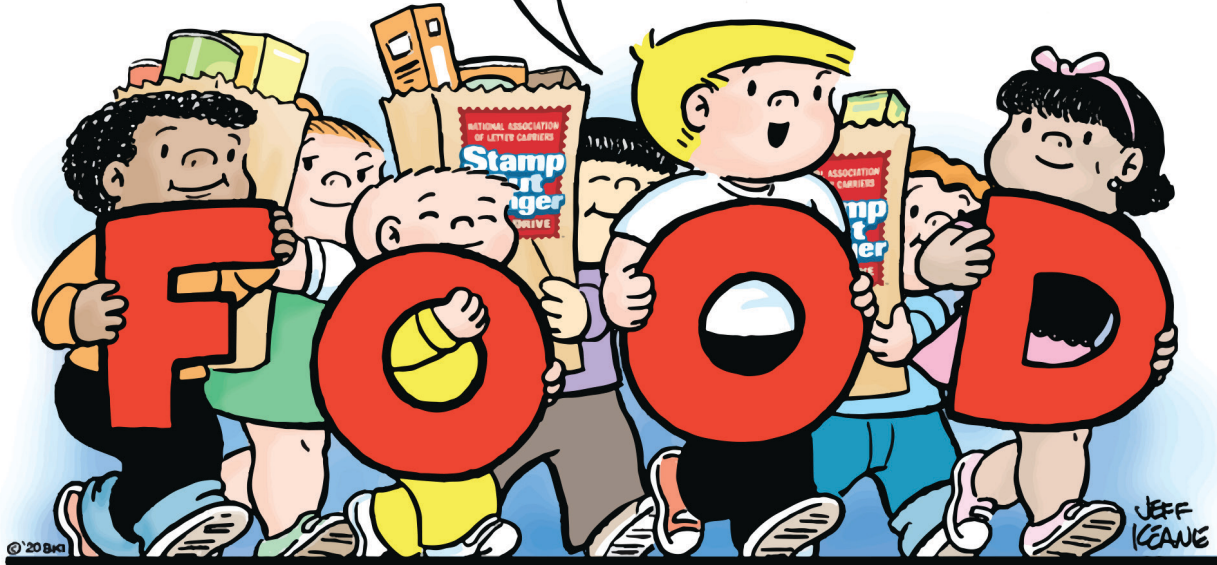


The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' DONOR DRIVE

LETTER CARRIERS FIND A NEW WAY TO HELP
THE HUNGRY WHEN IT'S MOST NEEDED



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

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

The app's features include:

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

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

Delivering democracy for America...and ourselves



**Fredric V.
Rolando**

the Postal Service to conduct local, state and national elections. We deliver voter registration materials, polling place notifications, sample ballots, campaign materials and, increasingly, voting ballots themselves.

In the 2018 midterm elections, more than a quarter of all votes cast were sent by mail. And with the COVID-19 pandemic disrupting every aspect of our lives, the Postal Service's role in U.S. voting has spiked along with infection rates across the United States. During the party primaries this year, election officials across the country, Democrats and Republicans alike, have turned to us to provide our fellow citizens a safe and secure way to exercise their right to vote.

A new analysis from the National Vote at Home Institute (NVAHI) shows that half of all primary voters—29 million and counting—voted by mail in dozens of states. In states including Alaska, New Jersey and Maryland, state election officials shifted to 100 percent vote-by-mail elections for the first time. The Postal Service and its employees have saved democracy during this pandemic.

About this, letter carriers and other postal employees can feel great pride. But we need to do more than just feel proud. We need to do two other things. First, we must fight to make sure that vote-by-mail options are available to all Americans in November, when the COVID-19 pandemic is expected to peak as cold weather and the influenza season force us indoors. And second, we need to make an early plan to take advantage of vote-by-mail or other safe voting options in November.

NALC is already doing its part on the first front. We helped found the NVAHI, which we highlighted in the May issue

The Postal Service has always been crucial for our democracy. Our national commitment to freedom of the press and democratic debate made the Post Office essential from the very beginning of our country. The Federalist Papers, essays drafted to convince the states to ratify the Constitution, were disseminated through the Post Office. Absentee voting began during the Civil War, with the votes of union soldiers far from home securing the re-election of Abraham Lincoln.

Over time, the postal role in elections has only grown. Today, some 8,000 election boards across the United States rely on

of *The Postal Record* with an interview with its CEO, Amber McReynolds. She and her team are the nation's go-to experts on mail balloting; they have been working with dozens of states to expand vote-by-mail in this year's elections.

But you can urge your representatives at all levels of government to make sure mail ballots are available in November. Even as we have lobbied for financial assistance to the Postal Service, we've also been working with coalitions to secure additional funding for state and local election officials in the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, challenging the Senate to follow the House's lead on such funding.

On the second front, it is important for every NALC member to decide this month how you are going to vote safely in November. Make sure you are registered to vote, and then make a plan to vote safely. Voting by mail or taking advantage of early voting options are great ways to minimize the risk of voting during a pandemic—as front-line workers, carriers understand this risk better than most. Do what you can to avoid standing in long lines on Election Day, indoors and in crowded spaces. In most states—now including Michigan, Pennsylvania and Virginia, thanks to our partnership with NVAHI and others—you can apply online or through the mail to vote by mail (or absentee) this fall, without any excuse needed. Many states are sending out mail ballot applications automatically. Other states require you to apply—or allow absentee voting only under certain circumstances (based on your age, your health or your inability to get to the polls on Election Day, etc.).

The time to find out what the rules are in your state is *now*. Don't wait until deadlines pass. To find out the rules in your state, and to request a mail ballot, visit the website of your secretary of state or state election board—you can find the links for your state at voteamerica.org or vote.org. But don't stop there—make sure your family members, friends and neighbors know about vote-by-mail this year, too. As a letter carrier, you are a respected expert on vote-by-mail—use your knowledge to make voting safer this year for all Americans.

Given the public health crisis and the serious recession our country now faces, the 2020 election is shaping up to be the most consequential election in our lifetimes. Next month in this magazine, NALC will make an endorsement in the presidential race based on the issues our members face as postal employees and as workers, knowing full well that all of you will make your own decisions based on the issues most important to you. The vital thing is that you vote—and that you vote in the safest way possible. Let's deliver democracy to everybody this year, including to ourselves.



National Association of Letter Carriers, AFL-CIO

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

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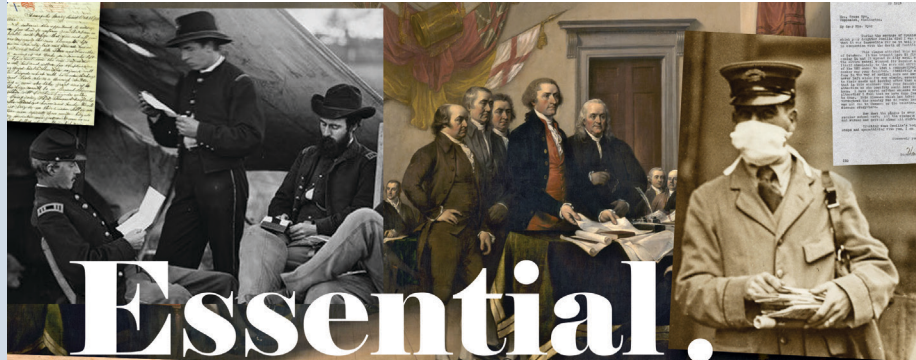
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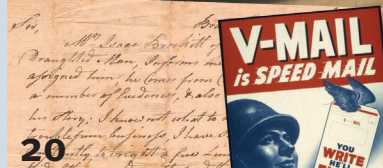
The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



Essential service

In times of adversity, the country recognizes the importance of its mail and letter carriers



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A smile that lit up America



Philip
Dine

Kelly Mathaw had us from the get-go.

The ebullient yet modest Detroit letter carrier captured the moment with her depiction of what it means to be a letter carrier in these times—the challenges, but also the added meaning of the job, her pride in “being out there each and every day” for her customers, the sense of reassurance they derive from the presence of carriers, the gratitude she and her co-workers get in turn from those residents.

She conveyed all that in 30 seconds while delivering her route, before tossing her head back in a hearty laugh. The program was then tossed back to a television host unable to suppress a big smile.

I figured that millions of Americans were reacting the same way, because—let’s not mince words—Kelly lit up the TV screen.

Not just any TV screen—this was the “Macy’s 4th of July Fireworks Spectacular” from New York City, broadcast by NBC in prime time on the nation’s 244th birthday. The two-hour show annually draws triple the audience of any other program that night; this year was no exception, with about 5 million people watching.

Kelly, a 26-year postal veteran, was featured in one of the program’s vignettes of inspiring Americans sprinkled between the musical performances. This was the second time in less than three months that she’d dazzled the nation, following her appearance on “Kelly & Ryan” on ABC, the most-watched morning entertainment show.

After the July 4 program, an NBC vice president emailed me: “She did a great job!” Kelly has since been greeted affectionately as “superstar” from proud customers on her route of 16 years.

Funny thing is, the last person to regard Kelly as a star is, well, Kelly.

If she’s willing to endure the natural nervousness of being on a show (or two) reaching millions of people, willing to take time from roles that include shop steward, safety captain and CCA facilitator, it’s because she’s motivated by something beyond herself: her love for her job and her customers, and her desire to try to help preserve the U.S. Postal Service—for the benefit of those customers, her co-workers and our country.

This month marks a decade at this job. Over that span, I have watched in awe as you’ve accepted the union’s communications challenge and run with it, aggressively and creatively, but in a disciplined and positive fashion. You have changed the national conversation about postal issues by getting the facts out and dispelling the misleading

conventional wisdom.

It’s easy to regard as routine what you’ve accomplished, because your efforts have been so consistent and steady; just as it is easy to forget how little most Americans—including reporters covering postal issues—knew just a few years ago.

Having walked in their shoes, I have no qualms about calling out journalists, but sometimes you can only shake your head. I remember calling a reporter at a leading newspaper years ago, to chastise him for misrepresenting postal finances by leaving out pre-funding’s impact. I patiently explained that if USPS hadn’t had to pre-fund future retiree health benefits, it would have had a profit of several hundred million dollars the previous year. He immediately shot back in a triumphant tone: “Yeah, Phil, and if my old college in Virginia didn’t have to play the first half in their last basketball game, they would have won.”

Whaddya do?

Well, one thing you do is rely on the grassroots efforts of letter carriers around the country who’ve written thousands of letters to the editor or commentaries for their local newspapers, given interviews on radio or TV, engaged with reporters or alerted us when we should step in to set the record straight.

In so doing, you have educated the media, informed the public by your words and by fostering more accurate reporting, and influenced the politicians directly (they consume the news) and indirectly (as motivated constituents reach out to their representatives).

Now, during the pandemic, you are delivering another message—less about policy and more about the valor of carriers and the essential nature of your job. You’re doing that not only by your work on the route, but also by getting the word out through the media.

Whether it’s Kelly’s compelling TV appearances or an eloquent letter to the editor in *The Ellsworth American*, a Maine weekly, by John Curtis, a retired letter carrier (and, fittingly, NALC’s 2015 Heroes of the Year Education Award winner, past editor of his branch’s *Maine Letter Carrier* and former state scribe), each of your actions is an integral part of a communications effort more vital now than ever.

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News from Washington

Bipartisan postal relief bill introduced in Senate

On July 2, Sens. Susan Collins (R-ME) and Dianne Feinstein (D-CA) introduced the Postal Service Emergency Assistance Act (S. 4174) to provide funding to help offset the Postal Service's COVID-19-related financial losses.

The bill would provide \$25 billion in direct relief to USPS through the establishment of a Postal Service COVID-19 Emergency Fund to make up the difference between revenue and expenses during the pandemic, with the fund available through Sept. 30, 2022.

The bill also makes clear that the \$10 billion Treasury Department loan includ-

ed in the Coronavirus Aid, Relief, and Economic Security (CARES) Act, signed into law in March, would be subject to the terms and conditions agreed upon in the note purchase agreement between the Postal Service and Federal Financing Bank from Sept. 29, 2018. These terms would be far more favorable than the conditions that the Treasury reportedly is insisting on, but refusing to make public, for the funds to be secured.

The provisions outlined above are consistent with NALC's immediate priorities related to COVID-19 and are similar to provisions contained in the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, which the House passed in June.

Unlike the House-passed postal provisions contained in the HEROES Act, S. 4174 would direct the Postal Service to report to Congress that funds are being used for the sole purpose of dealing with COVID-19, a requirement acceptable to NALC.

Unfortunately, the bill includes language that cites lost volume as the principal cause for Postal Service losses, which does not reflect the entire picture. The requirement to pre-fund retiree health benefits is the principal cause of the Postal Service's financial condition, leaving it more vulnerable to the effects of the pandemic. In addition, S. 4174 includes unnecessary language regarding a 10-year plan that is already underway. Despite those minor shortcomings, this legislation is an important marker.

While NALC has not endorsed any particular relief package—including S. 4174—the union continues to lobby aggressively for direct financial relief, as well as favorable loan terms and conditions as outlined above. NALC hopes that the bipartisan and bicameral calls for immediate financial relief will be

part of the conversation among House and Senate leadership and the White House when negotiations over the next relief package resume.

NALC members should continue to call on members in the House and Senate to include relief in the next package. Go to the "Government Affairs" page of nalc.org to find our fact sheet and to contact your members of Congress.

House passes Moving America Forward Act with postal infrastructure investment

July 2 also saw House passage of the Moving Forward Act (H.R. 2), a \$1.5 trillion infrastructure bill that invests in roads, rail, public transit, ports, aviation, energy and water.

Of particular note, the final bill included \$25 billion for postal infrastructure modernization, including \$6 billion to upgrade postal vehicles. The bill requires that 75 percent of the new fleet consist of electric or zero-emission vehicles. For medium/heavyweight vehicles, the electric/zero emissions requirement would be 50 percent by 2030 and 100 percent by 2040. The bill would require the Buy America Act provisions with regard to vehicle procurement. The bill also would equip each postal facility with electric charging stations, at least one of which would be made available to the public, officers and employees of USPS.

During House floor consideration, Rep. Jody Hice (R-GA) offered an amendment to strip the infrastructure funding for the Postal Service. To streamline floor debate and the time House members are on the floor in close quarters, that amendment was lumped into a set of completely unrelated amendments and considered *en bloc* (all together). The other Republican-led



Rep. James Comer (R-KY)



amendments dealt with rail, eminent domain, the Bureau of Reclamation and state permitting of dredging.

The *en bloc* amendment failed overwhelmingly by a vote of 179-241. Ten Republicans joined the Democrats in opposing the package of amendments: Reps. John Carter (R-TX), Brian Fitzpatrick (R-PA), Kay Granger (R-TX), John Katko (R-NY), Peter King (R-NY), Tom Reed (R-NY), John Rutherford (R-FL), Chris Smith (R-NJ), Elise Stefanik (R-NY) and Jeff Van Drew (R-NJ).

NALC appreciates members of Congress on both sides of the aisle who recognize the need for relief for the Postal Service, including the infrastructure relief that H.R. 2 would provide.

H.R. 2 is not expected to be considered by the Senate, which has its own ideas about how to tackle infrastructure.

Senate Democrats introduce resolution calling on relief for Postal Service

July 2 brought more postal-related activity. This time, it was all 45 members of the Senate Democratic caucus, led by Sen. Cory Booker (D-NJ) and Senate Minority Leader Chuck Schumer (D-NY), who introduced a resolution (S. Res. 644) calling on Congress to appropriate funds to cover lost revenues due to COVID-19.

The resolution highlights the need to “ensure that the Postal Service maintains its services and remains an accessible, independent establishment of the federal government.”

As justification for relief, the senators highlighted the cost, reliability, efficiency and service to all communities in rural and urban areas. The resolution goes on to pinpoint essentials such as medications that move through the mail, and touts the importance of six-day mail delivery and the value of last-mile delivery. In addition, the resolu-

tion specifically references the 630,000 employees and more than 100,000 military veterans who serve the needs of the \$1.6 trillion national communications industry tied to 7.3 million jobs.

The resolution comes at a pivotal time, with the Senate expected to consider whether another relief package will be coming before Congress departs for August recess. It was expected Aug. 7.

NALC appreciates the intent of the resolution and continues to call on Congress to provide relief in its next package for the Postal Service as we continue through this time of great uncertainty in the economy. NALC members should encourage all senators to join calls for immediate financial relief.

New ranking member on House Oversight and Reform Committee

In other major news from the House Oversight and Reform Committee (COR), Rep. James Comer (R-KY) has been selected as ranking member of the committee, replacing Rep. Jim Jordan (R-OH), who recently took over as ranking member of the House Judiciary Committee.

Comer was elected to Congress in 2016 to serve the 1st Congressional District of Kentucky, which is the westernmost part of the state. Comer grew up in Monroe County and studied agriculture at Western Kentucky University, and later bought the first of what would become Comer Farms, which continues to operate in the state.

Comer began his career in public service in 2000, when he was elected to the Kentucky State House. In 2011, he was elected to become Kentucky’s commissioner of agriculture. Throughout his career in the state and in Washington, Comer has touted a record of conservatism and interest in curbing government waste, fraud and abuse.

“I believe our role should be to seek

the truth, and that’s what I’m going to do as ranking member and I’m blessed to have a great committee—that’s a committee filled with a lot of fighters and a lot of institutional knowledge,” said Comer. “I am excited to take the reins as ranking member and take my obligation to pursue legitimate waste, fraud and abuse in government very seriously.”

Comer also serves on the House Agriculture Committee and the House Education and Labor Committee. Prior to his selection as ranking member of COR, he was the ranking member of both COR’s Subcommittee on the Environment, and the Education and Labor Committee’s Subcommittee on Civil Rights and Human Services.

As it relates to the Postal Service, aside from co-sponsoring H. Res. 54, which calls on Congress to maintain six-day mail delivery, there is little information regarding Comer’s postal priorities. He has not co-sponsored House resolutions on door delivery, Postal Service privatization or service standards. In addition, he opposed the USPS Fairness Act (H.R. 2382) when it came up for a vote in February.

“NALC congratulates Ranking Member Comer on his new assignment and looks forward to working with him,” NALC President Fredric Rolando said. “Now more than ever, and with so much uncertainty during the COVID-19 pandemic, NALC stands committed to working with Ranking Member Comer and Chairwoman Carolyn Maloney (D-NY) to ensure that the Postal Service continues to serve communities and businesses while providing good middle-class jobs to our people on the front lines.” **PR**

NALC Financial Statement

NATIONAL ASSOCIATION OF LETTER CARRIERS OF THE UNITED STATES OF AMERICA
UNCONSOLIDATED STATEMENT OF CASH RECEIPTS AND CASH DISBURSEMENTS BY FUND
FOR THE SIX MONTHS ENDED MARCH 31, 2020

	General Fund	Building Fund	Convention Fund	Legislative and Political Action Fund	Public Relations Fund	Political Education Fund	Doherty Scholarship Fund	Subtotal Unrestricted Funds	Donelson Scholarship Restricted Fund	Total All Funds
Cash Receipts										
Per capita tax	22,298,473	99,645	94,662	49,821	19,929	298,934		22,861,464	2,753	22,861,464
Investment income	5,035,109	532,712					10,076	5,577,897		5,580,650
Postal record advertising income	840							840		840
Inventory sales	86,091							86,091		86,091
Contributions	250,006							250,006		250,006
Service Allowance transfer	8,000,000							8,000,000		8,000,000
Other income	399,937							399,937		399,937
Building Corporation transfer	750,000							750,000		750,000
Total Cash Receipts	36,820,456	632,357	94,662	49,821	19,929	298,934	10,076	37,926,235	2,753	37,928,988
Cash Disbursements										
Salaries and other compensation	11,947,249					33,672		11,980,921		11,980,921
Benefits and employment taxes	5,145,028					2,750		5,147,778		5,147,778
Office and administrative expenses	1,995,693	20,092				4,925		2,020,710		2,020,710
Contributions, awards & Affiliation & fees	129,008					5,000		134,008		134,008
Professional expenses	1,070,131							1,070,131		1,070,131
Travel	3,054,220		7,684			172,345		3,054,220		3,054,220
Communications & publications	2,752,536					173		2,932,565		2,932,565
Office occupancy	1,819,112		11,511					1,830,796		1,830,796
Capital assets purchased	915,436							915,436		915,436
Total Cash Disbursements	1,202,905	20,092	19,195	0	0	218,865	0	1,202,905	-	1,202,905
Excess of Cash Receipts over Cash Disbursements	6,789,139	612,265	75,467	49,821	19,929	80,068	10,076	7,636,765	2,753	7,639,518

Nicole Rhine
Secretary-Treasurer

NALCREST

NALCREST FOUNDATION, INC.
FINANCIAL REPORT
FOR THE SIX MONTHS ENDED JUNE 30, 2020

Revenue	June 30, 2020
Rental revenue	\$ 1,296,400
Revenue - laundromat	17,968
Revenue - bingo	16,499
Revenue - USPS	19,750
Other Income	1,738
Interest Income	6,638
Total Revenue	\$ 1,358,993
Operating Expenses	
Payroll	\$ 190,462
Payroll Taxes	14,570
Insurance - Health	60,776
Insurance - worker's compensation	7,599
Insurance - Commercial/General Property	139,974
Real Estate Taxes	111,069
Development Taxes	5,558
Taxes, Licenses & Fees	6,096
Loan Payments to NALC	20,936
Utilities - water	148,854
Utilities - electricity	31,843
Utilities - cable	49,671
Utilities - gas	12,387
Utilities - telephone	2,079
Trash Removal	24,821
Pest Control	760
Landscaping and Grounds Keeping	45,609
Repairs and Maintenance	54,532
General Facility and Office Supplies	121,009
Bank and Credit Card Fees	21,813
Expenses - pool related	9,078
Expenses - bingo related	1,431
Events	2,292
Marketing & other advertising	125
Total Expenses	\$ 1,083,344
Net Profit (Loss)	\$ 275,649

OFF THE CLOCK

The COVID-19 pandemic has changed much about the way letter carriers do their job, including how they prepare for work, interact at the office, maintain a social distance on the route and clean up after work to return home. But the changes also have had a significant effect on their lives off the job.

While letter carriers all have the same job, what they do off the clock makes them unique. Some letter carriers have families, large or small. Some have hobbies or play sports. Some are young or new to the job, some are experienced letter carriers, some are enjoying retirement.

We asked carriers to share stories about how their lives off the route have been affected by COVID-19, and here are examples of what they had to say.

Nancy Farrell Luster has previously been named “Elk of the Year” by her local Elks club, but this year, she’s been unable to engage in one of her favorite activities with the social club: fundraising.

The Portland, OR Branch 82 member has been a letter carrier for 32 years and a member of the Milwaukie-Portland Elks 142 for the last seven years. She heads up the social club’s Holiday Baskets group, which provides 500 turkeys as well as canned food and toys to members of the community at Christmastime.

“I was taught as a child that we must give back to our communities,” Farrell Luster said. “There is always someone less fortunate than you.”

She’s also active in the Elks’ veterans group. Just recently, she learned that the city had built a 22-unit apartment complex for homeless veterans, so she convinced the group to provide “welcome home kits” for all of the

units. The kits included blenders, first-aid supplies, hangers, storage containers and other useful household items.

“The smile on those vets’ faces when they got [the kits was] priceless,” she said.

Farrell Luster also misses many of the other social activities at the club, such as playing corn hole and bingo. But she has found other ways to make the best of the changes, such as socializing with her neighbors on the other side of the fence around her yard.

“We have fires in our yards and talk, pull chairs up to the fence and laugh,” the carrier said. The neighbors have planted gardens to share, taken walks while social distancing and “even got the sidewalk chalk and bubbles out and play,” she said.

“This is a stressful time, but I am lucky. I have great friends, neighbors, family and co-workers,” she said. But mostly, “I look forward to having fundraisers at the Elks again.”

“Since the outbreak, I have had to become my kids’ teacher,” **Jenny Wilson** said. Her children were first- and fourth-graders when the outbreak occurred. “Every night, after working eight hours plus, I had to learn lessons, review homework, read for 20 minutes, etc.”

The Snohomish County, WA Branch 791 member has been a carrier for 14 years and a makeshift teacher in recent months. She said that school time for her would begin after dinner, when she would check both kids’ assignments and help them complete what they hadn’t finished that day. After putting them to bed, she would plan the lessons and assignments for the next day.

Her husband, who has his own full-time job, helped with the math homework and with the iReady assignments, an online tool that some schools use for distance learning. The children’s

CARRIERS SHARE THE STORIES OF HOW THEIR LIVES HAVE CHANGED BECAUSE OF COVID-19



Nancy Farrell Luster



Jenny Wilson and her family

grandparents live with Wilson and look after them during the day.

Of course, things changed again when the school year ended and there weren't any more school assignments. But they got workbooks for the children to help them prepare for school in the fall, which might continue to be through distance learning.

"Now that summer has begun, it's harder to keep the kids inside," she said. "We are planning day trips to faraway locations so we don't run into people." The summer plans had included camps for the kids and playing soccer in a local league for Wilson and her husband. Now they drive up to the nearby mountains and hike the trails instead.

"It gets a little stressful when the kids just want to be outside with friends," she said. To keep them all busy, the family has started several home projects.

"It's been hard working full time and being a full-time mother and teacher, but we are making it happen," she said. "I wish we had a better program at work that will allow us to get the time we need with the kids in this pandemic without worrying about money, but we are in the front line, so we will make the best of the current situation."

For **Cie Siyavash Sharp**, the pandemic has made it harder for her to care for her mother. "Two weeks after the first case of COVID-19 was recorded in America, my mother became ill" from an unrelated cause, the Long Island Merged, NY Branch 6000 member said, adding that "in one day, she forgot most of what happened in the past 20 years."

Long Island was home to one of the first and worst outbreaks of COVID-19 in the country, which made it difficult

for the second-year carrier to get the help she needed.

"I could not find her a decent neurologist in a timely fashion because [most] outpatient doctors' appointments were canceled because I live and work in a COVID hot spot," Siyavash Sharp said. "My mother cannot stay alone anymore and needs a home health care aide. The provider and agencies told me they don't have anyone to be my mother's aide because of COVID-19."

Siyavash Sharp was able to use leave through the Family and Medical Leave Act, but only for 10 days.

"I am riddled with anxiety because I cannot simultaneously retain my job and be with my mother since the system failed her," she said. "I have contemplated resigning, but of course for now that would be financial suicide."

"This is an ongoing problem that has no end in sight."

Several carriers who responded to our question on social media about how the pandemic has affected their lives off the job left short but illustrative responses:

- "I have a niece and a best friend's daughter who have compromised immune systems. I have not been able to visit with anyone from either of their households since before any of this happened."—**Andrew Love** of Cincinnati, OH Branch 43
- "I want to be around my kids more. My two oldest daughters live out of state. I'm looking to relocate closer to them soon. Hopefully!"—**Shronda Young** of Ann Arbor, MI Branch 434
- "What personal life? It's nonexistent when you're a CCA. All you do is deliver mail eight to 10 hours a day. When you're lucky enough to get a day off, your body is so

tired.”—**Vanessa Allen** of Garden Grove, CA Branch 1100

- “When [my husband and I] are tired of being in the house, we go to the store with masks and sanitizer. But one goes in first and then the other one, because the one who stays in the car is watching my daughter. I don’t want her going inside the store for any reason.”—**Melissa Garay** of Tampa, FL Branch 599
- “Other than bars not open...nothing has changed.”—**Jeff Adamson** of Baltimore, MD Branch 176

For letter carriers **Justin** and **Tia Hill**, life during the COVID-19 pandemic has brought many changes, but they’ve tried to find a way to stay positive through them. Justin, a member of Emerald Coast, FL Branch 4559, and Tia, a member of Pensacola, FL Branch 321, have three children. Their oldest child, Landon, 8, has health issues, which meant that the family needed to take extra precautions.

Along with a 2-year-old sister and a 3-year-old brother, Landon could no longer go to school or day care. But the Hills found a solution that not only worked for them, but helped a member of their community, too.

At the day care facility the children attended, one of the teachers was having her hours cut back and needed a way to make money. The Hills hired her to work for them.

“She treated our kids like family and basically has become family,” Justin said. “So, when her hours continued to get cut, we decided and she agreed we would hire her full time for us, instead of using day care. It was a positive for both of us.”

“Day care is one of the easiest ways for a child to get illnesses, so this has

helped and has turned into the new normal,” he said. “We also are now considering homeschooling for this next school year.”

Knowing that money is tight for many, Tia, who has a hobby business of grooming dogs, is setting up with animal shelters to groom dogs for free.

“A co-worker mentioned [shelters] to us as potential clients,” Justin said. “But Tia refuses to accept payment.”

The family orders from local restaurants to help them stay in business. “We are beyond blessed with having a great career, due to the hard work of the NALC, so whatever we can do for the community is important to us,” he said.

When asked about his family’s positive outlook during these trying times, Hill said, “Well, it’s definitely hard. Everyone is on the edge. I truly believe for myself it’s with integrity...it’s important to stay real and be myself.”

There’s a saying that you don’t know what someone else is going through until you walk in their shoes. Now is a time when people need greater understanding and kindness, because everyone is struggling in one way or another—often in ways that aren’t noticeable at work.

“Even though letter carriers wear the same uniform and perform the same job, we’re all different,” NALC President Fredric Rolando said. “We truly represent the diversity of our country. That is one of our many strengths, and that strength is needed now more than ever. Please look out for one another.” **PR**



Above: Justin and Tia Hill

Below: Tia Hill’s hobby business of grooming dogs has been affected by the pandemic, but the Branch 321 carrier is looking into grooming at shelters as a way of giving back to her community.



On the record

The actions of the Trump administration and the 116th Congress

As we prepare to vote in the November elections, it is important to be armed with complete information about our elected officials in Washington. Given the overwhelming flood of news that confronts us each day with the COVID-19 pandemic, partisan battles over how to address the deep recession we face and the racial justice crisis that our country is grappling with, it can be challenging to recall what this administration and Congress have done—or not done—on matters affecting carriers and working families in general. Here, in one place, is a series of timelines outlining the record of President Donald Trump and the 116th Congress on letter carrier and working family issues.

The Trump record

Postal policies

The first timeline focuses on the administration's policies toward the United States Postal Service. Overall, it demonstrates a record of unmitigated hostility toward USPS and its employees:

Oct. 27, 2017: Nominated David Williams, Robert Duncan and Calvin Tucker to serve on the postal Board of Governors; Duncan and Williams were confirmed by the Senate.

Dec. 29, 2017: Tweeted about the Postal Service losing billions of dollars, falsely suggesting that the losses were due to the agency not charging Amazon and other companies enough for package delivery. Claimed the Postal Service was getting “dumber and poorer.”

March 29-April 3, 2018: Launched a several-day tweet storm at the Postal Service, referring to it as Amazon’s “delivery boy.”

April 12, 2018: Announced the formation of the White House Task Force

on the United States Postal System to evaluate Postal Service pricing, policies and workforce, to be led by the Department of the Treasury.

June 21, 2018: Through the Office of Personnel Management (OPM), released a report called “Delivering Government Solutions in the 21st Century: Reform Plan and Recommendations,” which called for massive cuts throughout the federal government as well as the privatization of the Postal Service.

Sep. 6, 2018: Nominated Ron Bloom and Roman Martinez to the Postal Board of Governors. Neither were confirmed before the 2018 election.

October 2018: Announced intent to withdraw from the United Postal Union (UPU) after it refused to adopt pricing policies long advocated by UPS and FedEx. Nearly a year later, the administration decided to stay in UPU following a deal on international rates with China and European countries.

Dec. 4, 2018: Released the White House postal task force report, “USPS: A Sustainable Path Forward.” It called for massive service cuts; huge price increases on packages, pay and pension cuts; repeal of the collective-bargaining rights of postal employees; the outsourcing of postal jobs; and a major downsizing of the Universal Service Obligation (USO) to just “essential” First Class mail. In addition, the report proposed massive cuts to Federal Employees’ Compensation Act (FECA) benefits and elimination of the Federal Employees Retirement System (FERS) basic annuity in favor of a pure defined contribution plan.

Jan. 16, 2019: Renominated Ron Bloom, Robert Duncan, Roman Martinez and Calvin Tucker for the postal Board of Governors, since their nominations failed to advance in the previous

Congress. But the White House refused to renominate David Williams, whose holdover year term was set to end in December 2020. Tucker’s nomination was rejected; the others were confirmed.

March 11, 2019: Released its Fiscal Year (FY) 2020 budget proposal, which included White House postal task force proposals and the policies outlined in the OPM’s report.

June 2019: Nominated Ashley Polling and Ann Fisher to serve on the Postal Regulatory Commission (PRC). Both were confirmed.

Aug. 1, 2019: The Treasury Department demanded major policy changes before it would renew its credit line agreement with the Postal Service, in a brazen attempt to force the Postal Service to adopt some of the policies proposed by the White House postal task force. The Board of Governors, led by David Williams, opposed the loan conditions.

Dec. 19, 2019: Nominated William Zollars, a former transportation company executive, to serve on the USPS Board of Governors.

