging on the door all day.

So, Mayville called 911. "Fire trucks and an ambulance came," he said. "They're like, 'Thanks, buddy; thanks for the call,' and I just went on my way and finished my route."

The first-year letter carrier was commended at his post office. "She lives alone and if it weren't for the carrier coming, who knows when she would have been found," Niagara Falls Post Office Postmaster Teresa Truglio said about Mayville's actions. **PR**



Mark Chetnik (l) and Larry



From making sushi to making deliveries

Jose Arteché III has culinary genes, which is what led him to run a sushi restaurant before giving it all up to become a letter carrier.

Growing up, his mother was a stay-at-home mom who mainly cooked Okinawan fare for the family. His father

worked in intercontinental hotels, so the family often moved among countries in Africa and Europe. Starting at a young age, Arteché was exposed to a variety of cuisines from around the world. His mom sometimes learned to make dishes from whichever country they were living in at the time.

For example, he said, “We lived in the French country[side] for a number of years, so she learned how to do French cuisine.”

He also enjoyed engaging with food media at a young age.

“I always loved the Food Network and reading the [stories] of *Kitchen Confidential* with Anthony Bourdain,” Arteché said. “I grew up watching, you know, Martin Yan. ... For me, food is one of those comfort things between what my mom always cooked and what I was exposed to.”

He went to college in Albany, NY, where he studied business and computers and met his future wife. After graduating he moved to Miami, FL, to work in business, but said “it wasn’t my cup of tea, so I then moved back up to Albany.” In Albany he began a job as a chocolatier at Krause’s Homemade Candy and enjoyed it, so he decided to enroll in culinary school at Schenectady County Community College to learn more about the art of cooking.

After the candy shop, he worked at Vincenzo’s, a fine dining Italian restaurant with Mediterranean influences, under its head chef. He then worked with head chefs at a Creole restaurant, another Italian restaurant and an Indonesian/French fusion restaurant. Then he moved on to become an assistant culinary partner and corporate chef at PF Chang’s. In this position he moved among between eight locations in the Albany area providing assistance with training, maintaining culinary consistency and providing other support when necessary.

In 2014, his wife’s uncle sold both of them Shogun Sushi & Sake Bar, a restaurant in Albany. “When we first opened, it was great because we had a good profit margin and everything. We were able to hire people and keep it well staffed,” Arteché said.

He enjoyed the creativity he was allowed when creating his menu and sushi rolls.

Jose Arteché III at Shogun Sushi & Sake Bar



“For me it was more fun to create things that were inspired by different flavors and experiences,” Arteche said.

He created a special roll he named the “pastrami bagel roll,” which was a deep-fried roll with cream cheese, avocado and everything bagel seasoning inside. It was topped with pastrami-cured salmon homemade by Arteche himself and finished with a mustard-mayo sauce.

“It’s basically like the taste of New York City, but in a sushi roll,” he said.

He also hosted fine-dining wine dinners at the restaurant for local wine groups, using his skills to pair eight courses with 14 wines.

Although he enjoyed the creative freedom that owning a restaurant brought him, he was working 80 to 100 hours per week, trying to make sure everything at the restaurant went smoothly.

“I was the first one to be at the restaurant and the last one to leave every single night,” he said.

When the COVID-19 pandemic hit, it took a toll on the business and made their workload even more of a challenge.

“It was during COVID was when everything changed,” he said. “Our food cost skyrocketed.”

Additionally, he found it difficult to find staff.

“For several years I couldn’t take a single day off because we couldn’t find staff,” Arteche said.

Due to the big workload, Arteche and his wife chose to sell the restaurant in 2023.

In search of less stress and more free time with his family, Arteche became a letter carrier, joining Albany Branch 29.

“I found a lot of freedom in joining the post office,” he said.



Although he doesn’t have plans to work in the restaurant industry again anytime soon, Arteche wants to volunteer his skills to help charitable organizations.

“My wife and I joked that when we retire, we could just go get a food truck and do, like, farmers markets, so we can socialize with people,” he said. “I wouldn’t work for the paycheck. Then, I’d do charities, you know? Like if people needed a fundraiser, barbecue or something, I’d do that—basically volunteer to help.”

The carrier still enjoys cooking for himself, family and friends. He cooks for barbecues and appreciates that he is able to make whatever his family members are craving. His food-prepping skills come in handy when he or a family member wants something specific.

“If my wife feels like she wants sushi, I can make it really easy,” Arteche said. **PR**

Jose Arteche III is now a member of Albany, NY Branch 29.

Positive changes to annual leave provisions

With implementation of the 2023-2026 National Agreement, the parties have agreed to three new memorandums of understanding (MOUs) related to annual leave crediting and usage. The three new MOUs offer significant improvements to annual leave provisions that benefit letter carriers. This article will briefly explain the new MOUs and what carriers can expect.

All city letter carriers in a paid status earn annual leave. The amount of annual leave you earn and the way it is credited depend on your classification and time in service. City carrier assistants (CCAs) can earn up to 13 days of annual leave per year based on the number of hours they work during each pay period. CCAs receive one hour of annual leave credit for every 20 hours in a paid status. So, for each pay period, CCAs can earn a maximum of four hours of annual leave. This means that CCAs can earn a maximum of 104 hours, or 13 days, of annual leave each calendar year.

Part-time regular (PTR) and part-time flexible (PTF) letter carriers also earn leave based on the hours they work; however, as career employees their annual leave earnings increase as they reach certain milestones relative to their years of career creditable service. Part-time carriers who have less than three years of creditable service will receive a maximum of four hours per pay period totaling 104 hours, or 13 days, of annual leave. When a part-time employee reaches three years of creditable service, they will begin earning annual leave at the rate of six hours per pay period for a maximum of 160 hours, or 20 days. Part-time employees who have 15 years or more of creditable service will earn eight hours



August 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
					29	30

of annual leave per pay period for a maximum of 208 hours, or 26 days, per calendar year.

Full-time regular (FTR) carriers earn annual leave based on their years of career service. FTR carriers with less than three years earn four hours per pay period, 104 hours per year, or 13 days. FTR carriers with three years but less than 15 years earn six hours per pay period plus four hours in the last full pay period in the calendar year. This is 160 hours, or 20 days, of annual leave per 26-pay-period leave year. After reaching 15 years or more, FTR carriers will receive eight hours for each full biweekly pay period for a total of 208 hours (26 days) per 26-pay-period leave year.

The Postal Service advances full-time and part-time regular city carriers their complete yearly annual leave entitlement on the first full pay period of each new leave year. This means that if you are a full-time carrier, you can use approved annual leave immediately after it appears on your check stub.

CCAs and PTFs are credited with annual leave on an “earn as you go” basis. Starting on their appointment

date, CCAs earn annual leave based on their hours worked. When they reach the end of their appointment, any remaining unused annual leave is paid out in a terminal leave payment. CCAs are not able to carry over any annual to the next appointment. Prior to the implementation of the 2023-2026 National Agreement, after reappointment to a new term, the CCA would return to a zero annual leave balance, then begin earning annual leave again based on their work hours. This “earn as you go” accrual created problems for some CCAs who needed to use annual leave early in their second term but had no annual leave available to use because they hadn’t worked enough hours to earn the annual leave they needed.

Fortunately, with the implementation of the 2023-2026 National Agreement, a new memorandum of understanding has helped fix this situation. The MOU Re: CCA Advanced Annual Leave (found on page 185 of the 2023-2026 National Agreement) states that upon completion of an initial 360-day appointment as a CCA, and immediately upon reappointment to any subsequent appointments, CCAs will

be advanced 40 hours of annual leave. Now, CCAs who have the need to take annual leave after being reappointed will have 40 hours of annual leave available to them. Keep in mind that since this leave is advanced before it is earned, if you leave the Postal Service before you earn enough hours to offset the advance, you will have to pay back any used annual leave that you have not earned. Most of the time, the Postal Service will recover the money for this advanced annual leave offset by taking it out of your final paycheck, but if there are insufficient funds to cover the advanced leave offset, separated employees might receive a letter from the Postal Service demanding repayment.

Like CCAs, PTFs also accrue annual leave on an “earn as you go” basis. One distinct difference, though, is that PTFs, as career employees, can carry over annual leave from one leave year to the next. However, if you are a new PTF or have depleted your previous year’s annual leave balance, it may take a while to accrue earned annual leave in the new leave year. With the recent implementation of the 2023-2026 National Agreement, PTFs now will receive advanced annual leave. The MOU Re: PTF Advanced Annual Leave (also found on page 185 of the 2023-2026 National Agreement) states that 40 hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

Newly hired letter carriers should be mindful that a 90-day qualifying period found in the *Employee and Labor Relations Manual (ELM)* Section 512 still applies. *ELM* Section 512.311 states:

Ninety-Day Qualifying Period. (1) Requirement. New employees are not credited with and may not take annual leave until they complete 90 days of continuous employment under one or more appointments without a break in service.

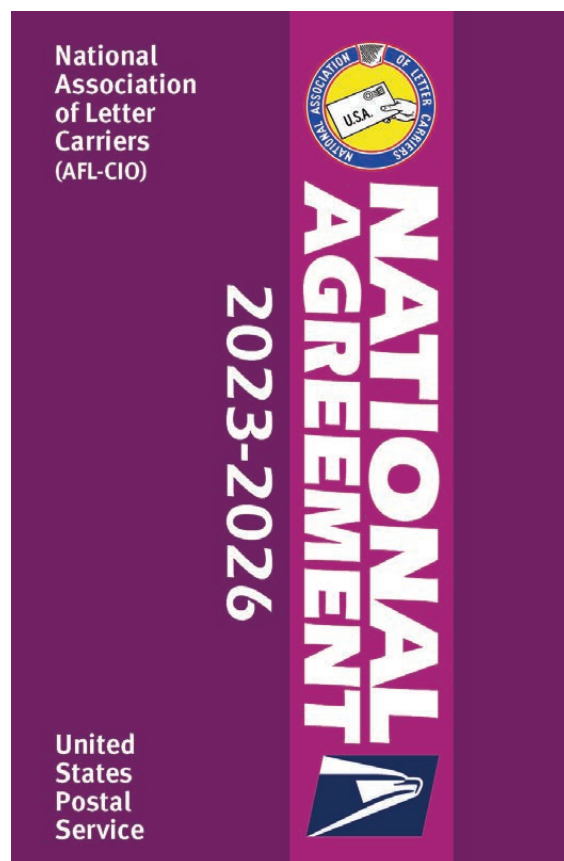
If you are a newly hired carrier, for the first 90 days you will not be able to take annual leave.

As previously indicated, career employees can carry over annual leave from year to year. Another MOU added to the 2023-2026 National Agreement provides career letter carriers the opportunity to receive additional pay in exchange for unused annual leave if they meet certain conditions. The MOU Re: Monetization of annual leave (found on page 186 of the 2023-2026 National Agreement) provides career employees the opportunity to sell back to USPS up to 40 hours of annual leave prior to the beginning of the leave year if they are at the carryover maximum and have used fewer than 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

Normally, the maximum carryover amount is 440 hours, as explained in Section 512.32 of the *ELM*, and any accumulated annual leave exceeding 440 hours at the end of the leave year is not carried or rolled over into the next leave year. However, since 2022, the Postal Service and NALC have agreed via MOUs on a year-by-year basis to increase the annual leave carryover

maximum amount to 65 days, or 520 hours, per leave year. This carryover increase is not a permanent change to the *ELM* provisions, but rather an agreement made each year. Whether the Postal Service will continue the 520-hour carryover maximum or revert to the 440-hour maximum contained in the *ELM* has not yet been determined. If the parties make another agreement to increase the carryover amount for 2025, NALC will post this information on the website and social media.

If you have any questions about annual leave provisions or the new MOUs, you should contact your local shop steward or branch officer. **PR**



Organizing



**Paul
Barner**

One of the most important activities that the National Association of Letter Carriers engages in is the organizing of city letter carriers. As a member of NALC, you should have a sense of pride in knowing that you belong to one of the most organized unions in the American labor movement in terms of membership. NALC boasts a long history of being a well-organized union with a sustained membership base in the low to mid-90th percentile. In simplistic terms, this translates to more than 90 percent of all city letter carriers voluntarily joining and maintaining membership in NALC.

So, what is a labor union? A labor union can be defined as an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits and working conditions. The purpose of a labor union can also be explained as the mechanism for union members to come together to make workplace improvements. The foundation of a labor union are the workers who join in membership for the betterment of all within the group. It is at that point of solidarity when workers can truly thrive and achieve their goals.

There are numerous reasons for being a member of NALC, not the least of which includes being joined with other city letter carriers in the common goal to protect and enforce the hard-fought rights and benefits secured by those who came before. Most rights and benefits afforded to workers today are a direct result of victories won by labor. We must always keep a careful watch in order to maintain and enforce the rights and benefits that we have achieved, as NALC continues to build on strengthening wages, benefits and working conditions for America's city letter carriers. This effort, however, cannot be accomplished single-handedly, but rather requires activism and solidarity from the members of a unified organization.

Over the last several years, NALC has ramped up its organizing activities to a new level with the formalizing of the carrier academies that include a union orientation segment. At orientation, newly hired city letter carriers are met by NALC organizers who provide a wealth of information about the history of our union as well as pres-

ent-day efforts. Each organizer takes time during the presentation to explain the importance of joining NALC, to answer any questions posed to them by the newly hired city letter carriers, and ultimately to ask them to join our great union. Upon completion of each orientation session, the organizer provides status reports to the national business agent's (NBA) office reflecting the organizing results for that particular session.

The NBA office then enters this information into an NALC Headquarters database that compiles the organizing results from all NALC orientations around the country. The NBA then reports those results to each individual branch for follow-up discussions with the new city letter carrier employees as they enter their assigned installations. Every newly signed member of NALC receives a welcome packet of information designed to further educate them on the importance of NALC membership and the history of NALC, to include information about their rights and benefits as a city letter carrier. The packet contains numerous items including a welcome letter from their NBA, an NALC T-shirt, an NALC lanyard, an *NALC Constitution* and a copy of the National Agreement, to name a few. The success rate of this process is proven, as these dedicated organizers are at the forefront of maintaining a well-organized NALC. I want to thank each of them for their dedication and hard work.

NALC also automated reports to assist branches in identifying non-members in their respective branch. These reports can be accessed at the branch level by the president or designee(s) and recording secretary through the Members Only portal on the NALC website. Many branches do a phenomenal job recruiting new members, for which I applaud them. Those efforts do not go unnoticed.

While we should most definitely pride ourselves in the success NALC enjoys in organizing city letter carriers to strengthen our union, we must always remember that the work never ends. New employees will continue to be hired in our craft, providing opportunity to organize. In addition to new employees, we must continue our efforts to organize non-members already in the craft who, for whatever reason, either never joined the union or resigned their membership at some point in the past. It is equally important to ensure that those non-members understand the history of NALC as well as the benefits of membership.

Always keep in mind that "the Union is U" and that every member should work to build on our house of solidarity and unionism by encouraging those in our ranks to join NALC.

More about the local memorandum of understanding



James D. Henry

As discussed in my April column, both management and the union are obligated to bargain over each of the 22 subject items listed in Article 30 of the National Agreement. This means that if one party raises the issue of such an item during local memorandum of understanding (LMOU) negotiations, the other party must negotiate over it in good faith. It's important to get yourself familiarized with the local implementation rules.

In cases where an LMOU has provisions outside the 22 subject items listed in Article 30, the LMOU representatives can raise

an issue or issues with such provisions. For example, if a provision exists in the LMOU where management provides ice cream during the summer months, management may raise the issue with the intent of eliminating the provision. However, the union has the right not to discuss the issue at hand, and vice versa. Moreover, neither party is allowed to impasse provisions outside the subject items.

During local implementation, management also may claim that it is unable to bargain over subjects outside the 22 listed items or that such items are "outside the scope of local implementation." This is completely inaccurate. Nonetheless, management may refuse to address any outside subjects in local negotiations. Although neither party is obligated to bargain over subjects outside the 22 listed items in Article 30, the parties may make agreements on such subjects, so long as nothing in the local agreement is inconsistent or in conflict with the provisions of the National Agreement. Do not assume that management will dismiss discussing an outside subject. The fact is, if you do not try, you will never know!

Prior to the changes in the 2001 National Agreement, management at any time had the right to declare LMOU provisions "inconsistent or in conflict" with the National Agreement. The disputed provision would be suspended until the parties could resolve the provision in question. However, in 2001, the impasse rules changed and limited the parties to challenge an LMOU provision as inconsistent or in conflict with the Nation-

al Agreement and can be done only during the implementation period.

The "inconsistent or in conflict" with the National Agreement argument is commonly made by management during the local implementation period. Management will employ this argument in an attempt to eliminate language that benefits the letter carrier craft. However, the National Agreement contains language in Article 30 and the Local Implementation MOU that limits management's right to challenge existing LMOU provisions on this matter. Management cannot make the argument if the provision in question has been in your LMOU prior to the last implantation period. This is illustrated in the Memorandum of Understanding Re: Local Implementation in Paragraph 6. Nevertheless, management can make the "inconsistent or in conflict" argument if a provision was changed during the 2021 local implementation.

A perfect example of the argument is if in the 2011 round of local implementation, you negotiated two 15-minute breaks each day for the letter carriers. This could be a provision that could qualify, and has been in the past, argued to be inconsistent or in conflict with the National Agreement. For this example, let's say that in 2021 management made the argument that the provision was inconsistent or in conflict with the National Agreement. However, because management didn't make the argument during the 2017 round of local implementation, it is prohibited from making the argument of "inconsistent or in conflict" in the 2021 local negotiation period.

Furthermore, management can assert within the 22 subject items listed in Article 30 of the National Agreement that the existing LMOU provision is an "unreasonable burden" on the Postal Service. When management makes such a claim, the branch should be prepared to request evidence backing up the so-called "unreasonable burden." Arbitrators have consistently ruled over the years that management cannot simply say the LMOU provision is an unreasonable burden but rather must prove that it's a burden. The standard of "unreasonable" is more than merely it being an inconvenience for management.

Branches must stay alert to effectively rebut management's claims of either argument. In the case that the parties cannot come to an agreement over a disputed item within the 22 subject listed item, the next step would be to impasse the provision(s) to the higher level.

Important reminders



Nicole Rhine

Whether it's filing reports with the Department of Labor and the Internal Revenue Service (IRS) or just relaying information to NALC Headquarters, certain tasks must be done by branch officers. So here are some reminders designed to help ensure that you get it all done.

Reporting to the Department of Labor—Any branch or state association that has a fiscal year at the end of Dec. 31 should have filed its labor-management (LM) report by March 31. Additionally, any branch or state association that has a fiscal year end of

March 31 should file its LM report by June 29. If you are not sure what an LM Form is, or which LM Form to file, please see my January column. The form is due within 90 days of the end of the organization's fiscal year.

Reporting to the IRS—Any branch or state association that has a fiscal year end of Dec. 31 should have filed its Form 990, 990-EZ or 990-N with the IRS by May 15. The form is due by the 15th day of the fifth month after the end of the organization's fiscal year. As a reminder, the IRS now requires that all Form 990 filings must be made electronically using software approved by the IRS. In addition, the Internal Revenue Code requires branches with "unrelated business income" (UBI) of \$1,000 or more for the year to file Form 990-T, Exempt Organization Business Income Tax Return, and pay any tax due. Generally, UBI is income from a business that is unrelated to the branch's tax-exempt purposes. More information on the above is in my March column.

Branch mergers—Any branch proposing to merge should review Article 2, Section 3 of the *NALC Constitution*, which sets forth the requirements for affecting a merger of branches. Requests for mergers received at NALC Headquarters often are missing two requirements from both branches wishing to merge: 1) a resolution and 2) a statement of reason(s) for merging. To avoid having a request for a merger returned, please ensure that your branch includes all necessary documentation. More information can be found on the Sec-

retary-treasurer page on the NALC website at nalc.org, under the "Union Administration" tab.

Service awards—Article 2, Section 5 of the *NALC Constitution* contains information on the years-of-service membership pins available. The branch secretary must notify my office either through the membership pin program in the Members Only portal or in writing that a member will complete the necessary years of service. Should the branch be awarding a 50-year pin and gold card, please allow four to six weeks, as gold cards are a special order and must be engraved by an outside union vendor.

Bonding—Every officer, agent, shop steward or other representative and employee of a branch or state association who handles funds or other property of the branch or state association must be bonded if the branch or state association has property and annual receipts exceeding \$5,000. Branch and state treasurers should ensure that officers and others handling funds are adequately bonded. Trustees should ensure during the constitutionally required audits that an adequate bond is in place. Please see my April column for more information on audits. For more information on bonding requirements, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a separate chapter on bonding requirements (Chapter 4). The guide can be purchased from the NALC Supply Department, and an electronic copy is available from the Secretary-treasurer page on the NALC website by clicking on the "Resources" link.

Per capita tax call—The six-month per capita tax call has been mailed out to branches. NALC bills branches semi-annually, in June and December, for the national and state per capita tax of their direct-paying members. For more information on the six-month per capita tax call, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a separate chapter on NALC dues (Chapter 2). Please see pages 2-12 and 2-13.

Officer information lists—Branches and state associations are reminded to provide the NALC Membership Department with any changes to officers that occur. If you have not already done so, please immediately update the Membership Department via letter or a "Branch Information Record" card, which was included with the six-month per capita tax call.

Embracing unity



**Mack I.
Julion**

Unity is everything. From Day 1 as a union steward at the Chicago-Lawn station on the South Side of Chicago, I expressed to the members that it is imperative that we stick together. Obviously, that is the core principle of our organization: We are a labor *union*. A group of workers united in a common cause, because collectively we are stronger than we are individually.

And there is no doubt that we need to be united right now. The threats against our employer, the United States Postal Service, are real. An attack on us as a labor union is imminent. We see the American Federation of Govern-

ment Employees having to slash half its staff due to the unlawful actions and executive orders of this anti-worker/anti-union administration in Washington. This will compromise the union's ability to effectively represent its members.