Feb. 10, 2020: Released its FY 2021 budget proposal, which once again included previously proposed budget cuts and the White House postal task force’s recommendations.

March 2, 2020: Nominated Captain Lee Moak, a former union president of the Air Line Pilots Association, to serve on the postal Board of Governors.

March 16, 2020: Opposed a \$25 billion appropriation for the Postal Service in the Coronavirus Aid, Relief and Economic Security (CARES) Act, which had passed the House of Representatives earlier in the month. The final version of the bill provided only an additional \$10 billion loan to the Postal Service, subject to Treasury Department conditions.

April 24, 2020: Tweeted that the Postal Service is a “joke” that must raise prices if it wants COVID-19 relief. Hours later, Trump remarked that he’d never let the Postal Service fail, stating that the “people that work there are great and we’re going to keep them happy, healthy, and well!”

April 30, 2020: David Williams resigned from the Board of Governors to protest Treasury Department meddling in Postal Service operations and management.

May 6, 2020: The Trump-appointed Board of Governors selected Louis DeJoy, a businessman and a leading Republican Party fundraiser, to become next postmaster general.

May 26, 2020: Tweeted that vote-by-mail would lead to corruption and fraud because California planned to send ballots to all registered voters living in the state, prompting Twitter to add a “Civic Integrity” warning label to the tweet so as to not confuse voters.

June 22, 2020: Tweeted claim that mail-in ballots would lead to a “rigged election” and would be printed by foreign countries, prompting Twitter to add a “Civic Integrity” warning label to the tweet so as to not confuse voters.

Actions and policies toward federal and postal employees

The next timeline focuses on the White House’s policies and actions affecting federal employees, which include letter carriers and other postal employees. It is a negative record, across the board:

Jan. 23, 2017: Issued an executive order implementing a federal hiring freeze as one of his first acts as president; the Postal Service was excluded from the order.

May 23, 2017: Through the FY 2018 budget proposal, called for these cuts: increased employee premiums in Federal Employees Health Benefits Program (FEHBP); a pay cut via higher pension contributions for all federal employees by 1 percent per year for six years; the elimination of cost-of-living adjustments (COLAs) for FERS and reduced COLAs for Civil Service Retirement System (CSRS); pension cuts through the use of a high-5 formula instead of high-3 formula for the calculation of federal annuities; cuts to the Thrift Savings Plan (TSP) benefits by lowering the TSP’s G Fund interest rate; elimination of the supplemental annuity for FERS employees who retire before reaching the age of Social Security eligibility; and \$46 billion in cuts to the Postal Service (with the elimination of six-day and door delivery). Nearly all these cuts, which were repeated in budgets for 2018, 2019 and 2020, were blocked by Congress.

Sept. 29, 2017: Issued executive order to disband the National Council on Federal Labor-Management Relations. This kicked off a spree of anti-union executive orders designed to crush the ability of (non-postal) federal unions to negotiate with their agencies on working conditions and other workplace matters, including the right to unilaterally impose management’s collective-bargaining demands.

Dec. 22, 2017: Refused to sign government funding extension, since it did not include \$5.7 billion toward the construction of a wall along parts of the U.S.-Mexico border. The shutdown lasted 35 days, adversely affecting more than 800,000 federal employees at nine agencies who were forced to work without pay. Tens of thousands of contract employees were denied back pay by the White House.

May 4, 2018: Through OPM, called on Congress to incorporate White House budget proposals into stand-alone legislation that would increase FERS pension contributions by federal employees to 7.25 percent of pay (a pay cut of up to 6.45 percent), cut pensions for new retirees by moving from a high-3 to a high-5 annuity formula for FERS benefits, eliminate and reduce COLAs for FERS and CSRS retirees, respectively, and end the FERS annuity supplement for those who retire before qualifying for Social Security at age 62.

Aug. 30, 2018: Announced a federal pay freeze for federal employees (not letter carriers; we bargain for pay), and hours later announced regulations to index capital gains that would result in \$100 billion in tax breaks for the wealthiest Americans.

July 17, 2019: U.S. Department of Agriculture employees working in the Economic Research Service and National Institute of Food and Agriculture were given less than a week to decide whether to relocate 1,000 miles away to Kansas City or lose their jobs. Hundreds of experienced federal employees resigned or retired in protest.

Dec. 12, 2019: The Interior Department’s Bureau of Land Management told its employees to relocate from Washington, DC, to Colorado or lose their jobs. Only 15 percent of the staff moved, causing a brain drain and a loss of expertise.

Worker rights, health and safety, and labor unions

Despite promising to fight for forgotten Americans and to look out for the little guy, the Trump administration amplified the “anti-labor/pro-big business” orientation of the modern Republican Party to an extreme level:

May 27, 2017: The first administration budget proposed massive cuts to Social Security and Medicare as well as cuts to Department of Labor (DOL) budget for hiring and training, while boosting DOL's budget for harassing unions with intrusive monitoring.

June 16, 2017: Reversed the Obama administration's policy of opposing mandatory arbitration clauses in employment contracts in the Supreme Court, siding with companies over workers in *Murphy Oil v. NLRB*. The case presaged the next four years, as the National Labor Relations Board (NLRB) is stacked with anti-union appointees who work to slow down union elections, gag workers by denying their right to communicate through company email, misclassify employees as contractors, deny workers the right to negotiate with multinational franchising companies and make it easier for employers to fire workers for union activity.

June 27, 2017: Argued in the Supreme Court to weaken public-sector unions in the *Janus v. AFSCME* case, reversing a 40-year-old precedent that allowed unions to collect agency fees from non-union members who benefit from labor contracts. The court sided with the administration against workers with the help of Justice Neil Gorsuch, sitting in a seat on the Supreme Court that was seen as being stolen from Judge Merrick Garland, who had been nominated in 2016.

Sept. 5, 2017: Ends Deferred Action of Childhood Arrivals (DACA) and Temporary Protected Status (TPS) for nearly 800,000 immigrants who were brought to this country as children—denying them the right to work and subjecting them to detention, family separations and deportation. Fortunately, the

Supreme Court ruled in July that the Trump administration had violated the Administrative Procedures Act when it repealed DACA—leaving the program in place for now.

October 2017: Refused to preserve or defend a 2016 DOL rule providing overtime protections for 12.5 million workers. Under the Obama administration rule, workers making less than \$51,000 this year would be automatically eligible for overtime pay. In March 2019, the Trump administration's DOL issued a new rule that lowered the threshold to just \$35,300, a move that cost 8 million workers a total of \$1 billion in lost wages.

Dec. 22, 2017: Signed into law the Tax Cuts and Jobs Act, which made permanent huge tax reductions for corporations and the wealthiest 1 percent of Americans, while offering modest and temporary tax cuts for working families. The legislation was riddled with special interest tax breaks to the real estate industry and offers a 50 percent tax credit for overseas profits, incentivizing the offshoring of American jobs.

Jan. 29, 2019: The number of inspectors for the Occupational Safety and Health Administration (OSHA) hit a record low of just 847 inspectors. Meanwhile, OSHA moved to allow companies to self-report on workplace safety.

Feb. 5, 2020: Vowed to veto the Protect the Right to Organize (PRO) Act, the most sweeping labor law reform passed by the House of Representatives in decades—a bill that protects the right to organize as a civil right, increases penalties for companies that fire union activists and expands collective-bargaining rights to millions.

March 27, 2020: Signed into law the CARES Act, which included a repeal of the “Cadillac” tax.

May 14, 2020: Pledged to veto the HEROES Act that would support the Postal Service, require OSHA to issue an emergency safety standard for infectious diseases, and authorize hazard pay (\$13 per hour) for front-line workers, such as letter carriers, during the COVID-19 pandemic. OSHA refused to issue the safety standard under its existing authority—even in the face of an AFL-CIO lawsuit.

June 25, 2020: Asked the Supreme Court to declare the Affordable Care Act (aka Obamacare) unconstitutional and thereby strip 26 million Americans of their health insurance while allowing insurance companies to deny more than 100 million citizens proper health insurance coverage because of pre-existing medical conditions. The court has taken the case and will rule on it after the November election.

The record of the 116th Congress

The 116th Congress has enacted just 147 bills as of this writing, many of which were bills to name post offices, making it one of the least productive Congresses in history. But taking a closer look, the real story is the lack of action in the Senate. The House of Representatives has adopted 571 bills on a wide-ranging number of substantive topics. The Senate, however, has refused to take up most of the bills adopted by the House, including many bipartisan bills, such as the USPS Fairness Act. It has instead focused on filling vacancies in the federal judiciary (200 since 2017), many of which were held vacant by GOP filibusters during the Obama years. Majority Leader Mitch McConnell (R-KY) ended the filibuster rule for federal judges in 2017.

The 116th Congress will be remembered primarily for enacting the United

States-Mexico-Canada Agreement (USMCA), an incremental update to the North American Free Trade Agreement (NAFTA), the impeachment trial of President Trump and a series of COVID-19 pandemic relief bills in 2020. A timeline review of both chambers' NALC-related actions follows.

House of Representatives

Jan. 23, 2019: Issued a continuing resolution (CR) to reopen the federal government (H. J. Res. 28) following a 35-day shutdown in December and January. The final vote was 229-184. The CR was also adopted by the Senate. The shutdown was prompted by President Trump's demand that Congress appropriate more money to build a wall on the southern border. Congress refused. The crisis ended when Trump declared an emergency and redirected Defense Department funds to the wall project, an action that a federal court ruled illegal in 2020.

March 8, 2019: Passed the For the People Act (H.R. 1), a comprehensive election reform bill that included a call for nationwide vote-by-mail. The final vote was 234-193. No action was taken by the Senate.

May 17, 2019: Passed the Equality Act (H.R. 5) to prohibit discrimination on the basis of sexual orientation, extending equal protections to all Americans, with a final vote of 236-173. (Although the bill did not advance in the Senate, the Supreme Court ruled in July by a vote of 6-3 that the Civil Rights Act of 1964 already bans discrimination on the basis of sexual orientation and gender identity.)

July 17, 2019: Passed the Middle Class Health Benefits Tax Repeal Act (H.R. 684) to repeal the 40 percent "Cadil-

lac" tax on health care benefits, with a final vote of 419-6. Also adopted by the Senate.

July 18, 2019: Passed the Raise the Wage Act (H.R. 582) to increase the federal minimum wage to \$15 per hour, with a final vote of 231-199. No action was taken by the Senate.

Dec. 19, 2019: Passed the USMCA trade agreement after House Democrats negotiated improvements with the Trump administration to adopt enforceable labor and environmental standards in the body of the agreement (moving them from the side agreement to the original NAFTA). The final vote was 385-41. Also adopted by the Senate.

Feb. 5, 2020: Passed the USPS Fairness Act (H.R. 2382) to repeal the mandate to pre-fund retiree health benefits. Passage of this bill is NALC's top legislative priority. The final vote was 309-106. No action was taken by the Senate.

Feb. 6, 2020: Passed the Protecting the Right to Organize (PRO) Act (H.R. 2474) to increase protections for workers' right to organize and bargain for higher wages, better benefits, safer working conditions and more. The final vote was 224-194. No action was taken by the Senate.

March 27, 2020: Passed the Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748), a third COVID-19-relief bill. Rather than providing immediate funding for the Postal Service, the bill raised the agency's borrowing authority from the U.S. Treasury by \$10 billion, increasing its indebtedness. The final vote was 419-6. Also adopted by the Senate.

May 15, 2020: Passed the Health and Economic Recovery Omnibus Emergency

Solutions (HEROES) Act (H.R. 6800), a comprehensive COVID-19 response bill providing \$25 billion in relief to the Postal Service to cover the difference between revenue and expenses. The final vote was 208-199. Senate action was pending at the time this magazine was being prepared.

July 2, 2020: Passed the Move America Forward/Invest in America Act (H.R. 2), a comprehensive infrastructure bill that included \$25 billion for Postal Service infrastructure, including \$6 billion for vehicle replacement. The final vote was 233-188. No action was taken by the Senate.

Senate

Jan. 2, 2019: Confirmed Michael Kubyanda to the Postal Regulatory Commission (PRC).

Aug. 1, 2019: Confirmed Ashley Polling and Anne Fischer to the PRC, and Ron Bloom, Roman Martinez and John Barger to the postal Board of Governors (BOG).

Dec. 5, 2019: Confirmed Robert Duncan to the BOG for a second term.

Jan. 16, 2020: Passed the USMCA with a final vote of 89-10. (See House description.)

March 25, 2020: Passed the CARES Act (H.R. 748), a third COVID-19-relief bill. Rather than providing immediate funding for the Postal Service, the bill raised the agency's borrowing authority from the U.S. Treasury by \$10 billion, increasing its indebtedness. The bill also included H.R. 684 to repeal the "Cadillac" tax.

June 19, 2020: Confirmed Lee Moak and William Zollars to serve on the BOG. **PR**

Understanding the grievance procedure

In the last issue of *The Postal Record*, we explained the basic structure of NALC to help new members understand how their union protects letter carriers. This month, we are taking a closer look at how disputes between USPS managers and letter carriers are handled through the grievance procedure.

Letter carriers are protected by the National Agreement (our collective-bargaining agreement) that NALC negotiates with USPS. The National Agreement sets our work rules, pay and benefits, and establishes a procedure for filing complaints, which are called grievances. All letter carriers, including city carrier assistants (CCAs), have rights under the contract and access to a grievance-arbitration procedure if the National Agreement is violated.

Article 15 of the National Agreement lays out the grievance procedure that is used to resolve disputes. Though the process includes several steps, it is designed to resolve disputes and grievances at the lowest possible step. Understanding the grievance process will put you in a much better position to help yourself, your shop steward and your fellow carriers if management violates the contract.

Shop stewards are letter carriers with special training and knowledge of the contract. Stewards are the front line in NALC's efforts to enforce the terms of the National Agreement. Whenever management fails to provide letter carriers with what they are entitled to under the National Agreement, the steward is the first to handle the problem.

"The shop steward is where you start," NALC President Fredric Rolando said. "Talk to your steward if you have

an issue, no matter how large or small the issue may be."

At times, problems are resolved without the letter carriers involved even knowing about it. "When a steward goes to a manager and fixes a problem, or a potential problem, just by informing the manager of the situation or reminding the manager of what the contract requires, sometimes that's enough," Rolando said. "The issue gets nipped in the bud, and letter carriers down the line may never have to deal with the problem in the first place. That's one reason it is important to talk to a steward when you see an issue."

If other attempts to resolve a dispute or correct a contract violation fail, the steward may continue to investigate the issue to determine if a grievance is necessary. A grievance is a dispute, difference, disagreement or complaint between the parties related to wages, hours and working conditions. The process gives each and every letter carrier the opportunity to have a wrong corrected if management has violated a letter carrier's rights under the National Agreement.

The timing of a complaint matters. The National Agreement requires that grievances be filed within 14 days of when the contract violation took place or when the union became aware of the violation. "Be sure to talk to your steward as soon as possible after you become aware of a problem," Rolando said.

In each grievance, the union asks for a remedy. The remedy request should accomplish a few goals. It should stop future violations and make the carrier whole from anything lost as a result of the violation. It is important to give your shop steward all of the informa-

tion about the issue so that the steward can request the appropriate remedy.

The grievance process has several steps. Every grievance starts with Informal Step A, which involves the steward discussing the issue with the supervisor. This initial step gives supervisors a chance to fix the problem quickly by talking to the steward without much paperwork.

If the grievance is not resolved at Informal Step A, the union may appeal it to Formal Step A within seven days of the Informal Step A discussion.

At Formal Step A, the NALC branch president and the postmaster (or their designees) are responsible for fully developing the facts of the grievance, exchanging relevant documents and meeting to attempt to resolve the grievance.

If the grievance is not resolved at Step A, the union may appeal the grievance to Step B of the process. The union and management Formal Step A representatives each write their facts and contentions about the issue and send them, along with all relevant documentation, to one of the 58 full-time dispute resolution teams (DRTs). Each DRT is composed of a letter carrier and a manager who consider the evidence, consult the National Agreement and try to resolve the grievance. DRT members are jointly trained on the contract and how to apply its terms to resolve disputes.

If the DRT can't agree and instead reaches an impasse, the NALC national business agent (NBA) for the region may appeal the grievance to arbitration. In arbitration, a neutral arbitrator considers the arguments presented by both sides and makes a decision. An arbitration hearing is held, during which NALC and USPS managers

National
Association
of Letter
Carriers
(AFL-CIO)



2016-2019

NATIONAL
AGREEMENT



United
States
Postal
Service

USPS-NALC
JCAM

Joint
Contract
Administration
Manual

United States Postal Service
and
National Association
of Letter Carriers, AFL-CIO



2014

present evidence and testimony. The arbitrator then issues a final and binding written decision on the grievance.

“Shop stewards stand up for letter carriers, day in and day out, by enforcing the contract on the workroom floor. Their work protects our rights and makes our jobs better and safer,” Rolando said.

To make the job of applying the National Agreement even easier, USPS and NALC publish a *Joint Contract Administration Manual (JCAM)* that clarifies, section by section, the meaning of the contract as agreed upon by both the union and management. With the *JCAM* in hand, stewards and managers can settle many disputes quickly.

To ensure that stewards have the tools and knowledge they need, NALC branches, state associations and Headquarters hold frequent training sessions. Many training sessions are geared to new stewards; others help to

boost the knowledge of experienced stewards and team members who are involved in higher levels of the grievance process. NALC also offers periodic training sessions on specific areas of interest at the national convention and other gatherings.

“The NALC process has proven to be one of the most effective dispute-resolution processes among unions,” Rolando said. “Our grievances are often settled relatively quickly and fairly because everything is disclosed up front,” he added. “The process starts with laying out the facts and then using the National Agreement to determine if a violation has taken place and what is needed to remedy the violation. It encourages confronting the problem head-on and preventing it from happening again in the future.”

Rolando pointed to the small number of cases in arbitration as evidence. Even though NALC is the largest postal union, only a small percentage of grievances from postal employees that

go all the way to arbitration involve letter carriers. Full disclosure of the facts at the beginning of the grievance process generally makes for speedy and fair outcomes—but it also makes a letter carrier responsible for supplying facts, and possibly evidence such as a written statement, up front.

“Your best chance for a successful grievance is to give your steward all of the information you have and whatever else he or she needs to build a solid case,” Rolando said. “Don’t hold anything back for any reason. Help your steward make the best case for you.”

Many shop stewards became stewards after seeing the success of the grievance process, and wanting to help their fellow letter carriers. “Increased knowledge and understanding of the grievance process among all letter carriers will only make the process more successful going forward and get more letter carriers interested in serving as shop stewards in the future,” Rolando said.

If you have further questions about the grievance process, contact your shop steward or branch officer. **PR**

MDA camp in the summer of COVID-19

The COVID-19 pandemic has rewritten everyone's plans for 2020, including those involved with the Muscular Dystrophy Association (MDA), NALC's official charity. But letter carriers have never given up on their support for MDA, and now they are doing what they have done from the very beginning to help deliver the cure—they are adapting.

For almost 70 years, letter carriers have devoted their time to raising tens of millions of dollars and providing volunteer support for MDA. With our help, the organization has made tremendous advances toward medical treatments for muscular dystrophy—including treatments that extend and

improve lives—and has developed programs to help people with neuromuscular diseases live life to the fullest.

NALC's partnership with MDA dates to the earliest days of the charity, which was founded in 1950. The union named MDA as its official charity in 1952, becoming the first such national sponsor of the group. The union's initial nationally coordinated campaign to raise funds for MDA was during Thanksgiving week in 1953, when tens of thousands of letter carriers in more than 800 cities returned to their routes for a second time after completing their heavy-volume holiday mail deliveries. The all-volunteer effort was called "The Letter Carrier March

for Muscular Dystrophy." Individual letter carriers repeated their appointed rounds in the evening, soliciting donations door to door. Because of the late hour, the volunteers got the nickname of "the porch light brigade."

Each year since then, letter carriers have held new and inventive fundraising events, such as bowlathons, raffles, walks and bike rides. Letter carriers also volunteer at MDA Summer Camps, where thousands of children with neuromuscular diseases make friends, grow more confident and get the chance to enjoy life like other kids each summer.

Now, though, such activities have come to a halt as the pandemic has gripped the nation. Traditional fundraising events that brought people together became impossible, and MDA canceled its summer camps for the year.

Instead of giving up, however, MDA and NALC are finding new ways to serve these children.

MDA is conducting online camps this summer to keep children connected and engaged. With the help of adult volunteers who facilitate the conversations, participants are meeting virtually to have fun doing activities including art and craft projects, cooking, making music, scavenger hunts and a virtual escape room.

To sustain NALC's commitment to raising funds for MDA, in support of programs such as summer camps as well as medical research, during the pandemic, NALC Assistant to the President for Community Services Christina Vela Davidson issued a branch Deliver the Cure challenge in July. She asked branches to create a virtual donation page to support NALC's 2020 campaign for MDA, and called on every letter car-



An online ad helping MDA raise money for its Virtual Summer Camp



After the cancellation of her branch's bowlathon, Michele Szafran sold face masks to raise money for MDA.



rier to give at least \$10 to MDA through his or her branch's donation page.

It's easy to create a fundraising page by going to mda.donordrive.com/event/nalc2020 and clicking "create a page." It's that simple. Donations are tracked by branch, with all fundraisers listed on the page.

"Canceling MDA events and camps is disappointing," Davidson said, "but letter carriers are creative, and they don't give up. I look forward to seeing the different ways, including online donor campaigns, that our branches devise to keep resources flowing to MDA in 2020 and to support its vital efforts."

Branches already are busy figuring out ways to make up for canceled MDA fundraisers. Shifting to online donations is helping, and some branches are adapting in other ways.

Rochester, NY Branch 210 is scrambling to make up for a \$10,000 hole in its MDA fundraising goal. The branch holds a golf tournament each May for MDA that usually yields that amount, but it was canceled due to the pandemic, Branch President **Kenny Montgomery** said.

When NALC set up the online donation system and challenged branches to step up, Montgomery and his branch's MDA coordinator, **Jill Morris**, saw an opportunity.

"We thought, 'We'll give it a shot and see what happens,'" Montgomery said. "Within three days, we had \$1,000." At press time, just a few weeks after starting the online donation drive, the branch had raised \$2,700 for MDA.

The online fundraising endeavor has been nearly effortless, he said. "For not doing anything, it's pretty easy," Montgomery said. "We don't have to collect the money. We don't have to deposit the money." There was no event planning or expenses, and the publicity so far has simply involved the branch and individual carriers sharing the fundraiser on social media.

But getting to \$10,000 may require repurposing some of the branch's events, he said. The branch holds another golf tournament each fall, just for fun. Because golf is an outdoor sport that allows for social distancing, and because the virus may have receded by autumn, the branch could hold the fall tournament as scheduled and use it as the MDA fundraiser.

"It's already established. I'm hoping to raise \$4,000 or \$5,000," Montgomery said, "provided everything opens up."

Montgomery also is considering a new way to hold a fill-the-satchel event, something the branch has avoided because it couldn't find a

suitable place. The Rochester Public Market, which hosts farmers and other vendors, has offered a free booth for the branch to solicit donations.

As the pandemic unfolded this spring, **Michele Szafran** turned a setback into an opportunity. "My daughter is a nurse," said the Western Wayne County, MI Branch 2184 MDA coordinator. "She told me about the shortage of masks [for medical staff]." So, Szafran sat at her sewing machine and created several masks for medical workers.

But the cancellation of her branch's annual MDA bowlathon, a competition with nearby Detroit Branch 1 that raised \$5,000 last year, gave her an idea. "When that was canceled, I said we have to do something," Szafran said. She ramped up her mask production, and her "Masks for MDA" fundraiser was born.

At \$8 per mask—\$2 to cover materials and \$6 for MDA—Szafran has sold 200 masks, raising \$1,200 for the charity. She crafts high-quality four-ply masks designed to protect medical staff. She sold many to fellow postal employees but sold additional ones to neighbors and others in her community. By combining the mask sales with the branch's Deliver the Cure online donation challenge, Szafran and her branch hope to make up

for most of the lost revenue from the bowlathon.

Shortly after lockdowns disrupted letter carriers' lives at home but kept them on the job as essential workers, community services director Davidson partnered with Garden Grove, CA Branch 1100 President **Keisha Lewis**; Chicago Branch 11 Vice President **Elise Foster**; and **Larrissa Parde**, Lincoln, NE Branch 8 member and regional workers' compensation assistant. The four carriers reached out to other women in their ranks through social media, including at the "Women of the Satchel" Facebook group, to host a series of virtual ladies' nights using online meeting tools such as Zoom as an MDA benefit.

"It was early April, and everyone was in lockdown mode," Parde said. "We had to do something." The carriers

hosted an online meetup of female letter carriers, with some bringing drinks. The emphasis was on escaping the isolation of lockdown. "We said, 'no COVID talk, no homeschool talk and no work talk.'"

The first online event was so popular that they held two more. About 40 to 50 participants attended each internet get-together. "It was a good way to get people together and almost feel like we were normal again," Parde said. With a short appeal for support and a link to an online donation page, the events raised a total of \$730 for MDA.

Greeley, CO Branch 324 hopes that, with a few safety measures in place, it can replicate the success of last year's inaugural "This is How We Roll for MDA" car show. At press time, the show was set for Aug. 9.

"We will have hand sanitizer around

and masks available," for the outdoor event, Branch President **Rick Byrne** said. "As of now, the event center is still available and ready for us. We are taking it day by day."

As the country has learned, the COVID-19 pandemic is unpredictable, so Branch 324 leaders are prepared to adapt, either by altering the car show event or scrapping it for another event. "We will be ready to make any changes," Byrne said, "and Branch Vice President **Gaylan Olander** is already thinking of ideas of how to change things up if needed. We are having to get a little creative and think outside the box. We have several ideas as backup plans but are hoping to pull off the full event as planned."

If everything goes as envisioned, the branch's car show will enjoy an advantage. "Almost all of the other car shows in the Northern Colorado area have been canceled," Byrne said, "so many car enthusiasts are hoping we can pull our event off, giving them a location and great venue to show their cars, trucks and hot rods."

The creativity never stops for these NALC branches when trying to Deliver the Cure.

As Davidson put it, "Let's unleash our ingenuity and use the tools we have—including online donations—to be there for MDA, as we have been for nearly 70 years and counting." **PR**

It will be a while before campers can return to an MDA camp like this one in Arizona.



Right: Bob Lee in a performance of "Annie"

Below: Lee with members of the church choir

Below right: Lee in costume



The show must go on

By day, Bob Lee delivers his route as a letter carrier, but by night, you can find him belting out a song.

The Boston Branch 34 member, who began his postal career in 1986 and whose longtime route includes the Massachusetts State House, caught the performing bug early. Lee was a member of a marching bugle corps called the Boston Crusaders during high school, and shortly before joining the Postal Service, he briefly instructed high school bands.

More than 30 years ago, the new carrier was recruited to sing in a church choir, and soon a local musical director for community theater pursued him.



"It's a logical thing to go from drum corps to being in front of a crowd," he said. "I started on a few auditions. I got a role and it continued on from there."

Lee then was approached 28 years ago to join a semi-professional dinner theater troupe, Hot Spot Cabaret.

"I was encouraged all along the way by musical directors," he said. "I was very lucky."

The carrier's involvement with his three groups spans the year. His community theater schedule depends on what shows are going on, and he has even directed a few in the past, including "42nd Street" and "Annie." The church choir runs from fall to June, with quiet summers, and the cabaret group is May through December.

With his cabaret club, he performs as part of a musical revue at various venues such as Elks clubs and church groups in Massachusetts—in downtown Boston, in Worcester and on Cape Cod, among other places. "We usually perform, I'd

say, eight to 12 shows a year," he said. These include a big summer show in July and a holiday show in December.

Lee and his fellow entertainers sing, dance and tell jokes in a variety show in the same vein as "The Carol Burnett Show." "We're a throwback to that type of era," he says.

The carrier has no problem getting into character. He has dressed as everything from a member of the Supremes to a circus clown and loves to make people laugh. "We try not to take ourselves too seriously," he says. "We do it for the entertainment of the audience."

A lot of time is dedicated to rehearsing for the performances. "Usually around Columbus Day we gear up for the Christmas shows," Lee says. "It gets more intense as the show approaches."

They have a rotation of musical numbers they know well and plug them in to make up a show. They rotate about 12 to 15 numbers as a big opening act, including medleys from shows such as "Les Misérables" and "Miss Saigon." Lee said he and his fellow performers all own tuxedos and formal wear for finales.

His favorite performers are Danny Kaye and Hugh Jackman, whom he called "well rounded." His favorite role, of those he's played, is Alfie Doolittle in "My Fair Lady," and he would like to play him again. "I'd do that again in a heartbeat," he said.

Though the carrier loves being on stage, he says that stage fright still hits every once in a while. "I'm not a kid anymore, so I have to concentrate on my lines," he said.

With his community theater group, he also helps put together non-profit projects, like shows at about half a dozen local senior developments and at charity benefits. For those, they perform what Lee calls a "road show,"

a 45-minute cabaret-style performance.

Balancing his postal career and performing career can be challenging at times, but it's worth it, he says. "I love being a letter carrier...but doing both can be difficult," Lee said. Sometimes he'll go straight from work to a choir practice to another rehearsal, and some weeks he'll have multiple performances night after night to make it easier for members to block out their calendars.

Lee, who spent six years as a shop steward, says that his co-workers have been supportive of his musical pastime, with up to a dozen attending shows. And on occasion, his colleagues get to hear his talent in the post office. "I do break out [in song] on the workroom floor from time to time," he says.

After cabaret shows, Lee enjoys speaking with audience members, who he says are usually surprised that he's a mailman. More often than not, he'll discover six degrees of separation from the person because of his job.

The coronavirus pandemic has thrown a monkey wrench into his plans, with shows being canceled. "Things have been shut down and it's frustrating," he said.

"We're usually right [now] in the throes of rehearsing for a summer show."

Lee still connects with his fellow entertainers via Zoom every week. "It's good to sit down and trade stories," he said, adding that they can't wait until they're "getting back to what we love to do."

Overall, the carrier is pleased at how his musical career has turned out. "I don't see myself going on Broadway, but you never know," he said. "It gives me great joy and I've made wonderful friends.

"I'm not Pavarotti," Lee added, but "I think I've made a lot of people happy." **PR**





Essential. Service



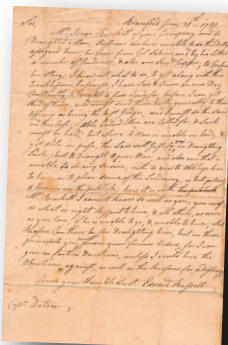
In times of adversity, the country recognizes the importance of its mail and letter carriers

The Postal Service has found itself under an intense spotlight in recent months.

COVID-19 and shelter-in-place orders in many states have caused letter carriers to be designated as essential employees, delivering letters, packages, medications, government checks and other vital items to tens of millions of Americans confined to their homes. Letter carriers have been recognized and thanked for this vital service through countless notes, handmade signs and chalk drawings, as well as in letters to the editor from grateful residents across the country.

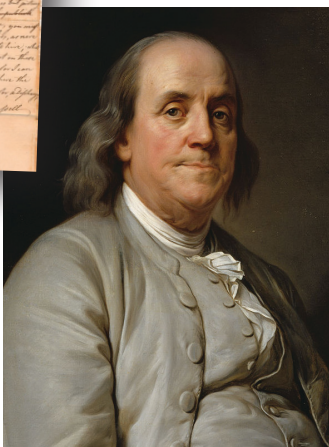
Attention also has been focused on the state of postal finances, with many lawmakers—and citizens—calling for temporary federal financial assistance for an organization seen as even more indispensable than ever during the pandemic. The media have reported heavily on the key role played by letter carriers in allowing people to shelter at home as well as on the financial story, in addition to the issue of vote-by-mail in the fall elections and other postal-related matters.

Given all this, it is worth looking back and reflecting on the importance of the Postal Service to the nation, dating back to even before there was a nation. As they have so many times in the past, U.S. citizens are appreciating the value of the Post Office when they need it most.



Right: Benjamin Franklin was a postmaster general for both England and the new country.

Above: A letter sent during the Revolutionary War

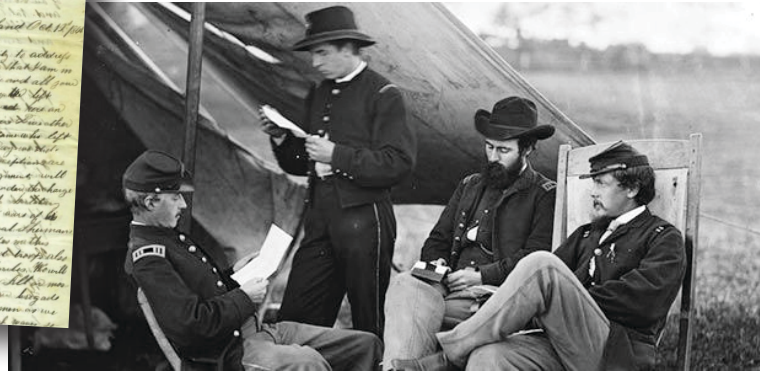
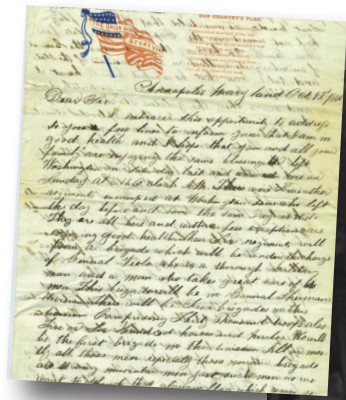


Born in war

Before George Washington was elected president, before the Constitution was written and before the nation even declared its independence, the colonies took care of one of their most pressing priorities: They established the nation's postal service and declared Benjamin Franklin the first postmaster general.

In the early days of the 13 colonies, most mail was sent from England to the colonies or from the colonies to England. There was little mail from one colony to another. And so, the bulk of the mail traveled by

Opposite page (top): The Second Continental Congress, which established the new nation's first postal service
Opposite page: A poster for V-mail
Right: Union soldiers reading letters from home and a letter sent during the Civil War



ship and took months to deliver, with no set schedules and a strong chance that the ship would be blown off course. The lack of post offices in the colonies meant that mail would typically be left at inns and taverns to be picked up.

About 20 years before he became the new country's postmaster general, Franklin served as one of Great Britain's postmasters general in the colonies, based on his experience as postmaster of Philadelphia. He set about making improvements to the postal system, including setting up more efficient routes among the colonies and reducing delivery times by having the weekly mail wagon between New York and Pennsylvania travel both day and night with relay teams. The first rate chart, which standardized delivery costs based on distance and weight, also was created by Franklin.

The improvements he made didn't stop the British from firing Franklin in 1774 for his revolutionary activities. But a year later, he was appointed the fledgling country's postmaster general by the Second Continental Congress. Franklin held the job until late in 1776, when he was sent to France as a diplomat. But the country could now safely, discreetly and reliably correspond across long distances between states.

The postal system was so important that it was included in the ninth of the 13 Articles of Confederation (the national government system that was set in place before the U.S. Constitution) and later enshrined in the first article of the Constitution.

The Founding Fathers saw the mail as an essential means of guaranteeing the freedom of speech and freedom of the press. One of the first postal laws set a special discounted rate for newspapers. But it also helped this large, sparsely populated country grow as a single nation. In his esteemed book, *Democracy in America*, Alexis de Tocqueville noted in the 1830s how "the mail, that great link between minds, today penetrates into the heart of the wilderness."

Close to the heart

Even as the country was using the mail to bind together the states and new frontiers, the Civil War would tear those sutures apart. There were only 75 post offices at the nation's founding, but less than a century later, at the start of the Civil War, there were more than 28,000 spread around the country.

Arguably, Americans have never valued the mail more than during the Civil War, because it connected soldiers on the battlefield with loved ones back home. Wagons and tents served as traveling post offices. Soldiers treasured letters from home, reading and responding to them frequently.

Many kept a letter in their pockets to be sent to their families if they died in combat.

The U.S. Post Office Department introduced several improvements during the war that made it easier to send and receive mail. Since soldiers rarely had stamps—and when they did have them, the harsh conditions often turned the stamps from gummed bits of paper into sodden lumps—soldiers were allowed to mail letters without stamps by writing "Soldier's Letter" on the envelope. The postage was collected from the recipient.

In July 1863, the rate chart originally instituted by Franklin was retired when all distance-based letter rate categories were eliminated, and all letters given the lowest rate. That same month, free home delivery of mail was introduced in the nation's largest cities.

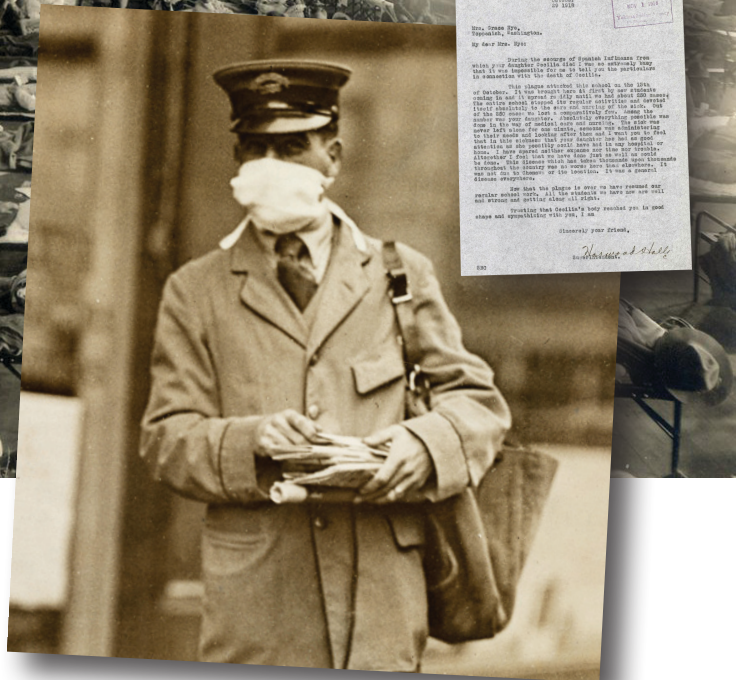
The Confederacy established its own Post Office Department in February 1861, two months before the start of the war. It recruited Southern men who had been working for the U.S. Post Office Department. Many accepted and brought along their expertise, as well as copies of postal forms, postal maps and other supplies.

The United States banned the exchange of mail between citizens of the North and South in August 1861, although smugglers often carried mail illegally across the lines. Prisoner-of-war mail was exchanged between the North and South at designated points under a flag of truce. Citizens could also send letters via the flag-of-truce system, although like prisoners' mail, their letters were read by censors and rejected if the contents were objectionable.

Masked delivery

Pandemics help to remind citizens of the value of the mail in the same way that wars do, as seen during the flu outbreak of 1918-19. It was the deadliest pandemic in modern history, with an estimated 500 million infected (almost a third of the world's population at the time) and 50 million people dead worldwide, including approximately 650,000 (of a population of 103 million) in the United States.

The first U.S. cases of what became known as "Spanish flu" were reported in Boston in August 1918 among servicemen who had returned from World War I. Within weeks, the flu jumped to civilian populations and quickly spread to cities nationwide. From coast to coast, local and state governments enacted social-distancing measures—including closing schools, banning public gatherings and shuttering some businesses.



In Washington, DC, 150 postal clerks and carriers fell ill during the first week of October 1918. The postmaster required all carriers and clerks who interacted with the public to wear masks. He also recruited high school boys who were out of school during the closures to work at the post office.

In other locations, especially in the Western United States, post offices reduced or even suspended service.

In some cities, letter carriers were used to deliver important health notices about social distancing, at a time before television or the internet had been invented.

Jenny Lynch, the Postal Service's historian, explains that the value people place on the mail and in their letter carriers often is strengthened during times of crisis, when people aren't looking for goods and services alone, but also for a special connection with the ones they love.

"The ability to connect can be, quite literally, a lifeline during times of extreme stress," she said. "Mail enables the exchange of vital supplies and information. Perhaps even more important, it can provide hope, comfort and purpose."

Shrines to the American life

The nation had known economic hardship before, but perhaps never so much as during the Great Depression, which started in the United States after stock prices took a sharp fall on Sept. 4, 1929, and became even bleaker weeks later with the crash on Black Tuesday, Oct. 29. Over the next three years, gross domestic product fell by an estimated 15 percent and unemployment rose to 23 percent.

The economic hit hurt the Post Office Department along with the rest of the country. In his 1933 report to the president, Postmaster General James A. Farley noted that, "Never

before in the history of the country have economic conditions been reflected in any substantial reduction in postal volume.... The Post Office Department is now confronted with the problem of maintaining its revenues."

To combat the effects of the Great Depression, President Franklin D. Roosevelt pushed through a series of reforms that came to be known as the "New Deal." Within that policy were several rounds of infrastructure legislation that had a tremendous effect on the physical makeup of post offices around the country.

Emergency appropriation laws in 1934, 1935 and 1936 provided about \$188 million "for the emergency construction of public buildings throughout the country, the projects to be selected by the Postmaster General and the Secretary of the Treasury." With this funding, hundreds of cities and towns across the country built new post office buildings.

For New Deal policymakers, merely adding post office buildings was not enough. They saw an opportunity to display America's heritage through murals, sculptures and other artwork. The Treasury Section of Painting and Sculpture beautified hundreds of new and old post offices with scenes from the nation's history, featuring such themes as land settlement, farming, transportation development, city life and Native American cultures. This New Deal artwork was intended to lift the spirits of the people and give them a shared sense of community during the troubled times of the Great Depression.

With economic revival, the financial situation improved dramatically. For the 1935 fiscal year, the postmaster announced a sizable increase in postal revenues and a "substantial increase in the volume of mail." The following year he reported an additional \$35 million increase. By 1940, Post Office earnings were at "an all-time high."

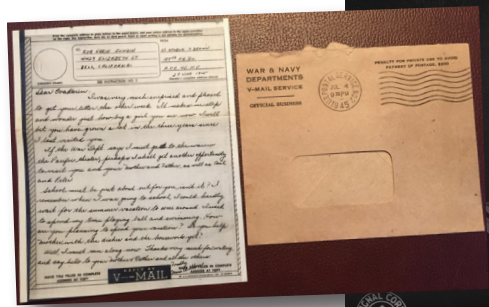
Victory mail

As with previous wars, World War II prompted many people to write letters to their loved ones, especially to



Opposite page (top):
A temporary hospital
set up during the
1918 pandemic
Opposite page: A
New York City letter
carrier wears a mask
while delivering mail
in October 1918 and
a letter about the
pandemic

Right: One of the machines for
photographing V-mail onto film
for delivery overseas
Below: A piece of V-mail



and from those serving in the armed forces. But with the nation preoccupied with moving troops and war materials across the globe as it had never done before, the war effort quickly found itself overwhelmed with mail. Each year of the war, the number of pieces of mail increased. In 1945, 2.5 billion pieces went through the Army Postal Service and 8 million pieces through Navy post offices.

The critical nature of the mail effort was addressed in the 1942 Annual Report of the Postmaster General Frank C. Walker, which said: “The Post Office, War and Navy departments realize fully that frequent and rapid communication with parents, associates and other loved ones strengthens fortitude, enlivens patriotism, makes loneliness endurable and inspires to even greater devotion the men and women who are carrying on our fight far from home and from friends.”

To bring mail service to those serving worldwide, the military postal system required a global network and innovative practice: V-mail, short for “Victory mail.” Used between June 1942 and November 1945, the V-mail system drastically reduced the space needed to transport mail and freed up room for other supplies.

Officially titled the “Army Micro Photographic Mail Service,” War Department Pamphlet No. 21-1 described V-mail as “an expeditious mail program which provides for quick mail service to and from soldiers overseas. A special form is used which permits the letter to be photographed in microfilm. The small film is transported and then reproduced and delivered. Use of V-mail is urged because it greatly furthers the war effort by saving shipping and airplane space.”

An important part of the V-mail system was the use of standardized stationery, which combined the letter and envelope into one piece of paper. These sheets were provided free of charge by the Post Office at the rate of two sheets per person per day. All of the paper used for V-mail had to be the same size and weight, so the pages could be fed into the processing machine for microfilming.

Because the letter was shrunk, letter writers were urged to write in dark ink or pencil. “Faint or small writing is not suitable for photographing,” said the instructions.

The Post Office and the War and Navy Departments worked together in the complex V-mail operation. There were three giant postal centers, one apiece in New York, San Francisco and Chicago, where the letters were photographed. Censors also would read each letter and black out

any critical information before the letter was filmed.

The military was responsible for transporting the reels overseas. The V-mail station overseas would print and distribute them. Each sender station kept the original copies as backups until notified by the receiving station that the reel had been properly transmitted.

All V-mail was sent via air mail, so it was quicker and more reliable than regular mail, which was sent by ship and sometimes lost at sea. V-mail also was free for all servicemen.

V-mail practice saved vital shipping space: 37 mail bags could fit within one mail bag of V-mail and about 1,600 letters could fit on a single 100-foot roll of 16mm film.

Whatever the sending process, mail was appreciated both at home and by the troops abroad. As one serviceman said, “Letters were a great comfort. And the mail was indispensable. We couldn’t have won the war without it. It was terribly important as a motivator of the troops. Mail call, whenever it happened, it was a delight.”

Taking a moment

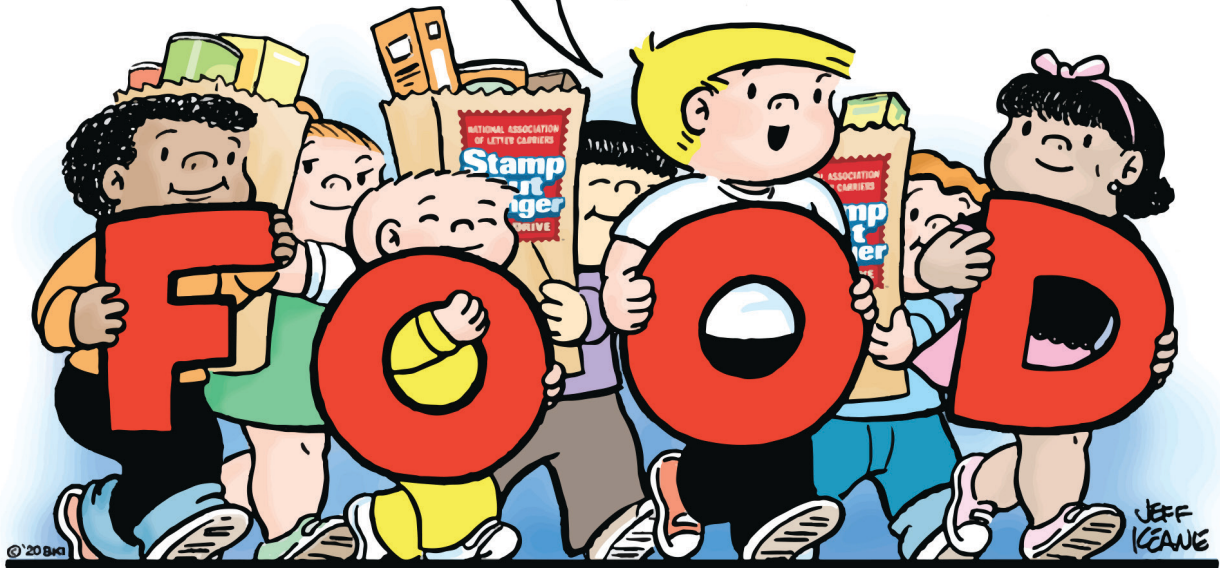
With a history full of stories of how the mail has been essential during periods of challenge or adversity, it is no surprise that many are taking a moment during this current pandemic to recognize the importance of the mail and the people who deliver it.

Casey Cep of *The New Yorker* magazine recently recounted her own family connection to the Postal Service, the current pandemic-related financial struggles of USPS and some of the history of the Post Office.

In the May article, Cep wrote, “The founders were right to realize that the Postal Service isn’t only a way of moving thoughts and goods from every corner of America to any other, but also a way of uniting one of the largest and most diverse nations in the world. At a time when too few things connect us as a country, and too few of us have faith in our public institutions, we can’t afford to lose the one we trust the most.”

How Americans and their government respond to the pandemic and the existential threat it has brought to USPS will determine in large measure what the future of the Postal Service looks like. But if history and current writers are any indication, the nation has always viewed mail—and letter carriers—as essential services and will continue to do so. **PR**

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' DONOR DRIVE

LETTER CARRIERS FIND A NEW WAY TO HELP
THE HUNGRY WHEN IT'S MOST NEEDED

The shelves of food banks across the country should be filled with donated food this time of year, thanks to the annual Letter Carriers' Stamp Out Hunger Food Drive. On the second Saturday in May for the last 27 years, letter carriers have collected bag upon bag of groceries donated by postal customers and left at their mailboxes. The annual effort comes at a critical point on food pantry calendars—holiday donations are largely depleted, while the free or reduced-cost meals from school cafeterias are not available to needy children during the summer.

This year is different on two key counts. The COVID-19 pandemic forced NALC to postpone the food drive for safety reasons. And the economic shutdown caused by the pandemic has increased the problem of hunger—putting additional pressure on food banks as many working people have lost their income and struggle to buy food even as donations decline.

Unsurprisingly, letter carriers are finding new ways to step up to meet the challenge.

To help fulfill the nutritional needs of the one in eight Americans who face food insecurity, including millions of

children, older people and military veterans, NALC has launched a virtual food drive, the Stamp Out Hunger Donor Drive, to raise funds for food banks nationwide.

"As letter carriers in every neighborhood in the country six and seven days a week, we see the need and we cannot wait while food banks struggle, demand grows and people remain hungry," NALC President Fredric Rolando said.

"Each May, NALC's food drive has filled a gap between holiday food donations and the end of free meals in school during summer break,"

COMMUNITY SERVICE

2020 Stamp Out Hunger Donor Drive



For the last 27 years, the National Association of Letter Carriers has been proud to hold the Stamp Out Hunger food drive, the nation's largest one day food drive, on the second Saturday in May. Due to the COVID-19 pandemic, we weren't able to safely collect and distribute food in May this year. However, we will schedule the 28th annual Stamp out hunger food drive when it is safe to do so.

In the meantime, the need for food assistance is more urgent than ever and we want to give everyone the opportunity to continue to help meet that need.

The Stamp Out Hunger Food Drive is a drive with a single mission—to feed the hungry in America, and as always, with your help, we will

Food drive coordinators can find resources to help them in their local communities [here](#).

Find all the media resources such as the PSA video, press release, media plan and flyer [here](#).

Please donate what you can to a food bank in your community. Simply find your state below and click on the link to donate directly. All collections stay in the local community.

Select Your State Food Bank

Pennsylvania Food Banks

Pennsylvania Food Banks

Aldan Union church
7 E. Providence rd.
Aldan, PA 19018
<https://www.eservicepayments.com/>

Allegheny Valley
Association of Churches
1913 Freeport Road
Natrona Heights, Pa 15065
<http://avaoc.org/donate/>

Allicance for Nonprofit Resources
127 South Main Street
Butler, PA 16001
<https://anrinfo.org/product/butler-county-food-bank-donation/>

American Rescue Workers
643 Elmira Avenue
Williamsport, PA 17701
<https://www.arwholly.org/donate>

Armstrong County Community Action Agency
705 Butler Road
Kittanning, PA 16201
<https://secure.squarespace.com>

Beream Fellowship Church

The website where people can pick the food bank in their area to donate to

ally see,” said Ann Snyder, marketing director for the Augusta, GA, area food pantry Golden Harvest, which serves 25 counties in Georgia and South Carolina. “About 50 percent have never needed help from a food bank before.”

For several months, Golden Harvest accepted donations of food in bulk from corporate donors only because of the risk of viral transmission, reducing its supply of food just as the number of families seeking help was growing three-fold.

Golden Harvest expects the additional need to continue after the pandemic wanes. “The virus is going to continue to have fallout,” Snyder said. Many area residents still have no jobs to return to or are logging fewer hours at work. Others are homebound, caring for children who are out of school or summer camp; or are staying home from their jobs without pay because they or their family members have medical conditions that leave them more at risk to the coronavirus. Because they still have jobs, though, many states will not pay unemployment benefits to workers who choose to stay home.

While food donations are always welcome, Snyder said, food banks make good use of cash donations. “With every dollar, we can provide three meals. It really does stretch further than a can of food.” Cash also gives food pantries the flexibility to buy what they need the most, she added.

Rolando said. “This year, the economic crisis and the disruption in food donations have made our support even more important. With the right effort, letter carriers could extend this online food drive to help fulfill the needs of local food banks for many months to come.”

By visiting nalc.org/food, donors can find a food bank in their area to support with an online donation. The site links directly to donation pages on each food bank's website.

As with the traditional Stamp Out Hunger Food Drive, donations will stay in the communities of the donors. Any American, whether in a big city or suburb, small town or rural area, can donate funds for a local food pantry to purchase food and replenish their stocks so that local families can put food on their tables.

As always, our national partners in the food drive—the U.S. Postal

Service, United Way Worldwide, the United Food and Commercial Workers International Union, Kellogg Co., the National Rural Letter Carriers' Association, CVS Health, Valpak, the AFL-CIO and Valassis—will be vital to its success.

Food banks feel stress from two sides

The pandemic is a double whammy for food banks. Safety concerns caused many other benefactors, along with NALC, to suspend food collection, and many food banks stopped accepting food donations from individuals. On the other hand, the sharp economic pain caused by the pandemic has increased the ranks of people seeking food assistance from local food pantries, homeless shelters, church shelves and other places that rely on food banks in their area.

“We've seen about three times as many people asking for help as we usu-

LETTER CARRIERS' DONOR DRIVE

The flexibility of monetary donations could be one of a few silver linings of the shift, for now, to an online donor drive, Rolando said. “By buying in bulk, food banks may end up with more food than donors give at their doors each May,” he said, because of the use the food bank can make of its purchasing resources. “In addition, the period of the donor drive is opened at this point.”

Food pantries eager for help from letter carriers

The response from food banks to NALC’s online fundraising effort shows how significant the need is in this pandemic.

As soon as he reached out to food banks in his region to include them in the virtual food drive, **Ron Oree** heard back from them with their messages of support and thanks.

“The food banks were very excited,” he said. “They were right on it. I was getting phone calls and emails instantly—they were so happy.”

Oree, a member of Flushing, NY Branch 294, is food drive coordinator

For every contribution from a branch’s treasury to a local food bank, NALC Headquarters will match that donation to that same local food bank. Please mail proof of such branch donations and information on the food bank to:

Stamp Out Hunger Food Drive
c/o NALC
100 Indiana Ave. NW
Washington, DC 20001

for NALC Region 15 (New York, northern New Jersey, western Connecticut, Puerto Rico and the Virgin Islands). His outreach was part of setting up the national donor drive.

The larger food banks already had websites with online donation capabilities up and running, Oree said. Some added a website page just for NALC donors; others added code to their website to track donors who clicked through the NALC website donation page, nalc.org/food. Branches can direct donors directly to local food bank donor pages they find on that site through their own websites or social media channels.

The virtual food drive involves much more than website links—as with the traditional food drive, potential donors need to learn about the fundraising effort. Now that local food banks are lined up for donations through their websites, NALC branches and food drive coordinators are working tirelessly to publicize the effort, driving donors to give online.

Oree and other food drive coordinators across the country are working on ways to reach and attract donors.

“We’ll do any way that we can get the word out,” Oree said. “There are different ways we can do it.”

As with every annual food drive, NALC Headquarters is providing publicity resources for food coordinators, including the PSA video, media plan, flyer and local link, all available at nalc.org/food. Meanwhile, following a national press release and follow-up outreach to media outlets around the country, newspapers and broadcast outlets large and small have highlighted the donor drive, often quoting grateful food bank directors.

Relying on the materials NALC has created for the online drive and posted on the NALC website, Oree is looking at sending Every Door Direct Mail (EDDM) mailers to postal patrons, at asking carriers to spread the news to

Mike Fosberg took to the radio to promote the food drive last year.



their customers by word of mouth, at putting up posters in postal facilities to remind postal employees to spread the word, and at running local PSAs and garnering news coverage.

“Our goal is to fill the shelves of food pantries with as much, or more, as we would through our traditional May food drive,” Rolando said. “To succeed, we will need to get the word out to our communities and encourage people to give.”

Fargo-West Fargo, ND Branch 205 already was exploring the idea of adding an online donation component to supplement its traditional May food collection, the branch’s food drive coordinator, **Mike Fosberg**, said, in part because carriers sometimes struggled to accommodate the generous food donations.

“We started kicking this around before the pandemic,” he said. “It’s been tougher to find room in the back of the van” for food on the collection day each May.

The branch already had set up a virtual food drive this year when the pandemic arrived, so it was prepared.

“Initially, we were going to run [the online donor drive] for the month

Bustleton Post Office employees make big donation to feed the needy

By Tom Waring · June 18, 2020



Bustleton Post Office manager Michael Derrick and shop stewards Joe Delmont and George Borko.

Employees of Bustleton Post Office look forward every year to the National Association of Letter Carriers' Stamp Out Hunger Food Drive, which takes place on the second Saturday in May.

of May," he said. "Then, here comes COVID."

With the head start, Branch 205 already has raised more than \$6,000 through its online donation drive. As with the traditional food drive, which distributed food to food banks based on the collection location, the branch is allocating online donations to three food banks in the area based on the ZIP codes of the donors.

To publicize the online donation drive, Branch 205 sent flyers through Valpak. The price was reasonable, Fosberg said, and postal patrons noticed. "Valpak did a really good job of doing that," he said, "and I got positive feedback from customers."

The branch plans to reach out to local media for additional publicity. One advantage of holding an online donation drive versus a one-day event on the second Saturday in May is that publicity efforts—and the event itself—are open-ended.

But his branch is also confronting a disadvantage—competition from other online donation efforts for food assistance during the pandemic, including one run by a local TV station that is promoting its own effort in PSAs. The crowded field of food-assistance efforts has made attracting attention to the NALC food drive more challenging. Of course, that's a welcome challenge to have, Fosberg said. "It's good that food pantries are getting the food they need," he said. "That's our goal."

A few loyal postal customers in Fargo automatically put food out every second Saturday in May regardless of publicity, Fosberg added—despite the postponement of the food drive this year, Fargo-area carriers brought back a total of 9 pounds of food on May 9.

Filling the food collection gap

When the May food drive was postponed, and before NALC launched the online donor effort, some branches found ways to collect food safely.

At Bustleton Station in Philadelphia, PA, postal employees donated food and money to help fill the shelves of their local food pantry to offset the loss of community donations, an effort that attracted news coverage.

"Food banks were low, people were unemployed, and we wanted to help out locally," Philadelphia Branch 157 member **George Borko** told Philadelphia's *Northeast Times Newsweekly*. The effort yielded enough food to fill three postal vehicles, plus more than \$800 in cash donations. The mini food drive benefited Caring for Friends, a pantry that delivers food and meals to

homebound people.

"We were able to fill up several vehicles with food," Branch 157 member **Joe Delmont** told the *Northeast Times*. "The employees work hard every day, and they have families of their own to support. We weren't twisting any arms, but it was a very good show of support."

With the national online donor effort in place, and the tools for branches to use available at nalc.org/food, every branch can help its local food banks restock their shelves.

"In the nearly three decades that NALC has held a national food drive, the need has never been greater," Rolando said. "It is essential that we make this year's virtual food drive a resounding success.

"And when it's safe to do so," he added, "letter carriers will be there to hold our traditional Stamp Out Hunger Food Drive." **PR**

Customer Connect adds up for USPS

By touching every address in the United States at least six days a week, letter carriers naturally develop special relationships with their customers. Since USPS's Customer Connect program began in 2003, thousands of carriers have successfully leveraged their interactions with business customers to encourage them to use the Postal Service, rather than rely on private delivery and mailing services. In July, the Customer Connect program passed a benchmark achievement: It has generated more than \$3 billion in estimated revenue for the Postal Service. Below are some recent stories about Customer Connect leads submitted by letter carriers that have helped USPS earn new revenue.

A courteous carrier closes the deal in California

When Andrew Jang, the owner of Grand Co. Sandals, approached Santa Ana, CA Branch 737 member **Maria Vance** and asked her whether the USPS overnight service was competitive with his current shipping rates, he knew he was in good hands. "We see each other every day, and we say, 'Hi, how are you?'" the 26-year carrier explained. "[Our interactions] are always professional and courteous."

Vance explained that Priority Mail Express service was every bit as good as the competition's and did not have residential surcharges, and that Priority Mail and Priority Mail Express came with free insurance included in the price. She also told Jang that he could order free shipping boxes and USPS would deliver them directly to his business address. Vance then took his information to pass along to the local sales team.

When a sales representative reached out to the customer, Jang praised Vance's helpfulness, and told

the representative that her willingness to assist him had already sold him on the idea of switching to USPS. Jang committed to shipping all of his deliveries using the Postal Service's Priority Mail Express and First Class Packages. Within a month, he also began to use the Priority Mail and Priority Mail International services.

Vance says that she tries to emphasize how important the Customer Connect program is to the newer letter carriers. "I want them to think about the fact that this is our future," she said. "If we do not have customers, then we will not have a business."

Vance's personal touch with her customers resulted in \$38,408 in new annualized revenue for the Postal Service.

Asking a simple question generates a large sale

When she was delivering an Express package to customer David Blake, Austin, TX Branch 181 member **Kendra Lawson** "saw an opportunity," she said. The 16-year carrier knew that Blake was constantly sending and receiving packages—he runs a small business that creates beautiful, unique glass memorials and cremation jewelry (jewelry that is infused with ashes).

Lawson asked him if he had ever spoken with anyone at USPS to see if the Postal Service could give him better rates on shipping. When Blake said that he had not, but that he was interested, she passed his information along to the sales team.

A field representative met with Blake and discovered that he was looking for lower costs, tracking and insurance. Blake ended up choosing Priority Mail for the predictive pricing, lack of surcharges and the consistent delivery.

Lawson said that her strategy for getting leads is simple, but gets results.

"I just tell them that I see they have a lot of packages, and ask if they have a business," she said. "If they say yes, I ask them if they want better [shipping] rates." Lawson's lead from Blake resulted in revenue of \$90,750 for the Postal Service.

Driving toward a great sale lead

"I was coming back from our Customer Connect quarterly meeting," Langhorne, PA Branch 4931 member and Customer Connect Coordinator **Joseph Tangradi** recalled about landing his lead from Jon-Don, a janitorial shipping company. As he and his postmaster, Dominic Campellone, drove back to the office, Campellone saw the Jon-Don store out the window, and mentioned to Tangradi that he kept seeing a FedEx truck parked in the store's lot in the morning. Tangradi, who has worked for the Postal Service for 26 years, said, "Let's stop by there now!"

In the store, they asked to speak to the person in charge of shipping. When the manager came out, Tangradi asked him if the company would like a better deal on its shipping prices. "The gentleman agreed," Tangradi said, and when they went back to the office, Tangradi filed the lead with the sales team.

The sales team followed up with Jon-Don headquarters in Chicago, and was able to sell the company on using USPS to handle its shipping needs. Thanks to Tangradi's willingness to seize the opportunity, his lead generated more than \$990,250 in new estimated annualized revenue for USPS. **PR**



Joseph Tangradi

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2020.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2020.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2021. (Computer-generated printouts of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2021.

Regulations

- Scholarship is to be used toward pursuing undergradu-

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.

- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.

- A transcript of grades must be forwarded to the committee at the end of each school year.

- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.

- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.

- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

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

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.

- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2020-21 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than December 31, 2020, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

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 202-662-2489 or at postalrecord@nalc.org. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers

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

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

Carrier's early visit saves woman from assault

"It was the first part of my day, and I was delivering to the apartment building," Buffalo-Western New York Branch 3 member **Peter Farrell** recalled about the events of Saturday, Feb. 15. He had walked into the lobby and started unloading the mail into boxes, when he heard an unusual sound coming from one of the first-floor apartments. "I heard a woman crying," the 25-year carrier said, "and then I heard her calling, 'Help! Call the police!'"

The woman came running out of her apartment, and Farrell was stunned at her appearance. She appeared to have been severely beaten—"She had cuts on her face, and I later found

out she had broken ribs," he said. Farrell quickly called 911.

He waited with the woman, who was terrified, given that her assailant was still in the apartment. Fortunately, police responded rapidly and took control of the scene. Later, after learning more information, Farrell said he realized how desperate the woman's situation had been. "I was the only person that was going to go near that door that early in the morning," he said.

The carrier added that he had seen the woman several times since then, and she has always thanked him for rescuing her. But Farrell is more modest about his role. "I just did what I had to do," he said. "How could I do anything else?"

Smoke spotted, a house saved

On Feb. 19, New Jersey Merged Branch 38 member **Kelly Hahn-Richards** had just begun her deliveries

when she smelled something burning nearby. The smell was unusual, and she didn't think it was from wood smoke or a fireplace. As she came around the circle in the neighborhood, "I saw white smoke coming out of a window" of one of the houses on her route, Hahn-Richards recalled.

The 25-year carrier knew that most of the residents would not be in the house, but she was concerned about the family's grandparents, who occasionally visited. "I didn't know if they were there," she said—and she was particularly worried when she saw a car in the driveway. Hahn-Richards rushed up to the home and banged repeatedly on the front door, hoping to wake any potential occupants, and then called 911. Emergency service personnel promptly responded and discovered that the house was unoccupied.

Though Hahn-Richards's timely call may have saved the house from being destroyed, it was temporarily vacated by the family due to the smoke damage. The carrier later was told that one of the homeowners had left the self-cleaning oven on, which had sparked the fire.

Hahn-Richards was modest about her involvement—"I was just afraid that somebody would get hurt," she said—but other customers on her route praised the carrier's actions. One wrote to the post office that "our neighborhood is lucky to be on [her] route... At a time when customer service seems not to mean much, we have the best of the best." Another neighbor wrote, "Often people who go above and beyond go unnoticed. Kelly Hahn-Richards should truly be commended for her efforts and quick response and for her continued concern for the people she serves."