As the NALC has consistently and effectively stood in the gap to protect the Postal Service, it would be foolish to think that we and other postal unions will get a pass. Not only because of our advocacy for the Service, but because like other unions, both public and private, we stand in solidarity against the Trump administration's extremist policies of austerity, bigotry and exclusion.

The rhetoric and actions of this administration are a direct threat to our very democracy. This isn't merely a question of philosophical differences; it is a matter of character and a gauge of whether we, as a nation, have a moral compass. There are now strong divisions in our country in part because this administration has allowed the worst elements among us to feel free to express their intolerance and hatred for others under the guise of free speech. It is because of this split in our nation's politics that we are quick to label someone as divisive within our union who disagrees with our opinion.

I recently saw this discussion take place at a state convention, and I give kudos to the national business agent for the way he addressed this question from his members. He explained that everyone who disagrees

with you is not necessarily being divisive. We must be able to embrace our differences of opinions if we are to be a true democratic union. He called on branch presidents to promote debate as opposed to stifling opposition.

This was the same philosophy I promoted as president in Chicago. I often told my executive board that I needed their honest feedback and opinions as we led our local. It would not be productive to anyone, especially our members, if I presided over a table of "bobbleheads." If I put forth an idea that made little sense and they all agreed simply because I said it, then when it is placed before the membership we would all look rather stupid. Just because we are a union doesn't mean we all have the same perspective or thought process. I often told them that some of my best ideas came from other people, so I truly needed their input.

A few years ago, a memo was signed that allowed branch presidents to decide whether newly converted part-time flexible substitutes could get on the overtime desired list in the middle of the quarter. I thought it was a good provision for the membership, especially our new regulars. At our union meeting, I told the members that I would be invoking this provision in every installation because it seemed fair to all. A debate quickly ensued as various members began questioning the "fairness" of allowing them to get on the list because they "turned over," without waiting, until the beginning of the quarter. We had the most spirited debate that I can recall as branch president. Each side was adamant about their belief and even as they disagreed, they were not being disrespectful. As chair, I abstained from the debate. There were some very strong opinions expressed on both sides and at the end of the debate, the members voted not to allow them on until the end of the quarter.

I was humbled, but I wasn't mad. I learned a lot through their debate. I believe everyone respected the opinions of others, even though they were not in agreement. That's because they understood that we are not our own enemy. We are one union with many different perspectives, but the members decide collectively what is in their best interest.

Debate is good and healthy for our union, and it doesn't have to be divisive. To simply all "fall in line" is not a democracy, it is an autocracy and that is not in the spirit of being union. We walked out of our meeting that night just as unified as when we walked in. That's because as a labor union, unity is everything!



Telematics (Geotab) devices



Christopher Jackson

In recent weeks, USPS has been relying on reports to investigate the use of seat belts by carriers when operating postal vehicles. This month, I will revisit one of my past columns, which introduced the Telematics (Geotab) device currently collecting data for these reports, and I will share my thoughts on this new use of them.

Pilot testing and implementation

In 2019, USPS began testing telematics (Geotab) devices with the objective of understanding their ability to collect and report data from its fleet of vehicles. After determining the pilot successful in 2022, the Postal Service

awarded a contract to Geotab for use of its telematics technology in all postal-owned vehicles. USPS contends that using high technology reduces fuel consumption and improves overall vehicle maintenance and repairs. Installation and use of the devices began in February 2023, with all installations to be completed by July 2025.

Geotab pilot reports

During the pilot, Geotab devices were used to create the following reports: the USPS Vehicle Stop Locations Report, which relies on tracking to identify overnight parking locations of vehicles; the Maintenance/Fault Report, which provides fault name, code and count for fault issues reported by each vehicle; the Battery Drain Report, which provides a list of all vehicles reporting a battery voltage below 11 volts; the Low Oil Pressure Report, which provides a list of vehicles experiencing very low oil pressure; the In Shop More than 8 Hours Report, which identifies vehicles that spend more than eight hours at local maintenance locations; the Idling Report, which displays total time a vehicle idles, including a dollar value to fuel used during that idle based on current fuel cost; the Fuel Efficiency Scoreboard Report, which evaluates driving behavior that affects fuel efficiency; and the Backing Up While Leaving Report, which shows each time a vehicle backs up while leaving when outside of a USPS location. For more details on the telematics pilot, see my column in the June 2023 edition of *The Postal Record*.

Driver Seatbelt Exceptions Report

USPS is now using Geotab data to create a report called

the Driver Seatbelt Exceptions Report. This report identifies when a driver's seat belt is not engaged while a vehicle is being operated. Based on what I have seen the report lists the total number of instances, miles traveled, and percentage of time a vehicle is driven above 5 mph without the driver's seat belt engaged.

Regional offices have made me aware that some postal management officials have relied on this report to confirm seat belt use in place of conducting street observations. In some cases, these officials have used the report to issue disciplinary action. Geotab reports alone are not sufficient for identifying failures to wear seat belts and should not be the sole basis for any disciplinary action. Relying on the report as a substitute for conducting street observations conflicts with Section 134.22 of *Handbook M-39, Management of Delivery Services*, which states: "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 deals with these problems.

Attempts to rely on Geotab data in this manner are not much different than USPS efforts to rely solely on global positioning system (GPS) data from Mobile Delivery Devices (MDD) to discipline carriers for stationary events. Like data collected from the MDD, data from Geotab devices is not always accurate and should be investigated by union representatives whenever necessary.

I recently spoke with a branch president investigating an alleged seat belt violation who came to find that the vehicle identified in the report had not been driven during the time in question. I don't believe this unsupported allegation is an isolated occurrence.

Article 16.1 of the National Agreement states:

Section 1. Principles

In the administration of this Article, a basic principle shall be that discipline should be corrective in nature, rather than punitive. No employee may be disciplined or discharged except for just cause such as, but not limited to, insubordination, pilferage, intoxication (drugs or alcohol), incompetence, failure to perform work as requested, violation of the terms of this Agreement, or failure to observe safety rules and regulations. Any such discipline or discharge shall be subject to the grievance-arbitration procedure provided for in this Agreement, which could result in reinstatement and restitution, including back pay.

As mentioned above, postal management bears the burden of proving that just cause exists for any disciplinary action it takes against a letter carrier.

I will continue to investigate this subject and provide updates as needed. Be sure to read my article each month and visit nalc.org for updates.

Performance Optimization Deployment Support observation



**Manuel L.
Peralta Jr.**

In November of 2024, a letter carrier in NALC Region 12 was observed by an unidentified Management Safety Team, which had determined by their observation that the employee was not wearing a seat belt. The carrier was placed on emergency suspension. As of the writing of this column, a grievance was filed and remains pending resolution.

In early December, NALC Headquarters was advised that management had held a stand-up talk in NALC Region 2, informing carriers that there is a new national program involving the observation of letter carriers by upper management in unmarked cars.

We were provided with a document that highlights the following three immediate action triggers observed by a Performance Optimization Deployment Support (PODS) employee:

[U]nnattended running vehicle, not wearing a seat belt, or distracted driving (fingering mail, headphones/earbuds, utilizing cellphone), the PODS is instructed to stop the employee, secure the vehicle, contact local management and stand by to see that the emergency placement procedures are followed. Before these managers got in their surveillance vehicle, it was pre-determined (in writing) that any of the listed infractions would result in an emergency suspension.

What is a PODS? This is not defined in the materials we had received, but the word makes me think of the movie "Alien." Not good!

The PODS employees are directed to identify top opportunity offices using their analytics. Once a deployment location is identified, they utilize route summary information to look up carrier breadcrumbs to guide them to your current location.

On Dec. 12, I made an inquiry to USPS Headquarters Labor Relations regarding this program. No one was able to answer any questions. That same day we received a copy of postal management's "PODS" PowerPoint.

The documentation establishes that management at the headquarters level had unilaterally created this new program, whereby these PODS employees hunt down letter carriers to pounce on them in an effort to determine if they are in compliance with safety instructions.

A copy of the PowerPoint was sent to USPS to make sure that everyone is referring to the same information.

On Dec. 17, the USPS provided notice to the NALC of this new program with no attachments to explain how it would work.

As a direct result of what was discovered, the NALC's Contract Administration Unit staff prepared the April 2025 Contract Talk, which covers "Safety blitzes, street supervision and disciplinary action." Please download, save and use that information to assist your stewards in responding to these management observations.

On Feb. 27, this correspondence was assigned to me. We reviewed all the material associated with this program and prepared questions to begin our discussions and met with management on March 19.

In our meeting with management, the following was explained to us:

1. This was a program, created by operations at the headquarters level, designed to assist the districts due to accident and fatality rates.
2. The PowerPoint that the NALC had acquired on Dec. 12, 2024, (see above) is to be or has been retracted. (Note: The NALC's opinion is that this documentation proves that discipline was ordered from the very top of this organization by managers who want to punish our carriers into submission.)
3. Management indicated that their safety engagement team has been instructed not to use their personal vehicle. We were advised that all team members are assigned a government vehicle and that no team members are authorized to use their own vehicles. They emphasized that there should be no covert observations.
4. By letter dated March 31, the USPS provided the NALC with a new and improved program (sanitized) following our meeting.
5. We were informed that any of the information discovered or collected while their team is in the field will be turned over to local management, which will make the decision on what action to take.

There are a few items that may need to be further addressed. However, what management has established

(continued on next page)

PODS observation (continued)

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from the headquarters level is a program to ensure compliance with safety.

To that end, I offer the following: Every single letter carrier should at all times be focused on performing their duties safely.

The April 2025 Contract Talk gives you contract references to address how management should conduct itself when conducting street supervision. The following *M-41* references are provided to remind you of the rules that apply to city letter carriers:

- §112.4 **Safety**
Conduct your work in a safe manner so as not to endanger yourself or others (see 133 for general safety practices and 812 for vehicle safety practices).
- §133.2 Do not finger mail when driving, or when walking up or down steps or curbs, when crossing streets, or at any time it would create a safety hazard to the carriers or to the public.
- §812.4 Do not finger mail while driving or hold mail in your hands while the vehicle is in motion. You must use mirror to check for pedestrians ahead, in back, and on both sides before placing the vehicle in motion.

We should never touch the mail at any time when the vehicle is in motion. Both hands should be on the wheel. When we get to the next delivery point, and once we are safely stopped, only then do you touch the mail to prepare the next delivery.

Never finger the mail while crossing a street or when walking up or down steps. That is the rule that we all agreed to.

Never finger the mail when doing so would create a hazard to you or the public.

- §321 Peel off the letters and circulars for the first house from bundle carried in the hand, and the flat mail from bundle standing on end in satchel.

This rule was created so that you could focus your full attention on walking safely. If you carry your flats on your arm, you are blocking your view of the area in which you are walking. When I began my career, my station manager did not believe in my opinion of the above rule. We fought over it until the national parties reached a Step 4 settlement, H1N-5C-C-1155 (M-00039), which states:

It is not a requirement for a carrier on a foot route to carry 4 inches of flats on his arm while delivering mail. Carriers may opt to carry flats on their arm, unless instructed not

to, as part of their daily routine, provided there is no loss in carrier efficiency.

- §832.1 Inspect vehicle as described on Notice 76, Expanded Vehicle Safety Check (see Exhibit 832.1) for deficiencies, body damage, or inoperable items. See 842 for reporting defects.

Please take note of the importance of conducting your vehicle inspection every single day. You and only you are the last person to make the decision whether the vehicle is safe or not. Too many times, we take a pass on the inspection and in some situations, we later regret it.

While we speak of safety, there is a distraction that must be addressed on an ongoing basis. How you are treated by your supervisors/managers affects your ability to do your work safely. If you are mistreated in ways that are prohibited by the Joint Statement on Violence and Behavior in the Workplace (JSOV), you and others are being put in harm's way. Your emotions, when victimized by supervisors/managers who should instead be prison guards, might make it impossible for you to see, hear and/or feel danger around you.

In an arbitration decision dated Nov. 3, 1997, (C#17542), Arbitrator Rehms opined as follows on the matter of abusive treatment by an offending OIC:

The conjunction of safety concerns and undue levels of stress in Postal workplaces in these few sentences quoted from the Joint Statement is obvious. When a Union steward comes to a supervisor and complains that an OIC has threatened, bullied, and harassed Postal employees by words and actions, that is, a complaint of a Safety and Health violation that can properly be raised as a Step 2 grievance under Article 14.2 (c) of the National Agreement. The rejection of this argument in Management's Step 3 answer to this grievance (Jt.Ex. 2, p. 3), is simply an example of 'winks and nods, or skepticism' as the framers of the Joint Statement feared that some of the Service's 700,000 employees might take it. I do not accept Management's Step 3 answer.

If your manager has treated you in a manner that clouds your ability to work safely, you need to approach your union representatives and seek help.

Branches should continue to file grievances as necessary on any disciplinary actions.

Maintaining membership as a retiree



Dan Toth

NALC members who retire from the Postal Service do not automatically remain members of the union. Those who do stay in the NALC benefit both the union and themselves.

The *NALC Constitution* used to require active members to sign Form 1189 (Dues Check-off Provision) when retiring to maintain their membership. If you didn't maintain membership into retirement, you wouldn't be able to rejoin the NALC at a later date. However, a constitutional amendment that was considered and approved at the 73rd Biennial Convention in Boston last year) changed the language of Article 2, Section 3(e) to read:

(e). a Form 1189 (Dues Check-off Provision) must be signed by all retiring members within the NALC who wish to retain their membership in said organization, effective October 1, 1982. An annuitant who was a member in good standing at the time of retirement may also sign this form and have their membership reinstated.

In other words, if you were a member in good standing when you retired, you can now rejoin the union at any time, even if you failed to sign up at retirement.

The dues for retirees are minimal. The national dues are only \$7 per year, or a paltry 58 cents per month. Some states and locals charge additional dues, but those are typically small as well. In fact, 29 states charge none, and many of the other states charge under 50 cents per month.

There are a multitude of benefits to retaining membership as a retiree. First and foremost, you can continue to be a member of the branch and attend meetings and other branch events, as well state, regional and national events, such as the national convention. However, the *NALC Constitution* does place a restriction on retirees. Article 2, Section (a) states in part:

Such retirees, OWCP departees, and non-letter carrier regular members shall have no voice or vote in any matter pertaining to the ratification of a national working agreement, local memorandum of understanding, or proposed work stoppage.

This restriction makes sense, as retirees are no longer subject to the terms and conditions of the National Agreement or local memorandum of understanding.

Another benefit is that the NALC's own Mutual Ben-

efit Association provides an Accidental Death Policy that applies to active and retired members alike. This policy provides \$5,000 coverage for accidental death, and the premium is paid entirely by the NALC.

The NALC has a one-of-a-kind network of representatives—regional workers' compensation assistants (RWCAs)—to assist with on-the-job injury claims. Only members have access to RWCAs, and one item in particular that retirees may need assistance with is schedule awards. A schedule award is a payment for an accepted on-the-job injury that results in permanent impairment. RWCAs can help ensure that you get everything you are owed under the law (free of charge).

Retirees receive representation within the union.

As your director of retired members, I am the primary voice of retirees on the executive council and often advise and advocate for our retirees and their benefits. One such example of NALC's representation was through the decades of activism to repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). With the repeal of the WEP and GPO, many retirees and future retirees will no longer have their Social Security benefits unfairly reduced based on their service as federal employees.

Only members can pack their bags and head off to Nalcrest, NALC's own union-sponsored retirement community in Central Florida. With 500 garden-style apartments with very affordable rents, this community boasts many amenities while being filled with other retired city letter carriers.

After 50 years of membership in the NALC, members receive a Life Membership Card of gold (aka gold card members). This entitles the member to all the privileges of membership without payment of dues, per capita tax, or special assessments from the date of issue.

Members can enroll in the NALC Health Benefit Plan without paying the \$36 annual associate membership dues.

Additionally, retired members (and their spouses) can call the NALC's Retirement Department to receive answers and guidance to the complex maze of retirement benefits. The department can be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to noon or 2 p.m. to 4 p.m. ET, or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4 p.m., and asking for the Retirement Department.

Thank you to all the retirees and future retirees for maintaining their membership in the NALC. We are stronger together.

Information security



**James W.
"Jim" Yates**

The security of our members' personal information is a top priority for all of us at the Mutual Benefit Association (MBA). Major corporations, banks, hospitals, and even state and federal government systems have been targeted by hackers. As a result of these attacks, the sensitive personal information of millions of Americans has been compromised.

Cyber security is among the most significant challenges for all business organizations, including the MBA. As such, we have had an information security program in place for many years. This program is reviewed and updated frequently to address ever-changing threats.

Within MBA's information security program, we monitor and manage material risks, perform vendor and third-party oversight, perform third-party intrusion tests, and can report on any security incidents and breaches. A portion of the monitoring of our intrusion-prevention capabilities is automated and reported by our software and hardware systems. We continually strive to maximize the capabilities of our systems to stay ahead of attempts to compromise our data, and to protect our membership.

In addition to protecting our members' information on our computer systems, we take numerous steps to ensure their information is secure, no matter the format.

Before discussing a member's policy over the phone, the member will be asked several questions to determine whether they are the policy owner. The MBA will only speak to the policy owner regarding the details of a policy unless we have received permission from the owner of the policy to speak to someone other than the owner.

Whenever a conversation regarding a policy takes place, whether initiated by the MBA or the member, notes are taken. These notes are then added to the policy file in our database for future reference. We also maintain hard copies of our members' policy files. All hard copies of policy files and members' information are kept in a secure area.

Additionally, all policy documents are electronically imaged and stored in our database so they are always available should the hard copies be destroyed in a disaster. Furthermore, the database is encrypted and backed up off site. The database, and its backup, can be accessed only by the MBA.

Any time there is a request to withdraw funds from, or cancel, an annuity policy, the policy owner's signature is verified. This is taken a step further when a life insurance policy is canceled. In this case, the policy owner's signature must be notarized, or their signature verified by a branch officer.

The MBA requires written and signed requests to add, or make changes to, a policy's beneficiary or to change the member's address of record. Any addition or changes to a beneficiary is processed immediately upon receipt at the MBA office to ensure any benefit claims are paid to the proper individual per the policy owner's request.

The MBA has policies in place to ensure that any communication via email that includes a member's private information is sent in an encrypted format. Additional policies are in place governing cell phone usage in the work area that contains our members' sensitive information.

Our members' money is as important to us as their private information. Statements are mailed to the policy owners to confirm cash values, dividend amounts and loan values. Policy owners should contact the MBA immediately if they notice any discrepancies.

It is our goal to process all premium payments received in our office on the day received. Any payment that is not processed on the day received is secured in our safe until the next business day. Once these checks and money orders are processed, they are secured for an additional 90 days. After 90 days, the checks and money orders are shredded. This process is to comply with banking regulations.

In addition to shredding any checks and money orders received at our office, MBA also shreds any discarded documents that contain our members' information. These documents are kept under lock and key until shredding is completed by a shredding and records management company contracted by the MBA.

Members who receive monthly annuity payments are required to provide "proof of life" annually by having their signatures notarized on our proof-of-life letters. This ensures that our members are the individuals to receive the payments.

MBA representative training on our Disability and Hospital Plus insurance is scheduled for June 29. Branch presidents can enroll their MBA representative through the Members Only portal.

For information regarding any of the MBA products, please call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. Visit our website at nalc.org/mba.

Programs to enhance your well-being



**Stephanie
Stewart**

As we move toward the half-way mark of 2025, I want to take some time to talk about programs offered by the NALC Health Benefit Plan that may enhance well-being and promote a healthy lifestyle.

While many of our programs are frequently spoken about at Health Benefit Plan events, branch meetings, in *Postal Record* articles, and at other union gatherings, we still find members who are unaware of Plan resources specific to their needs. In this article, it is my goal to bring awareness to the benefits. I want our members to understand the value of each program and to

consider using them should the need arise.

Perhaps you or your dependents have a complex or chronic condition? If so, we want to help by highlighting cost-free options that are available to all NALC Health Benefit Plan members.

As Nelson Mandela once said, “Education is the most powerful weapon which you can use to change the world.” We believe that education can change your health journey.

First, let’s talk about disease management, starting with one of our programs, which is called Your Health First. Understandably, if you have a chronic health condition, there may be times you face fear of the unknown or need extra support. This program is a coaching telephonic or online program that is available, and I must reiterate that participation is at no extra cost to you.

As part of this program, you will connect with dedicated health advocates who are trained nurses, coaches, nutritionists or clinicians, who use a one-on-one approach to help individuals. They can help with recognizing worsening symptoms and when its time to see a doctor, establishing questions for your doctor and understanding the importance of following their orders. Health advocates can assist by developing health habits related to nutrition, sleep, exercise, weight, tobacco and stress. Additionally, they can aid in preparing for hospital admission or for recovery after a hospital stay.

For chronic health conditions such as asthma, chronic obstructive pulmonary disease (COPD), depression, diabetes, heart disease and more, the program connects you with a health advocate for confidential assistance.

Lastly, not only is this a great program for members,

once you achieve your fitness, diet or health goals with the help of a trained health coach or advocate, High Option members can earn \$50 in health savings rewards, and Consumer Driven Health Plan members can earn \$30. In summary, you have no cost, and we put money back into your pocket just for taking care of your health.

Another great program added for our members in 2020 is AccordantCare. This is a specialized program that gives members the support they need to manage certain complex condition such as ALS (Lou Gehrig’s disease), Crohn’s disease, cystic fibrosis, human immunodeficiency virus, multiple sclerosis, Parkinson’s disease, rheumatoid arthritis, epilepsy and more.

The program is completely voluntary and allows members to participate based on their level of need or comfort, and to opt out at any time.

Members can expect to receive 24/7 access to a registered nurse who specializes in the member’s condition and provides support in addition to routine health risk assessments, including personalized education and monitoring based on individual needs; monthly newsletters; online resources; case management; physician notification of program enrollment and ongoing collaboration on the member’s plan of care; and periodic wellness outreach to the member.

One more program that I would like to highlight before closing this article is Transform Diabetes Care®, which helps deliver better overall care and lower costs for members affected with Type 1 or Type 2 diabetes and who are insulin dependent.