"Everyone on the block was really sweet," Hahn-Richards added. "[At the time,] I was so nervous, but it felt good to help."

Alert carrier aids unconscious woman

Buffalo-Western New York Branch 3 member **Jen McCracken** was driving up the road to begin her route on June 2



Peter Farrell

when she saw something unusual in the distance. “I thought it was a blanket,” she said, “and then when I got closer, I thought it was a mannequin.” She closed the distance even more, and then, to her shock, she realized that she was looking at a woman, who was lying in the middle of the road.

The 30-year carrier quickly stopped and placed her postal vehicle in park with the hazard lights on—“I was worried that she was going to be hit,” she explained. She got out and ran over to the young woman, who was lying face-down and breathing erratically. McCracken dialed 911 and explained the situation to the dispatcher.

While the carrier was on the phone, the woman gradually became more responsive. “I asked her, ‘Do you know where you are?’” McCracken said, “but she was really confused

and started crying.” McCracken soothed her, reassuring the woman that she was OK. “I was just trying to keep her calm,” she said. She waited with the woman until paramedics arrived.

McCracken later found out from one of her customers that the woman had had a seizure and then had been hospitalized.

The carrier was shaken by the events, but said that she is proud of herself for keeping cool in a scary situation. “I tried to remain calm and speak to her calmly,” she said. “It felt great to be able to help.” **PR**



Jen McCracken

Eye on the elderly

While delivering mail as a T-6 on March 16, Asheville, NC Branch 248 member **Paul Arcaro** became concerned after one of his customers, an elderly woman named Alma Lamb, did not respond to his knock on the door. The 26-year carrier had recently started delivering Lamb’s mail directly to her door, after the regular carrier told him that she couldn’t walk to the mailbox anymore. “I opened the door and called out [her name],” Arcaro recalled, but there was no response. He looked inside and saw her lying face-down on the floor. The carrier rushed to her side, and after repeated attempts to rouse her, she finally regained conscious-

ness. Arcaro asked Lamb if she wanted him to call the paramedics, but she declined. “I asked her, ‘What can I do to comfort you?’” he said, “and she asked me to roll her over [onto her back].” He did so, but then saw that her right eye was swollen shut and badly bruised. “I could tell she was still out of it,” the carrier said, so he insisted on calling 911. Afterward, Arcaro waited with her until an ambulance arrived. The carrier said that he persisted because “I didn’t want anything to happen to her on my watch.” Arcaro, who also served in the Army, insists that he does not merit

special recognition for his actions. “It’s my job—it’s my duty,” he said. “I’m not a hero.”

On Dec. 19, 2019, New Jersey Merged Branch 38 member **Zachary Garb** could tell immediately that something was wrong with customer Ann Fogan. “I could see her through the door,” he said, and the elderly woman was lying on the floor. Fogan had fallen and fractured her arm, which made it difficult for her to get up. To make matters worse, Fogan was babysitting her 2-year-old granddaughter. The car-

rier called Fogan’s daughter to tell her about the situation—when the daughter did not pick up, he texted her and waited with Fogan until her son-in-law arrived at the house. While they waited, Garb reassured the little girl, who was scared about her grandmother. In a subsequent thank-you letter to the post office, Fogan wrote, “I just wanted you to know what a kind-hearted professional you have in your employ, who handled an emergency with calm efficiency.” She continued, “I am so grateful he came to our rescue that day.” Garb downplayed his actions, stating that he “was happy to help,” adding, “I just did what anyone would have done.” **PR**



Zachary Garb

Adaptation



**Brian
Renfro**

A couple of months ago, I wrote about the activism of NALC members during the ongoing COVID-19 pandemic. I remain proud and impressed, though not surprised, at the level of activism our members have sustained through a very difficult situation at work and in life in general. We have seen the highest rates of members taking action on the legislative front that our union has ever seen. This is a credit to you, our members.

Similarly, our union has had to adapt at all levels throughout the pandemic. Things that we took for granted are temporarily not feasible. Something as simple as the opportunity to attend a branch meeting has been taken away.

Many branches, state associations and regions have held meetings online. President Rolando and I, as well as other officers and staff, have had the opportunity to attend many of these meetings. While it is not the same as in-person meetings, we are fortunate to have the technology to continue the important communications needed to operate.

“I’m very proud of the NALC officers, staff, employees and, most of all, our members for their hard work in continuing to accomplish our mission as a union.”

NALC Headquarters, the NALC Health Benefit Plan and many of our regional and branch offices have been under state or local orders to close for varying periods of time throughout the pandemic. At all levels, alternate work schedules and locations have been forced to be put in place for many of the people charged with representing our members and those responsible for the operations of our union. Everyone has found a way, despite the changes and challenges that have come with them.

We were forced to postpone our annual Letter Carriers’ Stamp Out Hunger Food Drive in May. We still intend to have a normal food drive when it is safe to do so. In the meantime, we have launched a Stamp Out Hunger Donor

Drive to assist food banks during a critical time of need for many people. Simply go to nalc.org/food and select a state to see a list of food banks with links to their websites where donations may be made.

I’d like to thank our national partners (United States Postal Service, AFL-CIO, National Rural Letter Carriers’ Association, United Food and Commercial Workers, United Way, Valpak, Valassis, Kellogg’s, CVS) and our local food pantries and other partners for their support. We are also grateful to all of the unions and other organizations that have helped us get the word out. Our digital advertising, combined with the efforts of all those named above, have produced a great response. We are especially thankful to the branches that have promoted this donor drive in their communities, just as we do for our traditional Letter Carriers’ Stamp Out Hunger Food Drive each year.

In addition to the opportunity to contribute directly for each individual, NALC HQ has committed to match any donation that a branch makes out of its treasury to a local food bank. Branches should send proof of donation to the following address: Stamp Out Hunger Donor Drive, 100 Indiana Ave. NW, Washington, DC 20001.

Many branches have had tremendous success raising money for the Muscular Dystrophy Association. This is usually accomplished by hosting a variety of events and campaigns such as picnics, golf tournaments, poker nights and other similar activities. Unfortunately, most of these events have had to be postponed or canceled due to the pandemic. NALC has organized two national events as well as the opportunity for some friendly competition among branches. For more information, please go to nalc.org/mda. Assistant to the President for Community Services Christina Vela Davidson can assist any branch that needs more information. Her contact information may be found at nalc.org/mda.

These are just some examples of the adaptation that has happened within our union, just as it has in nearly every walk of life. I’m very proud of the NALC officers, staff, employees and, most of all, our members for their hard work in continuing to accomplish our mission as a union. This work has extended beyond our core mission of representation to our charitable efforts I discussed here. I’m proud to work with all of you.

I’ll end with a simple ask of everyone who reads this: Please wear a mask when you are around others. It is a simple measure to protect everyone and bring what we all look forward to—the end of this pandemic. Stay safe.

Independence Day?



**Lew
Drass**

Today is July 4, which marks our country's 244th birthday. This year is different than any I can remember. We have closed beaches, bars, restaurants and/or inside dining all around the country. There are fewer and smaller backyard barbecues and fewer fireworks displays. It will be a very quiet holiday for many of us this year.

I am sitting in front of the keyboard enjoying a nice beverage and thinking about all the great Fourth of July parties I hosted or attended over the years. The craziest Fourth of July I ever had was the bicentennial in 1976. I was 16 and went down to the National Mall for the celebration. They provided free bus service

all day (this was before DC had a subway system). I decided to take advantage of the word "free" and avoid the hassle of parking, so I got on a bus and headed downtown.

Talk about a crowd. This place was packed. It was a wild day and the fireworks display was great, but the crazy part was yet to come. When the event was over and it was time to get back on a bus, we discovered that the knuckleheads at Metro Bus did not plan to have enough buses available to take folks home. After a while, when a bus showed up, people would all crowd around it and literally start rocking it back and forth out of frustration. I got home at about 5 o'clock in the morning. So what does all this have to do with anything? Hopefully nothing, but I am concerned that Postal Service management will be just as short-sighted when implementing the national settlement (M-01923) on the Consolidated Casing test as the folks at Metro Bus were back in 1976.

One of the elements this national settlement covers is how the grievances that occurred during the test will be handled. M-01923 states in relevant part:

The issue in this case is whether the testing of Consolidated Casing is permissible under Article 34 or otherwise violates the collective bargaining agreement. The parties agree to the following resolution of this matter, as follows:

7. Grievances related to the Case Consolidation Test pending at any step of the Dispute Resolution Process as of the date of this settlement or future grievances not resolved at Formal Step A will be sent directly to the appropriate NALC NBAs and USPS AMLRs, or their designees. The parties at the area/regional level will jointly determine if such grievances will be closed as a result of this resolution or processed.

We have about 6,000 grievances that were filed during the test so far. Half of the 62 sites around the country will continue with the Consolidated Casing test until around the end of the year, making grievances harder to resolve. Unfortunately, four of the five sites that have the most grievances pending will continue with the test. Management obviously did not consider this situation when it chose the 31 sites that will end the test by July 31. Makes me feel like I am waiting for a bus that is not coming anytime soon.

When it comes to resolving these grievances, there is some previous direction. The national parties settled a similar case in 2006 (M-01567) by stating in relevant part:

The parties agree that data collection and testing conducted pursuant to the Delivery Redesign initiative did not result in any changes to current work measurement systems or work or time standards. More generally, the parties further agree that a test conducted pursuant to Article 34 does not modify provisions of the National Agreement, including handbooks, manuals and published regulations incorporated through Article 19, beyond the scope of the new work measurement system or work or time standard being tested.

This is the direction that the NALC national business agents and USPS area managers of labor relations, or their designees, should follow. We shall see.

On another note, we have decided to cancel our Formal A and Beyond training classes that were scheduled for Sept. 13-18 and Nov. 15-20. With the way the COVID-19 pandemic is going, I just do not see how we could have 80 participants inside a classroom for a week, much less ask them to travel back and forth across the country.

We want to give the Maritime Institute as much opportunity as possible to fill the dates we are canceling, so it makes no sense to wait any longer to cancel. As reported last month, branches that have already sent in their money will be fully refunded. You can expect a refund soon if you do not already have it.

We also had an Arbitration Advocate training class scheduled for Oct. 25-31. This class has just 16 participants, but once again, we have the same concerns as above. Therefore, we have decided to cancel this class as well.

We will start looking at 2021 if the Maritime Institute is willing to waive cancellation fees again and go from there. Perhaps there will be a vaccine by then, or at least things will be better than they are now. In the meantime, stay safe out there.

Important reminders



Nicole Rhine

Whether it's filing reports with the Department of Labor and the Internal Revenue Service or just relaying information to NALC Headquarters, certain tasks must be done by branch officers—and in a timely matter. 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 end of Dec. 31 should have filed its labor-management (LM) report by June 30. Please note that this filing is usually due by March 30; however, because of the COVID-19 pandemic, the Department of Labor's Office of Labor-Management Standards (OLMS)

extended the deadline for filing to June. At the time of the writing of this article, no further extensions have been announced by OLMS. 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 Internal Revenue Service (IRS)—Any branch or state association that has a fiscal-year end of Dec. 31 should have filed its Form 990, 990-EZ or 990N with the IRS by July 15. The form is due by the 15th day of the fifth month after the end of the organization's fiscal year, which normally is May 15; however, because of the pandemic, an extension was provided by the IRS until July. There have been no further extensions announced 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 to 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 effecting a merger of branches. Requests for mergers received at 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 of the necessary documentation. More information can be found on the Secretary-Treasurer's page at nalc.org. The Secretary-Treasurer's page is 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 in writing that a member will complete the necessary years of service before the pins will be sent to the branch. Should the branch be holding an award ceremony and thus require the pins by a certain date, please state so in the letter. If the branch is 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 that an adequate bond is in place during the constitutionally required audits. Please see my April column for more information on audits. To learn more about 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's page on the NALC website.

Rosters—Branch secretaries are reminded to review the biweekly roster and ensure that all dues being deducted are correct. If a change needs to be made, please notify the Membership Department in writing. In addition, members called to active military duty may have their dues suspended upon written request by the branch secretary. When the member returns from active military duty, please notify the Membership Department so dues deductions may be resumed.

Per capita tax call—The six-month per capita tax call has been mailed out to branches. NALC bills branches semi-annually, in July 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 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. If you didn't receive one, call the Membership Department at 202-393-4695 to request one.

Planning for upcoming elections



**Paul
Barner**

Each year around this time, branches that are in an election year begin preparing for the process of conducting nominations and holding elections for branch offices. The methods specific to a branch's nominations and elections are set forth in the branch bylaws. The rules for conducting branch nominations and elections are found in the federal law known as the Labor-Management Reporting and Disclosure Act (LMRDA) and incorporated in the *NALC Constitution*.

This year, the COVID-19 pandemic has raised new challenges for state associations and branches in navigating nominations and election procedures. NALC President Fredric Rolando, on behalf of the NALC Executive Council, offered a series of measures to state associations and branches in response to the coronavirus outbreak. While the letters from President Rolando address several scenarios pertaining to overall administration, this article is intended to focus on those specific to the nomination and election functions of the state associations and branches.

The first such letter, dated March 11, 2020 – Re: Dispensation for branch and state events schedule changes due to coronavirus, provided the following in pertinent part:

For any branch or state association that decides to postpone or cancel an event scheduled in calendar year 2020 due to the coronavirus outbreak, and dictated by its by-laws, this letter will serve as dispensation to do so.

In a follow-up letter dated March 18, 2020 – Re: Extension of dispensation for all branch and state gatherings due to coronavirus, President Rolando, consistent with guidance provided by the LMRDA, provided in pertinent part the following, as it pertains to nominations and elections:

Consistent with this guidance, Branches may postpone scheduled nominations and elections without requesting dispensation from the President to do so.

Postponed nominations and elections should be rescheduled as expeditiously as possible.

State Associations may postpone scheduled nominations and elections until their next convention. Alternatively, State Associations, at their option, may permit delegates to nominate and elect officers by mail.

The full text of the referenced letters can be found in the

“Latest news & updates” section under the News & Research tab of the NALC website.

On June 1, an update regarding branch elections referencing the March 18 letter to state associations and branches was posted on the NALC website, informing branches that requests for dispensation to implement alternative election procedures should be submitted to President Rolando. In the update, branches were advised that any such alternative procedure must be consistent with the *NALC Constitution* and the *NALC Regulations Governing Branch Election Procedures*. For example, branches must ensure that an election committee is appointed and capable of supervising all aspects of the election; that all eligible active and retired members have a reasonable opportunity to nominate candidates for any office; and that all eligible active and retired members can vote by secret ballot. Branches must also have processes in place sufficient to accommodate observers.

A timely notice of nominations and election must be mailed to all members that accurately describes the alternative procedures. The notice must be mailed at least 10 days before nominations and at least 45 days before the election.

“Branches must ensure that an election committee is appointed; that all eligible active and retired members have a reasonable opportunity to vote; and that all eligible active and retired members can vote by secret ballot.”

The *NALC Regulations Governing Branch Election Procedures* provides a compliance road map to conducting elections. Branches should become familiar with election regulations well in advance of the election date. Members appointed to serve on election committees should review the procedures manual to ensure that they are properly fulfilling their role. Proper advance preparation and thorough review of the *NALC Regulations Governing Branch Election Procedures* will help ensure compliance with our democratic process.

The guide can be downloaded at nalc.org. Go to “Union Administration,” click on the Secretary-Treasurer’s page and select “Election Information.”

If any branch needs advice or assistance in developing alternative nomination and elections procedures, it may contact my office.

New tests for city carriers



Christopher Jackson

As the summer months progress, the COVID-19 pandemic is unrelenting in many areas of the country, despite efforts to control the spread of the virus. Regardless of the increased risks, letter carriers and other postal employees continue to courageously provide a public service that is essential to our nation. This ongoing pandemic, however, has created many challenges for letter carriers, both new and experienced.

One of the challenges for the Postal Service is how to conduct safe, socially distanced driver training for new letter carriers. Recently, NALC has received notification that USPS plans to test a Long Life Vehicle

(LLV) barrier solution for new driver training conducted during the pandemic. For the test, the Postal Service will develop a barrier that will divide the LLV into two sections. Under current procedures, put in place during the pandemic, instructors are required to follow the new driver in a separate vehicle. The goal is to test the ability to allow the instructor to train a new employee in the same vehicle, while minimizing driver and instructor contact and decreasing the risk of spreading the virus. The Postal Service has selected Vehicle Maintenance Facility (VMF) locations in four districts to test this barrier solution—Capital Heights, MD; Albany, NY; Royal Oak, MI; and Baton Rouge, LA.

In a letter dated June 11, USPS notified NALC of its plans to conduct a proof of concept (POC) test of new electronic Arrow key lockers. The Postal Service states that it has recently experienced an increase in lost Arrow keys. According to USPS, lost keys can create the potential for security issues related to mail theft and customer identity fraud.

During calendar year 2019, the Office of the Inspector General (OIG) published multiple reports in which it identifies issues with proper Arrow key security in numerous delivery units. In response to these reports, USPS indicates that the Postal Inspection Service (USPIS) has been working to identify ways to enhance employee awareness of this issue.

To address this situation, USPS plans to test alternate ways to increase Arrow key security, create higher levels of employee accountability related to Arrow keys, and reduce the costs and fees associated with investigating and replacing lost Arrow keys and locks. During this test, several methods will be utilized to access the locker units to retrieve the Arrow keys. Access methods include the

use of individual personal identification numbers (PINs) or the use of employee badge barcodes to retrieve Arrow keys. The test began in July and will last for approximately six months in three locations—Annandale and Arlington, VA; and Alameda, CA.

On a positive note, USPS has begun deployment of Mercedes Metris, a commercially made right-hand drive delivery vehicle, in several locations throughout the country. The Metris is intended to replace aging LLVs on routes that are primarily park-and-loop or foot routes with a limited amount of curblane delivery.

While replacement of aging LLV vehicles is good news, I want to caution letter carriers about a potential safety hazard that has been reported related to the new Metris vehicles. My office has received several pieces of correspondence regarding an inability to lock the sliding side door when it is in the open position. Some carriers have reported concerns that the door will not latch open and could bounce back, potentially injuring the operator. If you have safety concerns with the sliding door on the Metris, or with any other vehicle safety issue, be sure to submit the PS Form 1767, Report of Hazard, Unsafe Condition or Practice to your supervisor. Supervisors have the responsibility of correcting safety hazards and must address the situation promptly. For more information on submitting a PS Form 1767 and management's responsibilities when a safety hazard has been reported, read the Contract Talk article in this edition of *The Postal Record*.

The safety of letter carriers continues to be the top priority for NALC. If management fails to address your safety concerns according to manual and handbook provisions, contact your shop steward or branch officer immediately. As always, thank you for your service, be well and stay safe.



The Mercedes Metris vans, which will begin to replace aging vehicles on certain routes

Use of cloth face coverings: Help slow the spread of COVID-19



**Manuel L.
Peralta Jr.**

During the last 30 days, there has been an alarming increase in the number of confirmed COVID-19 cases reported in many parts of this country. Many people have shared the opinion that this country was and is not ready for re-opening, and that there have been insufficient safeguards put in place to make sure that it is safe to step forward. Politics, however, is trumping the scientific and medical evidence.

Many are doubting the statistics being reported, suggesting that they are artificially inflated. Some support that opinion by stating that the current death rate does not relate to the number of confirmed cases of COVID-19, or that the current death rate supports a belief

that we are doing better. We are not, and until there is a vaccine or a cure, we are not ready to continue life as if the virus is not there.

The mere fact that there is a lag in the number of reported deaths does not mean that we are doing better. It shows that we may be testing more and learning earlier who has been infected. The virus works you over while your immune system fights back. Your efforts, in most cases, are aided by the efforts of hardworking health care professionals who learn more every day about how to help you through. A patient's fight for survival may continue for many weeks and sometimes months. In many cases, though, we are not able to prevent the disease from ravaging your system. The time between the discovery of an infection and the ultimate death of the patient may be longer than it was in February or March, when the discovery of an infection was revealed after the patient was admitted to the hospital for treatment.

As of this writing, there have been 12,977,429 worldwide cases, with 570,259 deaths attributed to COVID-19. The United States has reported 3,327,399 confirmed cases with 135,542 reported deaths.

The United States began to re-open partly at the insistence of the business community. The White House administration cast aside the opinions of the medical and scientific experts, favoring the opinions of business leaders instead. Recently, there was an animated discussion about returning our children to school in the fall. It is my opinion that we are not ready for that, and that we are putting the next generation in harm's way.

Some of the current tools to protect society from COVID-19

are social distancing, frequent hand-washing, disinfecting and the wearing of a face covering. If we employ all available recommendations, we will not stop the virus completely, but we will slow down its spread.

How have we done in our letter carrier craft? Between April 2 and April 8 (when we began to receive sporadic information from USPS), we averaged 10 new confirmed infections a day. Those numbers peaked at 23 per day at the end of April, then started a downward trend in June, where the seven-day period ending on June 11 revealed about seven discovered infections per day. During the seven-day period ending July 2, however, we again spiked, averaging more than 28 confirmed infections per day.

“Cloth face coverings are recommended as a simple barrier to help prevent respiratory droplets from traveling into the air and onto other people when the person wearing the cloth face covering coughs, sneezes, talks or raises their voice.”

The Centers for Disease Control and Prevention advise that:

...Cloth face coverings are recommended as a simple barrier to help prevent respiratory droplets from traveling into the air and onto other people when the person wearing the cloth face covering coughs, sneezes, talks, or raises their voice. This is called source control. This recommendation is based on what we know about the role respiratory droplets play in the spread of the virus that causes COVID 19, paired with emerging evidence from clinical and laboratory studies that shows cloth face coverings reduce the spray of droplets when worn over the nose and mouth. COVID 19 spreads mainly among people who are in close contact with one another (within about 6 feet), so the use of cloth face coverings is particularly important in settings where people are close to each other or where social distancing is difficult to maintain...

Why has this recommendation caused conflict on the workroom floor and in society?

Be a hero—wear your mask. Do something for others and don't be selfish about the inconvenience that you may feel. Keep an eye a face covering on each other.

Preparing for retirement



Dan Toth

Retirement is a major stepping stone in anyone's life and it often requires big decisions. Planning well in advance and understanding all of your benefits is vital to a long and happy retirement.

Planning should start at least five years prior to your minimum retirement age, which is 55 to 57 years—depending on your year of birth—for those in the Federal Employees Retirement System (FERS), or 55 years for carriers in the Civil Service Retirement System (CSRS). To maintain your health benefits into retirement, you must be enrolled in the Federal Employees Health Benefits (FEHB) program for five consecutive years prior to retirement, or if less than five years, for all service since your first opportunity to enroll. The same five-year

rule applies to Federal Employees' Group Life insurance (FEGLI).

One year prior to retirement

At least one year before your intended retirement, you'll want to contact the Human Resource Shared Service Center (HRSSC) at 877-477-3273 to explore whether you are eligible to receive credit for military time or unfunded civilian service. HRSSC can provide application forms for civilian and post-1956 military service. The Office of Personnel Management (OPM) will send you an election form with a letter explaining the effect that credit for additional service will have on your annuity.

Do your homework about other benefits you may be entitled to such as Social Security, assistance from the Veterans Administration, IRAs and 401(k)s, and pensions earned from previous employment.

Request an annuity estimate from HRSSC or LiteBlue, based on your projected retirement date(s). This estimate will help you in making retirement decisions.

It would be wise to estimate your monthly deductions (health benefits, life insurance, taxes, etc.) The annuity estimate you receive from HRSSC is only an estimate; it is to be hoped, though, that it will be close to the final annuity figure from OPM.

Take a good look at your Thrift Savings Plan (TSP). Think about how much money you will need in retirement. Learn about the different withdrawal methods available. If you have an outstanding TSP loan, make the necessary arrangements to pay it off, or understand the potential tax implications of an outstanding loan at retirement.

Six months prior to retirement

Call HRSSC at 877-477-3273, Option 5, to request an application form/retirement packet often referred to as the "blue book." If you are in the CSRS, you will receive SF 2801, the ap-

plication for immediate retirement. If you are in FERS, you will receive SF 3107 for immediate retirement.

Once you receive your blue book, immediately call HRSSC to schedule retirement counseling. It is best to schedule as far in advance as possible to avoid potential backlogs.

Review your electronic Official Personnel File (eOPF), which is available on LiteBlue. The documents in your eOPF will reflect any enrollments in FEHB and FEGLI, periods of leave without pay, and salary information, all of which could be useful in retirement if you disagree with a determination by OPM. Once you retire, your access to LiteBlue will be terminated. Therefore, I recommend saving a copy of your entire eOPF, either on your computer or as a hard copy prior to your separation date.

Two to four months before retirement

Make copies of all the necessary forms before you start filling them out. In many cases, OPM will not accept the forms if they have whited-out or crossed-out items or other edits. Read the instructions in the package carefully before filling out the forms. Ideally, you should submit the application six weeks prior to retirement.

Complete and submit the retirement forms in the blue book and any related forms to: HR Shared Service Center, P.O. Box 970500, Greensboro, NC 27497-0500.

It's a good idea to be sure you can pay your bills for a few months after retirement, as OPM doesn't process your application until you've separated from the Postal Service. Although OPM usually will start interim payments, many find that these payments are not enough or don't start as soon as they'd like.

Useful resources

U.S. Office of Personnel Management (OPM)

opm.gov

Telephone: 888-767-6738

Thrift Savings Plan (TSP)

tsp.gov

Telephone: 877-968-3778

Social Security

ssa.gov

Telephone: 800-772-1213

USPS Human Resource Shared Services Center (HRSSC)

liteblue.usps.gov

Telephone: 877-477-3273, Option 5

Defense Finance and Accounting Service (DFAS)

dfas.mil

Telephone: 888-332-7411

Veterans Administration (VA)

va.gov

Telephone: 800-827-1000

You can also call the NALC Retirement Department at 202-393-4695, Monday-Friday from 9 a.m. to 4:30 p.m. ET.

Whole life insurance



**James W.
“Jim” Yates**

There are many benefits to a whole life insurance policy: Coverage lasts the lifetime of the insured individual, the premiums never increase and the policy builds a cash value that the policy owner may borrow against in times of financial need.

With a traditional whole life insurance policy, the premiums are paid for the entire life of the insured person. The Mutual Benefit Association (MBA) does offer a traditional whole life product.

However, many people do not like the idea of paying premiums on a life insurance policy for their entire lifetime. Letter carriers asked the MBA to offer a whole-life insurance policy with a limited premium payment period. In response to this request, MBA offers two policies: Paid Up in 20 Years MBA Whole Life Insurance, and Paid Up at Age 65 MBA Whole Life Insurance.

ance policy with a limited premium payment period. In response to this request, MBA offers two policies: Paid Up in 20 Years MBA Whole Life Insurance, and Paid Up at Age 65 MBA Whole Life Insurance.

MBA whole life plans are available to NALC members and their spouses, children, step-children, grandchildren, step-grandchildren, great-grandchildren and step-great-grandchildren, as well as members’ parents. MBA will insure any one life up to the coverage amount of \$100,000. The difference between the plans is the age at which the policies may be issued: For a Paid Up in 20 Years policy, it is ages 0 to 80; for Paid Up at Age 65, ages 0 to 55.

The best part about these plans is that the premiums remain the same for the premium payment period. At the plans’ designated time, the policy is paid in full. The Paid Up in 20 Year policy is fully paid off 20 years after the issue date of the policy. The Paid Up at Age 65 policy is fully paid off on the policy anniversary date after the insured turns 65 years old. At that time, no further premiums are ever due on these policies. The coverage remains in force for the insured’s entire lifetime. The premium is determined by the insured’s age at the time the policy is purchased, and the amount of life insurance requested.

Premiums on either plan may be paid to the MBA through biweekly payroll deduction, through electronic funds transfer (EFT) or directly to the MBA office on an annual or monthly basis.

All of our whole life policies are “participating plans of insurance.” This means that the policy owner will share in any divisible surplus of the MBA. The divisible surplus is called a dividend on the policy and is credited to the policy

on each anniversary date. Policy owners have options on how they may receive the dividends: cash dividends (receiving a check each year on the policy anniversary date); dividends on deposit (dividends remain with the MBA and earn interest); and Life Paid-Up additions (dividends are used to purchase additional life insurance for the insured). Each year, policy owners who opt for the latter two options are provided with a statement indicating that the dividends on deposit or the Paid-Up Additional Life Insurance amount.

Our whole life plans provide policy owners with benefits that may not be available with other life insurance products. For example, if a policy owner is unable to continue to pay the required premiums prior to the policy becoming fully paid, options are available to avoid losing coverage, including automatic premium loans or the non-forfeiture options of extended term insurance or reduced paid-up insurance.

“There are many benefits to a whole life insurance policy: Coverage lasts the lifetime of the insured individual, the premiums never increase and the policy builds a cash value.”

For additional information about our traditional Whole Life/Paid Up in 20 Years/Paid Up at Age 65 policies or any other MBA policy offerings, visit nalc.org/mba. Once on the site, scroll down to “MBA Brochures, Applications and Forms,” which will allow you to see all the plans offered by the MBA. Click on the individual plan or on the image of the brochure to view rates and more information about the plan.

After reviewing all the benefits, you may wish to apply for a whole life insurance policy. To do so, from the “MBA Brochures, Applications and Forms” page, scroll down to “Applications for U.S. Letter Carriers Mutual Benefit Association Policies” and then click either on the specific state in which you reside or on the “All Other States” tab. From there, click on “Life Insurance” to pull up the specific application. Complete and sign the application and send it, along with the first premium payment, to the MBA office.

You also may call the MBA office Monday to Friday at 202-638-4318 from 8 a.m. to 3:30 p.m. Eastern time and Tuesday and Thursday at 800-424-5184 at those same times.

Please note: Currently, due to the COVID-19 pandemic, the MBA phone lines are open only on Tuesdays and Thursdays from 8 a.m. to 3:30 p.m. Eastern Time.

Protecting yourself and knowing your options



**Stephanie
Stewart**

As letter carriers, we quickly become skilled at identifying and taking measures to avoid or eliminate hazards on our route each day. Unfortunately, there is a silent hazard we often overlook, perhaps because, on the positive side, it can boost our mental health, warm us on those cold chilly days and make us feel good: the sun. Although we probably obtain plenty of Vitamin D each day, ultraviolet radiation from the sun has damaging and sometimes serious complications.

According to the Centers for Disease Control and Prevention (CDC), skin cancer is the most common form of cancer in the United States;

the three most common types are basal cell and squamous cell carcinomas, and melanoma.

Some preventive measures you can take are:

- Always use sunscreen.
- Try to find a shady place when sitting or standing for long periods of time.
- Wear a hat, sunglasses or clothing that provides protection.
- Avoid tanning, even though you think you need that glow.

According to the American Academy of Dermatology, it is estimated that one in five Americans will develop skin cancer in their lifetime. However, when caught early, skin cancer is highly treatable. A good habit to start is a monthly skin check. Not only will this allow you to become familiar with your skin, you will be able to detect changes early.

Common warning signs:

- A new or unusual spot on the skin
- A mole or spot that has a variation or more than one color
- A small lesion that has irregular borders
- Spots that change in size or evolve
- A spot that may be sore or bleed, and does not seem to heal after time

These are not the only signs, but they are a good starting point. If you notice anything new, changing or unusual, it is always best to consult a health professional. You can locate a PPO dermatologist by calling 877-220-NALC, or visiting the Cigna HealthCare OAP Online Provider Directory on nalchbp.org.

Emergency services/accidents

Sometimes life happens and accidents occur. Unfortunately, when they do, it can leave you unprepared for many

things, including the cost of medical care. Understanding your benefits starts by knowing: what is an accidental injury? An accidental injury is a bodily injury sustained solely through violent, external and accidental means.

If you are enrolled in the High Option Plan and receive care within 72 hours after an accidental injury, we cover the following at 100 percent when rendered by a PPO provider:

- Related nonsurgical treatment, including office or outpatient services and supplies
- Related surgical treatment, limited to:
 - Simple repair of a laceration (stitching of a superficial wound)
 - Immobilization by casting, splinting or strapping of a sprain, strain or fracture
- Local professional ambulance service to an outpatient hospital when medically necessary

If you are enrolled in the CDHP or Value Option Plans and receive care rendered by a PPO provider, your responsibility is 20 percent of the Plan allowance, after the calendar year deductible has been met.

Keep in mind, if services are received after 72 hours, non-accidental benefits will apply.

Choosing the right option for medical care

When you need help, depending on the situation, you can choose from among several options.

You can visit an emergency room. High Option members will pay 15 percent of the Plan allowance for physician care when services are rendered by a PPO provider after the calendar year deductible has been met. CDHP and Value Option members will be responsible for 20 percent of the Plan allowance after the calendar year deductible has been met.

If the visit is not an emergency, you can either go to an urgent care facility or schedule an office visit. High Option members can receive professional services of PPO physicians, including specialists or urgent care centers, for a \$20 copayment per office outpatient visit or consultation. CDHP and Value Option members will be responsible for 20 percent of the Plan allowance after the calendar year deductible has been met.

For minor illnesses or injuries, you also can visit a MinuteClinic®. MinuteClinic® has earned the Gold Seal of Approval® from the Joint Commission, the national evaluation and certifying agency for health care organizations and programs across the United States. Receive convenient treatment at over 1,100 select CVS Pharmacy and Target locations. To find a clinic near you, visit MinuteClinic.com or call 866-389-2727.

All benefits are subject to the definitions, limitations and exclusions in the 2020 official brochure and are payable only when the Plan determines they are medically necessary.

USPS obligations for safety

During the COVID-19 pandemic, many letter carriers have expressed concerns regarding safety while performing their duties. Safety in the workplace is always important, not just during this extraordinary situation. Letter carriers' occupational safety and health is protected by Article 14 of the National Agreement, and carriers should insist on having a workplace that is as safe as possible. This article will explain these protections, management's responsibilities, the procedures to report work-related safety issues and related contractual rights.

Article 14 of the National Agreement states in part:

14.1 Section 1. Responsibilities

It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility.

14.2 Section 2. Cooperation

The Employer and the Union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions. Mechanization, vehicles and vehicle equipment, and the workplace must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions. The Employer shall make available at each installation forms to be used by employees in reporting unsafe and unhealthful conditions. If an employee believes he/she is being required to work under unsafe conditions, such employee may:

- (a) notify such employee's supervisor who will immediately investigate the condition and take corrective action if necessary;
- (b) notify such employee's steward, if available, who may discuss the alleged unsafe condition with such employee's supervisor;
- (c) file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee's supervisor if no corrective action is taken during the employee's tour; and/or;
- (d) make a written report to the Union representative from the local Safety and Health Committee who may discuss the report with such employee's supervisor.

Section 824.6 of the *Employee and Labor Relations Manual (ELM)* outlines the procedures for employees to report hazards and unsafe conditions or practices to his or her supervisors. PS Form 1767, Report of Hazard, Unsafe Condition or Practice, should be used by any employee, or their union representative, who believes that an unsafe or unhealthful condition exists in the workplace.

824.6 Investigating Employee Reports of Hazard, Unsafe Condition, or Practice

PS Form 1767 is designed to encourage employee participation in the Postal Service safety and health program and to provide prompt action when employees report a hazard. This form provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of alleged hazards, unsafe conditions, or unsafe practices.

The *ELM* directs supervisors to ensure that an adequate supply of PS Forms 1767 is readily available for employees to report when unsafe conditions exist.

“It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force.”

824.62 Availability of Form

Supervisors must maintain a supply of PS Forms 1767 in the workplace in a manner that provides employees with both easy and (if desired) anonymous access.

Section 824.63 of the *ELM* discusses employee responsibilities for reporting hazards.

824.631 Employee

Any employee, or the representative of any employee, who believes that an unsafe or unhealthful condition exists in the workplace may do any or all of the following:

- a. File a report of the condition on PS Form 1767 with the immediate supervisor and request an inspection of the alleged condition.
- b. If the employee desires anonymity, file PS Form 1767 directly with the installation's safety personnel, who will immediately give the report to the employee's supervisor for necessary action. (In such cases, safety personnel must not disclose the name of the individual making the report.)
- c. Report alleged unsafe conditions to a steward, if one is available, who may then discuss the condition with the employee's supervisor.

Discrimination against an employee for reporting a safety and health hazard is unlawful.

Safety obligations (continued)

Section 824.63 of the *ELM* also outlines what management is required to do to investigate and take corrective action to abate the hazard.

824.632 Supervisor

The immediate supervisor must promptly (within the tour of duty):

- Investigate the alleged condition.
- Initiate immediate corrective action or make appropriate recommendations.
- Record actions or recommendations on PS Form 1767.
- Forward the original PS Form 1767 and one copy to the next appropriate level of management (approving official).

If any letter carrier feels that it is unsafe to work at a case, in a vehicle, on the route or any other place, a PS Form 1767 should be completed to report the unsafe condition. This form is then submitted to the employee's immediate supervisor to initiate an investigation into the alleged unsafe condition. If the employee desires anonymity, he or she may file PS Form 1767 directly with the installation's safety personnel, who is required to immediately give the report to the employee's supervisor for necessary action and to keep the reporting employee's identity anonymous. Letter carriers also may report the alleged unsafe condition to a steward or local branch officer, who may then discuss the condition with the employee's supervisor.

The immediate supervisor must promptly (within the tour of duty) investigate the alleged condition, initiate immediate corrective action or make appropriate recommendations, record his or her actions or recommendations on PS Form 1767, and forward the original of the form and one copy to the next appropriate level of management. The supervisor is also required to provide the employee with a signed copy of the form as a receipt. The third copy of the form must be immediately forwarded to the facility safety coordinator. It is always the supervisor's responsibility to monitor the status of the report until the hazard is corrected. If the hazard is not abated within the first week, the supervisor must also verbally inform the employee of the abatement status at the end of each seven-day interval.

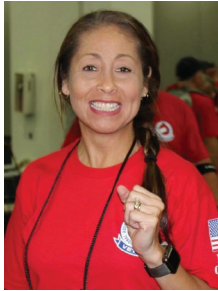
Supervisors have the responsibility of correcting safety hazards. If a safety hazard prevents a letter carrier from performing his or her duties, the letter carrier should ask his or her supervisor for instructions regarding how the work should be performed until the issue is resolved. If the safety issue persists after proper reporting and abatement procedures have been followed, or if management fails to address the hazard according to *ELM* requirements, letter carriers should speak to their shop steward or branch officer. Safety is always essential for all postal employees, not just during the COVID-19 pandemic.

Contract Administration Unit

- Brian Renfroe, Executive Vice President
- Lew Drass, Vice President
- Christopher Jackson, Director of City Delivery
- Manuel L. Peralta Jr., Director of Safety and Health
- Dan Toth, Director of Retired Members
- Jim Yates, Director of Life Insurance

UNITED STATES POSTAL SERVICE®		Report of Hazard, Unsafe Condition or Practice		Hazard Control Number (Assigned by Safety Officer)	
I. EMPLOYEE'S ACTION					
Area (Specify Work Location)					
Describe hazard, unsafe condition or practice. Recommend corrective action.					
Employee	Signature	Date and Tour			
II. SUPERVISOR'S ACTION					
Recommend or describe action taken to eliminate the hazard, unsafe condition or practice. (If corrective action has been taken, indicate the date of abatement.)					
Supervisor	Signature	Date			
III. APPROVING OFFICIAL'S ACTION (Check One and Complete)					
The following corrective action was taken to eliminate the hazard, unsafe condition or practice (Indicate date of abatement):					
A work order has been submitted to the manager, plant maintenance to effect the following change:					
There are no reasonable grounds to determine such a hazard exists. This decision is based upon:					
Approving Official	Signature	Date	Date for Employee Notified		
IV. MAINTENANCE ACTION (Complete if Necessary)					
Maintenance Supervisor	Signature	Date	Date Hazard Abated		
PS Form 1767, February 2014 PSN 7530-01-000-8422 WHITE - Local Safety Office (After Abatement) PINK - Local Safety Office (Before Abatement) YELLOW - Approving Official BLUE - Employee					

In this time of crisis and service, we thank our members



Assistant to the President for Community Services
Christina Vela Davidson

To help protect the health and well-being of our members, volunteers, employees and customers, we have changed, moved around and even postponed letter carrier events.

As leaders of this great union, we have an obligation to be there for our members and to lift up everyone we can. Certainly, that's true with community service. By doing so, we make our union better and benefit all those we represent.

While we recognize that letter carrier assistance is a critical need for many, especially during difficult times such as the one we are currently experiencing, it also is of the utmost importance that we continue to minimize the risks to the extent possible.

I just want to say thank you to all. Thank you for giving to MDA, thank you for giving to and/or sharing the Stamp Out Hunger Donor Drive information. Thank you, veterans, for joining the Veterans Group. Thank you for being heroes and watching over your community; because you are the eyes and ears of your communities and routes.

Together, we will overcome and move on. Together, we will create new ways to help those in need. Sisters and brothers, we are strong, we are one, and together, we will continue to make a difference. This pandemic will not hold us back and will not get in our way.

Until that time, please remember that the best defense against this virus is good personal hygiene. Remain focused on your safety, and follow the best-known methods

to avoid the spread of COVID-19. Practice good hand hygiene. Wash your hands regularly for at least 20 seconds at a time. Cover your mouth when sneezing or coughing using your elbow or a tissue, and then discard any tissues you used. When unable to wash hands with soap and water, it is recommended that hand sanitizer be used to help reduce the spread of germs.

As the president of the NALC Disaster Relief Foundation, I want to remind you that natural disasters can happen anytime. Please have your emergency kits ready in case a natural disaster occurs. These kits will help you endure at least the first few days after the disaster.

“Sisters and brothers, we are strong, we are one, and together, we will continue to make a difference. This pandemic will not hold us back and will not get in our way.”

Brothers and sisters, unions are measured not only by how they represent their members, but also by how the public views the charities near to the organization's heart. Again, I want to personally thank everyone. To me, you all are heroes.

The following are websites that can help raise money for those in need in your communities:

- nalc.org/community-service/food-drive/2020-donor-drive
- mda.donordrive.com/event/nalc2020

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

Probation: The case of the disappearing CCA



Assistant to the President for Workers' Compensation
Kevin Card

Over the past few years, the demographics of the letter carrier craft have changed. Nearly half of the letter carrier craft have 10 years or less in the Postal Service. Those of you who fall into that class have probably heard senior letter carriers wax poetic about the good old days, before DPS, FSS, scanners and MSPs. The evolution of the myriad of duties now inherent in letter carrier work has been astounding, but also potentially dangerous.

There are increasingly more work-related distractions inherent in the job. As people continue to work from home, there is more deviation from the normal course of delivery in terms of delivering parcels of all shapes and sizes. The coronavirus pandemic has turned every week into the holiday season.

Any change in a normal workday, in our case dismounting or driving off more parcels, has the potential to produce an increase in workplace injuries. Newer employees who succumb to the pressure to meet computer-generated delivery estimates are particularly vulnerable to suffering such injuries.

There is no requirement to risk one's health just to meet management's often-ridiculous expectations. The Contract Talk section of the July *Postal Record* on time-protection tools addressed those expectations, and should be read by every letter carrier.

Looking at the turnover rate for city carrier assistants (CCAs), one could surmise that the desirability of a letter carrier job, once a vaunted ticket to the middle class, no longer exists. In my letter carrier career, I could count on one hand the number of employees who got to the job and quit. That's no longer the reality in today's post office.

The high turnover rates for CCAs has accustomed some to the "here today, gone tomorrow employee": the disappearing CCA. Some of those CCAs may have disappeared after suffering a workplace injury.

From the very first day a CCA is hired, he or she is afforded the protection of the Federal Employees' Compensation Act (FECA). FECA provides for medical and wage-loss compensation for federal employees injured in the performance of their letter carrier duties, including probationary CCAs.

There is an unfortunate belief in the post office that states that new employees, the CCAs in our craft, will immediately get fired if they report an injury. This is a dangerous myth that leads some employees to endure injuries that can lead to life-long disabilities. It can also lead some CCAs to disappear due to the workplace injury.

In 2012, the Occupational Health and Safety Administration (OSHA) addressed the problems inherent in how

employers manage workplace injuries in a memorandum, "Employer Safety Incentive and Disincentive Policies and Practices."

The memorandum clearly lays out the section of the Occupational Health and Safety (OSH) Act pertaining to discrimination against injured workers:

Section 11(c) of the OSH Act prohibits an employer from discriminating against an employee because the employee reports an injury or illness. 29 CFR 1904.36. This memorandum is intended to provide guidance to both field compliance officers and whistleblower investigative staff on several employer practices that can discourage employee reports of injuries and violate section 11(c), or other whistleblower statutes. Reporting a work-related injury or illness is a core employee right, and retaliating against a worker for reporting an injury or illness is illegal discrimination under section 11(c).

The memorandum states this simple truth:

If employees do not feel free to report injuries or illnesses, the employer's entire workforce is put at risk. Employers do not learn of and correct dangerous conditions that have resulted in injuries, and injured employees may not receive the proper medical attention, or the workers' compensation benefits to which they are entitled. Ensuring that employees can report injuries or illnesses without fear of retaliation is therefore crucial to protecting worker safety and health.

NALC has successfully assisted probationary CCAs who were terminated after reporting a workplace injury by helping them contact OSHA to file a whistle-blower complaint. In many instances, the CCA was returned to work.

Unfortunately, the current administration has been chipping away at the spirit and intent of the 2012 memorandum with proposals to change whistle-blower protections. Under this administration, OSHA staffing has decreased, lengthening the time it takes to get in contact with an investigator and file a complaint. You should be concerned when the administration touts the number of regulations it has eliminated; those regulations may be the ones you need to help you.

As union members, we can help prevent our CCAs from disappearing. We can start by busting the myth that discourages legitimate workplace-injury claims from being filed by our newest letter carriers. We can advise them of their rights and give them the OSHA whistle-blower hotline number, 800-321-6742.

Familiarize yourselves and your co-workers with the Office of Workers' Compensation Programs web portal, ECOMP. Help your co-workers register in ECOMP. It's easy—you can register on a smartphone in less than 10 minutes.

Let's make our union stronger by caring for each other. Treat every employee as an essential employee. Together, we can eliminate the disappearing CCAs.



Preference-eligible veterans and the discipline process

Letter carriers who are preference-eligible employees, as defined by the Veterans' Preference Act of 1944, have additional protections when the Postal Service initiates disciplinary action. Federal law grants preference-eligible employees the right to appeal adverse actions, including suspensions of more than 14 days and removals, to the Merit Systems Protection Board (MSPB). A preference-eligible employee's right to appeal an action to the MSPB is not affected by the rights granted in the National Agreement, as stated in Article 16, Section 9:

Article 16, Section 9. Veterans' Preference

A preference eligible is not hereunder deprived of whatever rights of appeal are applicable under the Veterans' Preference Act.

Based on this language, a preference-eligible employee may file a grievance under Article 15 of the National Agreement and/or an appeal through the MSPB. However, while a preference-eligible veteran may appeal the disciplinary action in both forums, a choice between them must be made by the date the Article 15 grievance is scheduled for arbitration.

The USPS-NALC *Joint Contract Administration Manual (JCAM)* explains this dual filing process on page 16-10, which states:

MSPB Dual Filings

The Veterans' Preference Act guarantees "preference eligible" employees certain special rights concerning their job security. (Federal law defines a "preference eligible" veteran at Title 5 United States Code Section 2108; see EL-312, Section 483). A preference eligible employee may file both a grievance and an MSPB appeal on a removal or suspension of more than fourteen days. However, Article 16.9 provides that an employ-

ee who exercises appeal rights under the Veterans' Preference Act waives access to arbitration when they have an MSPB appeal pending as of the date the grievance is scheduled for arbitration by the parties. The date of the arbitration scheduling letter is considered "the date the arbitration is scheduled by the parties" for the purposes of Article 16.9.

In order to alert all grievance handlers that an employee has filed an MSPB appeal, Item 12.a on PS Form 8190, USPS-NALC Joint Step A Grievance Form, asks if there is a companion MSPB appeal. While the shop steward should answer this question on PS Form 8190 and all parties should be aware of the dual filing, the grievant is responsible for adhering to the time limit to declare which appeal process they will pursue. Veterans should note that the MSPB appeal process is not part of the contractual grievance procedure, so NALC does not represent employees in MSPB appeals. Information on appeal rights and time limits for filing an MSPB appeal are found in Sections 1201.21 and 1201.22 of Title 5 of the Code of Federal Regulations (CFR). Additional information regarding the MSPB appeal process is available at mspb.gov.

Normally, once a disciplinary removal grievance has reached impasse at Step B, the Postal Service will remove the employee from a pay status until the case is decided by an arbitrator. These employees are then required to make reasonable efforts to obtain other employment to recover back pay in the event the removal is overturned. However, the instructions on PS Form 8038, Employee Statement to Recover Back Pay, clarify that a preference-eligible veteran who appeals the action through MSPB is not required to seek other employment.

Preference-eligible veterans also receive an additional, informal benefit

with respect to emergency suspensions imposed pursuant to Article 16, Section 7 of the National Agreement, which provides in pertinent part:

16.7. Emergency Procedure

An employee may be immediately placed on an off-duty status (without pay) by the Employer... The employee shall remain on the rolls (non-pay status) until disposition of the case has been had.

Due to the immediate nature of an emergency suspension, no advance notice is possible. Without 30 days' advance written notice, it would be a violation of the Veterans' Preference Act to retain a preference-eligible veteran in a non-pay status longer than 14 days under this provision. Therefore, management usually returns veterans' preference eligible employees to a pay status after 14 days in a non-pay status. If a preference eligible veteran is suspended under Article 16, Section 7 without 30 days' advance notice and is *not* returned to a pay status before 14 days have elapsed, the veteran should consider filing an MSPB appeal in addition to a grievance.

Preference-eligible veterans who receive discipline should be sure to notify their shop steward of both the discipline and their veterans' preference eligible status so the steward can ensure proper procedures are followed. For more information pertaining to military service and the Postal Service, city carriers are encouraged to read the *NALC Veterans Guide*, which can be found at nalc.org/news/nalc-updates/body/veterans-guide-final.pdf.

Join the NALC Veterans Group

If you are interested in joining the group, complete the sign-up card at nalc.org/veterans.

State Summaries

Florida

Last month, I noted that the state training seminar scheduled in West Palm Beach for Oct. 3-4 was still tentatively scheduled. However, the state executive board decided on a recent conference call to cancel it after the Seminar Hotel notified President Friedman that it would allow cancellation without penalty.

Throughout the state, there have been several organized programs to encourage the public to get behind pending bills to support legislative efforts to help the Postal Service survive the recent economic downturn due to the coronavirus pandemic. In several cities, there have been drive-by parades at main post offices in support of the USPS. There are other efforts seeking city councils and county commissions to pass resolutions urging our representatives and senators to support both the House and Senate versions of the HEROES Act.

Sadly, I report as of this article that Florida is No. 1 in the nation for number of coronavirus cases and deaths per day; it's certainly not a number of which to be proud. Unfortunately, quite a few cases are among our postal employees.

Many branches throughout the state are conducting their meetings via Zoom, Vimeo or conference calls. As a past branch president for 11 years, I feel fortunate that I never had to deal with something as devastating as this pandemic. I am proud of the fact that, even under the strain and demands of this pandemic, letter carriers are continuing to do their jobs and serving the American people.

Now, as if the number of coronavirus cases and deaths and being in hurricane season isn't enough to worry about, several West Nile virus cases have recently been reported.

Until next time, stay safe as you possibly can.

O.D. Elliott

Kentucky

Thanks to all six letter carrier congressional liaisons across the commonwealth for working with KYSALC Secretary Steve Terry and Legislative and Political Organizer Anna Mudd to continue to coordinate all to take action.

It is no surprise that NALC President Rolando and Executive Vice President Brian Renfroe were ready to deal with USPS management, a new postmaster general, deputy PMG and Board of Governors. Then the COVID-19 pandemic hit, and our national officers were ready to work with Congress and our state associations to lobby for at least \$25 billion in the fourth stimulus package to keep the U.S. Mail being delivered daily (six or seven days). All resident officers and the national business agents, including the K-I-M region's Troy Clark, have held virtual meetings and send out reminders like "Take action!" Many times President Rolando or EVP Renfroe was there to answer questions live.

While the jobs and benefits of NALC await U.S. Senate legislative action to complement the U.S. House bill passed, we are still negotiating the new National Agreement, now with the new PMG.

And, lest we forget, there is this election on Nov. 3 that will impact the very soul of this country we love so well. We must vote for those running for the U.S. House and Senate, and for U.S. president, who will support USPS into the future, along with NALC. Also, President Rolando has ideas for the 10-year plan to reform USPS.

This is no time to sit on the sidelines. We especially need our retirees to volunteer to participate with our union in this election.

Bob McNulty

Michigan

As I sit down to write this, most of Michigan is in the midst of an uncomfortable heat wave, but as always, letter carriers have stepped up to get the mail delivered.

I bring this up again because, in spite of the fact that letter carriers across the country are busting their butts to serve our customers, there is still no movement in the Senate on a stimulus bill that would give assistance to the Postal Service. It is appalling that this administration seems set on ending an institution that has served this country for 245 years—an institution that is mandated in the U.S. Constitution to connect the residents of this country together.

The USPS has a rich legacy of serving this country, and carriers continue to do their jobs, even though the future of the Postal Service is in doubt. We have got to do something to preserve that future. What we *can* do, what we *should* do, what we *must* do is contact our representatives in Washington, DC, and encourage them to support the Postal Service in any stimulus package to come.

This task is easier now than it has ever been. You don't have to put pen to paper. You don't have to pick up a phone. All you have to do is go to nalc.org and click on "Take action now." This process literally takes two to three minutes and could save our jobs.

Do your families support you? Do they want to have a say in saving your jobs? Tell them to go to heroesdelivering.com, and they can be heard, too. It doesn't take much time, and it might make a world of difference.

Won't you please make your voice heard?

Thomas Minshall

New Jersey

As our state and country continue to struggle to return to pre-COVID-19 normal, letter carriers continue to face daily workplace and legislative challenges. Many states are currently facing new outbreaks of the virus, which may force parts of country back into lockdown and further complicate our lives.

During this time of year, the New Jersey State Association is normally planning either our rap session or state convention. This year, the biennial rap session in Atlantic City was scheduled for Sept. 14. Regretfully, after considering the safety and health of the attendees, the rap session has been canceled by President O'Connell Jr. In an effort to keep the membership informed of legislation and the upcoming elections in No-

vember, the state board will be planning a Zoom meeting in the near future.

The Postal Service is still in need of funding from Congress. The House of Representatives has passed legislation that includes the Postal Service in the next stimulus package. The Senate was on recess until the end of July. It is evident that the Senate will not pass the same legislation as the House. Many resolutions and bills have been introduced to the Senate, but many include language that is not in the best interest of letter carriers.

There is still time to contact Sens. Booker or Menendez requesting their support of the Postal Service. I know that you have repeatedly been asked by the NALC leaders, your branch president or your co-workers to contact your congressional representatives. I thank those who have. If you have not, please take those few minutes out of your busy, stressful lives to have your voice heard.

Please remain safe in the hot summer days.

Christine A. Strasser

Tennessee

Eliana Yankee, daughter of Nashville Branch 4 member Phillip Yankee, received one of the Tennessee State Association of Letter Carriers scholarships. The other scholarship went to Ainsley Simms, daughter of Knoxville Branch 419 member Trent Slagle. Congratulations to each of you.

On July 2, a bipartisan act was introduced in the Senate. The Postal Service Emergency Assistance Act would provide the USPS with up to \$25 billion to cover revenue loss due to COVID-19. We need carriers to be diligent in calling Sens. Alexander and Blackburn to request that the USPS be included in the next stimulus package, as well as urging them to pass the PSEA Act.

Be safe; your life matters.

Laurie McLemore

Texas

Hoping this finds you in the best of health in these trying times.

Thank you! Each and every letter carrier deserves a pat on the back. You definitely are earning the big bucks with all of this overtime due to COVID-19. Remember: Safety first, wash your hands as often as possible, and disinfect your work area. Stay at least 6 feet apart, too.

As of this writing, House, Senate and state races have come into focus. August, September and October will be a great opportunity to volunteer with your local Central Labor Council. This is the best time to engage the membership about these races and the importance of their votes for labor-supported candidates.

You can go to texasafclcio.org/2020-endorsements to see all Texas AFL-CIO-endorsed candidates. Several NALC members from Dallas, Fort Worth, Arlington, San Antonio, Waco, Corpus Christi and Brownsville participated in the endorsement process back in January.

NALC and the Texas State Association will continue to monitor all races that letter carriers can and will make a difference in. The political picture will come into focus as this comes to print. Both Republican and Democratic runoff races took place on July 15.

On another note, the Region 10 fall school is still tentatively scheduled for Oct. 10-12. Texas State Association Districts 4, 5 and 6 scheduled district meeting(s) for the morning of Saturday, Oct. 10.

I know that we not only have to worry about the coronavirus, but this is one of the most important elections to the labor movement and letter carriers. Representation matters; Texas could possibly gain three congressional seats if we can get people to participate in the Census.

Get involved, volunteer, look out for your brothers and sisters on the workroom floor and, most of all, stay safe.

Thank you and God bless—

Carlos Rodriguez Jr.

Wisconsin

Is it possible to hit reset on 2020? There has never been a topsy-turvy year like this in anyone's memory who isn't 102 years old. The good old days are a mere six months ago, and things are not exactly improving.

Innovation is the order of the day, where branches are experimenting with Zoom meetings, socially distanced gatherings outside, or just dispensing with meetings for the safety of their members, especially in large branches. Individual carriers are making personal decisions and forming strategies to remain safe and keep up tremendous levels of service.

All in all, it may be the letter carriers' finest hour and we are showing the public how much the USPS means to the American people.

Unfortunately, the exemplary efforts of hard-working USPS employees have not been recognized by the members of the Senate. While the House of Representatives stepped up to

the plate with passage of the HEROES Act, the Senate refused to take it up before leaving for an early July recess. The NALC hopes the Senate will bring a mandate from the folks back home in late July and get the USPS the relief it needs to continue to serve its vital mission for America.

At the writing of this summary, there are stand-alone efforts being made to address the USPS securing its requested \$25 billion in funding and to remove the restrictions on the previously passed \$10 billion borrowing authority. One is merely a Senate resolution, S. Res. 644, expressing the sense of the Senate to do this, while an actual bipartisan bill, S. 4174, includes these imperatives but adds unnecessary items.

Letter carriers will do what is asked of them for the good of our nation in these extraordinary times. Just do whatever it takes to do it safely!

Scott A. Van Derven

Retiree Reports

Hartford, Connecticut

The hot weather is upon us. Hopefully, carriers will get earlier starting times for sorting and delivery. If the remaining consolidated casing sites can get the carriers their mail by 5:30 a.m., then it is feasible to get all of the letter carriers their mail by then.

A total of six post offices in Chicago, IL, one in Grand Rapids, MI, and one in Minneapolis, MN, had seven P.O. vehicles stolen there. That's the total for senseless destruction of post offices by rioters. Our job with the heat and wanton destruction of post offices gets harder each week. In Connecticut, the death toll (in nursing homes, mainly) has been reduced greatly. My niece is working instead in the neurology ward at a New Haven hospital, but many of her colleagues are in ICUs, hospitals and nursing homes dealing with the large numbers of COVID-19 patients, including my sister's elderly father-in-law.

I hope the postal reform bill will pass with bipartisan support in Congress. We could use Congress at last paying us for its mailings to constituents that it has not reimbursed us for many decades. That would help us through the financially sluggish times due to the pandemic. It takes some getting used to seeing letter carriers wearing face masks.

I hope we can reschedule our annual food drive for this fall. Sadly, many people are unemployed and cafés, etc., here are struggling to survive. Please patronize them. Now outdoor café dining areas have reopened. They depend on your business and takeout orders to survive. Small businesses are a major advertiser for U.S. Postal BBM revenues. When I order items online, I always specify that they use the regular post office Priority Mail to ship my goods to my home.

Please have a great and safe summer.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

"I went to the crossroad." —Robert Johnson
The great American musician from Mississippi told us of this tale in the late 1930s. America is going to experience this on Nov. 3. We have an opportunity to make America better again.

Our branch meeting in June was very well attended, considering social distancing and COVID-19 protocols. The meeting was informative and a credit to the members of Branch 124 in attendance. One aspect that struck me was the resilience of letter carriers in the midst of a pandemic; the other disturbing factor was that, without a union, workers would be up a creek without a paddle. With high unemployment numbers not seen since the Great Depression, not a single carrier has been laid off, and that's because of a single factor: the Postal Strike of 1970.

There's a concept called the "butterfly effect," ergo, flapping of a butterfly's wings can cause a hurricane far from where the start of flying originated. No one in 1970, nor 1619, envisioned the current state of the country in 2020, but here we are. Fifty years have passed since the 1970 postal strike, and retirees and active carriers are reaping the benefits of those brave souls who put their livelihood on the line. Phil Rubio, a former carrier, now a professor, has written a great book, *Undelivered: From the Great Postal Strike of 1970 to the Manufactured Crisis of the U.S. Postal Service*. It should be required reading of every postal employee. The 1619 Project by the *New York Times* is a perfect

illustration of the butterfly effect.

I've been a voter since 1971, with the passage of the 26th Amendment. On active military duty at that time, I haven't missed an election since then.

Crossroads are here again. Dr. Barkhuff's position lays out why everyone needs to vote. Watch his video at the Lincoln Project.

Vote and participate. Your country is counting on you. Keep hope alive!

Stanley L. Taylor, Branch 124

Paterson, New Jersey

Union meetings (which have been canceled until further notice) have a target date to take place in September. At this moment, this is a projected start date; as time nears September, one should check to see if this is a definite move by calling our union office.

Here in New Jersey, the decreasing of number of COVID-19 cases are closely linked to resuming normal operations. New Jersey takes these numbers of infected seriously, usually erring on the side of caution and safety, rather than rushing to business as usual without the declining numbers of infected patients. Although this may take longer to get together at union functions and meetings, it may be safer than infecting others or getting infected.

We appreciate our letter carriers, who are considered to be essential employees and who have been on the front lines of this pandemic. They bond and unite our entire nation through this vast communication network.

We look forward to resuming our union meetings and functions in a safe and appropriate manner when and if time permits.