Upon enrollment, each member will receive a connected glucometer, unlimited test strips and lancets, medication therapy counseling from a pharmacist, two annual diabetes screenings at a CVS Minute Clinic®, and a suite of digital resources through the CVS mobile app.

Unfortunately, I believe we can all agree that diabetes is a worldwide issue, with challenges causing many complications and/or health issues.

Please keep in mind that the programs offered are not meant to take the place of your primary care physician’s decisions or care; however, our commitment to you is making sure that you have the tools you need to make informed decisions, and offering extra assistance.

To find more about these programs, you can visit our website at nalchbp.org or contact: Your Health First—High Option members, 877-220-NALC (6252) or CDHP members 855-511-1893; Accordant Health Management—High Option or CDHP members, 844-923-0805; or Transform Diabetes Care®—High Option or CDHP members, 855-238-3622.

Reading your pay stub, ePayroll and Virtual Timecard

Every carrier comes to work expecting to get paid correctly for their labor. Reading and understanding Postal Service pay stubs can seem like a foreign language, but understanding your pay stub, the ePayroll App and your Virtual Timecard is vital in ensuring that you are getting paid properly. This article will provide an explanation of the USPS time-keeping system, pay

stubs, ePayroll and the Virtual Timecard, to serve as the foundation for a future article about identifying and handling intentional false editing of clock rings.

Timekeeping

First, let's discuss timekeeping in the Postal Service. USPS uses a unique timekeeping system that might



TIME CONVERSION TABLE

Postal timekeepers use a combination of military time (for the hours) and decimal time (for the minutes). Hours in the morning need no conversion, but use a zero before hours below 10; to show evening hours, add 12. (Examples: 6:00 am = 0600; 1:00 pm = 1300.) Using this chart, convert minutes to fractions of one hundred. (Examples: 8:15 am = 0825; 4:40 pm = 1667.) Thus, 15 mins. = .25, 30 mins. = .50, 45 mins. = .75, and so forth. (Examples: 8:15 am = 0825; 4:40 pm = 1667.)

Ordinary Time Clock	24-Hour Time Clock	Minutes	Hundredths	Minutes	Hundredths	Minutes	Hundredths
12 Midnight	0000	0	.00	21	.35	41	.68
1 AM	0100	1	.02	22	.37	42	.70
2 AM	0200	2	.03	23	.38	43	.72
3 AM	0300	3	.05	24	.40	44	.73
4 AM	0400	4	.07	25	.42	45	.75
5 AM	0500	5	.08	26	.43	46	.77
6 AM	0600	6	.10	27	.45	47	.78
7 AM	0700	7	.12	28	.47	48	.80
8 AM	0800	8	.13	29	.48	49	.82
9 AM	0900	9	.15	30	.50	50	.83
10 AM	1000	10	.17	31	.52	51	.85
11 AM	1100	11	.18	32	.53	52	.87
12 Noon	1200	12	.20	33	.55	53	.88
1 PM	1300	13	.22	34	.57	54	.90
2 PM	1400	14	.23	35	.58	55	.92
3 PM	1500	15	.25	36	.60	56	.93
4 PM	1600	16	.27	37	.62	57	.95
5 PM	1700	17	.28	38	.63	58	.97
6 PM	1800	18	.30	39	.65	59	.98
7 PM	1900	19	.32	40	.67		
8 PM	2000	20	.33				
9 PM	2100						
10 PM	2200						
11 PM	2300						

be unfamiliar to some people when they begin a career with USPS. It is a variation of the military 24-hour clock, but records time in hundredths of an hour rather than in minutes. *USPS Notice 30, Time Conversion Table*, is shown for letter carriers to use as a reference. Pay stubs and ePayroll statements represent time entries using this timekeeping system. It is important to remember this unique timekeeping system when calculating your hours and payroll.

Next, let's take a look at your pay stub. A sample image of what a traditional pay stub may look like is provided on the next page. At the top of your pay stub are six boxes, which list:

1. **PAYLOC:** Pay location—This is the number of the work assignment location where you work.
2. **FINANCE NO:** The USPS finance number assigned to your office.
3. **EMPLOYEE NAME.**
4. **EMPLOYEE ID:** The employee identification number (EIN) assigned to you when you were hired.
5. **PAY PERIOD:** The pay period for this earnings statement (first two digits) and the year of payment (second two digits).
6. **SERIAL NUMBER:** Either the serial number of the check issued to you, or the sequence number of

the earnings statement issued to you when your net pay has been directly deposited to a financial institution.

Below those boxes, your pay stub is composed of three main sections: “Detail Earnings,” “Gross To Net” and “Leave Status.”

DETAIL EARNINGS is a general heading for several entries that tells you the type and number of hours you are being compensated for, the week in which those hours occurred, the rate schedule and level, the designation/activity code, and the gross payment amount for the period. Those entries in this section and the meaning of each entry are as follows:

- **WK:** Specifies the week, either 1 or 2, of the pay period in which the hours were worked.
- **RSC:** Stands for Rate Schedule Code for the hours worked. For letter carriers, it will be a “Q.” This code, combined with LEV, is significant and deserves special attention.
- **LEV:** This is the pay level for the hours worked. Carrier technician duties are indicated as “o2” in this column while all other letter carrier work is designated with “o1.”

(continued on next page)

111		15-6100								10 25			
PAYLOC		FINANCE NO.		EMPLOYEE NAME				EMPLOYEE ID		PAY PERIOD		SERIAL NUMBER	
DETAIL EARNINGS								GROSS TO NET				LEAVE STATUS	
WK	RSC/LEV	RATE	CODE	TYP	HOURS	PAY	THIS PERIOD		YEAR-TO-DATE		ANNUAL LEAVE(AL) CAT: 600		
2	Q 01	59887	134	W	2400	69100	GROSS PAY	149904	1279650	AL PRIOR YR BAL 2125			
2	Q 01	59887	134	O	202	8724	FED TAX SO	10671	56310	+ AL EARNED YTD 2400			
1	Q 01	59887	134	W	2400	69100	ST TAX IDS0	8200	32800	+ AL HOL EARNED YTD 000			
1	Q 01	59887	134	O	69	2980	RETIRE E	6081	49830	- AL USED YTD 3200			
INSURANCE INCOME					204		MEDICARE	1736	14512	= EARNED AL BAL 1325			
							UN L	3131	28179	+ AL ADVANCED 11200			
							TSR05	6910	6910	= AVAIL AL BAL 12525			
							TSP05	6910	56625	AL USED THIS PP 000			
							FDDV PRE	1131	10174	SICK LEAVE(SL) CAT: 400			
							FDVD PRE	5428	48694	SL PRIOR YR BAL 11350			
							CS/SS	13405	111173	+ SL EARNED YTD 1600			
							HP77BFAM	23842	221835	- SL USED YTD 3220			
							SOSEC	7421	62049	= CURRENT SL BAL 9730			
										SL USED THIS PP 000			
										LEAVE WITHOUT PAY(LWOP)			
										PAY PERIOD LWOP 3200			
										PP01 TO CURRENT PP 38483			
CONTRACTUAL INCREASE											USPS RETIREMENT		
NET PAY								550.38	NT BK	4018.86			

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EARNINGS STATEMENT

Reading your pay stub (continued)

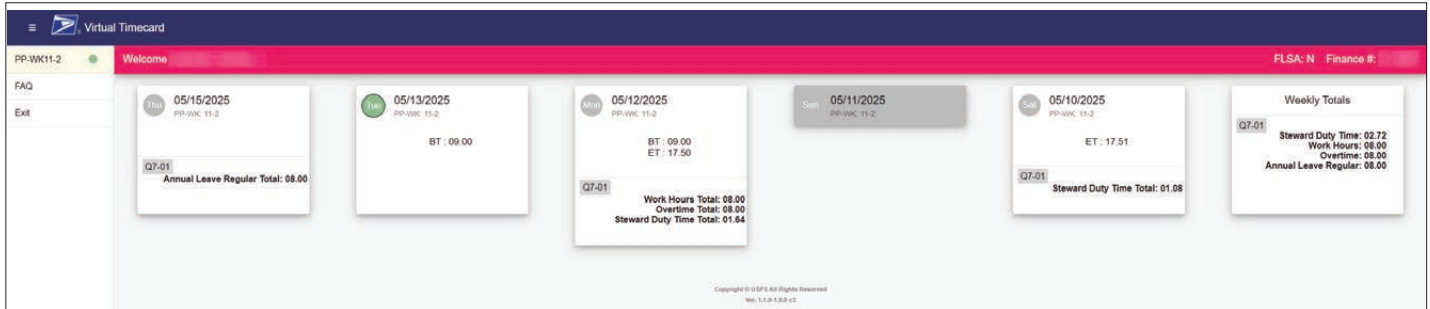
(continued from previous page)

- **RATE:** Your base rate of pay for the hours worked. For part-time employees, this rate is indicated as an hourly figure, while full-time carriers' rate is shown as the annual salary. The base rates are printed regularly in *The Postal Record*, and on the letter carrier pay chart at nalc.org.
- **CODE:** Your employee designation/activity code. Full-time regular carriers are designated as 13-4; part-time flexible carriers are designated as 43-4; part-time regular carriers are designated as 33-4; and city carrier assistants are designated as 84-4.
- **TYP:** Pay close attention to this column, which indicates the type of hours you earned. The standard type codes are: W—standard hours; O—overtime, for hours worked past eight in a day or 40 in a week, paid at 1.5 times the regular rate; V—penalty overtime, for hours worked past 10 a day or 56 a week, paid at twice the regular rate; N—night shift differential, for hours worked between 6 p.m. and 6 a.m.; H—holiday pay; L—leave hours taken; and G—guaranteed time, for daily hours guaranteed by USPS but not worked.
- **HOURS:** This space will show the actual hours and hundredths worked for every hour type listed. If you keep track of your hours worked in the NALC Work Hour Tracker or in a record of your own, you will be able to immediately take steps to correct any errors on your pay stub.
- **PAY:** This space will show the total gross pay for each type of hours worked. Add up the pay for each category of hours worked and you have your gross pay. Of course, that's not the final number on your paycheck, since several items will be deducted first.

GROSS TO NET is a general heading for two columns, which show the total gross pay, all deductions, and the resulting net pay for the current pay period (THIS PERIOD) and for your pay year-to-date (YEAR-TO-DATE). Deductions may include taxes withheld, union dues (UN L), payments for health or life insurance, charitable donations you have authorized through the Combined Federal Campaign (CFC), or automatic donations to the NALC's Letter Carrier Political Fund (LCPF).

NET PAY, at the bottom of the pay stub, shows the amount you receive after these deductions.

USPS Employee Earnings Statement												
Employee Information												
Employee:												
Employee ID:												
Finance Number:												
Pay Location:	000											
Pay Period:	10-2025											
Pay Date:	10/09/25											
Inclusive Dates:	04/15/25 - 05/02/25											
Net Pay:	\$2,093.96											
Paid Hours												
Pay Period	Week	RSC	Level	Step	Dist Act	Salary Rate	Code	Description	Hours	Amount		
10-25	1	Q	01	M	134	75.211	051	WORK HOURS	40.00	1,445.36		
10-25	1	Q	01	M	134	75.211	053	OVERTIME HOURS	5.51	298.85		
10-25	1	Q	01	M	134	75.211	054	NIGHT WORK PREM HOURS	3.51	5.23		
10-25	1	Q	01	M	134	75.211	070	STEWARDS DUTY TIME	4.79	.00		
10-25	1							FICA		.30		
10-25	2	Q	01	M	134	75.211	052	WORK HOURS	32.00	1,157.09		
10-25	2	Q	01	M	134	75.211	053	OVERTIME HOURS	12.21	662.25		
10-25	2	Q	01	M	134	75.211	054	NIGHT WORK PREM HOURS	2.71	4.04		
10-25	2	Q	01	M	134	75.211	055	ANNUAL LEAVE	8.00	289.27		
10-25	2	Q	01	M	134	75.211	070	STEWARDS DUTY TIME	8.75	.00		
10-25	2							FICA		.00		
Total Hours Gross Pay:									3,863.39			
Leave & Retirement Information												
Category: 4.00 Annual Leave												
Leave Computation Date: 11/29/14												
AL Prior Year Balance										2.11		
AL Maximum Carryover										620.00		
AL Carried over from Prior Year										2.11		
+ AL Earned YTD										48.00		
+ AL Holiday Earned YTD										.00		
- AL Used YTD										51.00		
= Earned Annual Leave Balance										.89		
+ AL Advanced YTD										113.00		
= Available AL Balance										111.11		
AL Used This Pay Period										8.00		
Category: 4.00 Sick Leave												
SL Prior Year Balance										27.62		
+ SL Earned YTD										32.00		
- SL Used YTD										24.00		
= Current SL Balance										35.62		
SL Used This Pay Period										.00		
Other Leave												
Leave Without Pay (LWOP)												
Pay Period (LWOP)										.00		
Calendar (LWOP) YTD										8.00		
Leave Increment (LWOP)										8.00		
Retirement												
YTD:										1,192.70	Total:	23,053.34
FERS USPS Thrift Contributions												
PP 1%:										28.83	YTD USPS 1%:	271.10
PP Match:										115.71	YTD Matching:	1,084.29
Insurance Income												
Pay Period:										3.10	YTD:	29.89
Earnings Statement Messages												
CONTRACTUAL INCREASE												
EARNED AIL NEGATIVE												
Additional Pay & Other Compensation												
Description										Amount		
										Pay Period	YTD	
Total Additional Pay / Other Compensation:										.00	.00	
Total Adjustments Gross:										.00	.00	
Total Gross Pay:										\$3,863.39	\$38,571.15	
Deductions												
Description										Amount		
										Pay Period	YTD	
Retirement: FERS - Reg FICA Code B										127.28	1,192.70	
Social Security										238.04	see YTD below	
Medicare										53.13	see YTD below	
Federal Tax 5.00										527.56	5,084.17	
Health Plan Pre-tax (Self only) / I/A NALC HEALTH BENEFIT PLAN										109.36	955.44	
State Income Tax: RA 5.00										112.91	1,122.84	
Local Tax 551 5.00										144.88	1,446.42	
FEDVIP Vision Pre Tax										9.50	94.78	
FEDVIP Dental Pre Tax										65.95	654.92	
Social Security (deducted on Ins Income)										.79	2,269.68	
Medicare (deducted on Ins Income)										.04	530.81	
TSP Loan: G										123.99	1,239.90	
TSP Loan: G										84.77	847.70	
Thrift Savings Plan (TSP): 5% - (Regular)										144.64	1,355.39	
Union Dues: L										30.87	308.70	
Allotment										6.00	60.00	
Total Current Pay Period Deductions:										1,769.43		
Total Adjustments Deductions:										.00		
Total Deductions:										\$1,769.43	\$17,448.70	
Net Pay (Net To Bank):										\$2,093.96	\$20,522.45	
Adjustments												
No adjustments for this pay period												



Under the **LEAVE STATUS** section, you will see your annual leave (AL) category indicating how many hours of annual leave you earn per pay period. Under this section, you will see your prior AL balance, the AL earned and used this pay period, and your cumulative available AL totals for the year to date. Some employees have their AL advanced at the beginning of the leave year, which begins with the first full pay period within the calendar year, and it will show in the **AL ADVANCED** section. Each pay period, as AL is earned, it is deducted from advanced and moved to **AL EARNED YTD**.

Also, for career employees, sick leave (SL) earned or used during the pay period as well as the cumulative total are indicated. CCAs do not earn sick leave and will not have any data in the SL section. If you have used leave without pay (LWOP), Wounded Warriors Leave or Donated Leave during the pay period, it will be indicated in this section as well.

ePayroll

Once the pay period has ended, employees will have access to their payroll information electronically via LiteBlue ePayroll. This system allows employees to review their payroll accounts, allotments and benefits. In the “Employee Apps” section, select “ePayroll,” then follow the on-screen prompts. Your detailed ePayroll information is usually available online beginning on the Tuesday evening preceding your pay date. Your earnings statement on ePayroll will show you “Paid Hours,” “Leave & Retirement Information,” “Additional Pay & Other Compensation,” “Deductions” and “Adjustments.” Keep in mind, adjustments that appear during the current pay period may be corrections or modifications from previous pay periods. Currently, the ePayroll application allows employees to review and print earnings statements dating back a full two years or a little less, depending on how the pay periods fall.

Virtual timecard

Letter carriers can view their accumulated work hours for the current pay period using the Virtual Timecard application by logging into LiteBlue, clicking on the “Apps” tab, and choosing the Virtual Timecard.

Virtual Timecard is designed to provide secure, near real-time access to your own time clock entries and your accrued work hours as recorded in the Time and Attendance Collection System. Through the Virtual Timecard, you will be able to view your clock rings and accumulated work hours by workhour category for the current pay period. This can be done every day and at any time using a personal computer or mobile device.

“Whether you review ePayroll or your traditional pay stub, it is important for letter carriers to always keep track of their work hours and review their payroll records to make sure that their paycheck has been calculated correctly.”

Whether you review ePayroll or your traditional pay stub, it is important for letter carriers to always keep track of their work hours and review their payroll records to make sure that their paycheck has been calculated correctly. If you discover a discrepancy in your payroll, you should speak to your shop steward or branch officer as soon as possible so they can investigate the situation.

Congress holds a FECA reform hearing



Regional Workers' Compensation Assistant Coby Jones

On May 6, the House Education and the Workforce Subcommittee on Workforce Protections held a hearing on “FECA Reform and Oversight, Prioritizing Workers, Saving Taxpayer Dollars.” Witnesses included the inspectors general for the Postal Service and the Department of Labor, an analyst for the Congressional Research Service, and NALC President Brian L. Renfro.

The proposed legislative reforms that were discussed come in large part from the May 11, 2023, USPS OIG audit report titled “Workers’ Compensation Update.” Most would have a harmful effect on our injured members. They include:

1. Limiting the dollar amount and duration of benefits.
2. Allowing settlements and buyouts.
3. Requiring the use of generic drugs.
4. Standardizing the compensation rate to 66.66 percent for all employees regardless of dependent status.
5. Converting claims for disability to a lower benefit requiring employees to opt for the U.S. Office of Personnel Management annuity at age 65.
6. Allowing the Postal Service to provide a list of medical providers that employees must choose from.
7. Allowing apportionments to be factored in for on-the-job injuries or illnesses.

President Renfro testified forcefully against those proposals that would harm our members¹. He noted that most of these proposals would unconscionably shift the costs of the injured or disabled worker’s injury from the federal government to the injured worker, their family and society at large.

He stressed in particular how lowering benefits at age 65 fundamentally misunderstands both how Federal Employees’ Compensation Act (FECA) benefits are paid and the effects that the permanent loss of a job due to disability has on an employee’s career earnings. FECA compensation does not increase at a rate comparable to pay increases an individual would have received through step increases or promotions (career

growth) if they had not been injured. The only increase in disability benefits is the result of an annual adjustment based on the consumer price index.

In addition, Federal Employees Retirement System (FERS) employees receiving compensation through the Office of Workers’ Compensation Programs do not earn Social Security credits nor can they receive matching employer contributions to their Thrift Savings Plan accounts. These are key components of any FERS retirement. While Congress tried to remedy this in part when it provided for an enhanced annuity in 2003, injured employees who have been separated do not benefit from this legislative remedial patch, nor do they earn service-year credits. And employees who are injured and separated before becoming vested in the federal retirement system would be left destitute with no retirement at all.

President Renfro also testified that requiring injured workers to select physicians from a list provided by the Postal Service would be inherently unfair to the injured worker. The Postal Service has huge incentives for claims to be denied in order to meet its budgetary and efficiency goals. This is why the Postal Service challenges most claims, even in cases of straightforward traumatic injuries. Physicians hired and paid for by the Postal Service would similarly have strong incentives to find against injured workers, since their livelihoods would depend on continued postal employment.

Renfro called the proposal to require apportionment in FECA cases a “rat’s nest.” Requiring apportionment—the division of how much of an employee’s disability is due to a work-related injury and how much is due to a pre-existing disability—to be factored into the claims process goes against decades of Employees’ Compensation Appeals Board precedent. It also would become a factor in almost every occupational disease case, since these usually involve degenerative conditions such as osteoarthritis and ligament tears. Apportionment would be both complex and highly subjective. Doctors would have to take into account the injured worker’s family history, age, weight, genetic predisposition, previous injuries, recreational activities, household chores, prior work history, etc.

We have seen cases from states that apportion causality where different doctors associated with the case have apportioned causality with wildly different results. Requiring apportionment in FECA cases could lead to endless conflicts of medical opinions, additional medical reports, the scheduling of referee opinions and, of course, a lot of otherwise unnecessary litigation through

(continued on page 50)

¹ The NALC supports requiring the use of generic drugs when practicable. Renfro in his testimony noted that this really is no longer an issue since OWCP implemented such a policy in 2021 through *FECA Bulletin 21-07* (March 9, 2021) and *FECA Bulletin 22-02* (Nov. 23, 2021).

2025 National Postal Forum



Research Director
Holly Feldman-
Wiencek

A large part of my work at NALC Headquarters is keeping track of trends and developments in the larger shipping and mailing industry, and where USPS stands within it. These observations help inform how NALC engages with the industry on Capitol Hill and in collective bargaining. One way I gain this insight is by attending the National Postal Forum (NPF) each year.

NPF is a large conference, held in collaboration with USPS leadership, that brings together thousands of people from the industry for educational sessions, a large trade show and networking events. This year's NPF was held outside Nashville, TN, at the end of April—in the time between Louis DeJoy's departure from his position as postmaster general and the naming of a new candidate.

The fact that the future of the leadership of the Postal Service, and the status of the agency itself, was unknown at the time made for an unusual gathering. The uncertainty caused by DeJoy's abrupt departure brought more people to the forum than had attended in decades. More than 5,000 people from the industry came to hear from postal leadership.

Educational sessions at the forum are primarily held by USPS leadership, and this year's topics ranged from high-level overviews of the network changes being made based on the Delivering for America (DFA) plan to detailed classes about the design of election mail envelopes aimed at local and state election staff. I attended sessions about what is being done to keep letter carriers and mail safe (electronic locks to replace Arrow Keys, high-security collection boxes and Postal Inspection Service investigative operations targeting organized crime); new parcel product offerings meant to attract new package business, which will be critical to the future financial stability of USPS (including a new Same-Day USPS Connect service in certain parts of the country); and the redesign of certain post offices in high-traffic areas around the country (opening up certain lobby access 24 hours a day, self-service kiosks, new post office box services and rapid package drop-off stations). Overall, these sessions emphasized that the Postal Service is continuing its implementation of the DFA despite leadership changes.

Other educational sessions were held by individuals from the industry and also covered a wide range of topics. I attended several sessions about the use of



artificial intelligence (AI) in the postal network. One session covered the use of AI and robotics in sorting facilities, and another covered the use of AI in last-mile routing. While it seems that this technology is still years away from having a siz-

able effect due to the investment needed to begin such a project and the sheer amount of data needed to do so, they are two topics that will almost certainly affect the postal workforce in coming years, and it was informative to hear the perspective of those who want to implement these changes.

While walking through the exhibit hall, talking with people in the educational sessions and attending the forum's networking events, I heard a range of opinions about the Postal Service and its operations. But one sentiment stood out: unease about the future of USPS leadership. Some mailers and shippers voiced concerns about the momentum of the DFA and hoped that new leadership might change course. Others, often small e-commerce shops, said they have welcomed the Postal Service's efforts to create new products and services that help them run their businesses.

Ambiguity about the future of USPS leadership was not the only source of uncertainty. Many international shippers spoke about the unpredictability that new tariffs and changes to de minimis tax exemptions have entered into the network. At the time, it seemed unclear what the impact would be, but many expected shipping costs to rise, possibly negatively affecting volumes and also prompting shipping routes to potentially change.

Despite all this uncertainty, NPF highlighted a statistic that NALC cites frequently. With 640,000 employees, USPS is at the center of the \$1.92 trillion mailing industry that employs more than 7.9 million Americans (5 percent of all jobs nationwide).

To be quite honest, I went into the forum this year expecting to feel worried about the future of our industry. There are certainly threats to worry about—the use of AI to speed up jobs, the ability of USPS to successfully turn its network changes into new business, and the specter of privatization, to name a few.

Instead, the forum was a reminder that so many depend on the Postal Service, both the entities that send and those that receive. I hope other attendees left with that reminder, too, and understand what's at stake.

Monthly CSRS annuity payments for letter carriers who retire on July 1, 2025

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on July 1, 2025. Estimates are computed by using the given high-3 aver-

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

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

City Carrier / High-3 Average ¹ : 76,765				Carrier Technician / High-3 Average ¹ : 78,377		
Years of Service ²	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,319	\$209	\$2,110	\$2,368	\$214	\$2,153
21	2,447	222	2,225	2,498	227	2,271
22	2,575	235	2,340	2,629	240	2,389
23	2,703	248	2,455	2,760	253	2,506
24	2,831	261	2,570	2,890	267	2,624
25	2,959	273	2,685	3,021	280	2,741
26	3,087	286	2,800	3,151	293	2,859
27	3,215	299	2,916	3,282	306	2,976
28	3,342	312	3,031	3,413	319	3,094
29	3,470	325	3,146	3,543	332	3,211
30	3,598	337	3,261	3,674	345	3,329
31	3,726	350	3,376	3,805	358	3,447
32	3,854	363	3,491	3,935	371	3,564
33	3,982	376	3,606	4,066	384	3,682
34	4,110	389	3,722	4,196	397	3,799
35	4,238	401	3,837	4,327	410	3,917
36	4,366	414	3,952	4,458	423	4,034
37	4,494	427	4,067	4,588	436	4,152
38	4,622	440	4,182	4,719	449	4,270
39	4,750	452	4,297	4,850	462	4,387
40	4,878	465	4,413	4,980	476	4,505
41	5,006	478	4,528	5,111	489	4,622
41+11 months & over ⁵	5,118	489	4,628	5,225	500	4,725

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between July 1, 2022, and June 30, 2025, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$576.50 per month if for self plus one (PSHB code 77C, FEHB code 323), \$516.58 if for self and family (PSHB code 77B, FEHB code 322), or \$238.29 if for self only (PSHB code 77A, FEHB 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-3 average on the basis of unused sick leave accumulated under CSRS.

Monthly FERS annuity payments for letter carriers who retire on July 1, 2025

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on July 1, 2025. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O/P carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	City Carrier / High-3 Average ¹ : 76,765			Carrier Technician / High-3 Average ¹ : 78,377		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,279	\$128	\$1,151	\$1,306	\$131	\$1,176
21	1,343	134	1,209	1,372	137	1,234
22	1,407	141	1,267	1,437	144	1,293
23	1,471	147	1,324	1,502	150	1,352
24	1,535	154	1,382	1,568	157	1,411
25	1,599	160	1,439	1,633	163	1,470
26	1,663	166	1,497	1,698	170	1,528
27	1,727	173	1,554	1,763	176	1,587
28	1,791	179	1,612	1,829	183	1,646
29	1,855	186	1,670	1,894	189	1,705
30	1,919	192	1,727	1,959	196	1,763
31	1,983	198	1,785	2,025	202	1,822
32	2,047	205	1,842	2,090	209	1,881
33	2,111	211	1,900	2,155	216	1,940
34	2,175	218	1,958	2,221	222	1,999
35	2,239	224	2,015	2,286	229	2,057
36	2,303	230	2,073	2,351	235	2,116
37	2,367	237	2,130	2,417	242	2,175
38	2,431	243	2,188	2,482	248	2,234
39	2,495	249	2,245	2,547	255	2,293
40	2,559	256	2,303	2,613	261	2,351
Each additional year ⁵	63.97	6.40	57.57	65.31	6.53	58.78

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between July 1, 2022, and June 30, 2025, at Step O/P.

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$576.50 per month if for self plus one (PSHB code 77C, FEHB code 323), \$516.58 if for self and family (PSHB code 77B, FEHB code 322), or \$238.29 if for self only (PSHB code 77A, FEHB 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-3 average salary.



MDA Summer Camp

MDA Summer Camp is oftentimes referred to as a child's "best week of the year!" It's an experience of a lifetime for them and for many NALC members.

It is a magical place of complete inclusion, empowerment, exploration and growth. The magic is in the experience of trying something new, developing friendships that last a lifetime, learning to self-advocate and harnessing potential.

Each summer, kids and young adults with neuromuscular disease attend these life-changing overnight camps around the United States—at no cost to their families, thanks to the brothers and sisters like you who raise thousands of dollars for camps. Campers are able to go swimming, zip-lining, horseback riding and dancing under a disco ball, all while gaining valuable life skills.

MDA Summer Camp creates a world of possibilities for children living with neuromuscular disease. Camp gives kids a chance to discover new interests while gaining self-confidence, making lifelong friendships and experiencing the independence of being away from home. Thanks to generous donors and partners, MDA provides a safe, inclusive summer camp experience.

Camp offers a variety of activities and programs such as arts and crafts, sports and games, traditional camp activities and more. Every activity is adapted to meet each individual's needs and abilities. Dedicated and trained camp counselors are available to help campers

with activities of daily living and personal care.

You can become a camp volunteer. If you're 17 or older and available for a multi-day residential camp, MDA would love for you to apply to join them as a volunteer counselor or medical staff member. Volunteer counselors are by campers' sides day and night so that they can do all the fun activities that summer camp offers. Medical team members supervise and maintain the health and well-being of the campers by administering medications, delivering first aid, and more.

This year the MDA/NALC Winners Incentive Trip has returned. The winners will be traveling to Camp Lake, WI, June 16-18. On June 17, they will be participating in the Sponsor Day at the Salvation Army Wonderland Camp. Pictures and more will be coming from this Winners Incentive Trip.

Summer Camp registration is now open to both campers and volunteers. And children can still attend virtually or in person. For more information, please visit mda.org/summer-camp or contact MDA at 800-572-1717 or camp@mdausa.org. You also can go to mda.org/summercamp/camper to see where the camps are being held.

Just a reminder: If you want any of your branch events to be shared, please send them to mda@nalc.org or social@nalc.org to be posted on social media.

Please send copies of all allocation forms and checks to the NALC Region 9 office so that we can properly give your branch the correct credit for this year, 2025.

Staff Reports

FECA reform hearing (continued)

(continued from page 46)

the appeals process, leading to delayed claim acceptance and postponed treatment. It is doubtful that this recommendation would lead to efficiency and cost reductions.

Finally, the members of the committee from the majority party and the USPS inspector general spent much of the hearing asserting that fraud runs rampantly out of control within the FECA program. This is not true. The NALC at the national level recognizes that fraud within FECA programs exists and encourages efforts to root it out. But it does not exist at the exaggerated and inflated level claimed by these participants at the hearing. According to the

testimony of Luiz Santos, acting inspector general at the DOL, levels of fraud within OWCP are similar both to other government health care programs such as Medicare, Medicaid and Tricare, and to private insurance and other health benefits programs. This is consistent with our own experience. While no level of fraud should be acceptable, contrary to the picture painted by some at the hearing, it certainly is not spiraling out of control.

In recent months, we have seen overstatements of fraud, waste and abuse used as a pretext for gutting or demolishing humanitarian and remedial federal programs that assist thousands and even millions of people in need. This should not happen with the FECA.

Anchorage, Alaska

By the time you're reading this, you may have begun to see the largest mass exodus of federal employees in history. The House wanted to get the bill to the floor gutting federal employee benefits by the end of May. If it passes, there will be a flood of retirements. And what about those who aren't yet eligible to go? Will those employees now be looking for a new job that offers better pay and benefits? And will the remaining employees be able to handle the workload left in place by those running for the exits?

It won't just be postal workers. Federal workers who process retirement applications will also leave if eligible. How long will it take to be finalized in retirement? There may be some who are surprised this has become reality.

And who knows how long I'll even be able to write in this magazine. Contracts and unions can be broken, given what is being proposed and who will be running the USPS. Let's hope that the few of us who have been paying the insurance for the many get what we have been paying for.

I'm referring to the Letter Carrier Political Fund (LCPF). I'm hoping there is enough money to persuade our friends in Congress not to vote to do away or diminish our hard-earned benefits. It's still not too late to contribute. Big business donates money when their interests are being threatened. If there isn't a more defining moment to convince you to donate to the LCPF, I don't know when that will be. Don't cheap out and hope you won't need that job insurance. The time is now to start paying that long-overdue insurance.

Who knows; if we all had been paying job insurance, we might not be in this mess!

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Retiree John Coleman passed on Aug. 10, 2024; he was a co-worker, but more importantly, he was my good friend. He started in the post office in 1971 about two months before I did. We had many common interests—in our much younger days, we played basketball and also played and coached a winning softball team for the branch (1979). He was a New York Mets fan (I forgave him for that) and also a big New York Giants fan.

We each had Giants season tickets and enjoyed many tailgates and games for at least 30 years. Back in 1987, we were there to see the Giants win their first Super Bowl in Pasadena. He was the branch sergeant-at-arms and also a shop steward for many years; he retired in 2008 and moved to South Carolina with his wife, Linda. Sadly, he had a lot of health issues the last few years, and I just want to extend sympathy from the letter carrier family to his family. May he rest in peace.

Dennis Spoto, Branch 425

Centennial, Colorado

Three topics for this monthly missive came to mind on my daily walk: the annual food drive, the role of a retiree, and our newest 50-year member.

As many people know, the letter carriers' food drive has always been dear to my heart. It could be the number of years I spent on a low-income route and saw firsthand how a desperate existence affected my customers' daily lives. The elderly and children are particularly vulnerable parts of our society. We are truly blessed (or lucky) to have a well-paying job, and it just seems natural that we should pay that forward.

What is the role of retirees in a union? Our dues are certainly not a contributing factor! I think every time we attend a meeting and hear an active carrier speak about a particular issue, we can contribute with an explanation of how things work, or how we got here, or offer advice on how we handled that particular topic. When I first started attending meetings, it took a few sessions before I found my voice. Remaining active in the union is my way of paying back for all NALC has given in the fight to offer workers a pension and a safe work environment that got me to this point in the journey.

Finally, I am truly bummed that I could not attend the monumental meeting where my fellow retiree, Tim Mikita, received his gold card. NALC Assistant Secretary-Treasurer Mack Julion traveled from DC to honor Tim. I just watched the video and was amazed at how well-spoken and passionate Tim is as he presents himself. One of my earliest union memories is of him questioning every expenditure on budget reviews, leading every election as the committee chair, and speaking up for every carrier on the workroom floor. Thank you, Brother Tim!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Many letter carriers ask our union if they should remain a union member upon their retirement. When retiring, a different form needs to be completed in order to remain a member of the National Association of Letter Carriers. There are many advantages (solidarity, attending union meetings, functions, breakfasts, etc.) in addition to a reduction in dues, subscription to our monthly magazine, *The Postal Record*, which are the few of the many benefits of belonging to our great union.

One of the most important features is the fact that as one matures, there still needs to be advocacy for our retired members and their families, should the need arise. There is an entire Retirement Department in our national headquarters to assist members with any questions, or to refer them to the proper channels when confusion takes place. As a retiree matures, it is very easy to not fully understand what needs to take place when changes come about.

These are just some of the many reasons to stay and remain a member of our union. Unfortunately, without remaining a member of the

union after retiring, it is difficult to see how they are doing, if assistance is needed or can be located. We recommend that our letter carriers not only stay involved as the years pass, but stay involved with our union for life and acknowledge being a proud member of the National Association of Letter Carriers.

Joseph Murone, Branch 120

Springfield, Ohio

The active letter carriers overwhelmingly rejected the tentative agreement worked out between President Renfroe and the USPS. This sent the rejected contract to arbitration for the first time since 1978.

Being retired, I have no dog in the contract fight, but I hate what it is doing to our great union. I can't speak for others, but I have lost a lot of faith in some, but not all, of our national officers.

There are calls for a special election by some branches to replace some of our national officers, while other carriers are questioning what they are getting for the cost of their union membership.

I fervently hope that our national officers find some way to restore the faith of the carriers in this great union. The carriers are speaking out loud and clear. Is anyone at National listening?

The food drive was yesterday, and for the first time in 30 years I was not involved. To be honest, I didn't miss it. Getting old does have some advantages.

The branch is currently working on updating our branch bylaws for the first time since 2014. Thanks to Trustee Don Bendure for being on the bylaws committee.

One recommendation of the bylaws committee is to raise the monthly retiree dues from 81 cents to \$1. Please don't complain. Many branches charge retirees much more. I have heard of one branch that charges retirees \$10 a month.

Branch meetings are the second Thursday of each month, 6:30 p.m., second floor of the post office. Elevator is available. Free pizza and soda. Hope to see you there.

Brian Gourilis, Branch 45

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

Charlotte, North Carolina

We at Branch 545 would like to wish everyone a very happy summer. We want to be proactive in our preparedness for the hot conditions that are upon us. Please drink plenty of fluids, wear sunscreen, and cover as much exposed skin as possible to keep your body cool. Remember, only you know what your body is telling you when it comes to the status of your health.

We also want to take this time to wish all the fathers in our branch a very happy Father's Day. We want every one of you to know that we do notice all the effort, time, hard work and sacrifices each of you make to provide a better life for your families. Thank you so much for being such great role models not just for your own families, but for your postal family, too. Please continue to be the shining examples that we all need in our lives.

Also, we want to congratulate our fellow sister on her recent retirement. Karen V. Bolton was a carrier assigned to our Yorkmont Station with 31 years of service. We thank you for your service and we want to wish you the best in the next chapter of your life.

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

Justin Fraley, Branch 545

Cincinnati, Ohio

Hello, Queen City.

June is my name, and it's my month for the temperature to start getting extremely warm, if not unbearably hot. When these days do occur, please take care of yourself out there. They love to talk about safety and "drink this" or "do this or that," but when you text on your scanner by a certain time that it's why are you at this point in the route, when you should be here, it's "Hurry up and get the route finished or else."

Remember what the scanner tells you in the morning: Drink plenty of fluids and take extra breaks if needed, find that shade tree and/or the wonderful AC in the Metris, under the tree. If you are falling behind, remember to text on the scanner, "Not going to make my time, extra breaks are needed" and keep hold of it in the scanner or the maximum of 15 days, and/or take a picture with your phone of the text, so the write-up can be easily squashed. The P.O. has somebody downtown exclusively looking at all the stationary events for all the carriers in the city. Talk about an important job—*not!*

Remember, you use more energy in hot weather, so if you work at a slower pace, you will reduce the energy needed to complete the job by up to three times, and fast walking takes 1½ times as much energy as slow walk-

ing. Please show up for work every day also, because attendance is being looked at very closely.

Thanks again for all you do every day. Meetings are every second Thursday of the month in Forest Park. Not only is it a fun time, but they are also very knowledgeable because of whom we have in charge.

In solidarity—

Chris Rought, Branch 43



Albany, NY Br. 29 President Anthony Naclerio (r) presents a 50-year gold card to retiree John Yanson.

Escondido, California

Branch 2525 proudly presented five high school seniors with a \$500 Willie Little/Ron Williams Scholarship. The recipients were as follows: Michael Bendery, Kelly Diaz Gandara, Kimberly Diaz Gandara, Alessandra Espinoza and Danelle Pasion.

Good luck and congratulations on a job well done!

Dawn Dann, Branch 2525

Fargo-West Fargo, North Dakota

Now that we have had a chance to recognize Memorial Day, hopefully we can reflect on the men and women in the military who have died in our country's history while serving in uniform. March 29 is recognized as the day set aside to honor Vietnam veterans. With the names of more than 58,000 U.S. military men and eight women etched on the wall of the Vietnam Veterans Memorial, which includes the eight female veteran nurses, we owe them a debt of gratitude for the freedoms we enjoy and often take for granted. During Vietnam Week at the Fargo Air Museum, the veterans put on a great program with interactive displays and information on support programs.

The Veterans Honor Flight of North Dakota/Minnesota has been very active in sending military veterans on an all-expenses paid trip to Washington, DC, to visit the memorials and the sites. The organizers appreciate the time, talents, and the resources from the public and various organizations in the region, as they work tirelessly putting on fundraisers. I encourage continued support for future flights. I, along with many others, have been fortunate to be able to welcome back the returning Honor Flights, since the Vietnam Veterans never received a proper welcome home after returning to the States. I know it's not the same, but the

public has been great in turning out for their return. I think they all appreciate their trip, their welcome back, and now they have a lot to process.

For Branch 205 members and member spouses who have been on a flight, I hope your trip was fantastic. Branch 205 does have many active and retired veterans still delivering mail. For all veterans, thanks for your service in any capacity, and thanks go out to the support and sacrifices made by your families, too.

Just a thought.

David Steichen, Branch 205

Fresno, California

Equality! Is there anything wrong with it? Of course not. Some people are against it. If you defend equality or unity, you might become a target for revenge. Why is that? I think it has to do with greed and the lust for power. It's widespread. Employers, politics, city council meetings, school boards, unions, mayor offices. Not everybody is this way, but they do exist. Something we should all be aware of.

It's one thing to preach unity, equality, solidarity. It's another to live it. I may not be perfect, but I firmly believe in defending those who are abused, harassed, and stripped of their legal rights and benefits. That is the way it should be. I do not apologize for it. Corrupt and vengeful people always blame their victims, often with pleasure. Much like a smiling hangman. It's pretty obvious at times—just look at that crazed traitor in the White House.

He has no shame in his war on federal employees, all government employees, elderly, people of color, women, gays and low-income people. Clearly, he does not stand for equality. Constant corrupt attempts to destroy our rights and benefits, then lies to justify it.

There is nothing wrong with unity and equality. It touches all of our lives.

Jesse Dominguez, Branch 231

Hagerstown, Maryland

To begin this month, thank you, everybody, for all the hard work last month on the annual food drive. While at the time of this writing the food drive has not yet occurred, I am very optimistic that the work we have collectively put into this year's event will pay off with a great outpouring of support from our community. The collective community spirit is essential to our long-term success, and my hope is that we can continue to grow our annual Stamp Out Hunger Food Drive.

As stated last month, it is essential to remember all the heat safety training we have received. As the temperatures begin to climb and we work longer hours on the street, it is vital that we remain fully hydrated before, during and after work. While this is preached repeatedly, heat safety truly cannot be understated. The summer heat is arguably the most dangerous aspect of our career. Importantly, never hesitate to take breaks as needed in the heat and if you, at any point during the day, feel like the heat is going to overcome you, find an air-conditioned area and cool yourself

down. If management tries to pressure you out of taking these breaks, please immediately request a steward so that the situation can be addressed. Our safety is paramount; none of management's metrics matter when our health is at stake.

Lastly, please remember that even though the times in June, July and August do not count toward route evaluation, our reporting requirements have not changed. If you believe you will need overtime on any day, we must inform management as soon as we are aware and fill out a 3996. Heat safety is always a valid reason to request additional time.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

Arbitrator Dennis R. Nolan's 11th-hour arbitration decision on the NALC's 2023-2026 National Agreement provided a brief sigh of relief. However, after a cup of lukewarm coffee and a sandwich from the vending machines, the Executive Council needs to get back at it. Whether or not NALC President Brian Renfroe and the debacle witnessed at the 2024 Boston national convention played a role in exacerbating an earlier contract decision is debatable. While the NALC was extremely fortunate to dodge the revision of collective-bargaining rights enacted by the executive branch, the next go-around may be a tad more challenging.

Former PMG Louis Nolo, famous for covering his ears and subtly giving Congress the finger, has been replaced by David P. Steiner to lead the USPS. Prior to taking control of one of the nation's largest unionized workforces, Mr. Steiner served as CEO of Waste Management, Inc., where he bragged about union-busting, slashing jobs and replacing workers with machines. Sounds like Mr. Steiner will attempt to pimp the blue to make some green. He also served on the FedEx board of directors. Humph, it seems if you can't beat 'em, join 'em. NALC members will have to strongly support the Letter Carrier Political Fund even more so to assist the NALC in its legislative efforts to remain viable.