Joseph Murone, Branch 120

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

George R. Jackson	Akron, OH	Br. 148
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70-year pins

Ralph C. Perrotti	San Jose, CA	Br. 193
William M. Getts	Pueblo, CO	Br. 229
Ruben Fontes	Clarksville, TN	Br. 364

65-year pins

George A. Meninno	Framingham, MA	Br. 334
Thomas L. Esposito	New Jersey Mgd.	Br. 38
Robert Pettipaw	New Jersey Mgd.	Br. 38
James E. Rumrill Jr.	New Jersey Mgd.	Br. 38
James L. Morrison	Akron, OH	Br. 148
Paul M. Robison	Salt Lake City, UT	Br. 111

60-year pins

Jimmie C. Ruiz	San Jose, CA	Br. 193
Gil H. Venegas	San Jose, CA	Br. 193
Jack L. Hixon	Augusta, GA	Br. 263
Wayne C. Ellis	Wichita, KS	Br. 201
Lewis H. Higgins	Central ME Mgd.	Br. 391
James R. Brady	New Jersey Mgd.	Br. 38
Thomas L. Esposito	New Jersey Mgd.	Br. 38
Oren E. Evans Jr.	New Jersey Mgd.	Br. 38
Albert J. Fornaro	New Jersey Mgd.	Br. 38
Albert J. Imbimbio	New Jersey Mgd.	Br. 38
Emil A. Magliaro	New Jersey Mgd.	Br. 38
Robert Pettipaw	New Jersey Mgd.	Br. 38
James E. Rumrill Jr.	New Jersey Mgd.	Br. 38
Joseph T. Smith	New Jersey Mgd.	Br. 38
Robert T. Warsh	New Jersey Mgd.	Br. 38
Lewis P. Zichichi	New Jersey Mgd.	Br. 38
Charlie R. Nichols	Winston-Salem, NC	Br. 461
Fred W. Smith	Winston-Salem, NC	Br. 461
Theodore M. Babiy	Akron, OH	Br. 148
Andy B. Carden	Akron, OH	Br. 148
John V. Carney	Akron, OH	Br. 148
Joseph P. Gonsiewski	Akron, OH	Br. 148
Kenneth T. Kaforey	Akron, OH	Br. 148
Karl A. Loman	Akron, OH	Br. 148
Jerry K. Mobley	Akron, OH	Br. 148
Robert C. Roach	Akron, OH	Br. 148
Estel E. Schofield Jr.	Akron, OH	Br. 148
Donald D. Yarger	Akron, OH	Br. 148
Paul B. Crass	Clarksville, TN	Br. 364
Herman L. Graham	Richmond, VA	Br. 496
Richard H. Frigge	Milwaukee, WI	Br. 2
John A. Knott	Milwaukee, WI	Br. 2
Donald F. Lamountain	Milwaukee, WI	Br. 2
John A. Ristow	Milwaukee, WI	Br. 2
Robert C. Schaefer	Milwaukee, WI	Br. 2

55-year pins and gold cards

James M. Finleon	San Diego, CA	Br. 70
Steve G. Herrera	San Bernardino, CA	Br. 411
Joe K. Kovacs	Pueblo, CO	Br. 229
Paul O. Hale	Rockford, IL	Br. 245
Neal D. Jermyn	MA Northeast Mgd.	Br. 25
Daniel J. Bache	Framingham, MA	Br. 34
Willard T. Wamsley	Louisiana, MO	Br. 244
Robert T. Benanti	New Jersey Mgd.	Br. 38
Gene F. Bianchini	New Jersey Mgd.	Br. 38
James R. Brady	New Jersey Mgd.	Br. 38
Thomas R. Delaney Jr.	New Jersey Mgd.	Br. 38
Thomas C. Ditrani	New Jersey Mgd.	Br. 38
Thomas L. Esposito	New Jersey Mgd.	Br. 38
Oren E. Evans Jr.	New Jersey Mgd.	Br. 38
Albert J. Fornaro	New Jersey Mgd.	Br. 38
Donald G. Girovasi	New Jersey Mgd.	Br. 38
Albert J. Imbimbio	New Jersey Mgd.	Br. 38
Emil A. Magliaro	New Jersey Mgd.	Br. 38
Robert S. Nagel	New Jersey Mgd.	Br. 38
George V. Petrisin	New Jersey Mgd.	Br. 38
Robert Pettipaw	New Jersey Mgd.	Br. 38
Ignazio Pravata	New Jersey Mgd.	Br. 38
Wallace W. Price	New Jersey Mgd.	Br. 38
Robert A. Rien	New Jersey Mgd.	Br. 38
David F. Rochford	New Jersey Mgd.	Br. 38
James E. Rumrill Jr.	New Jersey Mgd.	Br. 38
Joseph T. Smith	New Jersey Mgd.	Br. 38
James M. Struble	New Jersey Mgd.	Br. 38
Paul J. Wagner	New Jersey Mgd.	Br. 38
Robert T. Warsh	New Jersey Mgd.	Br. 38
Henrie A. Werte	New Jersey Mgd.	Br. 38
Edward J. Zakolski	New Jersey Mgd.	Br. 38
Lewis P. Zichichi	New Jersey Mgd.	Br. 38
Harris A. Jamison III	Garden State Mgd., NJ	Br. 444
Robert R. Hutchens	Winston-Salem, NC	Br. 461
Theodore M. Babiy	Akron, OH	Br. 148
Andy B. Carden	Akron, OH	Br. 148
John V. Carney	Akron, OH	Br. 148
Joseph P. Gonsiewski	Akron, OH	Br. 148
Kenneth T. Kaforey	Akron, OH	Br. 148
Karl A. Loman	Akron, OH	Br. 148
Jerry K. Mobley	Akron, OH	Br. 148
Robert C. Roach	Akron, OH	Br. 148
Estel E. Schofield Jr.	Akron, OH	Br. 148
Donald D. Yarger	Akron, OH	Br. 148
Richard C. Person	Allentown, PA	Br. 274
Steven G. Franz	Salt Lake City, UT	Br. 111
James Allen	Richmond, VA	Br. 496
Herman L. Graham	Richmond, VA	Br. 496
Armenious J. Jeffers Jr.	Richmond, VA	Br. 496
Joseph Lomax Jr.	Richmond, VA	Br. 496
Keith W. Rustin	Richmond, VA	Br. 496
Theodore L. Spurlock	Richmond, VA	Br. 496
William T. Taylor	Richmond, VA	Br. 496

Landon C. Turner	Richmond, VA	Br. 496
J. Wright	Richmond, VA	Br. 496
John M. Kaczkowski	Milwaukee, WI	Br. 2

50-year pins and gold cards

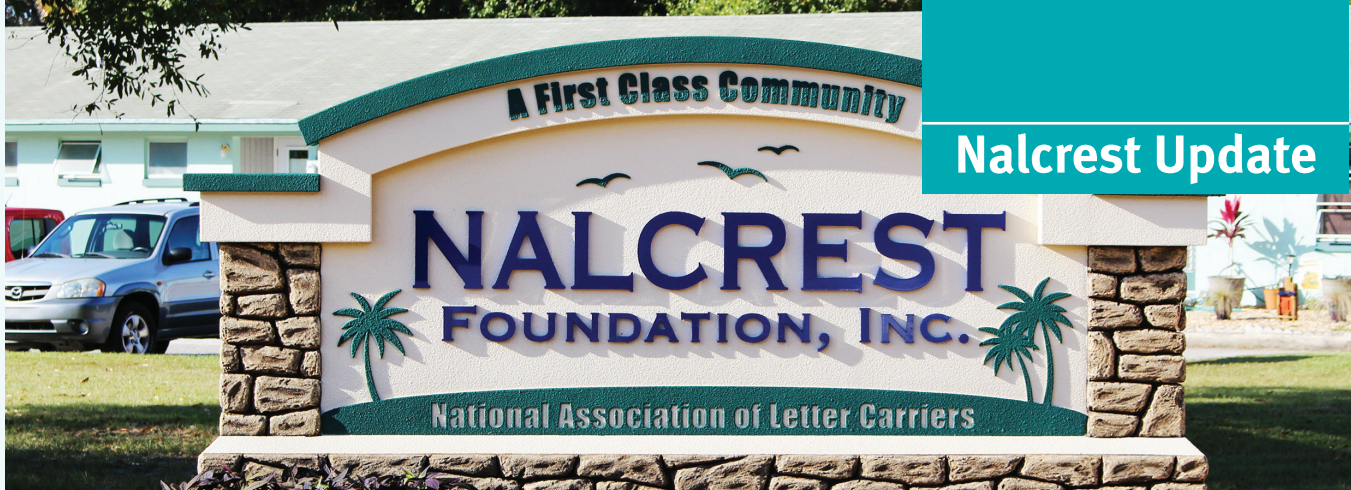
Ernest P. Goggans	Anniston, AL	Br. 448
Glen E. Horn	Anniston, AL	Br. 448
Richard H. Milam	Anniston, AL	Br. 448
John A. Ellis	Hot Springs Natl. Park, AR	Br. 543
Dennis F. Klein	San Diego, CA	Br. 70
Joseph E. Coli	San Jose, CA	Br. 193
Claudia J. Daley	San Jose, CA	Br. 193
Richard B. Jackson	San Jose, CA	Br. 193
Russell E. Larson	San Jose, CA	Br. 193
Peter Licon	San Jose, CA	Br. 193
Martha M. Martin	San Jose, CA	Br. 193
Gary L. McLeod	San Jose, CA	Br. 193
Robert J. McLeod	San Jose, CA	Br. 193
James E. Post	Central California	Br. 231
Ruben Alatorre	San Bernardino, CA	Br. 411
Dennis M. Argo	San Bernardino, CA	Br. 411
John P. Bouschet	San Bernardino, CA	Br. 411
O. D. Bowron	San Bernardino, CA	Br. 411
David J. Bright	San Bernardino, CA	Br. 411
Robert W. Busch	San Bernardino, CA	Br. 411
James R. Calleros	San Bernardino, CA	Br. 411
Joel C. Castro	San Bernardino, CA	Br. 411
Larry D. Clawson	San Bernardino, CA	Br. 411
Marsha L. Clawson	San Bernardino, CA	Br. 411
Leonard B. Cox	San Bernardino, CA	Br. 411
Edward T. Cox, Jr.	San Bernardino, CA	Br. 411
Eugene E. Doster	San Bernardino, CA	Br. 411
Axel B. Frannea	San Bernardino, CA	Br. 411
Lawrence C. Garcia	San Bernardino, CA	Br. 411
Vern L. Garton	San Bernardino, CA	Br. 411
M. J. Gerdes	San Bernardino, CA	Br. 411
Richard A. Johnson	San Bernardino, CA	Br. 411
Sharol A. Kleinschmidt	San Bernardino, CA	Br. 411
Robert G. Kline	San Bernardino, CA	Br. 411
John W. Krause	San Bernardino, CA	Br. 411
Keith R. Lewis	San Bernardino, CA	Br. 411
Robert A. Lewis	San Bernardino, CA	Br. 411
Dewald W. Magstadt	San Bernardino, CA	Br. 411
Lyle L. Mallory	San Bernardino, CA	Br. 411
Wesley B. McAllister	San Bernardino, CA	Br. 411
Louis H. McClain	San Bernardino, CA	Br. 411
Robert R. Mendoza	San Bernardino, CA	Br. 411
Norman E. Nelson	San Bernardino, CA	Br. 411
Roland R. Newell	San Bernardino, CA	Br. 411
John O. Noyes	San Bernardino, CA	Br. 411
Paul J. Ohlms	San Bernardino, CA	Br. 411
William H. Perry	San Bernardino, CA	Br. 411
Charles A. Phelps	San Bernardino, CA	Br. 411
B. R. Phillips	San Bernardino, CA	Br. 411
Frank E. Rich	San Bernardino, CA	Br. 411
Ismael Rodriguez	San Bernardino, CA	Br. 411

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

Juan Ruiz	San Bernardino, CA	Br. 411	Walter M. Burgess Jr.	MA Northeast Mgd.	Br. 25	Walter P. Riley	MA Northeast Mgd.	Br. 25
Larry D. Smith	San Bernardino, CA	Br. 411	Vance E. Burpee	MA Northeast Mgd.	Br. 25	Robert W. Ryan	MA Northeast Mgd.	Br. 25
Wilford H. Smith	San Bernardino, CA	Br. 411	Michael Casey	MA Northeast Mgd.	Br. 25	Donald A. Smith	MA Northeast Mgd.	Br. 25
John E. Taber	San Bernardino, CA	Br. 411	A. P. Cassaro	MA Northeast Mgd.	Br. 25	D. E. Smith Jr.	MA Northeast Mgd.	Br. 25
John B. Tompkins	San Bernardino, CA	Br. 411	Horace A. Clayton	MA Northeast Mgd.	Br. 25	J. M. Sousa	MA Northeast Mgd.	Br. 25
Norberto Vasquez Jr.	San Bernardino, CA	Br. 411	James E. Cochran	MA Northeast Mgd.	Br. 25	Kevin P. Sullivan	MA Northeast Mgd.	Br. 25
Gordon H. Wood	San Bernardino, CA	Br. 411	Patrick D. Conlon	MA Northeast Mgd.	Br. 25	Donald L. Talbot	MA Northeast Mgd.	Br. 25
Andrew J. Brooks III	Pueblo, CO	Br. 229	Conrad A. Correnti	MA Northeast Mgd.	Br. 25	Joseph L. Theriault	MA Northeast Mgd.	Br. 25
Keith R. Cheney	Pueblo, CO	Br. 229	Robert F. Craver	MA Northeast Mgd.	Br. 25	Philip D. Tousignant	MA Northeast Mgd.	Br. 25
Michael A. Dipaolo	Pueblo, CO	Br. 229	T. S. Dean	MA Northeast Mgd.	Br. 25	Arthur W. Veno	MA Northeast Mgd.	Br. 25
William E. Duprez	Pueblo, CO	Br. 229	Robert B. Donaghey	MA Northeast Mgd.	Br. 25	Kenneth E. Vinal	MA Northeast Mgd.	Br. 25
Fred V. Fair	Pueblo, CO	Br. 229	George E. Drohan	MA Northeast Mgd.	Br. 25	William E. Wells	MA Northeast Mgd.	Br. 25
Joseph R. Garcia	Pueblo, CO	Br. 229	Jon B. Elso	MA Northeast Mgd.	Br. 25	Donald P. White	MA Northeast Mgd.	Br. 25
Frank C. Garrett	Pueblo, CO	Br. 229	Richard W. Emery	MA Northeast Mgd.	Br. 25	Ralph E. Wilson	MA Northeast Mgd.	Br. 25
John R. Gonzales	Pueblo, CO	Br. 229	Frank W. Esielionis	MA Northeast Mgd.	Br. 25	Frank A. Wojick	MA Northeast Mgd.	Br. 25
Larry D. Hancock	Pueblo, CO	Br. 229	Wallace S. Ferris, Jr.	MA Northeast Mgd.	Br. 25	Paul F. Connolly	Boston, MA	Br. 34
Joe C. Jimenez	Pueblo, CO	Br. 229	William A. Fleming	MA Northeast Mgd.	Br. 25	Steven W. Rossetti	Boston, MA	Br. 34
Donald R. Krasovec	Pueblo, CO	Br. 229	B. N. Freeman Jr.	MA Northeast Mgd.	Br. 25	Harold V. Barrows	Framingham, MA	Br. 34
Ralph N. Marco	Pueblo, CO	Br. 229	Armand V. Gagne	MA Northeast Mgd.	Br. 25	Robert E. Burke	Framingham, MA	Br. 34
Mike Munoz	Pueblo, CO	Br. 229	Arthur J. Garabedian Jr.	MA Northeast Mgd.	Br. 25	Richard P. Cola	Framingham, MA	Br. 34
Luther C. Olivas	Pueblo, CO	Br. 229	Stephen M. Godzik	MA Northeast Mgd.	Br. 25	Kenneth Colonna	Framingham, MA	Br. 34
Rueben J. Ortiz	Pueblo, CO	Br. 229	Raymond E. Goulding	MA Northeast Mgd.	Br. 25	John F. Lynch	Framingham, MA	Br. 34
Robert L. Shofler	Pueblo, CO	Br. 229	Robert L. Harris	MA Northeast Mgd.	Br. 25	Bernard P. Mackenzie	Framingham, MA	Br. 34
John U. Silengo	Pueblo, CO	Br. 229	Edwin L. Hilenski	MA Northeast Mgd.	Br. 25	William T. Maguire Jr.	Framingham, MA	Br. 34
Lynn E. Stotler	Pueblo, CO	Br. 229	Arthur F. Hines	MA Northeast Mgd.	Br. 25	Charles L. Maher	Framingham, MA	Br. 34
Eugene R. Vecellio	Pueblo, CO	Br. 229	William R. Hodge	MA Northeast Mgd.	Br. 25	James H. McDonald	Framingham, MA	Br. 34
James F. Hackney	Atlanta, GA	Br. 73	Edward S. Karpeichik	MA Northeast Mgd.	Br. 25	Arthur F. McHatton	Framingham, MA	Br. 34
Troy J. DeLuca	Brunswick, GA	Br. 313	Thorning D. Knight	MA Northeast Mgd.	Br. 25	Frank J. Noonan	Framingham, MA	Br. 34
Arthur Mitchell	Brunswick, GA	Br. 313	Thomas L. Kolodziej	MA Northeast Mgd.	Br. 25	John J. O'Brien	Framingham, MA	Br. 34
G. A. Oglesby	Brunswick, GA	Br. 313	Francis W. Landry	MA Northeast Mgd.	Br. 25	David K. Oregan	Framingham, MA	Br. 34
Patricia A. Larson	Rockford, IL	Br. 245	John D. Larnard	MA Northeast Mgd.	Br. 25	Robert I. Pipe	Framingham, MA	Br. 34
Christopher R. Lewis	Rockford, IL	Br. 245	Raymond W. Larson	MA Northeast Mgd.	Br. 25	Charles T. Sinclair Jr.	Framingham, MA	Br. 34
Myron K. Higgins	Richmond, IN	Br. 271	Robert R. Lavallee	MA Northeast Mgd.	Br. 25	Richard M. Slamim	Framingham, MA	Br. 34
James K. Snyder	Richmond, IN	Br. 271	Donald B. Lockhart	MA Northeast Mgd.	Br. 25	Richard W. Swinimer	Framingham, MA	Br. 34
Phillip R. Younts	Richmond, IN	Br. 271	Donald J. Lord	MA Northeast Mgd.	Br. 25	Douglas R. Sylvester	Framingham, MA	Br. 34
Albert J. Bellingtier	Fort Dodge, IA	Br. 645	Frank J. Malski Jr.	MA Northeast Mgd.	Br. 25	Victor R. Bonavita	Westem Massachusetts	Br. 46
Gerald D. Cory	Keokuk, IA	Br. 371	Thomas J. Marden	MA Northeast Mgd.	Br. 25	Paul J. Czelusniak	Westem Massachusetts	Br. 46
John M. Crowe	Keokuk, IA	Br. 371	Gerald P. Mayhew	MA Northeast Mgd.	Br. 25	Michael J. Gallus Sr.	Westem Massachusetts	Br. 46
Fred H. Donovan	Keokuk, IA	Br. 371	Paul J. McMeniman	MA Northeast Mgd.	Br. 25	Daniel F. Nickett	Westem Massachusetts	Br. 46
Lawrence E. Fitzgerald	Keokuk, IA	Br. 371	Owen T. McArdle	MA Northeast Mgd.	Br. 25	David G. Stevens	Westem Massachusetts	Br. 46
Dale D. Gettis	Keokuk, IA	Br. 371	Willim C. McCarthy	MA Northeast Mgd.	Br. 25	Jon R. Weissman	Westem Massachusetts	Br. 46
Paul H. Hartwell	Keokuk, IA	Br. 371	John E. McCarthy Jr.	MA Northeast Mgd.	Br. 25	Richard E. Adams	Battle Creek, MI	Br. 262
James A. Havig	Keokuk, IA	Br. 371	Mark G. McDonough	MA Northeast Mgd.	Br. 25	Jerry F. Badini	Iron Mountain, MI	Br. 395
Hugh E. Strong	Keokuk, IA	Br. 371	John F. McElwee	MA Northeast Mgd.	Br. 25	James A. Flaminio	Iron Mountain, MI	Br. 395
Charles L. White	Keokuk, IA	Br. 371	Patrick McNamee	MA Northeast Mgd.	Br. 25	Donald A. Gattrra	Iron Mountain, MI	Br. 395
Aaron A. Bura	Emporia, KS	Br. 185	Roger D. McPherson	MA Northeast Mgd.	Br. 25	Joseph H. Groleau	Iron Mountain, MI	Br. 395
Tyrone D. Bensen	Manhattan, KS	Br. 1018	Joseph P. Messina	MA Northeast Mgd.	Br. 25	James A. Johnson	Iron Mountain, MI	Br. 395
Melvin D. Dale	Manhattan, KS	Br. 1018	Michael Milinazzo	MA Northeast Mgd.	Br. 25	Paul D. Wenner	South Macomb, MI	Br. 4374
Herbert Eley	Manhattan, KS	Br. 1018	Donald F. Miller	MA Northeast Mgd.	Br. 25	Billy J. Williams	Kansas City, MO	Br. 30
Wendell L. Goff	Manhattan, KS	Br. 1018	A. J. Miller Jr.	MA Northeast Mgd.	Br. 25	Willard T. Wamsley	Louisiana, MO	Br. 244
Harvey J. Larson	Manhattan, KS	Br. 1018	S. W. Mondalto	MA Northeast Mgd.	Br. 25	Charles G. Carl	Columbia, MO	Br. 763
Wayne W. Link	Manhattan, KS	Br. 1018	Thomas J. Mooney	MA Northeast Mgd.	Br. 25	William P. Richey	Columbia, MO	Br. 763
Keith L. Murphy	Manhattan, KS	Br. 1018	Peter F. Morrissey	MA Northeast Mgd.	Br. 25	Dale C. Robb	Columbia, MO	Br. 763
Michael L. Murphy	Manhattan, KS	Br. 1018	Lester F. Mountain Jr.	MA Northeast Mgd.	Br. 25	Terry D. Kinsman	Bozeman, MT	Br. 1028
Gail D. Norman	Manhattan, KS	Br. 1018	Kenneth J. Mowbray	MA Northeast Mgd.	Br. 25	Marvin L. Miller	Bozeman, MT	Br. 1028
James W. Rice	Manhattan, KS	Br. 1018	Paul C. Murray	MA Northeast Mgd.	Br. 25	Peter J. Visser	Bozeman, MT	Br. 1028
Bert B. Thomas	Manhattan, KS	Br. 1018	Paul H. Muse	MA Northeast Mgd.	Br. 25	Wayne L. Garrelts	Kearney, NE	Br. 312
James L. Walters	Manhattan, KS	Br. 1018	Gerald F. Neitzel	MA Northeast Mgd.	Br. 25	Joseph Abello Jr.	New Jersey Mgd.	Br. 38
John L. Childers	Paducah, KY	Br. 383	R. A. Nims Jr.	MA Northeast Mgd.	Br. 25	James C. Acierno	New Jersey Mgd.	Br. 38
John L. Childers	Paducah, KY	Br. 383	Benjamin J. Nunes	MA Northeast Mgd.	Br. 25	Paul S. Andrus	New Jersey Mgd.	Br. 38
John L. Childers	Paducah, KY	Br. 383	Sean K. O'Donnell	MA Northeast Mgd.	Br. 25	Russell T. Aquino	New Jersey Mgd.	Br. 38
John L. Childers	Paducah, KY	Br. 383	G. F. O'Brien	MA Northeast Mgd.	Br. 25	Dolson H. Ayers Sr.	New Jersey Mgd.	Br. 38
Kenneth F. Abbott	Central ME Mgd.	Br. 391	John L. Ouellette	MA Northeast Mgd.	Br. 25	Beniamino Baldino	New Jersey Mgd.	Br. 38
John A. Boone	Central ME Mgd.	Br. 391	George Panagopoulos	MA Northeast Mgd.	Br. 25	Wayne A. Barber	New Jersey Mgd.	Br. 38
John W. Eisentrager	Central ME Mgd.	Br. 391	Gerald R. Parent	MA Northeast Mgd.	Br. 25	Gerard M. Barone	New Jersey Mgd.	Br. 38
Virgil J. LeBlanc	Central ME Mgd.	Br. 391	Edward L. Parker Jr.	MA Northeast Mgd.	Br. 25	Robert J. Barradale	New Jersey Mgd.	Br. 38
Charles E. Levesque	Central ME Mgd.	Br. 391	John M. Peters Jr.	MA Northeast Mgd.	Br. 25	Robert T. Benanti	New Jersey Mgd.	Br. 38
John M. White	Central ME Mgd.	Br. 391	George F. Pitman	MA Northeast Mgd.	Br. 25	Richard C. Beverst	New Jersey Mgd.	Br. 38
Marcellus M. Williams	Central ME Mgd.	Br. 391	Albert E. Pomerleau	MA Northeast Mgd.	Br. 25	Gene F. Bianchini	New Jersey Mgd.	Br. 38
Paul E. Angelico	MA Northeast Mgd.	Br. 25	George S. Prescott Jr.	MA Northeast Mgd.	Br. 25	Robert A. Bird	New Jersey Mgd.	Br. 38
D. E. Beaulieu	MA Northeast Mgd.	Br. 25	Edward G. Rabidou	MA Northeast Mgd.	Br. 25	John J. Bott	New Jersey Mgd.	Br. 38
Jean R. Bedard	MA Northeast Mgd.	Br. 25	Albert G. Razzaboni	MA Northeast Mgd.	Br. 25	James R. Brady	New Jersey Mgd.	Br. 38
J. C. Boothroyd	MA Northeast Mgd.	Br. 25	James J. Richards	MA Northeast Mgd.	Br. 25	Jerry R. Branchfield	New Jersey Mgd.	Br. 38

Honor Roll

David G. Brown	New Jersey Mgd.	Br. 38	George V. Petrisin	New Jersey Mgd.	Br. 38	F. I. Wallace	Oswego, NY	Br. 190
James H. Brown	New Jersey Mgd.	Br. 38	Walter Petrosky	New Jersey Mgd.	Br. 38	John A. Blain Jr.	Rochester, NY	Br. 210
Hilton L. Burton	New Jersey Mgd.	Br. 38	Robert Pettipaw	New Jersey Mgd.	Br. 38	Donald W. Fingar Jr.	Rochester, NY	Br. 210
Steven A. Butkiewicz	New Jersey Mgd.	Br. 38	Ignazio Pravata	New Jersey Mgd.	Br. 38	Elvin E. Grube	Rochester, NY	Br. 210
Johnnie Cottle Jr.	New Jersey Mgd.	Br. 38	Sidney J. Prestifilippo	New Jersey Mgd.	Br. 38	Susanne M. Mikolajko	Rochester, NY	Br. 210
Ilio E. Crisanti	New Jersey Mgd.	Br. 38	Wallace W. Price	New Jersey Mgd.	Br. 38	John J. Rivaldo Jr.	Rochester, NY	Br. 210
Dominic E. Dalton	New Jersey Mgd.	Br. 38	Edward L. Radumski	New Jersey Mgd.	Br. 38	Ronald Wood	Rochester, NY	Br. 210
John C. Danca	New Jersey Mgd.	Br. 38	Joseph M. Ravaschieri	New Jersey Mgd.	Br. 38	Miguel A. Cancel	Long Island City, NY	Br. 357
Frank J. Davies III	New Jersey Mgd.	Br. 38	Donald H. Reeves	New Jersey Mgd.	Br. 38	George T. Mangold	Long Island City, NY	Br. 357
David DeFrancesco	New Jersey Mgd.	Br. 38	William D. Ricker	New Jersey Mgd.	Br. 38	Michael C. Tappy	Long Island City, NY	Br. 357
George S. Di Iorio	New Jersey Mgd.	Br. 38	Robert A. Riena	New Jersey Mgd.	Br. 38	Dominick J. Grattagliano	Long Island Mgd., NY	Br. 6000
Philip A. Diliberto	New Jersey Mgd.	Br. 38	Thomas F. Roach	New Jersey Mgd.	Br. 38	Gerald A. Burckhard	Minot, ND	Br. 1152
David D. Dill	New Jersey Mgd.	Br. 38	Gerald Roback	New Jersey Mgd.	Br. 38	Monty H. Skogstad	Minot, ND	Br. 1152
Thomas C. Ditrani	New Jersey Mgd.	Br. 38	Janet D. Robbins	New Jersey Mgd.	Br. 38	Donald E. Bennett	Alliance, OH	Br. 297
Lewis H. Dobkowski	New Jersey Mgd.	Br. 38	David F. Rochford	New Jersey Mgd.	Br. 38	Norman L. Haidet	Alliance, OH	Br. 297
Larry E. Drakeford	New Jersey Mgd.	Br. 38	Walter J. Rozyla	New Jersey Mgd.	Br. 38	Keith J. Kramer	Alliance, OH	Br. 297
Michael Duffalo	New Jersey Mgd.	Br. 38	Thomas A. Ruggiero	New Jersey Mgd.	Br. 38	Kenneth E. Roberts	Alliance, OH	Br. 297
Thomas L. Esposito	New Jersey Mgd.	Br. 38	James E. Rumrill Jr.	New Jersey Mgd.	Br. 38	William B. Saltsman	Alliance, OH	Br. 297
Oren E. Evans Jr.	New Jersey Mgd.	Br. 38	George W. Ryan	New Jersey Mgd.	Br. 38	Edwin L. Stockli	Alliance, OH	Br. 297
Ralph E. Fabricatore	New Jersey Mgd.	Br. 38	Robert L. Sallette	New Jersey Mgd.	Br. 38	Donald L. Woolf	Alliance, OH	Br. 297
William C. Fear	New Jersey Mgd.	Br. 38	Robert F. Sheehy	New Jersey Mgd.	Br. 38	Patrick L. Brady	Oklahoma City, OK	Br. 458
Vincent J. Finocchio	New Jersey Mgd.	Br. 38	Joseph A. Siano	New Jersey Mgd.	Br. 38	Donald E. Landis	Oklahoma City, OK	Br. 458
Kenneth Fischer	New Jersey Mgd.	Br. 38	A. M. Siciliano	New Jersey Mgd.	Br. 38	Danny J. McCarty	Oklahoma City, OK	Br. 458
John Fisler Jr.	New Jersey Mgd.	Br. 38	Thomas R. Smigel	New Jersey Mgd.	Br. 38	J. H. Parks	Oklahoma City, OK	Br. 458
Joseph F. Foligno	New Jersey Mgd.	Br. 38	Joseph T. Smith	New Jersey Mgd.	Br. 38	Stephen A. Riggs	Oklahoma City, OK	Br. 458
Ronald V. Ford	New Jersey Mgd.	Br. 38	Douglas F. Snover Jr.	New Jersey Mgd.	Br. 38	Virgil L. Yeagain	Oklahoma City, OK	Br. 458
Albert J. Fornaro	New Jersey Mgd.	Br. 38	Myles K. Standish	New Jersey Mgd.	Br. 38	Victor Adams	Philadelphia, PA	Br. 157
William L. Galka	New Jersey Mgd.	Br. 38	Ronald E. Straut	New Jersey Mgd.	Br. 38	Robert T. Armistead	Clarksville, TN	Br. 364
Richard G. Galvanek	New Jersey Mgd.	Br. 38	James M. Struble	New Jersey Mgd.	Br. 38	Charles D. Balthrop	Clarksville, TN	Br. 364
James M. Ganley	New Jersey Mgd.	Br. 38	Raymond E. Swedeski	New Jersey Mgd.	Br. 38	Benny Deffendoll	Clarksville, TN	Br. 364
Anthony Giardina	New Jersey Mgd.	Br. 38	Robert J. Tenorio	New Jersey Mgd.	Br. 38	Patrick B. Hanley	Clarksville, TN	Br. 364
Generoso J. Giesullo	New Jersey Mgd.	Br. 38	Lawrence E. Toleno	New Jersey Mgd.	Br. 38	James W. Hooten	Clarksville, TN	Br. 364
Michael T. Giunta	New Jersey Mgd.	Br. 38	Gary F. Toscano	New Jersey Mgd.	Br. 38	Paul E. Newman	Clarksville, TN	Br. 364
Joseph A. Gomes	New Jersey Mgd.	Br. 38	John R. Troast	New Jersey Mgd.	Br. 38	Charles E. Thompson	Clarksville, TN	Br. 364
Lawrence Gonzales	New Jersey Mgd.	Br. 38	Luciano J. Trujillo	New Jersey Mgd.	Br. 38	Edward H. Vetter Jr.	Clarksville, TN	Br. 364
Wayne S. Gordon	New Jersey Mgd.	Br. 38	Morris H. Turner Jr.	New Jersey Mgd.	Br. 38	Donald R. Bryant	Austin, TX	Br. 181
William H. Gribben	New Jersey Mgd.	Br. 38	Michael Valor	New Jersey Mgd.	Br. 38	Jimmy O. Gilmore	Austin, TX	Br. 181
Floyd C. Hanks	New Jersey Mgd.	Br. 38	Jacob Van Loon	New Jersey Mgd.	Br. 38	James F. Hamilton	Austin, TX	Br. 181
James E. Hart	New Jersey Mgd.	Br. 38	Richard H. Van Wolde	New Jersey Mgd.	Br. 38	Donald W. Hooper	Austin, TX	Br. 181
Henry L. Hawkins	New Jersey Mgd.	Br. 38	Roger L. Vance	New Jersey Mgd.	Br. 38	James O. Koehler	Austin, TX	Br. 181
Martin R. Henry	New Jersey Mgd.	Br. 38	Luis E. Vargas	New Jersey Mgd.	Br. 38	Arthur C. Lopez	Austin, TX	Br. 181
Thomas R. Hines Jr.	New Jersey Mgd.	Br. 38	Richard E. Vine	New Jersey Mgd.	Br. 38	Ricardo Mota	Austin, TX	Br. 181
Grover L. Holt	New Jersey Mgd.	Br. 38	Paul J. Wagner	New Jersey Mgd.	Br. 38	Gabriel Sanchez	Austin, TX	Br. 181
Stephen M. Hurtuk Jr.	New Jersey Mgd.	Br. 38	James G. Walling	New Jersey Mgd.	Br. 38	Wilbert E. Schneider	Austin, TX	Br. 181
Jay T. Ignaut	New Jersey Mgd.	Br. 38	James D. Wargo	New Jersey Mgd.	Br. 38	Michael B. Shelly Jr.	Austin, TX	Br. 181
Albert J. Imbimbio	New Jersey Mgd.	Br. 38	Robert T. Warsh	New Jersey Mgd.	Br. 38	Juan J. Villarreal	Austin, TX	Br. 181
Kurt A. Kessler	New Jersey Mgd.	Br. 38	Henrie A. Werte	New Jersey Mgd.	Br. 38	Harold G. Legate	Paris, TX	Br. 501
Joseph M. King	New Jersey Mgd.	Br. 38	James Wheeler	New Jersey Mgd.	Br. 38	Sandra L. Mills	Paris, TX	Br. 501
Frederick A. Kirchofer	New Jersey Mgd.	Br. 38	Morris E. White	New Jersey Mgd.	Br. 38	Jesse M. Runnels	Paris, TX	Br. 501
Neil A. Klingenburg	New Jersey Mgd.	Br. 38	Martin M. Wiczorek	New Jersey Mgd.	Br. 38	Leroy Samuels Jr.	Paris, TX	Br. 501
Charles E. Kucz	New Jersey Mgd.	Br. 38	Robert E. Winter	New Jersey Mgd.	Br. 38	Raymond P. Ambres Sr.	Beaumont, TX	Br. 842
Patrick C. Lawlor	New Jersey Mgd.	Br. 38	Norman K. Winters	New Jersey Mgd.	Br. 38	Terry D. Bennett	Beaumont, TX	Br. 842
Robert P. Lewandowski	New Jersey Mgd.	Br. 38	Wayne D. Wray	New Jersey Mgd.	Br. 38	Laura G. Chopane	Beaumont, TX	Br. 842
Richard A. Lucarello	New Jersey Mgd.	Br. 38	Michael V. Wrobel	New Jersey Mgd.	Br. 38	Richard S. Dennis	Beaumont, TX	Br. 842
Louis Luna	New Jersey Mgd.	Br. 38	Edward J. Zakolski	New Jersey Mgd.	Br. 38	Frank C. Ellender	Beaumont, TX	Br. 842
Jeffrey J. Lutz	New Jersey Mgd.	Br. 38	Thomas H. Zdanis	New Jersey Mgd.	Br. 38	Edward A. Frank Jr.	Beaumont, TX	Br. 842
Emil A. Magliaro	New Jersey Mgd.	Br. 38	Lewis P. Zichichi	New Jersey Mgd.	Br. 38	Charles E. Freeman	Beaumont, TX	Br. 842
Robert F. Manning	New Jersey Mgd.	Br. 38	Joseph P. Zitelli	New Jersey Mgd.	Br. 38	Shirley M. Goolsby	Beaumont, TX	Br. 842
Gary P. Matala	New Jersey Mgd.	Br. 38	Joseph Zotto	New Jersey Mgd.	Br. 38	Verner J. Gordon	Beaumont, TX	Br. 842
Frank T. Mazur	New Jersey Mgd.	Br. 38	G. J. Accinni	Morristown, NJ	Br. 272	Joseph E. Greene	Beaumont, TX	Br. 842
Frank Mazzeo	New Jersey Mgd.	Br. 38	Thomas W. Clipperton	Morristown, NJ	Br. 272	Clyde F. Jepsen	Beaumont, TX	Br. 842
Franklin C. McCants	New Jersey Mgd.	Br. 38	Donald E. Derosa	Morristown, NJ	Br. 272	David B. Laidacker	Beaumont, TX	Br. 842
Francis R. Miceli	New Jersey Mgd.	Br. 38	R. C. Hart	Morristown, NJ	Br. 272	Lloyd J. Lancon	Beaumont, TX	Br. 842
Steven Migliore	New Jersey Mgd.	Br. 38	Kenneth Hendershot	Morristown, NJ	Br. 272	Albert B. Lewis	Beaumont, TX	Br. 842
Anthony J. Monochello	New Jersey Mgd.	Br. 38	Lawrence Lee	Morristown, NJ	Br. 272	Jerry R. Williams	Beaumont, TX	Br. 842
Herman Morgan	New Jersey Mgd.	Br. 38	Kent M. Nordland	Morristown, NJ	Br. 272	Robert L. Williams Sr.	Beaumont, TX	Br. 842
Clarence E. Morris	New Jersey Mgd.	Br. 38	John W. Norvis	Morristown, NJ	Br. 272	Steven J. Ingram	Salt Lake City, UT	Br. 111
John Motley	New Jersey Mgd.	Br. 38	Daniel L. Papa	Morristown, NJ	Br. 272	Michael J. Caslin	Bennington, VT	Br. 252
William S. Nealon	New Jersey Mgd.	Br. 38	Bruce C. Schnare	Morristown, NJ	Br. 272	Rene C. Cassano	Bennington, VT	Br. 252
James P. Neff	New Jersey Mgd.	Br. 38	Joseph E. Tregenza	Morristown, NJ	Br. 272	Ernest C. Barbour	Richmond, VA	Br. 496
George A. Nimmo Jr.	New Jersey Mgd.	Br. 38	Barry Bernstein	Bergen Co. Mdg., NY	Br. 425	Earl T. Bolden	Richmond, VA	Br. 496
Sidney A. Oblenis	New Jersey Mgd.	Br. 38	Ronald A. Corring	Bergen Co. Mdg., NY	Br. 425	John H. Edwards	Richmond, VA	Br. 496
John J. O'Herron Jr.	New Jersey Mgd.	Br. 38	Richard W. Poggio	Bergen Co. Mdg., NY	Br. 425	William L. Gilliam	Richmond, VA	Br. 496
Daniel Olson	New Jersey Mgd.	Br. 38	Harold A. Ruland	Bergen Co. Mdg., NY	Br. 425	Willis N. Hendricks	Richmond, VA	Br. 496
Michael A. Palange	New Jersey Mgd.	Br. 38	Audry E. Lakatos	Garden State Mgd., NJ	Br. 444	Michael H. Whitaker	Richmond, VA	Br. 496
Peter M. Palumbo	New Jersey Mgd.	Br. 38	Charles F. Josh	Oswego, NY	Br. 190	Donald S. Tuck	Roanoke, VA	Br. 524
Thomas Patmas	New Jersey Mgd.	Br. 38	Robert J. Kisluk	Oswego, NY	Br. 190	Timothy C. Nycz	Milwaukee, WI	Br. 2



Nalcrest Update

From the Trustees

Four months have transformed the world from liberty and freedom in one's everyday life to a new way of living. That type of everyday change in everyone's lifestyle, work and daily existence is evident at Nalcrest. The NALC retirement community has faced some troubled times in the past, but in the last decade, Nalcrest has evolved to be a sought-after place to live by NALC retired members.