Since May 1993, the NALC has collected food nationwide from its customers. The Honorable Emmanuel Cleaver (MO-5) was scheduled to speak to the carriers at James Crews Station. Two days prior to the event, Congressman Cleaver was being denied entry into the facility, with the USPS citing a potential Hatch Act violation. It's highly possible Rep. Cleaver's "wiggling worm" comment at the Branch 30's "Fight Like Hell!" rally struck a nerve.

Surrender is not an option; survival is.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, carriers of the satchel!

It's the day after a holiday. There is marriage mail sitting on the floor along with a lot of tubs of flat mail, and you have a hamper full of parcels. You're casing your mail and the supervisor comes up and does not ask you, "How does it look for today?" but instead tells you,



Savannah, GA Br. 578 honors longtime members with pins. Pictured (l to r) are Michael Thompson, Keith Hardison and Brian Buster (25 years), Spencer Baker and Ruben Santana (30 years), Al Salvatore (40 years), Ike White (45 years) and Emmett Cossey (55 years).

"You have undertime." Can he do this? *No!* You tell him that you have overtime and request a 3996 (Auxiliary Request Form). He gets perturbed and threatens you with an investigative interview. Can he do this? Sure, but not for requesting a 3996.

It seems that management has a new toy to play with. It's called Auto-Pivot. This program tells them how much undertime you have and what piece you will be taking. So, if they want to take you into the spanking room, do so with your shop steward in hand.

Let your steward enlighten their ears and refresh their memory about the *M-41 Handbook* (Section 131), the *M-39 Handbook* (Sections 122 and 115.4), Step 4 01664 (DOIS memo), and anything else such as Articles 3, 15 and 19. Oh, throw in Article 41.3.G that requires him to provide you with a copy of your 3996. Remember not to argue with management, but he might not have much ammunition to argue with.

If in doubt, file the damn grievance!

Tony Rodriguez, Branch 419

Monterey, California

Are you ready to stand up to save the Postal Service and your job? The craziness in Washington, DC, is at times visions of a horror movie. The Post Office has been around longer than our country and is in our Constitution. For someone to come along and just chop it up and toss your benefits to the wolves is alarming. If you are new, get involved, and do what you can to save your job, benefits and retirement. I've seen this movie before, and it doesn't turn out real well for working men and women.

I was shocked to see DOGE mentioned in a grievance decision, which was impassioned. This is just crazy. Americans love their mail service, and I think any attack on the mail is an attack on all. Stay tuned. There are a few I've heard saying it would be better off. Not sure what playbook they are following, but trust me when I say one thing is clear: An attempt to break the unions, reduce salary, and take away your hard-earned benefits is what's at stake.

Summer is coming; make sure you stay protected and safe. Drink lots of water and be aware of how you are feeling.

It seems that a lot of grievances are being impassioned. Come on, management—when you're wrong, you're wrong. Stand up and do the right thing, correct the behavior of management that is abusive. I know the union talks to "problem children," why won't you? If the manager is bad, send them back to craft.

As we close, this nonsense of placing someone on a 16.7 for being on the telephone is an abuse of power. How about management stop calling carriers on their cell phones?

United we bargain—divided we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

Greetings. We are back from our advocacy trip to Washington, DC, meeting with congressional members and two Senate members. The executive board of LSALC met with staffers from the offices of Sen. Cassidy, Speaker Johnson, and Reps. Scalise, Letlow and Fields. We spoke about the Federal Retirement Fairness Act (H.R. 1522), the Protect Our Letter Carriers Act (H.R. 1065/S. 463), and the resolution to oppose postal privatization (H.Res. 70/S.Res. 147). We explained that these bills were bipartisan. We left fact sheets with each and asked them to co-sponsor bills or sign on to them. We thanked them for their time. It was an eventful day as well as taxing. We represented NALC and LSALC well.

All members of Branch 124, please make sure your address is updated with the branch. We have to redo our branch election, and we want to ensure that everyone gets their ballot. We now turn our attention to our upcoming state convention at Bayouland 2464 in Houma. Hope to see all delegates there.

Stay together, united and strong. Together, we shall prevail, we will overcome. There are many challenges that will confront us, but our determination will carry us through.

Continue making union meetings. Growing stronger by listening, learning, and applying what you learn. Be determined to be the best union member you can be. Step up to the challenge of becoming shop stewards or branch officers. The future is yours. Grab a hold of and

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

make yours a very bright future. Wishing you much success in your career. Give to LCPFI! Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Hello to the hardest-working craft in the USPS—yup, that’s us (in my opinion). We deal with weather and dogs (and cats) and people and traffic, and so much more! We carry 44 percent of the world’s mail and do it seven days a week; on average, we process more than 3,000 pieces of mail a second (and we get about one piece of missorted mail every inch of DPS...lol). Ya know, on average, the USPS ordered about 447 million rubber bands last year (on average, about five break and just miss my eye a week).

Did you know that Mr. ZIP was created in 1963 to promote using ZIP Codes? The largest ZIP Code in the contiguous United States is 89049, Tonopah, NV, at 10,821 square miles. Twenty-four of the top 25 largest ZIP Codes in the country are located in Alaska, ranging from the largest, 99734, at more than 30,000 square miles, to 99741 at 7,600 square miles.

Now time for my rant. Back in the day, there was a color-coded placard on every case saying what day we should get certain magazines every week. Now it seems we get them whenever distribution wants to send them out to us! I have one customer who gets the *WSJ* and they should get it the day of print, but I get them days late and deliver multiple days. When I asked a supervisor why this is happening, I got the answer I expected: “I dunno!” It’s embarrassing that I have to say sorry to customers: “Sorry, but we don’t deliver for you.”

We just had the national food drive and we picked up a good amount of food. Not as much as years past, but every little bit helps!

Stay safe and stay healthy.

Joel Stimmler, Branch 542

North Florida

On May 4, Branch 53 held its annual golf tournament for MDA. This had been delayed from March due to a weather issue, but teams still held on to make it a successful event. Participants and volunteers helped donate \$2,000 to the cause. Thanks to everyone who helped out.

As we get ready for this year’s food drive, the importance of it is most critical. Since the funding for USDA has dramatically decreased thanks to this administration, food banks and pantries are struggling to help feed those in need. Here, small food pantries used to be able to get fresh vegetables, but now they do not. One pantry used to get 5,000 pounds of food from large food banks, but even those can no longer get food.

Second Harvest in Orlando was expecting 28 flatbed trucks of food in March and was told USDA stopped it, making it more difficult to operate and feed the hungry. We have a president who is more concerned with making up new holidays, renaming a gulf, forcing a military parade to honor his birthday, and

now appointing a PMG who has been known to be anti-union and willing to privatize USPS—among many other issues.

At what point do we stop sitting by and let Congress know we will not tolerate it?

Bob Henning, Branch 53

Racine, Wisconsin

Studies suggest that the average human attention span is no shorter than that of a goldfish, lasting around nine seconds. Wait, what was I just talking about? Oh look, there’s a squirrel outside.

I really miss the “human” in human resources. In today’s USPS, it’s all www.com, AI or QR codes. The boss man doesn’t even have to actually observe you allegedly committing an infraction or even leave his chair. The USPS has multiple programs—let’s call it “spyware,”—alerting management of a potential infringement of the rules.

Branch 436 celebrates two more retirements. Larry Kelly retires after an amazing 38-year run. Larry had only one way to do his job, and that was the right way. Every day, all day. Congratulations, Larry; enjoy!

After 35 years, I have decided to show myself the door. Time to get off the bus, Gus, and set myself free. The friends I have made at work and on the street are long-lasting and many. It is a privilege to be here at this moment. So many of our brothers and sisters never made it. As I reflect back from that new kid on the block in 1990, I remember those who guided, taught, gave constructive criticism and encouraged me all along the way. That paved the way for a long, amazing and gratifying career. I am departing healthy, upright, grateful and blessed that all of our paths have crossed.

My wife and I approach retirement not as being the next chapter, rather that of a continuation of the journey, destination: unknown. I will still have articles to write, in between the national parks! Remember: Work hard, be kind and recognize kindness. Branch 436, thank you for a lifetime of memories.

Chris Paige, Branch 436

St. Louis, Missouri

On May 3, Branch 343 held our 96th annual Ole Timer’s Day celebration. This is our yearly gathering to pay tribute to our long-standing union members. This year we were honored to recognize 16 members in attendance who received their 40- and 45-year union pins, one 50-year gold card, several 60- and 65-year pins, and one 70-year plaque.

The first reference to Ole Timer’s Day was found in the 1929 union branch minutes. In October of 1929, it was decided to hold a luncheon to welcome back the first retirees who joined the newly formed union back in 1892. That first celebration took place in May of 1930. It was such a success that it was determined to hold this annual event every first Saturday in May and 96 years later, the tradition continues.

The celebration began with cocktails, hors d’oeuvres and a meet-and-greet opportunity to

welcome all the honorees, families and guests. For many of the younger union members, it provided an opportunity to meet up with former co-workers they hadn’t seen in many years. For older members, it provided time to recall past memories—both good and bad.

Following a delicious lunch, our awards program began with an address from NALC Director of Health Benefits Stephanie Stewart,



St. Louis, MO Br. 343 honors its retirees at the branch’s 96th annual Ole Timers Day celebration.

remarks on the state of the Postal Service from Region 5 National Business Agent David Teegarden, and comments from Branch 343 President John McLaughlin.

As chairman of the retirees, it was gratifying to take the time out of our busy lives to pay tribute to all those members who remained faithful to the union long after their retirement. Through their sacrifices, we all are about to enjoy the bargaining rights, health benefits and union protections our contracts have afforded. We owe them a debt of gratitude.

Tom Schulte, Branch 343

San Diego, California

Hello from sunny and beautiful San Diego. Hope everyone is doing just fine. We’ve been going through management’s unilateral route inspection process in a number of our units. “Fiasco” would be a more appropriate word. We lost at least four routes in one of our city stations that triggered Article 41.30. A number of routes had to be put up for bids.

We are losing a couple more in a few of our county offices, too. The adjustments aren’t done yet, so we’re not sure of the damage yet. One station, our Coronado Station, was so screwed up they had to redo the inspection.

Management has been making line-item deductions for things like wash-up time, too long of a comfort stop or bathroom break, time spent filling out your Form 3996 or Form 1571, talking too long to customers, and the list goes on. We’re grieving everything. They are going to do one more station in the city of San Diego, 92101 downtown, then the team is heading out to the desert and we won’t see them again until after spring, when they expect to resume this unilateral inspection process.

We are continuing to have conversions to both PTF and full-time regular positions. We even got a full-time flexible position in our Chula Vista office under the PTF Maximization Memo.

We had our annual MDA bowlathon at Parkway Bowl in El Cajon on April 27, and it was a huge success. We were able to generate more than \$5,000 at the event. Great job by our entertainment committee and volunteers. Kudos to Rocky Acasio, Onofre Alvarado, Robert Arevalo, Frank Barrios Jr., Aida Blanton, Doug Blanton, Rose Becker, Terry Birt, Melissa Guerrero, Bernie Julio, Lowen Julio, Jessica Medina and Michael Nalus.

In unionism—

George Elias, Branch 70

Savannah, Georgia

The July 3 general meeting of Branch 578 will be moved to the following Tuesday, July 8, at 7:30 p.m. at 600 W. Hwy. 80, Pooler.

Tammy J. Swaney, Branch 578

Seattle, Washington

And where is the architect of the grand plan, Delivering for America? Oh, him? He quit. Feb. 18, 2025—Louis DeJoy stated, “While there remains much critical work to be done...” He’s not going to do it. Now that his plan has put the Postal Service on life support, he’s done. Why didn’t he just say, “My work here is done”? He’s done as much damage as one person could possibly do. You have to wonder what his plan was.

Well, midstream, he’s scraped his winnings off the table and folded, leaving in his wake such flotsam and jetsam as Consolidated Casing, and the stacking of delivery stations to where carriers have been dragged into a central point and heaped together like crabs in a bucket, causing delivery delays and headaches. Was this modernizing the mail service, or the dismantling of everything to the point where recovery is probably improbable?

Wouldn’t you love to be able to quit your route halfway through the day? Let’s say you’re out on the street in the freezing rain, your fingers are numb—it’s hard, and you get to just pack it in. I’m done! The job was tougher than you thought. Plus, on your way out the door, you get to throw shade on everybody and everything around you. Yep, you get to slam down your pouch and grouse about your customers wanting their mail in their box with a reasonable degree of consistent reliability. Those dang customer service overseers who won’t let you implement your snazzy new sorting and delivery methods just because they’re too costly, ineffective and nonsensical, as you’re going to be short-shifting 75 percent of the American public.

Oh DeJoy; more like the *Heart of Darkness*—de-horror! de-horror!

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Where are you getting your information from? I authored an article 20 years ago titled “The Power of Information” that is still apropos today. Several carriers use social media platforms to provide detailed responses to

inquiries. Yet, a call to the branch office would serve them better.

Carriers often seek to represent themselves by taking contractual language to management. However, the complete narrative provides additional information that makes the language irrelevant. There is a saying, “A person who chooses to represent himself has a fool for a client.” The other part of this dynamic is that carriers often use these formats to criticize their steward/branch. This has contributed to the divide in our great union!

Our challenges get greater every day. The current administration continues to attempt to dismantle our company. If the USPS is privatized/dismantled, we will not have this discussion because most of our hard-fought rights will be gone.

Utilize our stewards/branch presidents. The organizational structure is set up the way it is for a reason. Please get the correct information to help you.

Management has a new program that predicts your overtime. Do not fall for the okeydoke. Like any other DOIS-like projections, it is just a *tool*. Your reporting responsibilities do not change. When you are of the opinion that you will not be able to finish the assignment, fill out a PS Form 3996. Your assignment includes the estimated pivot. But that is their estimate. The estimate is provided on Form 3996. Either they will be right, or you will be right.

The USPS has been writing up carriers for as little as one mistake on our clock rings or not answering our SPM surveys. Do not accept discipline for these infractions. We are not perfect and management damn sure isn’t!

#StayUnified, NeverGiveUp! #DontBelieveTheInternetUnlessItIsOfficialNALCSources

Eric Jackson, Branch 725

Springfield, Ohio

By the time this is published, another food drive has come and gone. There are many carriers who dread this event or go on AL to avoid it. I’ve always taken pride in it. Sure, we have to work harder for one day, but helping those who are less fortunate is worth the while, especially now as the local food banks are losing funding due to incompetence in the White House.

First, there was the mysterious one-hour office time rule that magically appeared. It was never part of the contract, but management decided it was needed. I always thought mail volume dictated office time. Now, suddenly, we’re down to 35 to 40 minutes of office time. Carriers who begin tour at 7:30 are being told they have a leave time between 8 and 8:10. If my math is correct, once you subtract the new 20-minute fixed office time, you have approximately 20 minutes to case your mail and spurs and pull down your route.

Even with the reduced mail volume we are experiencing, most routes cannot make that office time. Management will tell us that we have a half-hour of downtime on days where we have to wait on parcels for a half-hour or so. Wait, what?!? Funnier still were the instructions our local management received on Food Drive Day from the great and powerful POOM. Our supervisors were told to tell every route they had pivot time. I guess the POOM forgot to issue the official USPS Time Turner necklace like the one that was given to Hermione Granger from Professor McGonagall in the “Harry Potter” films. That way, collecting food wouldn’t take any longer.

Union meetings are the second Thursday of the month, second floor of the P.O. Free pizza and soft drinks. See you there.

Jerry Martens, Branch 45

COLA: Cost-of-living adjustment

- The projected accumulation toward the fifth regular COLA under the 2023-2026 National Agreement was **\$457** in May following the release of the April 2025 consumer price index (CPI). The fifth COLA will be based on the increase in the CPI for urban wage earners index (CPI-W) between the base index month and July 2025, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2025 index.
- The projected 2026 COLA for the Civil Service Retirement System (CSRS) is

1.8 percent, and for the Federal Employees Retirement System (FERS), **1.8 percent**, following the release of the April CPI. The 2026 COLAs will be finalized with the publication of the September 2025 CPI in October 2025.

- The 2026 projected COLA under the Federal Employees’ Compensation Act (FECA) is **1.7 percent** following the release of the April CPI. This COLA will be based on the change in the CPI between December 2024 and December 2025.
- Visit nalc.org for the latest updates.

Branch Items

Staunton, Virginia

During this uncertain time for the Postal Service, the NALC Stamp Out Hunger Food Drive remains a constant that our communities and food banks can rely on. Another constant is the amazing stamina and determination of letter carriers.

On Food Drive Day in Staunton, I watched solidarity in action. Letter carriers, rural carriers and clerks working side by side with city council members, food bank employees and volunteers to move an incredible amount of food. A joyful sight!

Sadly, I have to say, the last carrier was still out delivering after 8:10 p.m. when I left, despite the large crew of volunteers out picking up food. I worry, though, about how long we can sustain delivery in Staunton. The carriers have been working maxed out for a very long time, essentially since the pandemic. They are tired. They are getting hurt. They persevere, but for how long? And how long will it be that short-staffing due to lack of hiring and injuries causes service to suffer too greatly, despite the monumental efforts of the carriers to soldier on?

As a retiree, I will continue to rally my mighty crew of volunteer drivers to pick up the food on the day of the drive. We will do our best to ease the burden on carriers. When the carriers ask, I will mentor and support their efforts to



Westfield, NJ Br. 1492 retiree Jerry Cocola (l) receives his 50-year gold card from New Jersey State Association President Richard O'Connell at the NJSALC state seminar.

enforce the contract. Together we will fight to preserve our public Postal Service and to serve our customers. But for now, let's celebrate our food drive warriors and the beautiful sight of thousands of pounds of food we collected.

You all rock!

Cindy Connors, Branch 513

Toledo, Ohio

We're in the final stretch in preparation for the Letter Carriers' Food Drive. One day to go. And yet the 86,000 bags the branch purchased, along with the help of donations made to us for the food drive, have not arrived as of today, the day before the food drive! Where are our bags?! The largest one-day food drive in America! Great publicity for the Postal Service and letter carriers. Excellent cause.

But we use the Postal Service for shipping, for a cause that is very beneficial in the public's eye for the company. Its employees collecting food donations while they are delivering the mail. Those food donations would be in bags the carriers delivered during the week before the drive. Except, *no bags!* No one knows where they are! As I wrote previously, the same thing happened with the T-shirts we ordered for the March rally. They showed up the day after the rally.

Despite the Postal Service's incompetence, sabotaging our efforts to increase food donations, we hope to have a successful food drive. But in all seriousness, is that any way to run a business?

We try to use the Postal Service whenever possible, but if its performance keeps deteriorating, we may have to look elsewhere.

Once the food drive is over, we'll start gearing up for our 40th Charles Cohen MDA Golf Outing. The scramble will be held at Eagle's Landing Golf Club on Sunday, June 22, with an 8 a.m. shotgun start. Food and drink will be provided following the outing.

Ray Bricker, Branch 100

Tri-Valley, California

Hello, brothers and sisters. We recently had a change in branch officers.

Walter Williams has resigned as the branch vice president to allow the next generation of advocates the opportunity to advance. Therefore, as prescribed by the branch by-laws, within my authority, I've appointed officers to vacant positions as follows: Rochelle Harvey has resigned from her position as branch trustee to accept the appointment as branch vice president. Javier Torres has accepted the appointment as branch trustee vacated by Rochelle Harvey.

Rochelle and Javier have demonstrated great work ethics and the ability to be future leaders of our branch. They have taken on the challenges to stand up and protect the rights of letter carriers. They're highly active and dedicated to serving their communities during charitable events held by the NALC. To improve as shop stewards and branch leaders, it requires courage, study, intelligence and hard work; they've exhibited these requirements. They're well respected amongst the members and have shown a deep desire to help those in need. Serving as a union representative can be very demanding at times. It's a thankless job that requires patience, tenacity and integrity, which are attributes that these two individuals possess. They're a prime example of what it means to be in unionism.

Congratulations and thanks to our new branch officers. Also, gratitude goes to Walter Williams—he'll continue as the branch assistant coordinator for the NALC Stamp Out Hunger Food Drive and shop steward for the Thousand Oaks Installation, which is greatly appreciated.

And finally, I'm pleased to announce that Senior Vice President Alex Lopez has accepted the appointment as the co-administrator of the branch's social media and web accounts to assist Branch Webmaster Larry Orcutt for further enhancement of our platforms. Thank you all for your outstanding work.

James C. Perryman Jr., Branch 2902

How to submit items

Branches 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 July issue, the deadline is 9 a.m. Wednesday,

June 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.

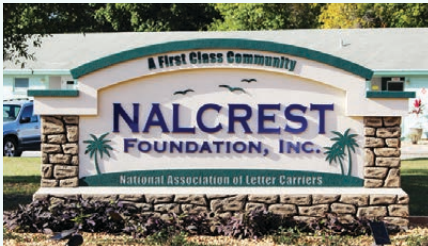
To submit items by mail: Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11" paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch 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 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 or in one of NALC's social media accounts.

Nalcrest Update



From the Trustees

After many months dealing with our insurance adjuster, several roofing companies, and the financing to replace and repair the many roofs at Nalcrest damaged from Hurricane Milton, we are now able to contract with a roofing company to remove the tarps and repair the repairable roofs and replace those beyond repair. Hopefully we will be more fortunate this year as we enter the 2025 hurricane season.

Several more branches and individuals have donated funds to “adopt a building” as part of the beautification project to paint the build-

ings at Nalcrest. So far, 18 of the 66 residential buildings have been repainted, and the project should be completed during the next several months.

We are also in the process of expanding and redesigning the areas of Nalcrest where residents can store their boats and trailers, utility trailers, and recreational vehicles. The storage areas in the boat yard (which will include electrical access) and behind the maintenance facilities will both have a new look and a nominal fee structure.

We also continue to update the apartments as needed with new tile flooring, new AC units, and new showers as we gradually replace the old plumbing.

Nalcrest continues to be a popular retirement community in central Florida for NALC retired letter carrier members. The waiting list to secure one of the 483 yearly leased apartments is right around 400 members. There are 17 guest efficiency apartments available for rent on a daily basis or longer for those who want to visit Nalcrest. Active and retired members alike can receive priority consideration for

the guest apartments. For more information, contact the Nalcrest office.