So how has the past four months affected the residents at Nalcrest? It is called adaptation, with the cooperation of residents, employees and the Nalcrest trustees. Residents have stepped up to ensure that they look out for each other, along with social distancing, mask-wearing and enjoying the limited venues available. From late June and into July, Nalcrest started opening several venues on a limited basis, and you know what happened? Residents

made it work. While other communities could not depend on their employees and residents, Nalcrest is a family bonded together by a common cause.

More than 190 members are on the waiting list to live at Nalcrest. That is because we know the union bond is strong. The volunteers, residents and employees have kept Nalcrest going in spite of the COVID-19 virus. No employees have been laid off or furloughed. Apartments that become vacant are being rented as quickly as possible, and guest apartments are starting to be rented in July. All NALC members can be proud of the solidarity of the Nalcrest family.

So, for a day-to-day view of Nalcrest, follow us on Facebook at "Nalcrest Foundation, Inc." Also visit nalc.org/nalcrest for more information.

Matty Rose

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern

In Memoriam

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

Monica S. Knight	Br. 106	Montgomery, AL
Edward G. Doten	Br. 704	Tucson, AZ
William E. McGrath	Br. 4006	Canoga Park, CA
Eugene H. Heacock	Br. 24	Los Angeles, CA
John W. Connelly	Br. 133	Sacramento, CA
Robert T. Mederios	Br. 133	Sacramento, CA
Rene Vargas	Br. 70	San Diego, CA
Lawrence Vittoria	Br. 214	San Francisco, CA
Walter S. Goble	Br. 183	Santa Rosa, CA
Peter Lemond	Br. 857	Watsonville, CA
Philip Patalano	Br. 147	Norwalk, CT
Nathaniel C. Cole	Br. 142	Washington, DC
Richard A. Hakalow	Br. 1071	South Florida
Rogers Innocent	Br. 1071	South Florida
Selena M. Williams	Br. 599	Tampa, FL
Lewis Jones	Br. 73	Atlanta, GA
Osamu Miyata	Br. 860	Honolulu, HI
Thomas J. Clark	Br. 11	Chicago, IL
Dwayne T. Hampton Sr.	Br. 11	Chicago, IL
John W. Herdzina	Br. 11	Chicago, IL
Wally J. Madej Jr.	Br. 11	Chicago, IL
John R. Mckinney	Br. 11	Chicago, IL
Alfred Wilson Jr.	Br. 11	Chicago, IL
Clarence B. Waldhier	Br. 706	De Kalb, IL
Edwin Zamowski	Br. 4016	S. Suburban Mgd., IL
Jarek Kloczkowski	Br. 4739	Wheeling, IL
Herbert L. Holtgren Jr.	Br. 455	Michigan City, IN

Eugene H. Lind	Br. 719	Cedar Falls, IA
Jerry L. Ruby Jr.	Br. 352	Central Iowa Mgd.
Robert F. Caswell	Br. 14	Louisville, KY
Ragan H. Shaw	Br. 443	Hagerstown, MD
Charles J. Hall	Br. 334	Framingham, MA
Thomas G. Kadlik	Br. 334	Framingham, MA
Alfred A. Zullo	Br. 334	Framingham, MA
Michael E. Dahlen	Br. 46	Western Massachusetts
Anthony V. Manduca	Br. 395	Iron Mountain, MI
Glenn K. Paulson	Br. 9	Minneapolis, MN
Aloysius W. Ruzicka	Br. 9	Minneapolis, MN
John L. Boyer	Br. 4050	Crystal City, MO
Edgan E. Atkins	Br. 343	St. Louis, MO
Robert E. Ruester	Br. 343	St. Louis, MO
Hugo W. Lorenzen	Br. 5	Omaha, NE
Dajon T. Matlock	Br. 2502	Las Vegas, NV
Marquis D. Andino	Br. 41	Brooklyn, NY
Jose H. Soler	Br. 41	Brooklyn, NY
Robert T. Andrews	Br. 3	Buffalo-Western NY
Richard R. Domagala	Br. 3	Buffalo-Western NY
Robert D. Ohlenschlager	Br. 3	Buffalo-Western NY
Gerard F. Staebell	Br. 3	Buffalo-Western NY
Morton S. Williams	Br. 3	Buffalo-Western NY
Robert S. Piecuch	Br. 21	Elmira, NY
Eugene Solar	Br. 294	Flushing, NY
John A. Daley	Br. 137	Hudson Valley Mgd., NY
J. E. McDonald	Br. 6000	Long Island Mgd., NY
Julian Moya	Br. 36	New York, NY
Eleanor B. Warren	Br. 36	New York, NY
Michael J. Triano	Br. 693	Westchester Mgd., NY
William K. Mccachren	Br. 545	Charlotte, NC
R. C. Thompson	Br. 630	Greensboro, NC
Nakita S. Wilson	Br. 780	New Bern, NC
Darryl Harrison Sr.	Br. 459	Raleigh, NC

Charles W. Goodlet	Br. 148	Akron, OH
Ronald L. Wood	Br. 148	Akron, OH
Robert J. Anderle	Br. 40	Cleveland, OH
Floyd D. Annes	Br. 40	Cleveland, OH
Steve C. Gobel	Br. 40	Cleveland, OH
Kenneth E. Hist	Br. 40	Cleveland, OH
Richard L. Gearry	Br. 78	Columbus, OH
John H. Mackey	Br. 182	Dayton, OH
John D. Molet	Br. 458	Oklahoma City, OK
Billy G. Wooten	Br. 458	Oklahoma City, OK
Claude L. Redick	Br. 916	Eugene, OR
Gerald R. Heckaman	Br. 82	Portland, OR
Charlemagn Filsaime Jr.	Br. 84	Pittsburgh, PA
Rebecca L. Lowe	Br. 84	Pittsburgh, PA
Joseph DiLucia	Br. 15	Providence, RI
Henry R. Grant	Br. 439	Greenville, SC
Lillette J. Barlow	Br. 27	Memphis, TN
Marvin Guelker	Br. 950	Abilene, TX
Claudetta Stokes	Br. 132	Dallas, TX
Joe L. Castillanos	Br. 283	Houston, TX
Jimmy Madeksho	Br. 3867	Pasadena, TX
Leslie J. Weishaar	Br. 521	Burlington, VT
Robert D. Ricketts	Br. 595	Danville, VA
Lewis C. Smith	Br. 595	Danville, VA
James T. Dean Sr.	Br. 496	Richmond, VA
Delmus R. Edwards	Br. 496	Richmond, VA
Eugene H. Ritchie	Br. 496	Richmond, VA
Kathleen A. Whitney	Br. 1527	Anacortes, WA
Robert L. Moe	Br. 450	North Sound, WA
Philip L. Volland	Br. 852	Yakima, WA
William T. Ackerman	Br. 66	Wheeling, WV
Wayne L. Wirth	Br. 507	Madison, WI
Michael V. Hesprih	Br. 2	Milwaukee, WI

James H. Bernard was erroneously listed as deceased in a previous issue of *The Postal Record*. We regret the error and apologize for any problems it may have caused.

Election Notices

Apopka, Florida

This is the official notice to the members of Branch 5192 for nominations and elections for delegates to the 2021 Florida State Association convention and the following board positions: president, vice president, treasurer, secretary, sergeant-at-arms and three trustees.

Any member in good standing is eligible for nomination. A member need not be present at the meeting to be nominated; however, they must submit to the branch secretary, prior to the branch meeting, a written notice indicating a desire to accept a specific nomination.

Nominations will be held at the regular branch meeting on Oct. 20 at 6 p.m. at a location to be determined due to the COVID-19 pandemic. The election will be held at the regular meeting on Nov. 17, pending location and method due to the COVID-19 pandemic.

Latrese Roberts, Sec., Br. 5192

Arlington Heights, Illinois

This is the official notice to the members of Branch 2810 for nominations for delegates to the 2021 Illinois State Association convention and the following board positions: president, vice president, treasurer, secretary, sergeant-at-arms, health benefit representative and three trustee positions. Nominations shall be held at the regular branch meeting on Sept. 3 at 600 Landmeier Road, Elk Grove Village. Any member in good standing is eligible for nomination. A member need not be present at the meeting to be nominated; however, they must submit to the branch secretary, prior to the branch meeting, a written notice indicating a desire to accept a specific nomination.

Patrick McDonough, Sec., Br. 2810

Bay City, Michigan

This is official notice to all members of Branch 187 that nominations for all officers will take place at the Oct. 14 meeting, with elections at the Nov. 11 meeting.

Regular monthly meetings take place at American Legion Post 18, 700 Adams St., Bay City.

Shelly Baranek, Sec., Br. 187

Beverly Hills, California

This is an official notice to all active and retired members of Branch 2293 that nominations of all officers and trustees for the 2020-2022 term will take place at our regular membership meeting on Oct. 20, which will take place at The Maple Center, West Hollywood Park or the branch union office, depending on availability because of COVID-19.

All candidates must be members in good standing, and if you owe the branch any back dues, it is your responsibility to pay the branch prior to being nominated. If a nominee is not going to be present, he/she must provide a signed/dated written acceptance and personally hand it over to Secretary Serna prior to the meeting on Oct. 20.

All elected officers are open for nominations and are for a term of two years. The election shall be conducted by secret ballot. The election ballots will be mailed with a return envelope and must be received by 5 p.m. on Nov.

24. All others will be voided.

If you have moved recently, please update your new address with the branch secretary.

Denise Serna, Sec., Br. 2293

Brick Town, New Jersey

Nominations for the election of officers of Branch 5420 will be held at the regular branch meeting on Tuesday, Oct. 20. Doors open at 6 p.m., the meeting begins at 6:30 p.m., and nominations will begin at 7:30 p.m. The meeting will be held at VFW Post 8867, 373 Adamston Road, Brick.

Candidates must accept nominations at the time made, or if absent, in writing. Candidates may accept nominations for only one office and must certify at the time of nomination that they have not applied for, or served in, a supervisory position during the 24 months prior to the nomination.

Nominations will be held for the following branch offices: president, first vice president (executive vice president), second vice president (vice president), secretary, treasurer and five trustees. The terms of office will be three years, beginning Jan. 1, 2021.

The election will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 17. Doors open at 6 p.m., the meeting begins at 6:30 p.m., and the election will begin at 7:30 p.m. The meeting will be held at VFW Post 8867, 373 Adamston Road, Brick.

Any member who, for any reason, will be unable to vote on Nov. 17 may obtain an absentee ballot by writing to the Election Committee, Branch 5420, P.O. Box 1595, Brick, NJ 08723. Requests for absentee ballots must be made after the nominations have been closed and must be received by the election committee no later than Nov. 3.

Social distancing will be practiced and masks will be required whenever social distancing cannot be maintained.

Michael Willson, Sec., Br. 5420

Brookfield, Pennsylvania

This is a notice to all members of Branch 4811 that nominations for the next two-year term for the following offices will be accepted at the Sept. 9 meeting, which will be conducted online due to the COVID-19 pandemic: president, vice president, secretary/treasurer, health benefits representative, two stewards and three trustees.

Any member in good standing is eligible for nomination. Those wishing to be nominated must accept such nominations during the September meeting or must submit their willingness to be nominated in writing to the branch secretary prior to the September meeting.

If an election is warranted, it will be held on Oct. 6 between 3 p.m. and 6 p.m. Voting will be by secret ballot. Due to the COVID-19 pandemic, the place for the voting has yet to be determined.

Craig Topel, V. P., Br. 4811

Canton, Ohio

In accordance with Article 5 of the *National Constitution*, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled Oct. 13 meeting. The election will take place at

the Nov. 10 meeting. Nominations and the election will take place at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7:30 p.m.

The following offices are open for nomination/election for a one-year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, three-year trustee, (one three-year term), building manager, director of retirees, health benefits representative and delegates to the national convention and/or seminars. Nominees must have attended six of the last 12 meetings to be eligible as paid delegates to the national convention.

Nominees must accept in person when nominated, or must submit acceptance in writing to the branch secretary by Oct. 8. The election will be by secret ballot on Nov. 10. Election ads will be accepted for publication in the *Branch Reporter* at a cost of \$10 per ad and must be in the hands of the editor of the *Branch Reporter* no later than 10 days after a regular scheduled meeting.

Absentee ballots may be requested from the election committee, at the above address in writing, if for emergency reasons only (i.e., hospitalization, annual leave outside the immediate area, imminent death of immediate family member). Absentee ballots must be in the hands of the secretary prior to the commencement of the election night meeting in order to be turned over to the election committee.

Bonnie Contrucci, Sec., Br. 238

Central Kentucky

This is official notice that election of officers for Branch 361, including president, vice president, recording secretary, financial secretary/treasurer, assistant financial secretary/treasurer, sergeant-at-arms, health benefits representative, director of retirees, three members of the board of trustees, stewards and delegates, will take place this year. The president, vice president, recording secretary and financial secretary/treasurer are automatic delegates. All terms of office are for three years and will run from Dec. 1, 2020, to Dec. 5, 2023.

Nominations for all positions will take place at the regular scheduled meeting on Oct. 6 at 7 p.m. at 1101 Redmile Road, Lexington. All nominees must be members in good standing. Any nominee not in attendance at the October meeting must have submitted a signed written statement of their willingness to accept the nomination.

The election will be conducted by secret ballot, to be mailed no later than Oct. 20, which must be returned no later than Nov. 10. The results will be presented by the election committee at the regular scheduled meeting on Dec. 1.

The installation of all officers will take place before adjournment at the regular scheduled meeting on Dec. 1.

Ken Becraft, Pres., Br. 361

Columbia, South Carolina

In accordance with the bylaws of Branch 233, this is official notice that nominations for branch officers will be held at the regular branch meeting on

Wednesday, Sept. 2. Nominations will be taken for the office of branch president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, two trustees and chaplain.

In accordance with the bylaws of Branch 233, this is official notice that elections will be held at the regular branch meeting on Wednesday, Oct. 7.

In accordance with the bylaws of Branch 233, this is official notice that nominations for the branch delegates for the state convention in 2021 will be held at the regular branch meeting on Wednesday, Oct. 7. Elections will be held at the regular branch meeting on Nov. 4.

Aisha Culler, Sec., Br. 223

Crystal City, Missouri

This is official notice to all members of Branch 4050 that nomination of officers for 2021 will take place at the regular meeting on Oct. 8 at 7 p.m. at Pogolinos Pizza, DeSoto. Nominations will be taken for president, vice president, secretary, treasurer, stewards, financial secretary, sergeant-at-arms, health benefits representative and board of trustees. All offices are one-year terms.

The election will take place at the regular meeting on Dec. 10.

Doug Carron, Sec., Br. 4050

Fort Dodge, Iowa

This is official notice to all members in good standing of Branch 645 Merged that nominations for all branch officers and delegates to the 2021 Iowa state convention will be held at the regular branch meeting on Oct. 13. The Oct. 13 meeting will be held at 308 Central Ave., Fort Dodge. Any member who wishes to be considered for nomination must be present at the meeting or submit, in writing, their acceptance to the branch secretary prior to the October meeting.

Elections will take place by secret ballot at the regular meeting on Dec. 8 at Olde Boston's, 809 Central Ave., Fort Dodge. Members must be present at the October meeting to qualify as delegates to the Iowa state convention.

Brian McMannus, Sec., Br. 645

Gainesville, Florida

This is to serve as notice to all members of Branch 1025 that nominations for president, vice president, treasurer, secretary, shop stewards and delegates to the state convention will take place at 1949 NE 27 Ave. on Oct. 5. This is the branch's monthly meeting, which will start at 6:30 p.m. Nominees should be present or notify the branch president.

Raymond J. Willette, Sec., Br. 1025

Greenville, North Carolina

Greenville/Plymouth Merged Branch 1729 is announcing that nominations for branch officers will take place at the regular branch meeting that will be conducted on Tuesday, Oct. 6, at 7 p.m. at Parker's BBQ, 3109 S. Memorial Drive, Greenville.

The following officer positions will be nominated: president, vice president, treasurer/secretary, assistant secretary, three trustees and nominations for the national and state conventions.

The branch election will be held on Nov. 3, at 7 p.m., at the same location by secret ballot.

Any requests for an absentee ballot must be received at the branch address: NALC Branch 1729 P.O. Box 1, Greenville, NC 27835, and postmarked before Oct. 22. The ballot must be received at the branch P.O. box address prior to the Tuesday, Nov. 3, election night.

If the location is compromised or unavailable due to COVID-19, it will be conducted in the restaurant's parking lot.

W. Mark Wilson, Pres., Br. 1729

Greenville, South Carolina

This will serve as official notice to all active and retired members of Branch 439 that nominations for president, vice president, secretary, treasurer, director of retirees and three trustees, as well as delegates to the state convention, will take place Oct. 1 at the regular branch meeting held at 4003 Old Buncombe Road, Greenville.

The election will be at the same location on Nov. 5. The officers will serve a two-year term from 2021 to 2022. Every regular member shall have the right to nominate a candidate for any office. The candidates for office or 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, candidates must notify the 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 state and national conventions. They shall be the first five delegates.

In the event that more than one member is nominated for an officer's position or more than three trustees are nominated, ballots will be sent within one week to the address on record of all members. To be counted, ballots must be in the hands of the chairman of the election committee at the November meeting. An election committee of three will be appointed to handle election procedures and count the ballots.

This is also to notify all members of Branch 439 that at the July 2 regular meeting of the branch, at 4003 Old Buncombe Road, Greenville, three bylaw changes were read and voted on. The changes affect Articles XVI-XII and a new Article XV. In order to vote on the changes, you must have been at the meeting.

Michelle Splawn, Sec., Br. 439

Gretna, Louisiana

This is a notice to all members of Branch 2730 that nominations for the next two-year term for the following offices: president, vice president, recording secretary, financial secretary, treasurer, MBA/HBR representative, sergeant-at-arms, two union stewards and three trustees will be accepted at the Oct. 6 meeting at 7 p.m. at 1581 Carol Sue Ave. Candidates must accept or decline nominations at the time made or, if absent, in writing.

Elections will be held on Nov. 3 at 7 p.m. at 1581 Carol Sue Ave. Elections will be by secret ballot mailed to members' last known address. Update your address now. Ballots must be received by the election committee by Nov. 3, and the results of the election will be announced on that day.

Carl B. Jenkins Jr., Pres., Br. 2730

High Point, North Carolina

This is official notice to the members of Branch 936 that the nominations for state delegates for the 2021 convention will be held at the regular branch meeting on Oct. 8 at 7 p.m. at the union hall, located at 1446 Bethel Drive, High Point. Candidates must accept nominations at the time made or, if absent, in writing. Nominations made in writing must be received by the branch secretary and sent to P.O. Box 465, High Point, NC 27261 by no later than Oct. 8.

The president shall serve as a delegate at the 2021 state convention by virtue of the office. Eight elected delegates will serve at the 2021 state convention that will be held in Wilmington, June 17-19, 2021.

If needed, the election will be held on Nov. 12 at 7 p.m. at the union hall, located at 1446 Bethel Drive, High Point. The election will be by secret ballot at the meeting.

Request for the absentee ballots should be made in writing to the election committee by Sept. 29, at P.O. Box 5034, High Point, NC 27262. Absentee ballots must be mailed back to the election committee at P.O. Box 5034, High Point, NC 27262 and received no later than Nov. 12 by close of business.

Jennifer Illarrazza, Rec. Sec., Br. 936

Huntsville, Alabama

This is an official notice to all members of Branch 462 that nominations of all officers and delegates to the Alabama state convention in 2021 will be held at the regular meeting on Oct. 1 at our union hall at 1201 Posey St., Huntsville. This election will be conducted by secret mail ballot, with ballots to be received before, and results announced at, the regular meeting on Nov. 5.

Clay G. Thomas, Sec., Br. 462

Hutchinson, Kansas

This is to serve as official notice to members of Branch 485 that nominations will take place at our regular branch meeting on Thursday, Oct. 8. Nominations will be accepted for the trustee, as well as for delegates to the 2021 Kansas state training and to the 2021 Region 5 rap session. Branch meetings are held at the Hutchinson Public Library, 901 N. Main St., Hutchinson, and begin promptly at 7 p.m.

Tyler Bengston, Sec., Br. 485

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, in accordance with Article 5 of the *National Constitution* and Article 4, Section 2 and Article 5 of the Branch 273 bylaws, that nominations for president, vice president, recording secretary, treasurer, sergeant-at-arms, health benefits representative, blood bank representative, three Lancaster City stewards, three county stewards and one trustee position shall be conducted at the monthly branch meeting on Oct. 21 at 7 p.m. All positions are for a three-year term, commencing on Jan. 1, 2021.

Due to the COVID-19 crisis, self-nominations can be made in writing and mailed to Branch 273, P.O. Box 7397, Lancaster, PA 17604 and must be received by 5 p.m. on Oct. 21, or self-

nominees can signify in writing to the recording secretary their willingness to serve as an officer of the branch if elected.

If an election is necessary, it shall be conducted by secret mail ballot. The election committee shall mail a ballot to each member's last known address at least 20 days prior to the Nov. 18 regular branch meeting. The president, immediately following the close of nominations, shall appoint the election committee. The deadline for returning marked ballots shall be 5 p.m. on Nov. 18.

All election results will be announced after the official opening of the Nov. 18 monthly meeting.

Marcos Santiago, Rec. Sec., Br. 2731

Langhorne, Pennsylvania

This is an official notice to all members of Branch 4931 that at our Nov. 2 meeting we will accept nominations for the next two-year term for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, trustees, delegates and a health benefits representative. Winners will be announced at the Dec. 8 meeting and installed at the Jan. 4, 2021, meeting. The meetings will be held at the Jessy Soby American Legion Building, located at 115 West Richardson Ave., Langhorne. Tentative start time for the meetings will be 7 p.m.

J. Michael Poapst, Sec., Br. 4931

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for the election of officers and one trustee will be held at the regular November branch meeting on Nov. 6 at 7:15 p.m. at the union office, 10112 Chicot Road, Little Rock. Candidates must be present during the nominations to accept nomination of office, or have in the hand of the secretary-treasurer written certification of acceptance for a specific office.

Nominations will be held for the following branch offices: president, vice president, secretary-treasurer, sergeant-at-arms, health benefit representative (must be a member of the NALC Health Benefit Plan), and one trustee.

The terms of office will be two years (three for trustee), beginning on Jan. 4, 2021.

The election of officers (except trustee) will be held by secret mail ballot (if necessary). Ballots must be mailed back to the election committee and received by 5 p.m. on Dec. 5.

Chad W. Dollar, V. P., Br. 35

Marion, Indiana

This is an official notice to all members of Branch 378 that nominations for the election of officers and nominations of delegates to the 2021 state convention will be accepted at the regular scheduled branch meeting on Nov. 11 at the American Legion, Jonesboro, at 7:30 p.m. Members must be present, or a written signed notice given to the secretary, to accept the nomination.

Election of officers and state delegates, if need be, will be by secret ballot at the regular scheduled branch meeting at the American Legion, Jonesboro, on Dec. 9 at 7:30 p.m.

Kevin Brown, Sec., Br. 378

Memphis, Tennessee

This is an official notice to all active and retired members of Branch 27 that nominations for the following offices for a term of three years will be held at the regular branch meeting at 7 p.m. on Oct. 1, at the branch meeting hall, 584 South B. B. King Blvd., Memphis.

Nominations are for the following officers: president, executive vice president, vice president, financial recording secretary, treasurer, director of retirees, health benefit representative, officer of workers' compensation, MBA representative, chaplain, sergeant-at-arms and three trustees, who shall be elected by position one through three, to be determined by the number of votes received.

All regular members shall be eligible to hold any office or position in the branch, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or other position for a period of two years after termination of such supervisory status.

Upon nomination, the candidate must verify that he or she has not served in a supervisory capacity for the 24 months prior to the nomination.

Nominees shall voice their acceptance as a candidate at the time of nomination to be accepted as a candidate and have their name placed on the election ballot. A letter acknowledging acceptance as a candidate may be presented in lieu of voiced acceptance, provided such written acceptance is signed by the nominee and presented to the branch president at the time of nomination.

Election of officers will be by secret mail ballot, with ballots mailed to the home addresses of member in good standing on or before Oct. 15. Members who do not receive a ballot should notify the election committee at the branch office beginning Oct. 22. The ballot must be received by the election committee in the postage-paid, return addressed envelope by noon on Nov. 5.

Michelle Johnson, Rec. Sec., Br. 27

New Orleans, Louisiana

This is official notice to all Branch 124 members of nominations for the following positions: president (official delegate to the national and state conventions), vice president, recording secretary, financial secretary treasurer, assistant secretary, sergeant-at-arms, three trustees, health benefit representative, shop steward(s) for each unit, and delegates to the 2021 state and 2022 national conventions. The term in office will be two years, from January 2021 to January 2023.

Nominations will be held during the regular branch meeting on Oct. 24, beginning at 7 p.m. at 4200 Elysian Fields Ave., New Orleans. All ballots will be by mail only, as provided by Article 5 of the *National Constitution* and the branch bylaws. All regular members in good standing shall have the right to nominate candidates. All candidates must be present at the October meeting when nominations are made or signify in writing to the branch secretary of their willingness to

Election Notices

serve if elected. If there are two or more candidates for any office, the plurality of all votes cast shall be necessary to elect. There shall be no write-in votes for candidates not officially on the ballot. Ballots must be received no later than Nov. 28 at 1 p.m.

Cheryl Davis, Sec., Br. 124

Norfolk, Virginia

This is official notice to inform members of Branch 456 that nominations of all officers and delegates to the 2021 state convention will be held at the October meeting. The election will be by secret ballot in November. Rules set forth in our bylaws in Article V, Section 6 apply: Those members nominated from the floor and are not present to accept the nomination must furnish a written acceptance letter to the recording secretary within 10 days. Noncompliance will be noted as a denial. Those nominated but not present must be informed of the nomination by the person who nominated him/her.

Branch meetings are held at the Iron Worker Local Union No. 79, 5307 East Virginia Beach Blvd., on the third Thursday of each month at 7:30 p.m.

Annezett Edwards, Rec. Sec., Br. 456

Oak Park, Illinois

This is official notice to all Branch 608 members that nominations for delegates to the Illinois state convention in 2021 will be accepted from the floor at the regular branch meeting on Thursday, Oct. 22, at Commodore Barry American Legion Hall, 6919 West Roosevelt Road, Berwyn, at 5 p.m. Voting will be done and counted at the branch meeting on Tuesday, Nov. 24, at the same place. Any nominee not present must notify the secretary-treasurer in writing prior to the October meeting, giving assent for the nomination.

Charles Kindahl, Sec.-Treas., Br. 608

Oklahoma City, Oklahoma

This is official notice to the members of Branch 458 that nominations will be taken at the Oct. 8 and Nov. 12 branch meetings for delegates to the 2021 state convention and trustee position #3. Trustee position #3 is for a three-year term.

All nominees must sign a declaration that they have neither held nor applied for a position in postal management in the past 24 months, and meet other eligibility requirements.

Ballots for a contested office will be mailed to all members at their last known address by the election committee on Nov. 17. Ballots must be returned to the Branch 458 P.O. box no later than Wednesday, Dec. 9. Any ballots received after that date will not be counted.

Stephen A. Riggs, Rec. Sec., Br. 458

Owatonna, Minnesota

This is official notice to all members of Branch 776 that nominations for all branch officers will take place at the regular meeting in October. The elections of these officers will be held at the regular meeting in November.

Lisa Johnson, Pres., Br. 776

Porterville, California

This notification shall serve as official notice of nominations for the up-

coming elections for Branch 1469. All nominations will take place at the Oct. 13 meeting. Voting will take place at the Nov. 10 meeting.

David Gay, Sec.-Treas., Br. 14691

Pueblo, Colorado

This is official notification to all members of Branch 229 that nominations of branch officers will take place Oct. 8 at the regular meeting.

The offices to be filled are president, vice president, secretary, treasurer, sergeant-at arms, three trustees, MBA representative and health benefits representative. The meeting is to be held at 1240 Lake Ave., beginning at 7 p.m.

Donald Hemphill, Pres., Br. 229

Raleigh, North Carolina

This is official notice that nominations for branch officers will be held at the September branch meeting. The meeting will be held at the union hall at 1800-D Tillery Place, Raleigh, at 6:30 p.m. The following branch positions will be nominated for a three-year term: president, vice president, treasurer, secretary, sergeant-at-arms, health benefit/MBA representative and five trustees. Nominees need not be present but must submit written acceptance of the nomination to the recording secretary, postmarked no more than 10 calendar days from the day of the nomination.

Bill Wray, Pres., Br. 459

Salina, Kansas

Elections for Branch 486 will be held at the November meeting. Nominations will be taken at September and October meetings in accordance with local bylaws.