Fred Rolando

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz

In Memoriam

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

Coy R. Davis	Br. 1047	Gadsden, AL	George I. Taguma	Br. 860	Honolulu, HI	Jack L. McFetridge	Br. 650	Great Falls, MT
Queen E. Walker	Br. 4319	Anchorage, AK	Rex S. Uchiomi	Br. 860	Honolulu, HI	Peter J. Dorchak	Br. 924	Freehold, NJ
Steven M. Acuna	Br. 576	Phoenix, AZ	Frank K. Velligas	Br. 860	Honolulu, HI	William J. Eldridge	Br. 444	Garden State Mgd., NJ
Harold C. Larson	Br. 576	Phoenix, AZ	Earlvin Q. Wong	Br. 860	Honolulu, HI	Eugene Wozniak	Br. 444	Garden State Mgd., NJ
George A. Daley Jr.	Br. 704	Tucson, AZ	Alvin K. Yoshikawa	Br. 860	Honolulu, HI	Robert J. Paladino	Br. 38	NJ Mgd.
Evariste F. Weke	Br. 704	Tucson, AZ	Wayne L. Loudon	Br. 155	Belleville, IL	Roland C. Matthews	Br. 396	Plainfield, NJ
Roger K. Kayser	Br. 1100	Garden Grove, CA	Harley A. Mayer	Br. 522	Bloomington, IL	Milton H. Goldberg	Br. 41	Brooklyn, NY
Calvin H. Vander Ark	Br. 1100	Garden Grove, CA	Albert H. Becker	Br. 11	Chicago, IL	George J. Madden	Br. 41	Brooklyn, NY
Carl T. Wright	Br. 1100	Garden Grove, CA	Peter J. Berger	Br. 2076	Des Plaines, IL	Jack J. Botcowsky	Br. 36	New York, NY
Frank M. Drake	Br. 2200	Pasadena, CA	Steven J. Amidei	Br. 825	Oak Brook, IL	Mortmr P. Burger	Br. 36	New York, NY
Geoffrey J. Kerber	Br. 133	Sacramento, CA	Carl W. Biesenthal	Br. 80	Springfield, IL	A. J. Montroy	Br. 134	Syracuse, NY
Don F. Lesh	Br. 133	Sacramento, CA	Hardy F. Pierceall	Br. 80	Springfield, IL	Micheal P. Tedesco	Br. 134	Syracuse, NY
Michael C. Chang	Br. 737	Santa Ana, CA	Gerald Wilson	Br. 80	Springfield, IL	Samuel L. Ferrar Jr.	Br. 40	Cleveland, OH
Paul R. Crabtree	Br. 2207	Torrance, CA	Royce H. Percoc	Br. 4739	Wheeling, IL	Albert Henderson	Br. 40	Cleveland, OH
Nancy J. Haigh	Br. 2207	Torrance, CA	Everett L. McFarland	Br. 352	Central IA Mgd.	Robert A. Jackson	Br. 40	Cleveland, OH
James R. Hurst	Br. 2207	Torrance, CA	Phillip D. Munoz	Br. 197	Shreveport, LA	Ronald E. Schroeder	Br. 40	Cleveland, OH
Larry D. Sipe	Br. 2207	Torrance, CA	Billy J. McCullough	Br. 5521	Shawnee Mission, KS	James R. Cason	Br. 78	Columbus, OH
Charles W. Barnes	Br. 2902	Tri-Valley, CA	Frank W. McGough	Br. 5521	Shawnee Mission, KS	Donald P. Fischbach	Br. 182	Dayton, OH
Allan P. Lujero	Br. 2902	Tri-Valley, CA	Irving N. Baggett III	Br. 197	Shreveport, LA	Charles M. Frederick	Br. 182	Dayton, OH
Gilbert Struck	Br. 47	Denver, CO	Ronald W. Culver	Br. 197	Shreveport, LA	Gary L. Sites	Br. 143	Findlay, OH
Daniel B. Waibel	Br. 191	Wilmington, DE	Leslie L. Dunn	Br. 197	Shreveport, LA	Raymond L. Fox	Br. 340	Lancaster, OH
Victor A. Arroyo	Br. 1091	Central FL	George L. Gardner	Br. 197	Shreveport, LA	Carl G. Moran	Br. 281	Newark, OH
Leslie E. Boice	Br. 53	North FL	Jack Kerner	Br. 176	Baltimore, MD	Dana W. Brooks	Br. 480	Wooster, OH
Jimmie L. Clark Jr.	Br. 53	North FL	John C. Strausbaugh	Br. 176	Baltimore, MD	Larry C. Harris	Br. 480	Wooster, OH
Jimmy E. Simons	Br. 599	Tampa, FL	Joseph W. Kraby Jr.	Br. 34	Boston, MA	James T. O'Malley	Br. 385	Youngstown, OH
Samuel E. Dukes	Br. 1071	South FL	John J. O'Brien	Br. 334	Framingham, MA	Herman H. Horton	Br. 458	Oklahoma City, OK
Herschel W. Davies	Br. 2689	Spacecoast FL	William J. Hartill	Br. 1	Detroit, MI	William M. Valley	Br. 4317	Great Valley Mgd., PA
Benjamin Cabrera Jr.	Br. 1690	West Palm Beach, FL	Ralph E. Moote	Br. 1	Detroit, MI	John A. Yelich	Br. 84	Pittsburgh, PA
Wiley B. McBride	Br. 73	Atlanta, GA	Lamar P. Williams	Br. 1	Detroit, MI	Ira A. Smith	Br. 226	Fort Worth, TX
Raleigh H. Stevens	Br. 578	Savannah, GA	Roger Honder	Br. 56	Grand Rapids, MI	Terry O. Myers	Br. 283	Houston, TX
Harold I. Ching	Br. 860	Honolulu, HI	Joyce G. Carter	Br. 4374	South Macomb, MI	Michael A. Mead	Br. 3867	Pasadena, TX
Arthur T. Kunimitsu	Br. 860	Honolulu, HI	Michael J. Lentine	Br. 4374	South Macomb, MI	Doran W. Osborne	Br. 807	Bristol, VA
Genichi Matsumoto	Br. 860	Honolulu, HI	Kenneth R. Trefethren	Br. 114	Duluth, MN	Sheldon J. Bunch Jr.	Br. 247	Tidewater VA
Harold I. Minami	Br. 860	Honolulu, HI	David M. Shingler	Br. 9	Minneapolis, MN	Samuel T. Copeland	Br. 247	Tidewater VA
Saburo Moriwaki	Br. 860	Honolulu, HI	Dene K. Brower	Br. 30	Kansas City, MO	Allen J. Goffigan	Br. 247	Tidewater VA
Roger N. Nagata	Br. 860	Honolulu, HI	Chalmer D. Moran	Br. 30	Kansas City, MO	Benjamin F. Mason Jr.	Br. 247	Tidewater VA
William P. Padeken	Br. 860	Honolulu, HI	Donnis L. Hood	Br. 195	St. Joseph, MO	Junius E. Warren	Br. 247	Tidewater VA
Louis S. Rodrigues Jr.	Br. 860	Honolulu, HI	Howard J. Neels	Br. 343	St. Louis, MO	Gerald B. Bock	Br. 130	Tacoma, WA
Clifton M. Satsuma	Br. 860	Honolulu, HI	Kenneth S. Weldele	Br. 343	St. Louis, MO			
Clarence K. Say	Br. 860	Honolulu, HI	Maynard S. Clark	Br. 650	Great Falls, MT			

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*.



Additionally, the national secretary-treasurer's office handles

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



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

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

75-year plaques

Joseph G. Manyo	Ashtabula, OH	Br. 482
J. A. Tinsley	Greenville, SC	Br. 439

70-year plaques

Robin M. Sevilla	Santa Clara, CA	Br. 1427
Edwin G. Linehan	Boston, MA	Br. 34
Peter V. Mascaro	Boston, MA	Br. 34
Arthur J. Minichiello	Boston, MA	Br. 34
Stanley C. Ramoska	Boston, MA	Br. 34
Ralph L. Rossetti	Boston, MA	Br. 34
William H. Beach	Canton, OH	Br. 238
Michael I. Jadick	Scranton, PA	Br. 17
Larry D. Austin	Seattle, WA	Br. 79
Ronald Eng	Seattle, WA	Br. 79
Daniel M. Padilla	Seattle, WA	Br. 79
Donald E. Brovick	Janesville, WI	Br. 572

65-year pins

David O. Fitzpatrick	Santa Clara, CA	Br. 1427
Ruben S. Gonzalez	Santa Clara, CA	Br. 1427
Dennis Kanazawa	Santa Clara, CA	Br. 1427
Forest R. Cahill	Colorado Springs, CO	Br. 204
Neil R. Danielson	Colorado Springs, CO	Br. 204
Peter J. Sewald	Colorado Springs, CO	Br. 204
Clarence P. Whitehair	Colorado Springs, CO	Br. 204
Anthony F. Falanga	DeLand, FL	Br. 2591
Robert L. Bradshaw	Venice, FL	Br. 5480
Murl T. Nations	Atlanta, GA	Br. 73
Robert J. Mikrut	Downers Grove, IL	Br. 1870
John E. Roberts	Boston, MA	Br. 34
Wendal V. Delong	Mid-MI	Br. 256
Ronald L. Thibeaut	Mid-MI	Br. 256
Howard J. Koning	Southwestern MI	Br. 246
James J. Licata	Ashtabula, OH	Br. 482
Maynard J. Stofan	Ashtabula, OH	Br. 482
George N. Michael	Canton, OH	Br. 238
Vincent J. Curmaci	Scranton, PA	Br. 17
Francis J. Malinoski Sr.	Scranton, PA	Br. 17
Juan J. Lopez	Corpus Christi, TX	Br. 1259
Refugio S. Terrazas	Corpus Christi, TX	Br. 1259
Alvis L. Dillon	Roanoke, VA	Br. 524
John L. Otis	Seattle, WA	Br. 79

60-year pins

Nathaniel Davis	Anniston, AL	Br. 448
Terry J. Murphy	Santa Clara, CA	Br. 1427
Ronald E. Ruminer	Santa Clara, CA	Br. 1427
Steven C. Schrang	Santa Clara, CA	Br. 1427
Mercedes R. Conley	Tri-Valley, CA	Br. 2902
Richard L. Dutcher	Tri-Valley, CA	Br. 2902
James W. Stevens	Tri-Valley, CA	Br. 2902
Alan H. Takagi	Tri-Valley, CA	Br. 2902
James M. Yamamoto	Tri-Valley, CA	Br. 2902
Mike E. Coco	Colorado Springs, CO	Br. 204

Harold A. Lux	Colorado Springs, CO	Br. 204
Alfred D. Gabianelli	Derby, CT	Br. 109
Don G. Carter	Central FL	Br. 1091
Linville Douthit	DeLand, FL	Br. 2591
Norman L. Plattner	Venice, FL	Br. 5480
Alvin Williams	Atlanta, GA	Br. 73
Robert B. Howard	Decatur, GA	Br. 2225
Ernest J. Piazzi Jr.	Arlington Heights, IL	Br. 2810
Patrick C. Ryan	Downers Grove, IL	Br. 1870
Charles E. Lapp	New Albany, IN	Br. 367
John J. Martin	Boston, MA	Br. 34
Richard B. Morgan	Boston, MA	Br. 34
Lawrence Mathews	Fall River, MA	Br. 51
Dennis L. Wallace	Worcester, MA	Br. 12
Donald A. Wayman	Worcester, MA	Br. 12
John H. Hajec	Mid-MI	Br. 256
Hallie G. Holland	Columbia, MO	Br. 763
William J. Healey Jr.	NH Mgd.	Br. 44
Kenneth L. O'Brien	NH Mgd.	Br. 44
David E. Schimke	NH Mgd.	Br. 44
John Myslenski Jr.	NJ Mgd.	Br. 38
Robert E. Schwarz	Ashtabula, OH	Br. 482
Donald E. Taft	Ashtabula, OH	Br. 482
Thomas D. Bisignani	Scranton, PA	Br. 17
Paul A. Cacciamani	Scranton, PA	Br. 17
William P. Neary	Scranton, PA	Br. 17
Robert F. Wiorkowski	Scranton, PA	Br. 17
David Hewitt Jr.	Corpus Christi, TX	Br. 1259
Alvis R. Barnett	Wichita Falls, TX	Br. 1227
Robert B. Nelson	Wichita Falls, TX	Br. 1227
Ray D. Shaw	Wichita Falls, TX	Br. 1227
George R. Blair	Seattle, WA	Br. 79
James C. Mabis	Madison, WI	Br. 507
Robert F. Hardrath	Milwaukee, WI	Br. 2
Robert C. Lausmann	Milwaukee, WI	Br. 2
Steven M. Simonson	Milwaukee, WI	Br. 2

55-year pins

Gary C. Chase	Prescott, AZ	Br. 859
Stanley D. Chronister	Prescott, AZ	Br. 859
Charles D. Hyslip	Prescott, AZ	Br. 859
Lee C. Proper	Prescott, AZ	Br. 859
David E. Pacheco	Calexico, CA	Br. 2605
Antonio P. Tirado	Calexico, CA	Br. 2605
Jose S. Vindiola	Calexico, CA	Br. 2605
Ronald D. Wilcox	Rio Vista, CA	Br. 5502
William A. Gile Jr.	Santa Clara, CA	Br. 1427
Thomas M. Anton	Santa Fe Springs, CA	Br. 4941
David J. Morales	Santa Fe Springs, CA	Br. 4941
Robert L. Parry	Santa Fe Springs, CA	Br. 4941
Thomas G. Samuelson	Santa Fe Springs, CA	Br. 4941
Arnold W. Bevans	Colorado Springs, CO	Br. 204
Ronald F. Boland	Colorado Springs, CO	Br. 204
Frank Godinez	Colorado Springs, CO	Br. 204
William L. Hill	Colorado Springs, CO	Br. 204
Robert A. Klierer	Colorado Springs, CO	Br. 204
David K. Mahelona Jr.	Colorado Springs, CO	Br. 204

Kingdon K. Parsons II	Colorado Springs, CO	Br. 204
John M. Phelan	Colorado Springs, CO	Br. 204
G. G. Chopak	Derby, CT	Br. 109
Robert W. Eccles	Derby, CT	Br. 109
David A. Noe	Derby, CT	Br. 109
John P. Petryshyn	Derby, CT	Br. 109
Henry Tylinski	Derby, CT	Br. 109
John Ambrogio	Greenwich, CT	Br. 759
John F. Ambrogio	Greenwich, CT	Br. 759
Arthur B. Caldwell	Greenwich, CT	Br. 759
Mario Congiu	Greenwich, CT	Br. 759
John Dest	Greenwich, CT	Br. 759
Andrew W. Ferenz	Greenwich, CT	Br. 759
John A. Frederick	Greenwich, CT	Br. 759
Ross G. Marullo	Greenwich, CT	Br. 759
Ralph J. Marzulla	Greenwich, CT	Br. 759
Gary J. Memale	Greenwich, CT	Br. 759
Ciro A. Notarile	Greenwich, CT	Br. 759
Donald C. Perry	Greenwich, CT	Br. 759
Arlen B. Ritch	Greenwich, CT	Br. 759
John F. Sullivan	Greenwich, CT	Br. 759
Mary D. Vagos	Greenwich, CT	Br. 759
James L. Watson	Avon Park, FL	Br. 4000
James C. Pennebaker	DeLand, FL	Br. 2591
Robert R. Eilers	Naples, FL	Br. 4716
John L. Dinka Jr.	Venice, FL	Br. 5480
Leo H. Fieser Jr.	Venice, FL	Br. 5480
Adolphus Beal	Atlanta, GA	Br. 73
Herman J. Cromartie	Atlanta, GA	Br. 73
Ronald D. Howell	Atlanta, GA	Br. 73
Thomas C. Jackson	Atlanta, GA	Br. 73
Ruth M. Dewitt	Decatur, GA	Br. 2225
Alfonso C. Gardner	Decatur, GA	Br. 2225
Eddie T. Harvey	Decatur, GA	Br. 2225
William H. Thomas	Decatur, GA	Br. 2225
David D. Biddle	Bloomington, IL	Br. 522
Roger E. Curtis	Bloomington, IL	Br. 522
Harold M. Ferguson	Bloomington, IL	Br. 522
Bernard C. Highland	Bloomington, IL	Br. 522
Roger M. Kelley	Bloomington, IL	Br. 522
Lester E. King Jr.	Bloomington, IL	Br. 522
Donald L. Lawyer	Bloomington, IL	Br. 522
Eugene B. Meece	Bloomington, IL	Br. 522
Tommy N. Moler	Bloomington, IL	Br. 522
George E. Nickum	Bloomington, IL	Br. 522
James F. Taylor	Bloomington, IL	Br. 522
William L. Wilson	Bloomington, IL	Br. 522
Larry L. Kempfer	Downers Grove, IL	Br. 1870
Ricky L. Gragg	Hartford City, IN	Br. 867
Lloyd K. Kellogg	Hartford City, IN	Br. 867
Michael L. Morgan	Jeffersonville, IN	Br. 553
Billy E. Crowell	Lafayette, IN	Br. 466
Harold J. Dieter	Lafayette, IN	Br. 466
Robert E. Talbert	Lafayette, IN	Br. 466
Charles C. Apple	New Albany, IN	Br. 367
Larry C. Badger	New Albany, IN	Br. 367
Robert E. Hubler	New Albany, IN	Br. 367
Donald B. Morris	New Albany, IN	Br. 367

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

Meri L. Rieger	New Albany, IN	Br. 367	Bruce A. Mills	Boston, MA	Br. 34	E. S. Smigielski	Boston, MA	Br. 34
Richard D. Robison	New Albany, IN	Br. 367	John P. Mitchell	Boston, MA	Br. 34	James H. Smith	Boston, MA	Br. 34
Jerry A. Ryland	New Albany, IN	Br. 367	Robert B. Mitchell	Boston, MA	Br. 34	Vincnt B. Smyth	Boston, MA	Br. 34
Thomas D. Daiker	Charles City, IA	Br. 805	Stephen J. Molloy Jr.	Boston, MA	Br. 34	Edward A. Snell Jr.	Boston, MA	Br. 34
Judith K. Nolting	Waterloo, IA	Br. 512	P. G. Monahan	Boston, MA	Br. 34	Samuel M. Spector	Boston, MA	Br. 34
Richard E. Howard	Dunlap, IA	Br. 2725	R. J. Montgomery	Boston, MA	Br. 34	William Splaine	Boston, MA	Br. 34
William S. Kilian	Central KS Mgd.	Br. 1122	John J. Moran	Boston, MA	Br. 34	Charles D. Stevens	Boston, MA	Br. 34
Michael H. Mosiman	Central KS Mgd.	Br. 1122	A. G. Morelli	Boston, MA	Br. 34	Thomas M. Stirrat	Boston, MA	Br. 34
John C. Steiner	Central KS Mgd.	Br. 1122	Arthur J. Morgan	Boston, MA	Br. 34	Kevin J. Sullivan	Boston, MA	Br. 34
Earl J. Stoecklein	Central KS Mgd.	Br. 1122	J. J. Moriarty	Boston, MA	Br. 34	Dominic A. Suppa	Boston, MA	Br. 34
Thomas H. Kroger	Shawnee Mission, KS	Br. 5521	Walter E. Mortimer	Boston, MA	Br. 34	Richard H. Swan	Boston, MA	Br. 34
Kenneth A. Lane	Shawnee Mission, KS	Br. 5521	Richard G. Moses	Boston, MA	Br. 34	Michael J. Sweeney	Boston, MA	Br. 34
John J. Lanker	Shawnee Mission, KS	Br. 5521	Kenneth A. Muha	Boston, MA	Br. 34	Robert R. Tagg	Boston, MA	Br. 34
Dennis L. Lawrence	Shawnee Mission, KS	Br. 5521	Peter E. Munnett	Boston, MA	Br. 34	George F. Taylor	Boston, MA	Br. 34
Thomas E. Letts	Shawnee Mission, KS	Br. 5521	Charles T. Murphy	Boston, MA	Br. 34	Daniel J. Tempesta	Boston, MA	Br. 34
Robert J. Macoubrie	Shawnee Mission, KS	Br. 5521	Francis T. Murphy	Boston, MA	Br. 34	Robert A. Terranova	Boston, MA	Br. 34
Joe A. Marquez	Shawnee Mission, KS	Br. 5521	G. Murray	Boston, MA	Br. 34	William T. Thompson	Boston, MA	Br. 34
Michael Martin Sr.	Shawnee Mission, KS	Br. 5521	John C. Najjar	Boston, MA	Br. 34	Laurence D. Tiner	Boston, MA	Br. 34
Lewis S. Messer II	Shawnee Mission, KS	Br. 5521	A. S. Nash	Boston, MA	Br. 34	Lawrence C. Tocci	Boston, MA	Br. 34
Donald R. Miller	Shawnee Mission, KS	Br. 5521	Edward J. Navis	Boston, MA	Br. 34	Raymond J. Todd	Boston, MA	Br. 34
Carl D. Newman	Shawnee Mission, KS	Br. 5521	James R. Neville	Boston, MA	Br. 34	William R. Trainor	Boston, MA	Br. 34
Jerry W. Pitts	Shawnee Mission, KS	Br. 5521	Paul T. Norcott	Boston, MA	Br. 34	John F. Trotman	Boston, MA	Br. 34
Leo G. Mann	Somerset, KY	Br. 2039	M. J. O'Brien	Boston, MA	Br. 34	A. D. Truesdale Jr.	Boston, MA	Br. 34
Thomas M. Nelson	Somerset, KY	Br. 2039	P. R. O'Leary	Boston, MA	Br. 34	Harry E. Turner	Boston, MA	Br. 34
Clinton E. Schoolcraft	Somerset, KY	Br. 2039	S. J. Olsson	Boston, MA	Br. 34	Melvin A. Vieira	Boston, MA	Br. 34
Roland J. Boudreaux	New Iberia, LA	Br. 988	Michael S. Onessimo	Boston, MA	Br. 34	Frank Vitiello	Boston, MA	Br. 34
Antoine Breaux	New Iberia, LA	Br. 988	Frank C. Ouellette	Boston, MA	Br. 34	Patrick H. Walsh	Boston, MA	Br. 34
Ernest M. Layman	Cumberland, MD	Br. 638	Richard A. Pacios	Boston, MA	Br. 34	Stephen A. Walsh	Boston, MA	Br. 34
Richard L. Smith	Cumberland, MD	Br. 638	Walter A. Paliwoda	Boston, MA	Br. 34	R. J. Welch	Boston, MA	Br. 34
J. C. LeBlanc	Boston, MA	Br. 34	Salvtr V. Panico	Boston, MA	Br. 34	John J. Wentworth	Boston, MA	Br. 34
G. F. Lennon	Boston, MA	Br. 34	William A. Pardi	Boston, MA	Br. 34	Jerome A. Werner	Boston, MA	Br. 34
Peter A. Leray	Boston, MA	Br. 34	B. W. Parsons	Boston, MA	Br. 34	Patrick J. Whiffen	Boston, MA	Br. 34
John W. Lewis	Boston, MA	Br. 34	Charles L. Patrick	Boston, MA	Br. 34	Walter L. White	Boston, MA	Br. 34
Robert A. Lind	Boston, MA	Br. 34	Donald E. Peterson	Boston, MA	Br. 34	Peter J. Wiencko	Boston, MA	Br. 34
James A. Lind Jr.	Boston, MA	Br. 34	Edward F. Petras	Boston, MA	Br. 34	Charls M. Williams	Boston, MA	Br. 34
Steven M. Lodgen	Boston, MA	Br. 34	Alphonse J. Petrillo	Boston, MA	Br. 34	Kenneth T. Williams	Boston, MA	Br. 34
Patrick F. Loughlin	Boston, MA	Br. 34	Ronald J. Pitts	Boston, MA	Br. 34	P. T. Winer	Boston, MA	Br. 34
Michael A. Lourie	Boston, MA	Br. 34	Leonard P. Polacco	Boston, MA	Br. 34	Warren A. Wingard	Boston, MA	Br. 34
Arthur J. Lumenello	Boston, MA	Br. 34	James A. Pontes	Boston, MA	Br. 34	James A. Woodlock	Boston, MA	Br. 34
Alfred Luongo	Boston, MA	Br. 34	Kenneth J. Poole	Boston, MA	Br. 34	Denis S. Young	Boston, MA	Br. 34
Roderick W. Lynn	Boston, MA	Br. 34	Bradley W. Powers	Boston, MA	Br. 34	Donald A. Young	Boston, MA	Br. 34
John B. Mackay	Boston, MA	Br. 34	Myles J. Preston	Boston, MA	Br. 34	Walter L. Zammuto	Boston, MA	Br. 34
John J. Mackenzie III	Boston, MA	Br. 34	Tony Quan	Boston, MA	Br. 34	Gerald Wahl	Fall River, MA	Br. 51
D. F. Madeiros	Boston, MA	Br. 34	William G. Quigley	Boston, MA	Br. 34	William E. Bruno	Walpole, MA	Br. 1800
Robert G. Madsen	Boston, MA	Br. 34	James J. Quinn	Boston, MA	Br. 34	Cyril J. Pendergast Jr.	Walpole, MA	Br. 1800
John H. Mahoney	Boston, MA	Br. 34	Warren F. Quinn	Boston, MA	Br. 34	Jon W. Kalagian	Worcester, MA	Br. 12
Arthur R. Malatesta	Boston, MA	Br. 34	Richard E. Ready	Boston, MA	Br. 34	Dennis L. Wallace	Worcester, MA	Br. 12
William H. Malloy III	Boston, MA	Br. 34	Robert K. Reczek	Boston, MA	Br. 34	Richard E. Adams	Battle Creek, MI	Br. 262
Kevin M. Malone	Boston, MA	Br. 34	Lawrence J. Regan Jr.	Boston, MA	Br. 34	Robert E. Gable	Battle Creek, MI	Br. 262
William J. Malone	Boston, MA	Br. 34	Harold R. Reicker	Boston, MA	Br. 34	Karen A. Wertz	Battle Creek, MI	Br. 262
John S. Mandracchia	Boston, MA	Br. 34	Daniel A. Richardson	Boston, MA	Br. 34	Lloyd T. Bowen	Mid-MI	Br. 256
William J. Mangan	Boston, MA	Br. 34	Kevin M. Ring	Boston, MA	Br. 34	Barbara D. Fluellen	Mid-MI	Br. 256
Cornls J. Manning	Boston, MA	Br. 34	Michael J. Rizzo Jr.	Boston, MA	Br. 34	Norman W. Jayne Jr.	Mid-MI	Br. 256
Donald N. Manos	Boston, MA	Br. 34	Emmanuel M. Ronzano	Boston, MA	Br. 34	Lynn A. Johnson	Mid-MI	Br. 256
William E. Mansfield	Boston, MA	Br. 34	John J. Rooney	Boston, MA	Br. 34	Elizabeth L. Lemuel	Mid-MI	Br. 256
Thomas F. Marchant	Boston, MA	Br. 34	Raymond E. Ross	Boston, MA	Br. 34	Richard R. Nyquist	Mid-MI	Br. 256
John V. Marlowe	Boston, MA	Br. 34	Paul J. Rozanski	Boston, MA	Br. 34	Curtis A. Smith	Mid-MI	Br. 256
William S. Matarazzo	Boston, MA	Br. 34	E. W. Rushton	Boston, MA	Br. 34	Donald N. Swinson	Mid-MI	Br. 256
R. J. Matthews Jr.	Boston, MA	Br. 34	F. S. Rutana	Boston, MA	Br. 34	Terri L. Wheeler	Mid-MI	Br. 256
John J. McBride	Boston, MA	Br. 34	James E. Rutledge	Boston, MA	Br. 34	Thelma R. Balogh	Southeast MI	Br. 2184
G. R. McCarthy	Boston, MA	Br. 34	Joseph M. Ryan	Boston, MA	Br. 34	A. G. Moyer	Southeast MI	Br. 2184
Henry H. McCarthy Jr.	Boston, MA	Br. 34	Paul J. Ryan	Boston, MA	Br. 34	Wallace Roach	Southeast MI	Br. 2184
Bruce F. McCormack	Boston, MA	Br. 34	Vincent A. Sabella	Boston, MA	Br. 34	Larry D. Rowland	Southeast MI	Br. 2184
Richard A. McDonald	Boston, MA	Br. 34	A. P. Sacco	Boston, MA	Br. 34	Clarence R. Schukofsky	Southeast MI	Br. 2184
A. J. McElroy	Boston, MA	Br. 34	H. L. Saganov	Boston, MA	Br. 34	Richard L. Bogema	Southwestern MI	Br. 246
Robert D. McKenna Jr.	Boston, MA	Br. 34	Henry Saganov	Boston, MA	Br. 34	Steven L. London	Southwestern MI	Br. 246
Alan J. McKeone	Boston, MA	Br. 34	Melvin G. Saganov	Boston, MA	Br. 34	Janet F. Miller	Southwestern MI	Br. 246
Lincoln R. McLean	Boston, MA	Br. 34	M. F. Sammarco	Boston, MA	Br. 34	David B. Washburn	Southwestern MI	Br. 246
William M. McNeil	Boston, MA	Br. 34	Thomas F. Scanlon III	Boston, MA	Br. 34	Gary A. Paulson	Crookston, MN	Br. 679
Joseph M. McNichols	Boston, MA	Br. 34	Barry R. Scott	Boston, MA	Br. 34	Gary H. Sauve	Crookston, MN	Br. 679
Peter W. McSorley	Boston, MA	Br. 34	J. V. Sferrazza	Boston, MA	Br. 34	Richard D. Hladky	Hopkins, MN	Br. 2942
Anthony L. Melchionna	Boston, MA	Br. 34	John M. Sgobbo	Boston, MA	Br. 34	Virgil M. Magney	Hopkins, MN	Br. 2942
R. L. Meneguzzi	Boston, MA	Br. 34	Gerald E. Shields	Boston, MA	Br. 34	Thomas E. Michel	Hopkins, MN	Br. 2942
J. F. Mernin	Boston, MA	Br. 34	Joseph G. Shubster	Boston, MA	Br. 34	Patrick J. Quinn	Hopkins, MN	Br. 2942

Honor Roll

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

Larry E. Forsberg	Thief River Falls, MN	Br. 1418	Myron J. Clardy	Greenville, SC	Br. 439	Frederick W. Deaver	Naples, FL	Br. 4716
Richard W. Foster	Monroe City, MO	Br. 1878	Troy G. Clements	Greenville, SC	Br. 439	William Honn Jr.	Venice, FL	Br. 5480
Terrence F. Sturm	Salisbury, MO	Br. 3567	Otis Collier Jr.	Greenville, SC	Br. 439	J. J. O'Brien Jr.	Venice, FL	Br. 5480
Jay R. Banschbach	Helena, MT	Br. 220	Wayne S. Duncan	Greenville, SC	Br. 439	Kenneth W. Robleski	Venice, FL	Br. 5480
John A. Chovanak	Helena, MT	Br. 220	T. C. Fulbright	Greenville, SC	Br. 439	Philip E. Kolar	Downers Grove, IL	Br. 1870
Jeannie L. Hubbard	Helena, MT	Br. 220	Dusty S. Harris	Greenville, SC	Br. 439	Donald B. Morris	New Albany, IN	Br. 367
Gerald R. Peters	Helena, MT	Br. 220	Don E. Hughes	Greenville, SC	Br. 439	Meri L. Rieger	New Albany, IN	Br. 367
Donald H. Richards	Helena, MT	Br. 220	Donald H. Jordan	Greenville, SC	Br. 439	Earl J. Stoecklein	Central KS Mgd.	Br. 1122
Michael L. Sinnott	Helena, MT	Br. 220	Charlton E. Miller Jr.	Greenville, SC	Br. 439	Raymond P. Stubler	Kansas City, KS	Br. 499
Ernest T. Coppedge	Lewistown, MT	Br. 1160	Donald Morgan	Greenville, SC	Br. 439	Gerard F. McDonald	Boston, MA	Br. 34
John A. Brown	Sparks, NV	Br. 2778	Floyd Nelson	Greenville, SC	Br. 439	Robert J. Nagle	Boston, MA	Br. 34
John M. Cumbow	Sparks, NV	Br. 2778	James R. Odell	Greenville, SC	Br. 439	Anthony P. Saitta	Boston, MA	Br. 34
Rae M. Leniz	Sparks, NV	Br. 2778	Kenneth R. Parnell	Greenville, SC	Br. 439	William H. Sampson	Boston, MA	Br. 34
Ronald G. Martin	Sparks, NV	Br. 2778	Lonnie E. Perryman	Greenville, SC	Br. 439	Paul V. Sferrazza	Boston, MA	Br. 34
Gerald L. Rowland	Sparks, NV	Br. 2778	Bruce H. Powell	Greenville, SC	Br. 439	Joseph F. Taylor	Boston, MA	Br. 34
John G. Simon	Sparks, NV	Br. 2778	Odis D. Rumsey	Greenville, SC	Br. 439	Michael J. Tobin	Boston, MA	Br. 34
Bert E. Thomas	Sparks, NV	Br. 2778	Larry J. Suddeth	Greenville, SC	Br. 439	Ronald O. Vartabedian	Boston, MA	Br. 34
Richard R. Wildes	Sparks, NV	Br. 2778	John O. Swanson	Greenville, SC	Br. 439	George J. Webb	Boston, MA	Br. 34
Joe A. Zabala	Sparks, NV	Br. 2778	Houston D. Turner	Greenville, SC	Br. 439	Robert C. Marcotte	MA Northeast Mgd.	Br. 25
Ronald P. Bingham	Keene, NH	Br. 590	Roy L. Cole	Pelzer, SC	Br. 4975	William E. Bruno	Walpole, MA	Br. 1800
John L. Snow	Keene, NH	Br. 590	Robert W. Johnson	Rapid City, SD	Br. 1225	Cyril J. Pendergast Jr.	Walpole, MA	Br. 1800
William J. Healey Jr.	NH Mgd.	Br. 44	Robert W. Sigdestad	Rapid City, SD	Br. 1225	John A. Katt	Mid-MI	Br. 256
Bobby J. Seal	Hobbs, NM	Br. 3727	Richard L. Stone	Rapid City, SD	Br. 1225	Gary A. Paulson	Crookston, MN	Br. 679
Manuel R. Alvarado	Las Cruces, NM	Br. 2905	Clifford J. Wipf	Rapid City, SD	Br. 1225	Gary H. Sauve	Crookston, MN	Br. 679
Jimmy V. Estrada	Las Cruces, NM	Br. 2905	George A. Kangas	Watertown, SD	Br. 1114	Richard W. Foster	Monroe City, MO	Br. 1878
Frank D. Gonzales	Las Vegas, NM	Br. 823	Bobby F. Kinchen	Selmer, TN	Br. 4210	Jay R. Banschbach	Helena, MT	Br. 220
Jose R. Trujillo	Las Vegas, NM	Br. 823	Edward E. Wende	Cisco, TX	Br. 1966	John A. Chovanak	Helena, MT	Br. 220
Charlie R. Boyd	Greenville, NC	Br. 1729	Carlos R. Rodriguez	Corpus Christi, TX	Br. 1259	Jeannie L. Hubbard	Helena, MT	Br. 220
Charles H. Buck	Greenville, NC	Br. 1729	Jerry L. McLellan	New Braunfels, TX	Br. 2805	Gerald R. Peters	Helena, MT	Br. 220
Ronald C. Buck	Greenville, NC	Br. 1729	Robert L. Allbritton	Chesapeake, VA	Br. 6066	Donald H. Richards	Helena, MT	Br. 220
Stanley E. Colville	Greenville, NC	Br. 1729	Leroy F. Brinkley	Chesapeake, VA	Br. 6066	Michael L. Sinnott	Helena, MT	Br. 220
Samuel L. Gibbs	Greenville, NC	Br. 1729	Arthur R. Creef Jr.	Chesapeake, VA	Br. 6066	Edwin E. Walenz	Omaha, NE	Br. 5
James R. Grant	Greenville, NC	Br. 1729	James H. Jenkins	Chesapeake, VA	Br. 6066	Ronald P. Bingham	Keene, NH	Br. 590
Harvey G. Jackson	Greenville, NC	Br. 1729	St. Elmo R. Pugh	Chesapeake, VA	Br. 6066	Stephen E. Getty	Keene, NH	Br. 590
Redden T. Jones Jr.	Greenville, NC	Br. 1729	Gerald C. Shupe	Chesapeake, VA	Br. 6066	Geary J. Watkins	Keene, NH	Br. 590
Kenneth R. McLawhorn	Greenville, NC	Br. 1729	Willie L. Williams	Chesapeake, VA	Br. 6066	William J. Healey Jr.	NH Mgd.	Br. 44
Frank V. Morgan	Greenville, NC	Br. 1729	Mack B. Atkins Jr.	Roanoke, VA	Br. 524	Avon D. Davis Jr.	Havelock, NC	Br. 4970
Lloyd W. Strawn	Greenville, NC	Br. 1729	Curtis G. Atkinson II	Roanoke, VA	Br. 524	Frederick W. Holton	Havelock, NC	Br. 4970
Jim W. Wainwright	Greenville, NC	Br. 1729	Thomas A. Cutitto	Roanoke, VA	Br. 524	William L. Pope	Havelock, NC	Br. 4970
Johnny E. Wilson	Greenville, NC	Br. 1729	Frederick G. Dame	Roanoke, VA	Br. 524	Michael J. Switzer	Havelock, NC	Br. 4970
Avon D. Davis Jr.	Havelock, NC	Br. 4970	John Deatherage	Roanoke, VA	Br. 524	John M. Taylor	Havelock, NC	Br. 4970
Frederick W. Holton	Havelock, NC	Br. 4970	Kenneth G. Divers	Roanoke, VA	Br. 524	Richard A. Lallathin	Barnesville, OH	Br. 1354
William L. Pope	Havelock, NC	Br. 4970	James M. Dobbins	Roanoke, VA	Br. 524	David B. Garau	Canton, OH	Br. 238
Michael J. Switzer	Havelock, NC	Br. 4970	Richard W. Greer	Roanoke, VA	Br. 524	Michael P. Hoagland	Canton, OH	Br. 238
John M. Taylor	Havelock, NC	Br. 4970	Roger W. Hostetter	Roanoke, VA	Br. 524	Terrance A. Lane	Willoughby, OH	Br. 3688
Ralph M. Brackin	Alliance, OH	Br. 297	Ronald E. Hubbard	Roanoke, VA	Br. 524	Donald E. Smith	The Dalles, OR	Br. 954
Norman L. Haidet	Alliance, OH	Br. 297	William N. Logan	Roanoke, VA	Br. 524	Stanley S. Stout	The Dalles, OR	Br. 954
Lois L. Hill	Alliance, OH	Br. 297	Lawrence J. Marshall	Roanoke, VA	Br. 524	Thomas P. Baumgartner	Rapid City, SD	Br. 1225
Charles B. Huddleston	Alliance, OH	Br. 297	Fred L. Martin	Roanoke, VA	Br. 524	Bobby F. Kinchen	Selmer, TN	Br. 4210
Keith J. Kramer	Alliance, OH	Br. 297	Donald K. Murray	Roanoke, VA	Br. 524	Ernesto Mata	Corpus Christi, TX	Br. 1259
Kenneth E. Roberts	Alliance, OH	Br. 297	L. R. Payne	Roanoke, VA	Br. 524	Carlos R. Rodriguez	Corpus Christi, TX	Br. 1259
John E. Stragan	Alliance, OH	Br. 297	R. J. Peters	Roanoke, VA	Br. 524	Fred L. Martin	Roanoke, VA	Br. 524
Donald L. Woolf	Alliance, OH	Br. 297	Douglas R. Schanz	Roanoke, VA	Br. 524	Harry T. Gravenor	Virginia Beach, VA	Br. 2819
Dorothy E. Brewster	Ashtabula, OH	Br. 482	Robert G. Stultz	Roanoke, VA	Br. 524	Brooks L. Bennett	Seattle, WA	Br. 79
Elmer J. Ford	Ashtabula, OH	Br. 482	James C. Taylor	Roanoke, VA	Br. 524	Daniel R. Berglund	Seattle, WA	Br. 79
Donald H. Shaughnessy	Ashtabula, OH	Br. 482	Donald S. Tuck	Roanoke, VA	Br. 524	Joseph H. Keeley	Seattle, WA	Br. 79
Stanford A. McHenry	Roseville, OH	Br. 6280	Ernest G. Whanger Jr.	Roanoke, VA	Br. 524	Michael A. Lannoye	Seattle, WA	Br. 79
Daniel R. Cmarik	Willoughby, OH	Br. 3688	John H. Wolfe	Roanoke, VA	Br. 524	Paul R. McGuire	Seattle, WA	Br. 79
Terrance A. Lane	Willoughby, OH	Br. 3688	Harry T. Gravenor	Virginia Beach, VA	Br. 2819	Joan M. Parmelee	Seattle, WA	Br. 79
Ronald S. Meil	Willoughby, OH	Br. 3688	David W. Schmitt Jr.	Seattle, WA	Br. 79	Thomas F. Pullen Jr.	Seattle, WA	Br. 79
Joseph J. Prankas Jr.	Willoughby, OH	Br. 3688	Terrence P. Anders	Madison, WI	Br. 507	David W. Schmitt Jr.	Seattle, WA	Br. 79
Dennis R. Phelps	Lincoln City, OR	Br. 6418	Mary T. Harris	Madison, WI	Br. 507	James M. Strothman	Seattle, WA	Br. 79
Donald E. Smith	The Dalles, OR	Br. 954	Scott E. Ofstie	Madison, WI	Br. 507	Francis P. Tong	Seattle, WA	Br. 79
Stanley S. Stout	The Dalles, OR	Br. 954	Dennis A. Rundle	Madison, WI	Br. 507	Darrell W. Toomey	Seattle, WA	Br. 79
David L. Bardo	Williamsport, PA	Br. 50	James A. Wolff II	Madison, WI	Br. 507	Thomas E. Bewick	Madison, WI	Br. 507
William R. Barrett	Williamsport, PA	Br. 50	Donald F. Boettcher	Waterford, WI	Br. 5941	Lyle W. Haried	Madison, WI	Br. 507
Faith E. Cary	Williamsport, PA	Br. 50				Duane A. Knutson	Madison, WI	Br. 507
Gerald K. Farrer	Williamsport, PA	Br. 50				Howard P. Meekma	Madison, WI	Br. 507
Peter Mogush Jr.	Williamsport, PA	Br. 50				Andrew J. Pasqualeto	Madison, WI	Br. 507
W. A. Walter	Williamsport, PA	Br. 50				Randal L. Roberts	Madison, WI	Br. 507
Harold J. Workman	Williamsport, PA	Br. 50				Donald F. Boettcher	Waterford, WI	Br. 5941
James C. Phillips Sr.	Gaffney, SC	Br. 2190						
Fred W. Batson	Greenville, SC	Br. 439						
James E. Carter	Greenville, SC	Br. 439						

50-year gold cards and pins

Charles C. Holmes Jr.	Rio Vista, CA	Br. 5502
Jeffrey P. Baier	Colorado Springs, CO	Br. 204
Frederic I. Hall	Colorado Springs, CO	Br. 204
A. T. Palmedo	Colorado Springs, CO	Br. 204
Richard E. Reding	Colorado Springs, CO	Br. 204



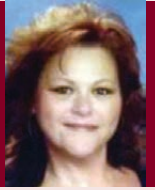
Cynthia Martinez
President

National Auxiliary Board

News and updates
from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the Secretary

Letter Carrier Barbie adventured to Toledo, OH. She arrived in time for Branch 100 and Auxiliary #158's Black history celebration. All had a great time. (See Photo 1 of Rachelle Roy and NALCA Treasurer Samantha Yerg.)

Then Barbie headed to Illinois! Barbie attended Auxiliary #153's lunch meeting with Tamme King, Jay King, Crystal Bragg, David Ratcliff, Sarah Ratcliff and Chris Bragg (in the mirror). (See Photo 2.) Barbie also attended a "Hell no" rally in Springfield, IL. (See Photo 3 of Chris Bragg, me and Chad Ludwig, as well as some of the many rally attendees in Photo 4.)

Barbie then left on her next adventure to Maryland.

Crystal Bragg



NALCA March Financial Report

The following report shows financial transactions from March 2025.

Balance 3/1/25	\$8,225.55
Deposits	4,645.09
Balance 3/31/25	\$12,870.64

Submitted by Samantha Yerg, Treasurer



Include me in the fight for letter carrier rights

Sign me up as an Auxiliary member!

Branch No. _____ Branch City _____ Auxiliary No. _____

Name _____ Phone No. (____) _____

Address _____

City _____ State _____ ZIP _____

I am a family member of NALC member _____ of Branch _____

Return form with membership fee of \$20 to a local Auxiliary member or mail to:

NALC Auxiliary
Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549

State Summaries

Alabama

The Alabama State Association convention will take place on June 26-29 in Tuscaloosa at the Hotel Capstone, 320 Paul Bryant Drive. This is an election year, so if you have any nominees or plan on running for a position, please be prepared to submit your nominations at the microphone. Please submit any submissions for bylaws changes, as well as any brothers' and sisters' names whom we have lost since the last 2023 state convention by May 24. Host letters have been mailed! We look forward to seeing you there.

In solidarity—

Accacia S. Hammonds

California

On Wednesday, April 30, a courageous politician stood up for your pension benefits during the markup for \$50 billion in benefit cuts for federal and postal employees. He stated that he believed that “making changes to pension retirement benefits in the middle of someone’s employment is wrong. Changing the rules, especially when someone has already been vested in their benefits is wrong. Employee benefits are not a gift; they are earned. When someone goes to work every day, what they believe that they are earning includes the benefits both that they earn in their wages, but also the benefits they believe they are receiving. ... I do think that for current employees, to change the rules for people in the middle of the game is wrong. I have talked to enough people on the House floor that I do think that this will not be included in the final bill, and that this bill ultimately will have to be changed if it’s going to be included in the ultimate budget reconciliation, so I will be voting no. ... I think that we as a party stand up for pensions, and I don’t think that we should say to the American public that we will change someone’s pension in the middle of the process of their employment.”

That was Rep. Michael Turner, Republican congressman from Ohio. He was the only member of the GOP who voted against cutting your pension benefits during the House Oversight and Government Reform Committee vote to advance said cuts, which include going from high-3 to high-5, eliminating the Special Annuity Supplement and raising the contribution rate for pre-2013 hires.

Now, in regard to the Letter Carrier Political Fund, to whom do contributions go toward? Politicians like Rep. Turner, that’s who! So, please, start giving.

Eric Ellis

Florida

Reminder that applications for the Mary Lou Jackman-William “Bill” Corbeau Scholarship Fund are available from your local branch president and/or the Florida State Association’s website at fsalc.com. The Florida State Association director of education administers the fund for the members of the Florida State Association of Letter Carriers.

There are four annual \$2,000 scholarships

(two for males and two for females). Eligible children must be dependents of a member (or dependents of the spouse of a deceased member who has not remarried), must have graduated from a credited high school or have a GED, and must enroll as a full-time student in an accredited college or university.

Applications must be filled out completely to include a certification by the local branch president or secretary of good standing membership. Applications must be received by July 25. The awards of the scholarships are by random selection, and the drawings will be held at the FSALC convention in Orlando on Aug. 15.

O.D. Elliott

Indiana

Neither change in itinerary, nor mileage from location, nor flood from the previous location could attest to our show of strength and solidarity. To all delegates and members, thank you for the ISALC 2025 convention in Michigan City. Onward to 2026; expect to see and hear from us all.

The best way to open dialogue, to break bread, is to eat together. On Oct. 2, Rep. Carson invited labor unions to his annual breakfast. This is where we pay into the LCPF to play into the ears and minds of Congress. We make sure the room of union heads and Congressman Carson understands letter carriers’ current and future issues. Bob Hager, Paul Toms and I worked off one another at these events to get letter carriers’ situations, bills and resolutions heard and supported. On Oct. 4, he co-signed the Protect Our Letter Carriers Act. So, it pays to play!

On April 15, Rep. Carson invited labor unions to a new luncheon. Again, the three of us showed up on behalf of all letter carriers. Meanwhile, attention was given to the Protect Our Letter Carriers Act, H.R. 1065; the Federal Retirement Fairness Act, H.R. 1522; and to Oppose Postal Privatization, H.Res. 70. Congressman Carson paused, thinking he had already co-sponsored H.R. 1065. He promised to get to it.

Since these outings, the Postal Service has had plenty of activity, including the appointment of an executive previously with Waste Management and thereafter with FedEx. Both jobs have had relations with the P.O. Remember, at one time our scanner technology came from Waste Management, and no need to use my words on FedEx. We’ll need a lot more breakfast, luncheons and dinners to Oppose Postal Privatization, H.Res. 70.

Always remember, no matter what: We are our brother’s and sister’s keeper.

Kieaunta Roberson

Kentucky

Thanks to President Renfro and officers for spelling out the multiple fronts that NALC faces daily. A hostile executive branch, adversaries in Congress, companies that want to get our parcel business, and possibly deliver mail where it is profitable. All of this has led our union to “fight like hell!”

What can KYSALC members do? Follow the

leadership. All that is required is to contact your U.S. rep and two senators. Kentucky has a U.S. rep and a U.S. senator whose committees have direct oversight of USPS. James Comer (KY-1) is the chair of Oversight and Accountability in the House, While Sen. Rand Paul chairs Homeland Security and Government Affairs. As constituents, contact your elected reps. *The Postal Record* has a good list of our NALC legislation.

We all should give to LCPF, our letter carrier PAC. We support those who support us, regardless of party. Even if it is a small donation, collectively, if we all give, it will help.

This is not our first rodeo. We have pushed for legislation before. Now the chief two are to prevent privatization and protect our retirement. NALC has had a physical presence in DC since the 1950s. Our elected NALC leaders need our support for all these attacks upon our members. Set aside any differences and deliver a unified message to Congress. Our future is now!

Bob McNulty

Tennessee

Hello, carriers of the satchel!

Why do I contribute? As the provider of my family, it is my responsibility to ensure the welfare and future of their livelihood. As most of you know, we have many issues, of which privatization is the biggest at this moment, and looking into the future, it will be our biggest issue. This is an issue that brings us together with management.

What can I do as a carrier? We have “friends in Congress.” The friends in Congress who the NALC has are those who support unions and the middle class of America. Since it is illegal to rely on union dues for this purpose, the NALC relies on the Letter Carrier Political Fund (LCPF) to protect our jobs and benefits, and execute the fight for our future as family providers and the future of the USPS. LCPF helps elect all candidates, regardless of party affiliation, who support letter carrier issues.

I feel it is in the best interest of your family and their future that—yes!—it is worth \$5 a pay

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.

period to safeguard their livelihood and your benefits! There are several ways to contribute to LCPF: payroll deduction by using PostalEASE; to set up an allotment deduction from your paycheck; direct bank withdrawal; and for retirees, OPM annuity deduction.

Just as a steward guides you on the workroom floor, the NALC must navigate the political process collaborating with candidates who will protect us and ensure that our message gets delivered to Washington. The LCPF efforts are reinforced by building and using political capital to elect and re-elect those who stand by us. Remember, we are only asking for \$5.

Questions? See your branch president.

Tony Rodriguez

Texas

On March 23, NALC letter carriers held rallies across major cities to oppose the privatization of the USPS, initiating the "Fight Like Hell" campaign.

In Texas, letter carriers took further action by attending town halls and making their voices heard, emphasizing that the USPS is not for sale. District board members visited

representatives' offices. District 3 officer Ryan Raeke wrote letters to constituents, which were presented at town hall meetings and rallies as part of a letter-writing campaign. This marked the beginning of an extended fight. Texas board officers and LCCLs later lobbied on Capitol Hill, engaging with all 38 Texas districts, both Republicans and Democrats, within three days.

Texas letter carriers remain resolute against dismantling the United States Postal Service. Thank you for your support and hard work.

Everett Wyllie

Election Notices

Austin, Texas

This is official notice to all Branch 181 members that nominations for all Branch 181 officers of the 2026-2029 term will open and close at the regular monthly meeting at 7 p.m. on Sept. 18 at 601 Williams St. Nominations are a separate order of business. The positions are president, vice president, recording-financial secretary, treasurer, newsletter editor, director of retirees, NALC health benefits/Mutual Benefit Association representative, sergeant-at-arms and three trustees.

The term of office will be for three years, January 2026 through January 2029. All Branch 181 members in good standing 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 (*NALC Constitution for the Government of Subordinate and Federal Branches*, Article 5, Section 2).

Upon nomination, the candidate must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination. Those nominated must be present or signify their acceptance in writing to the branch secretary.

The election will take place in November by secret mail ballot for every member in good standing, active and retired. Ballots shall be mailed to the last known address of the member obtained from NALC Headquarters.

Undeliverable returned ballots will be collected by the election committee members, who will contact the members to obtain correct mailing address, in accordance with Branch 181 bylaws.

Nomination of delegates to the 2026 national convention in Los Angeles will take place at the regular branch meeting on Oct. 20 at 601 Williams St. Election of those delegates and alternates shall take place at the November meeting, unless the number of nominated delegates does not exceed the authorized number allotted to Branch

181, in which case the nominated delegates shall be elected by acclamation.

William Reynolds, Sec., Br. 181

California

Nominations for elections of officers will be the last order of business at the Friday, Aug. 22, session of the 57th CSALC convention at the Hyatt Regency San Francisco Airport Hotel, 1333 Bayshore Hwy., Burlingame. Nominations for the offices of president, vice president, secretary, treasurer, director of retirees and director of education/organization will be accepted from all branches in the state. Nominations for executive board of state officers, one position for each of the eight districts, will be accepted from the branches in their respective districts.

Balloting is to take place during the Saturday, Aug. 23, session of the convention. Newly elected officers will be sworn in as the last order of business during the Aug. 23 session.

When there are two or more candidates for a position on the CSALC Council of Administration, an election by secret ballot shall be held. The plurality of votes cast shall be necessary to elect. When there is one candidate for a position, the president may declare the candidate elected. Adequate safeguards to ensure a fair election will be provided. Any candidate may have an observer at the polling place. The NALC Executive Council is empowered to execute rules for the conduct of elections in the CSALC.

Acceptance of any nomination must be in writing, on the official CSALC form, and presented to the CSALC state secretary prior to, or at the time of, the nomination.

There will be a brief post-convention board meeting one half hour after the adjournment of the convention on Aug. 23, which newly elected officers will be required to attend. The location of the board meeting will be announced prior to the convention closing.

Mark L. Lesch, Sec., CSALC

Charlotte, North Carolina

This is official notice to all members of Branch 545 that nominations for the following offices will open at the regular June meeting of Branch 545: president, vice president, recording secretary, treasurer, assistant secretary-treasurer, health benefits repre-

sentative/MBA representative, sergeant-at-arms, scribe and five trustees at large. Nominations will close at the regular July 2025 meeting of Branch 545 upon motion and second. Both meetings will take place on the third Tuesday of the month (June 17 and July 15, respectively) at the Carole Hoefener Center at 615 E 6th St., Charlotte.

Following the close of nomination, the election shall be held by mail-in ballot. The term of election shall be three years.

Sylvia Stevens, Pres., Br. 545

Delaware

This is official notice to all members of the Delaware State Association of Letter Carriers that nominations and election of the following Officer positions—president, vice president, secretary, treasurer, director of education and director of retirees (for a two-year term)—will be held at the Delaware state convention on Oct. 12 at Bally's Dover Casino Resort, in accordance to Article VII of the bylaws of the Delaware State Association of Letter Carriers and Article 7 of the *Constitution for the Government of State Associations* of the NALC.

The installation of the newly elected officers will take place prior to the adjournment of the state convention.

Regina Bedo, Sec., DSALC

Escondido, California

Nominations for the election of officers of Branch 2525 will be held at the regular branch meeting at 7 p.m. on Sept. 4 at the union hall, 1535 S. Escondido Blvd., Escondido. Candidates must accept nominations at the time made or, if absent, in writing within 10 days of nomination. Candidates may accept nominations for only one office.

Nominations will be held for one trustee position for a three-year term beginning January 1, 2026. Nominations will also be held for delegates to the NALC national convention in Los Angeles in August 2026.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members in October. Ballots must be mailed back and received at the P.O. box by 5 p.m. on Sunday, Nov. 5. The Election Committee will bring them to the union hall and begin the tally

at 6 p.m. on Monday, Nov. 6, and the results will be announced during that night's branch meeting. Write-in votes are not permitted.

Keenan Kash, Sec., Br. 2525

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 2025 regular meetings.

Secret ballots will be mailed out to the membership after the September meeting, and the results will be announced at the December meeting.

Donna Starnes, Pres., Br. 377

Greater East Bay, California

This is official notice to the membership of Branch 1111 that nominations for the election of branch officers will be held at the regular monthly general meeting at 7 p.m. on Aug. 26 at the branch office, located at 402 37th St., Richmond. The term of office is two years, beginning with the installation of officers at the Nov. 25 branch meeting.

Nominations will be held for the following branch offices: president, executive vice president, 1st vice president, 2nd vice president, 3rd vice president, 4th vice president, secretary-treasurer, assistant secretary-treasurer, insurance officer, three trustees, seven executive council members and a sergeant-at-arms.

All candidates for office must be present at the branch meeting when nominated and/or signify in writing their willingness to serve, if elected. Nominations may also be made in writing, but must be received by the secretary-treasurer before nominations at the branch meeting on Aug. 26. All candidates/regular members must verify that they have not held, accepted nor applied for (voluntarily or otherwise) a supervisory position in the Postal Service in the 24 months preceding nominations. Candidates may accept a nomination for only one office.

Nominations for delegates to the state and national conventions will also be held. The candidates elected as president and secretary-treasurer shall be compensation-eligible delegates by virtue of their offices.

The election will be conducted by secret mail ballot. Ballots with instructions

Election Notices

will be mailed to the address of record to all eligible members in good standing on or about Sept. 18. Write-in votes are not permitted. Eligible members who have not received a ballot must contact the branch office right away. Ballots are to be returned by the close of business on Oct. 16. The results will be announced at the Oct. 28 general membership meeting.

Edward P. Fletcher, Pres., Br. 111

Greenville, South Carolina

This is official notice to all active and retired members of Branch 439 that nominations for delegates to the state and national conventions will be conducted at the October branch meeting. The meeting will be on Oct. 2 at the union hall, 211 E. Butler Road, Mauldin. The election will be held at the same location on Nov. 6.

Candidates for convention delegates must either be present at the meeting when nominated, or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, candidate must notify election committee by telephone and follow up with written acceptance. The ballot will show that the president, vice president, secretary, treasurer and director of retirees are automatic delegates to national and state conventions.

Michelle Harlow, Sec., Br. 439

Hopkinsville, Kentucky

Nominations for the election of officers of Branch 836 will be held at the regular branch meeting at 6 p.m. on Wednesday, Oct. 1, at Jasmine Buffet, 201 Clinic Drive, Hopkinsville. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

The election will be conducted by secret ballot at the regular branch meeting at 6 p.m. on Wednesday, Nov. 5, at Jasmine Buffet, 201 Clinic Drive, Hopkinsville.

Crystal Spencer, Pres., Br. 836

Long Island City, New York

This is an official notice to all members of Branch 357 that nominations for president, vice president/trustee, recording secretary, treasurer, financial secretary and two trustees will be held at our October monthly union meeting at 6 p.m. on Tuesday, Oct. 14, at Bantry Bay Pub House, 33-01 Greenpoint Ave.

Alvin Sepulveda, Rec.-Sec., Br. 357

Louisville, Kentucky

This is the official notice for nominations and election of delegates to NALC's 74th Biennial Convention Aug. 3-7, 2026, in Los Angeles, CA.

Nominations will be accepted at the regular monthly meetings of Branch 14 on Tuesday, Aug. 26, and Tuesday, Sept. 23. Elections will be held on Wednesday, Oct. 29 from 4 p.m. until 8 p.m. and on Thursday, Oct. 30, from 5 p.m. until 9 p.m. All nominations and voting will be conducted at the Branch 14 union hall, 4815 Poplar Level Road, Louisville.

The number of delegates to the convention will be determined in accordance with the NALC Constitution. In accordance with Branch 14 bylaws, the president, executive vice president,

vice president, recording secretary, assistant recording/financial secretary and treasurer will be automatic, paid delegates to the convention. The remaining number of paid delegates to the convention will be determined in accordance with Branch 14 bylaws.

Voting for delegates will be by secret ballot, and the results will be posted on the Branch 14 website at nalcbr14.com and read at the regular monthly meeting on Tuesday, Nov. 25.

Any member who will be unable to vote during the times that the polls are open may request an absentee ballot. The request must be made in writing, with name and address of the member requesting the absentee ballot. The request must have a legible signature by the member requesting the absentee ballot.

Requests for absentee ballots must be received by the Branch 14 Election Committee between the dates of Sept. 24 and Oct. 18 and should be sent to: NALC Branch 14 Election Committee, P.O. Box 34572, Louisville, KY 40232-4572. Absentee ballots must be returned to the election committee by Oct. 30. All requests for ballots received after Oct. 18 and returned ballots that are received after Oct. 30 will be void. These requests and ballots will be kept as a matter of record by the election committee.

All regular members in good standing shall have the right to nominate a candidate for any officer position or delegate to the national convention. Self-nomination is permitted. All qualified regular members shall be eligible to be an officer, delegate or an alternate delegate to the national convention except as provided for in accordance with Article 5, Section 2 of the NALC Constitution and Article 7, Section 2 of the Branch 14 bylaws.

Stephen A. Terry Sr., Sec., Br. 14

N. Oakland Co., Michigan

This is official notice to all members of Branch 320 that nominations for all elected positions for a two-year term (Jan. 1, 2026-Dec. 31, 2028) for officers, as well as for delegates to the 2026 national convention and the 2027 state convention, will take place at our regular branch meeting at 7:30 p.m. on Oct. 1 at the American Legion Hall, located at 96 Churchill Road in Auburn Hills.

Nominations will be accepted for the following branch offices: president, vice president, financial/recording secretary, treasurer, sergeant-at-arms, HBR, MBA, director of retirees and three trustees.

As per Article 9, Section 5 of Branch 320's bylaws, the president, vice president, secretary and treasurer are automatic delegates to the national and state conventions by virtue of their office. All nominees must indicate their acceptance in writing within three days after the official closing of the meeting. Failure to do so will result in the forfeiture of their candidacy.

The election will be held in accordance with Branch 320's bylaws via secret mail ballot to members' last known address on file.

Candie Lovelace, Sec., Br. 320

Raleigh, North Carolina

Notice is hereby given to members of Branch Merged 459 that nomina-

tions for delegates to the 74th Biennial National Convention will be held at 6:30 p.m. on Sept. 10 at 1037 Bullard Court, Suite 108, in Raleigh.

Sharice McNeil, Sec., Br. 459

Reading, Pennsylvania

Nominations will be held at the Oct. 8 monthly branch meeting at 1251 N. Front St., Reading, for the following positions: one Trustee (for a three-year term) and delegates to the 2026 national convention.

Members must be present to accept the nomination or will submit a notice of acceptance of the nomination in writing to the branch secretary prior to the start of the October union meeting.

If an election is necessary, such election will be held Nov. 12 at the branch monthly meeting at the address above.

Paul Purcell, Sec., Br. 258

Vancouver, Washington

In accordance with Article 5 of the branch bylaws, this is the official notice to all members of Branch 1104 that nominations and elections for delegates to the 2026 Washington state convention and NALC national convention will take place from the floor at our regular monthly branch meeting starting at 7 p.m. on Oct. 8 at Round Table Pizza, 13503 S.E. Mill Plain Blvd., Ste. 1, Vancouver.

The candidates for convention delegate positions shall be required to be present at the meeting when nominated, or signify in writing, no later than 7 p.m. at the Oct. 8 branch meeting, the delegate position to which they would accept nomination and their willingness to serve if elected. All regular branch members in good standing shall be eligible to hold any delegate position in the branch.

If there is to be a runoff election, an election committee of three will be formed by the branch president, and ballots will be mailed to the members' last known addresses on record. The election committee will be responsible for arranging all election procedures and counting ballots. All members are entitled to one vote for both national and state convention delegate, if necessary. Article 5 of branch bylaws will govern the elections.

All ballots must be returned by 7 p.m. on Nov. 12 to be valid and counted. There will be no write-in candidates. The results of the balloting will be announced at the Nov. 12 branch meeting.

Jon Weinberg, Sec., Br. 1104

Warwick, Rhode Island

This is official notice that the 2025 nominations of branch officers will be conducted at 7 p.m. on Tuesday, Nov. 18, at the regular 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. 9, at the regularly monthly branch meeting. The officers to be filled are president, vice president, recording secretary, secretary-treasurer, Pilgrim shop steward, Con-

CA: San Francisco (2/15) to Las Vegas, NV. Seeking mutual exchange. Regular only. Ray, 650-438-2907.

CA: Ventura (3/02) to Bakersfield, CA. Regular carrier of 23 years seeking mutual exchange for regular. Overtime available in a great city. Tony, 805-710-3060 (call or text).

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., June's deadline is for the July 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.

imicuit 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 request can be sent to: Election Committee, P.O. Box 6709, Warwick, RI 02887. Only absentee ballots postmarked no later than midnight on the day preceding the election shall be considered valid.

Thomas J. Guadagno, Rec. Sec., Br. 3166



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

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

The app's features include:

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

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

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.

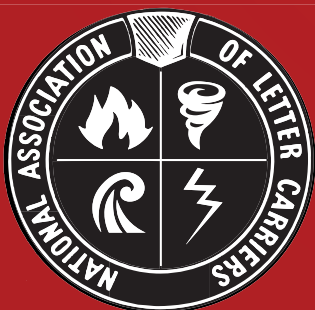
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

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
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