Kiffany Suenram, Sec., Br. 486

San Antonio, California

This is to serve as official notice to all members of Branch 421 that nominations for the 45 delegates to the Texas State Association of Letter Carriers convention in Houston and eight AFL/CIO delegates will be held at the regular branch meeting on Sept. 10 at 7 p.m. by Zoom. Election will be by secret ballot at the Oct. 8 regular branch meeting at the same time and location. For more information on Zoom access, please contact the branch office at 210-227-0218.

Nominations for branch officers—president, vice president, recording secretary, assistant recording secretary, treasurer, sergeant-at-arms/assistant treasurer, health benefit representative, director of retirees and three trustees—will be held at the regular branch meeting on Oct. 8. All positions are for three years. Self-nomination is permissible. If the nominee is not present at the meeting, written acceptance is permissible. Ballots will be mailed and must be received for counting no later than Nov. 12. For more information on Zoom access, please contact the branch office at 210-227-0218.

Tony Boyd, Pres. Br. 421

San Francisco, California

Nominations for all elective branch officers shall be made at the regular meeting at 7 p.m. on Oct. 7 at the ILWU Hall, 400 North Point St., San Francisco.

Officers to be elected are president, executive vice president, vice president, secretary-treasurer, assistant secretary treasurer, health benefits representative, safety and health officer, equal employment opportunity officer, MBA officer, director of organization, sergeant-at-arms and three trustees.

Nominations shall be made from the floor and all candidates must be present at the time of nomination or shall have signified, in writing, to the branch secretary-treasurer their willingness to accept the nomination for the position nominated. Nomination on an official form, in writing, is due to the secretary-treasurer prior to the close of the Oct. 7 branch meeting. The election shall be by mail referendum vote. The election committee will mail ballots to all eligible voters on the first Monday of November.

Elections for shop stewards will take place in January 2021 at each respective station and/or city. Nomination on official form, or in writing, is due to the secretary-treasurer prior to the close of the Jan. 6, 2021, branch meeting.

All candidates must be members in good standing, and signify in writing that they have not served in a supervisory capacity within the past two years prior to the date of nomination.

Sheila Gardner, Sec.-Treas., Br. 214

San Jose, California

In accordance with Article 5 of the NALC *National Constitution* and branch bylaws, this is official notification to all members of Branch 193 that nominations for all branch officers will be held at the branch meeting on Oct. 14, held at the San Jose Elks Lodge, located at 444 W. Alma Ave., San Jose, at 7 p.m. Nominations will be held for president, executive vice president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, trustee (five positions) and health benefits/MBA representative.

Candidates must accept the nomination at the meeting, or if absent, in writing to the branch recording secretary within three days of their intention to run for the position. The term of the office will be 2021-2023. The election will be conducted by secret ballot, as per branch bylaws. The ballots will be mailed to all members at least 20 days before the election. The deadline for submission of ballots is 4 p.m. on Dec. 8. The election results will be announced at the Dec. 9 regular branch meeting.

Ernie Arranaga, Pres., Br. 193

San Juan, Puerto Rico

This is the official notification of elections to all members of Branch 869 about nominations for the following positions: president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefit representative and a board of trustees composed of three members and a newspaper editor. A board of election shall be nominated by the members at the regular meeting of October, consisting of five members in good standing and shall be known as Board of Election committee; they shall not be running for any office. Nominations will be accepted at the Oct. 20 monthly meeting. Elections will be conducted by mail. The ballot will be mailed to each mem-

ber in good standing 15-20 days before the regular meeting on Dec. 15. At the membership meeting in December at 7 p.m., all mailed ballots shall be secured by the Board of Election committee and brought to the tally site. All officers shall be elected for a term of three years. Each candidate for office or delegate must be present at the meeting when nominated, or signify in writing his or her willingness to serve if elected.

The branch shall nominate its delegates to the New York State Association convention at its regular meeting of Nov. 17. The branch shall elect its delegate to the New York State Association convention at its regular meeting of Dec. 15.

Angel Roman, Rec. Sec., Br. 869

Santa Barbara, California

This is an official notification to inform members of Branch 290 that nominations for president, vice president, secretary/treasurer, sergeant-at-arms, health benefit representative and three board trustees will be held at 6 p.m. on Oct. 1, during the monthly union meeting. To be eligible, a member must be present to accept the nomination, or if absent, must signify in writing prior to the meeting to branch secretary their willingness to serve. An election committee will also be appointed at the Nov. 5 meeting.

Elections for the above offices will be held during the regular monthly meeting on Nov. 5 at 6 p.m. Voting will take place from 6 p.m. until 7 p.m. The election shall be secret ballot and all elected offices are for a three-year term, beginning Jan. 1, 2021.

Rachel Schmidt, Sec., Br. 290

Tucson, Arizona

This is notice to members of Branch 704 that nominations for officers for the positions of president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefits representative, retiree representative, five trustee positions and delegates to the 2021 Arizona biennial state convention shall be taken at the regular meeting of Branch 704 on Oct. 1, beginning promptly at 7 p.m. at 2950 North Country Club Road, Tucson.

Elected officers shall serve a three-year term; elected delegates shall serve a two-year term until election of delegates to the subsequent state convention. Nominations shall be conducted by floor nomination for officers and delegates by sign-in roster and accepted from the floor during the meeting, and mail-in nominations received prior to the Oct. 1 meeting addressed to the recording secretary for all absentees.

The election shall be by mail-out ballot for all eligible members properly nominated for contested officer positions. In the positions of delegate, if the number of proper nominations exceeds the amount of authorized delegates, a mail-out ballot shall be conducted. In the event of the necessity of a mail-out ballot, ballots shall be mailed to the members' last known address; those members requesting absentee ballots (mailed to a different address) shall make a written request to the NALC Branch 704 Election Committee at 2950 N. Country Club Road, Tucson, AZ 85716-1912, no later than 14 days prior

to election but after nominations have closed. Each person nominated must verify in writing that they have not served, applied or acted in a supervisory capacity of the Postal Service for 24 months prior to the election.

In the event that the COVID-19 pandemic and the social-gathering guidelines from the CDC are still active and we are unable to have a regular branch meeting in October, nominations will be conducted by mail-in nomination and must be received prior to Oct. 1. The membership will be notified via the September newsletter of the status of the October branch meeting/nominations.

Don Hicok, Rec. Sec., Br. 704

Valparaiso, California

This is official notice to all members of Branch 753 that nominations for the election of delegates to the Indiana State Association convention will be taken at the regular branch meeting on Oct. 20. If a nominee cannot be present at the meeting, they must submit a letter of acceptance of the nomination at that meeting. Absentee ballots can be obtained from the election committee and must be returned by 4 p.m. on the day of the election. The election will be held at the regular branch meeting on Nov. 17, with the results announced at that meeting.

Donald Gulbransen, Sec., Br. 753

Virginia Beach, Virginia

This is official notice to all members of Branch 2819 that nominations for delegates to the 2021 Virginia state convention will be held at the regular branch meeting on Sept. 29, located at 3574 Holland Road, Suite 203, Virginia Beach.

Members will vote for delegates (if applicable) at the 2T Tony Sabettini Annual Fall Buffet, to be held on Oct. 27 at the Aragona Moose Lodge, located at 3133 Shipp's Corner, Virginia Beach.

To qualify for delegates and alternates to the 2021 state convention are as follows: Any member in good standing, who has attended eight of 10 meetings in the qualifying years shall be eligible to be funded.

Candidates must accept nominations at the time made, or signify in writing to the branch secretary within three days of their willingness to serve in the desired position.

The nominations and elections may be subject to change due to CDC and COVID-19 guidelines. If any questions, please contact the secretary at the union hall.

Jamie Drayton-Bey, Sec., Br. 2819

Visalia, California

This is official notice to all members in good standing of Branch 866 that nominations for all officers will take place during the regularly scheduled meeting on Oct. 8 at the union office, located at 214 N. Floral St., Visalia. Any member who wishes to accept a nomination for an office, but will not be able to attend the meeting, may submit a letter of acceptance of said nomination to the secretary prior to the meeting's scheduled date.

The following positions are up for nomination: president, vice president, treasurer, secretary, sergeant-at-arms, three trustee positions and shop steward positions for each of the following stations/

offices represented by the branch: Main Office, Town Center Station, Lovers Lane, Exeter, Farmersville, Woodlake, Ivanhoe, Cutler, Lemoore and Corcoran. These positions are for a two-year term.

Kevin Worley, Sec., Br. 866

Washington, DC

This is official notice that, pursuant to Article 5 of the Branch 142 bylaws, the election of all officers of Branch 142 will be held by secret mail ballot; and the elected officers of the branch will be installed at the January 2021 regular meeting for a term of three years. Nominations for all officers will be made at the regular branch meeting on Oct. 7. The regular meeting of the branch will be held at 6310 Chillum Place NW, Washington, DC, at 7:30 p.m.

In the event that the COVID-19 pandemic and the social gathering guidelines from the CDC are still active, and we are unable to have a regular branch meeting in October, the membership will be notified by mail in reference to nominations and election for all officers. If you have any questions about the nominations for the election of branch officers, please contact the union hall at 202-291-4930.

All members in good standing as defined in the *NALC Constitution* must be present or have a member in good standing place his or her name in nomination for only one office/position. All members in good standing must signify his or her acceptance of nomination in writing to the recording secretary no later than 24 hours after the Oct. 7 nominating meeting. The nominee's written acceptance must also include that he or she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting.

At the nomination meeting, the president shall declare any candidate elected when there is but one nominee for the office/position. The name of a nominee who has been declared elected by the president will not appear on the secret mail ballot. At the nominating meeting, the president will appoint an election committee of five members; none shall be a candidate. The election committee shall conduct the election in accordance with NALC regulations governing branch election procedures.

Darrien H. Williams, Rec. Sec., Br. 142

Western Wayne Co., Michigan

This is official notice to all members of Branch 2184 that nominations for branch president, executive vice-president, vice president, recording secretary, financial secretary-treasurer, health benefits representative, sergeant-at-arms, retirees' officer (who shall be a retired member), three trustees and all station stewards, as well as state and national convention delegates for the 2021-2023 term, will be taken during the Oct. 7 regular branch meeting at our Branch 2184 office building, at 6969 Monroe Blvd., Taylor. All branch officers, by virtue of their positions, are automatic delegates to the state and national conventions.

Elections will be conducted by mail

and the results will be announced at the Dec. 2 branch meeting.

Jacqueline McGregory, Sec., Br. 2184

Worcester, Massachusetts

This is official notice of the nominations for the election of Branch 12 officers and stewards for the 2021-2023 term. Nominations will be accepted at the Oct. 7 union meeting, to be held at the Vernon Hill American Legion Post, located at 267 Providence St., Worcester. The meeting will begin at 7 p.m.

Officers to be elected will be president, executive vice president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, MBA representative, health benefits representative and three trustees. Stewards in each office represented by Branch 12 will also be elected, except in Worcester, where the president appoints stewards. The Marlborough post offices will elect two stewards, while all other post offices electing stewards will elect one steward. All officers and stewards shall be elected for a term of three years.

Those wishing to be nominated must accept such nominations in person or must submit their willingness to be nominated in writing to the branch secretary prior to the Oct. 7 meeting.

Elections, if necessary, will be held by secret mail ballot mailed to the member's last known address. Ballots will be tabulated on Nov. 4, and results will be announced that same night at the regular union meeting.

The offices of president, executive vice president, vice president, recording secretary and financial secretary-treasurer shall, by virtue of their office, be delegates to both the state and national conventions.

The hope is to have our union meeting in person at the Vernon Hill American Legion Post; however, due to the COVID-19 pandemic and related safety precautions and restrictions, our contingency plan will be to hold a virtual meeting should we be unable to meet in person. If a virtual meeting is necessary, details on how to log in with a computer or call in by phone

will be listed in our monthly Branch 12 newsletter. Any virtual monthly branch meeting we hold in lieu of our in-person monthly branch meeting will be held on the same night (first Wednesday of the month) and at the same time (7 p.m.).

Ken Janulewicz, Pres., Br. 12

Yuma, Arizona

This is an official notice to all members of Branch 1642 that nominations for delegates to the 2021 Arizona state convention in Phoenix will take place at the regular branch meeting on Oct. 1.

Furthermore, nominations for all branch officers will take place at the same meeting on Oct. 1. The nominations and election positions are: president, vice president, secretary, treasurer, two stewards, three trustees, HBR/MBA representative and sergeant-at arms. All officer positions will be for a three-year term.

The meeting location and time will be at the Yuma Community Food Bank meeting room, located at 2404 E. 24th St., at 6:30 p.m.

Candidates for convention delegates and for branch officer positions must either be present at the meeting when nominated or signify in writing to the branch secretary prior to the Oct. 1 meeting that they wish to be nominated. If you choose to notify the branch secretary, please write to: NALC, Branch 1642 - Secretary, P.O. Box 7383, Yuma, AZ 85366. The election and state delegates will be conducted by secret mail-out ballot. Ballots with instructions will be mailed to the address of record to all eligible members in good standing. In order for a delegate to any state or national convention to be reimbursed monies, they must have attended at least nine of the previous 12 meetings prior to being elected, per our local branch bylaws.

Return of mail-out ballots shall be by 5 p.m. on the Tuesday prior to the Dec. 3 meeting. The election committee shall count ballots and report the results to the membership by bulletin board posting and reporting at the regular Dec. 3 meeting.

Martin Schaeffbauer, Sec., Br. 1642

Regarding Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., August's deadline is for the September publication.

To submit items by mail: Mail to The Postal Record, 100 Indiana Ave. NW, Washington,

DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by e-mail: 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 either Corel WordPerfect or Microsoft Word (not Microsoft Works). Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at **202-662-2851**.

Branch Items

Albany, New York

Congratulations to Paul Rushkoski on his retirement from the Postal Service on April 30. Paul worked out of the Delmar Installation. We wish you a long and healthy retirement.

The branch offers our sympathy and condolences to the family of our departed brother, Leo Cosgrave. Leo was a 59-year life member of our branch. Rest in peace, brother.

Jay Jackson, Branch 29

Anchorage, Alaska

I'm fortunate to report that we have not had any member test positive for the coronavirus. Given the amount of potential exposure, that's an incredible achievement and I congratulate all members for being safe in these unprecedented times.

I wish I could report fair decisions from our Step B Team, but that would be unprecedented as well. We continue to receive decisions that are not contractually sound. How can discipline be upheld on a carrier when management never asked the carrier about the issue in their due process meeting? This is such a basic Weingarten violation. Then there are the decisions we receive that find management was in violation and told to stop again. We have multiple settlements at all levels, including up to Step B, and all the team can do is tell management to stop over and over? Management continues to violate the contract and prior grievance settlements because there is not a remedy to ensure contract compliance.

As an example of how emboldened management has become, we have a grievance compliance team that is tasked with reviewing all grievance decisions to determine if compliance has occurred. Yet the postmaster reneged and canceled the required monthly meeting. Yes, the PM refused to comply. He knows there won't be any repercussion, knowing it will go to the B Team. No one will be held accountable and there will be more grievances.

We continue to request to be taken out of the Northland DRT. Our members deserve better. And we won't stop in our quest to ensure that members receive the representation and remedies we've fought so long and hard for.

Jim Raymond, Branch 4319

Boston, Massachusetts

We are now in a lull with COVID-19 cases, and management has begun going back to business as usual. One day after the agreement on performing 39995 expired, management decided to begin performing 39995. With three months of no lower-level discipline, management has announced full attendance reviews with corrective action for non-COVID-19-related absences, and management has also started moving CCAs from office to office for operational reasons. We are not out of the woods with this virus and management is taking chances with these changes. In all big cities where the leaders have moved too fast under the pressures of re-opening, we have seen huge spikes in confirmed cases of the coronavirus. I hope that will not be the case here in Boston.

I would like to welcome the 10 recently converted regular carriers; well deserved but still taking way too long to become a career carrier. Congratulations to recent retirees Michael Conway, Brian Dennehy, John "Jay" Foberg, James Hennessy, Edward Lugo, Barry Murphy, Roger Prewitt and Mark Terranova. We would also like to send out a pat on the back to Melrose/Revere carrier Peter Dingle and Arlington carrier John Lavoie for being awarded NALC hero pins. Great job making letter carriers look good! Our sincere condolences go out to the families of retired brothers Richard Hutt, Ralph Johnson Jr. and Dennis Murphy. Rest in peace, our brothers.

Jerry McCarthy, Branch 34

Brick Town, New Jersey

It's been quite a ride since COVID-19 began. Parcels are at an all-time high. Days are long and tiring. There is much uncertainty with the recent resurgence of the virus. Your union officials have continued to work tirelessly to ensure your safety and to protect your contractual rights.

We are attempting to resume our general membership meetings next month. The meeting will be held on Tuesday, Sept. 15, at the VFW (373 Adamson Road in Brick). Doors open at 6 p.m. and the meeting will begin at 6:30. We will provide a full catered dinner. Social distancing will be practiced and masks will be required whenever social distancing cannot be maintained. It will be a free T-shirt night—everyone who attends will receive a union shirt. Please plan to attend and bring other members from your office with you. It is impossible to know at the time of this being published what limits may or may not exist on gatherings in September, but we hope to see everyone at the meeting.

Philip Cornell, Branch 5420

Carmel, Indiana

Lord have mercy! I finally found out what my postmaster in Carmel cares about the most during this pandemic when, according to the Postal Service, we are losing billions and billions of dollars and there is nothing but doom and gloom on the horizon. Does he care about keeping his employees safe during this COVID-19 pandemic? Does he care about trying to generate revenue in our community to help the financial bottom line? Does he care about checking on his carriers during the most recent heat wave in Indiana? Nope, but I sure did find out what he cared about one June morning.

Shirt sleeves! That's right. He truly cares about shirt sleeves and is very passionate on this subject. Some carriers have been slightly rolling up their shirt sleeves for years in the Carmel Installation. All of a sudden, that simple act seems to be a major pandemic of another kind for my postmaster. I could understand if carriers were rolling them up all the way to make it look like a sleeveless shirt or if they were cutting the entire sleeves off their shirts. But, just a roll or two to try to stay cool or maybe they think they look a little more stylish doesn't seem like a reason to become unhinged and demand change.

I wish every postmaster and member of management would worry about trying to increase

our revenue and grow our business as they do the little things that in the overall scheme mean absolutely nothing. I could give my postmaster a big ol' list of things to worry about other than shirt sleeves.

I guess it could be another job opportunity for management. We could call this job "senior uniform regulator control specialist." That title seems deserving of a six-figure salary.

Knowledge is power!

Ronnie Roush, Branch 888

Cleveland, Ohio

Delays can be a disappointing necessity, and it has been a while since Branch 40 members have had the opportunity to gather at a union meeting. COVID-19 has made rules that sense and sensibility cannot bend. Priorities right now are about keeping our lives and families as safe as possible.

But union meetings are primarily business meetings, not station or personal grievance meetings. Your stewards and fellow letter carriers have come to catch up, as best they can, on the latest news from the branch as well as from across the region and nation. The meeting has structure, and an agenda, guided by bylaws set by NALC.

This is not to say that "grievous matters" are not discussed. Big issues that run rampant through our careers are important to everyone! But when it comes to your disciplinary action, your letter of demand, your lost holiday pay... there is a process to resolve these and many, many more issues. Contact your station steward or call your branch officer. Please do not wait until a meeting night to try to find someone to talk to. Your delay could have serious consequences on your career.

While branch meetings include many reports and concerns, we have ways of getting that information to each and every member. *The Postal Record* is an excellent example of one of the ways we continue to communicate! Take time to read it cover to cover, and don't forget about nalc.org for a wealth of information.

Just remember, your career starts with you, so walk your concerns up the ladder of assistance—from your steward, to your officer, to NALC—and you will succeed.

Because careers, health and safety really do matter, take precautions! Wear your masks, "socially distance" and register to vote.

Bob Murphy, Branch 40

Cincinnati, Ohio

Greetings from Cincinnati. Branch 43 is toiling through the stifling humidity and the governor's recent mandate for Hamilton and Butler Counties to wear masks when entering buildings and interacting with the public. Pockets throughout the country have already experienced this, and the members of the Queen City will soon be doing so as well. The difficulties that COVID-19 has created for letter carriers during our day, it has created many more problems.

The annual Stamp Out Hunger food drive was postponed in May, and the NALC recently announced a donor drive for local food banks. The

loss of income has seen the amount of food-insecure families nearly double over 2018 numbers. A donation of \$1 will feed a person three meals. Just one dollar allows for someone to not feel hunger, and during an unprecedented period in time looking after our neighbors should be paramount. We do this as letter carriers on a daily basis.

With the increasing number of positive COVID-19 tests and no end in sight, the branch meetings and trainings will be canceled until groups larger than 10 can resume coming together.

In solidarity—

Jacob Bingham, Branch 43

East Lansing, Michigan

During this pandemic, many good people have stepped up, doing their jobs with courage and remarkable success. Of course I'm talking about health care workers, doctors and nurses, mail carriers and other service persons. However, there are those who for some reason oppose them—politicians who seek advantage in chaos, or others who fear their incompetence has been exposed. We have 3.5 million infections, 140,000 dead—the worst COVID-19 failure in the entire world. That's a lot of incompetence.

But perhaps it's not fair to just blame Trump. I don't know what more you can expect from him concerning the coronavirus. He's done all he knows. Trump is gonna be Trump. He's tried all his usual bag of tricks; he's deceived a lot of people. The problem is, he's guessed wrong at every turn; he thought in his monumental arrogance that he knew better than the experts and COVID-19 was gonna disappear. So while he waited in vain for that to occur, he dissembled (lied) and downplayed it. He blamed his lack of preparation on Obama. He mocked and disparaged those who tried to deal with it. True to his con-man origins, he promised and promoted a miracle quick cure.

Now that that has failed, he deflects and distracts by protecting statues instead of people. With his traveling carnival-show rallies, he discourages people from wearing masks or social distancing, peddling death along with "freedom" to his easily duped followers—them I blame. They just can't seem to learn how to think for themselves. They feed the pandemic. If it wasn't for them, he'd have been out of business long ago.

COVID-19 is a serious disease that demands serious attention. Do your part. Wear a mask and practice social distancing. You have no constitutional right to spread disease. Remember, Typhoid Mary got locked up for life.

Mark Woodbury, Branch 2555

Elyria, Ohio

A huge thank-you goes out to Branch 196 members who contributed to the food bank donation drive conducted during most of June and July. The final figures were not available as of this writing, but I am confident our members came through, as they always do, to support our chosen charities.

While branch functions and meetings have been suspended for the general membership, officers and stewards continued to meet to discuss important issues and directives. Issues regarding the safety and health of our members, and support of our communities through the donation drive, to name a few. We are currently



South Bend, IN Branch 330 President Bob Kuminecz (r) and former Branch President and Indiana State Association President Terry Litka (l) presented a 70-year plaque to retired member Jerrold Kronewitter.

seeking an alternate meeting site to reconvene the monthly membership meetings typically held on the first Thursday of the month. A larger facility than that of our current offices is sought to help maintain proper social distancing. A location should be secured soon for meetings in September through December. As this year is a branch election year, it was most important to schedule and conduct these meetings, but also to do it in the safest way possible. Check your mailbox for the next edition of the *Cascade Express* for further details on meetings and other branch events.

Congratulations to Dave Andrews of Elyria, Mark Tober of North Ridgeville and David Ice of Elyria, who have made their final swipes on the time clock. Both Andrews and Tober have each served their entire careers as members of our branch. Dave Ice transferred here from a neighboring city seven years ago and spent most of that time as a member working in Elyria. We wish them all health and happiness in retirement.

Perry J. Sprachmann, Branch 196

Emerald Coast, Florida

Locally, management is cracking down on attendance and tardiness. Just as a reminder, sick leave is for when you are sick or when a family member is sick and under dependent care. Repeated tardiness is difficult to overcome when you get disciplined. Please use your sick leave only as needed.

Carriers are reminded that when you (not management) determine that you need overtime, you must fill out Form 3996. Turn it in, request a copy and keep it. If it is denied, then request Form 1571 to curtail, turn it in, request a copy and keep it. If management tells you not to curtail and deliver all without overtime, then request a steward. If management does not give you a copy, ask to see a steward. Always remember to follow instructions first and grieve

later, unless the instruction puts your safety in jeopardy. If you are told that you used unauthorized OT, then ask for a steward.

Management has a habit of placing carriers on an unauthorized overtime sheet and not telling you. Then they try to discipline you for it. If that happens, be sure to see your steward.

NALC has published a guide for CCAs. It is a good idea to read it to know your rights. You can also go to the NALC web page for questions and answers. Understanding your rights makes your job a whole lot easier.

With the summer months here, let's all be mindful of the heat. *The Postal Record* has information as well as the website, under safety.

Branch 4559 would like to wish John Libby, Tim Quigley and Sopheak Kong a very enjoyable retirement. It was a pleasure working with you.

Percy Smith, Branch 4559

Fargo-West Fargo, North Dakota

While off work for a stay-at-home two-week vacation, I heard that a carrier was a little upset that the union won a grievance over a holiday schedule that was posted incorrectly by management. Consequently, they had to request N/S day carriers to volunteer after the deadline. As we all know, every year we have multiple holidays, and holiday scheduling is nothing new. The award was a standard additional 50 percent in pay. I was told the upset carrier's response leaned toward "That is why the Postal Service is losing money." Please understand that settlements are a way to try to get management to follow the contract. If they do not, the filed grievance will hopefully be enough to make sure they follow it next time. Management holds a carrier accountable for accidentally missing the time deadline on an Express piece or misdelivering it in error. Management should be held accountable when breaking the contract agreement.

Please continue to call on members of the House and Senate to include postal relief funding in any future bills.

If anyone is interested in being the backup steward at Prairiewood, please let Wayne or Rich know.

Please remember to stay safe and follow all safety protocols as we continue to battle the COVID-19 virus.

Our thoughts are with the family and friends of retired member Melvin Erlandsen, who passed away in May.

Brian Prisinzano, Branch 205

Fresno, California

The Postal Service is not for sale. Yet, there is some talk of Amazon eventually taking over a portion of the Postal Service. Crazy talk? Congress has been a major supporter of the Postal Service. But, not all. Some have claimed we are out of date. UPS and FedEx would love to be able to have use of the mailboxes. Amazon would bid to have rights to them. In turn, they could, decide how many, where they would be located and who could use them. All for a fee. Definitely money to be made. Not for the Postal Service, for Amazon.

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Of course, the Postal Service would have to be partially privatized. That would be the beginning of the end for us. The path to being part-time employees would be well on its way. No six-day mail delivery, no National Agreement, no hazard pay and no health insurance. As it stands now, more than 45 percent of our parcels come from Amazon. Would the Postal Service still be obligated to the mandated pre-funding of future retirees' health benefits insisted by George W. Bush? All of this does not add up to the survival of our Postal Service. Our current president is foaming at the mouth for the demise of the Postal Service.

We are still feeling the effects of the COVID-19 crisis. It is still not over. Last quarter we made a profit. It is not enough. We need help in the next stimulus plan. Some Republicans are already claiming we do not need it because of last quarter's profit. Not hard to see their intentions. Continue to provide good customer service, and fight for the survival of the Postal Service.

Contact those in Congress; tell them to ensure our survival.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

In early July, we saw a resurgence of the COVID-19 pandemic in the US, in response to the Trump-led campaign to make the US "wide open" to private capitalist businesses—and in violation of the Trump-appointed COVID-19 commission's recommendations for the health and safety of the people. Trump speaks with forked tongue; for him, it's truly profits before people. Now, as the USA rapidly increases its commanding position as No. 1 in the world in COVID-19 infections and fatalities, heroic U.S. medical personnel are still having to use and reuse vital PPEs and materials for hospitalized patients, and are running out of ICU beds in overwhelmed states. But Trump is still being allowed to "lead" the country's effort to deal with the COVID-19 pandemic. And we have no U.S. national strategy for dealing with COVID-19.

COVID-19 has revealed that it is the working class of people who are "essential" in this time of crisis. These essential folks allow the rest of us to quarantine in our homes. Yet the essential workers are generally the most at risk of becoming infected with the coronavirus and the least compensated in terms of pay, benefits and working conditions. Welcome to U.S. capitalism in 2020.

At the same time, union letter carriers and other public postal workers strive to carry out our "essential" task of keeping the people of the USA connected and united. We are fortunate to have a union-protected job with the additional flexibility negotiated by our union leaders in the pandemic. And, so far, connected to our employment, we have health insurance. However, during the pandemic, 60 million people in the USA have lost their employer-connected health care. Across the border, in Canada, with single-payer health care, not one Canadian worker has lost theirs. Senator Bernie Sanders's "Medicare for all!" looks better all the time.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

Branch 443 dipped its toe in the water and resumed having regular union meetings with the July meeting. I hope this can continue. This

will have a lot to do with how well we can manage COVID-19 protocols and how well our members react to them. This will also have to do with how well our area continues to fare with the virus. Maryland has continued to see a sharp decline in new cases, and Washington County continues to be among the lower affected counties in the state. Any change in those figures could affect our ability to conduct in-person meetings.



To spread cheer during the pandemic, Dubuque, IA Branch 257 member Phillip Timmerman delivers the mail as honorary carrier Bernie the St. Bernard, mascot for local junior hockey team the Dubuque Fighting Saints. Off the clock, Timmerman works as the mascot at games.

I ask all members to anticipate the possibility of a meeting being canceled.

Hagerstown has been struggling with staffing issues for several months now. This is not due to the virus directly, but due to a lack of CCAs, an explosion of parcels, and inconsistent transportation. As a result, CCAs have been working seven-day weeks, and eight-hour regulars are being mandated overtime. There have been Article 8 violations, as well as instances of hold-down removals and crossing crafts. All of these are being investigated and violations are being grieved. I ask all members to keep union stewards apprised of possible contract violations. Without the diligence of all our members, some violations could be missed.

We finally have a full resolution to last year's issue of minor route inspections on 11 routes in our downtown office. A pre-arb earlier this year directed management to install the route package but remanded the monetary portion of the remedy back to the local parties. John Russell did an outstanding job and was able to negotiate a settlement totaling \$4,200. I hope this finally deters management from continued violations of this type.

Larry Wellborn, Branch 443

Hartford, Connecticut

Recently, a Branch 86 member seeking retirement found numerous obstacles in her path. Occupying an OWCP modified job assignment for many years, her work record had been coded wrong by the USPS. Other issues related to the coding errors further kept her from meeting the eligibility requirements to retire. Much appreciation for the time and efforts of Nina Kunkel, assistant to the president for retirement, with an assist from Kevin Card, assistant to the presi-

dent for workers' compensation, as our sister is now enjoying the fruits of her labor! Thanks to Director of Retire Members Dan Toth for his support also. Our newly elected OWCP director, Steven Benoit, earned his stripes with this case!

NALC entering the social media markets does not come without a price. The NALC has many "enemies": in Congress and the Senate, within USPS management, within the mailing community, within the anti-labor community, etc. It serves no purpose, and in fact works to energize these forces, when active and retired NALC members go on these sites and personally criticize our national president and the union's objectives. Our adversaries propagandize these submissions to their benefit, and against ours! NALC offers many forums to internally express our frustrations and constructive criticisms: national/state conventions, regional rap sessions, union meetings, etc. Writing or calling a national officer will get you a response. Engaging in social media posts can be very easy because it does *not* require you to face whom you're criticizing, but I would caution those who put anything up for public consumption. It could have unanticipated consequences.

Throughout the COVID-19 pandemic, I strive to be on a workroom floor every morning. In the face of very trying times, frustration and inconvenience, I am constantly humbled by our members' efforts.

Michael L. Willadsen, Branch 86

Jackson, Michigan

Summer has arrived in full fury. Every day will be in the mid-90s. We lost our dog, Duffy. Never cried harder in my life. When the Bums abandoned Brooklyn, I cried. Had a doctor's appointment: "How did you lose 10 pounds, Bob?" I answered, "Tears." I vowed I never will get a dog because the pain of losing them is unbearable.

Next day at the animal shelter, I was sitting in the big chair when coming 'round the corner was the cutest puppy you've ever seen. He jumped into my lap and took a pee. His name is Capone, and we rescued him and he rescued us. Yesterday, we needed to take him back to get his, how would you say this? The vet picked his pockets.

I continue to find tRUMP supporters in the city carrier ranks—the true definition of voting against your own interest. "Dems want to take our guns away." Yet they can't name one Democratic president who "wanted to take our guns away." Zombie lie, meaning this never goes away. Please, all carriers, think of what each candidate stands for. Vote for the one who shares your interest.

Like the rabbi said, "It won't be long now" until Election Day when we find out our faith. Stay cool and take as many breaks as needed.

Cut and roll.

Bob Czartoryski, Branch 232

Knoxville, Tennessee

Hello, carriers of the satchel. Low DPS, a mountain of parcels, 12-hour days, seven-day workweek and the biggie of all

biggies, COVID-19! A name that will make its way into Webster's Dictionary. What does all of this mean to a carrier? It means that these issues may lead to a carrier feeling frustrated and overwhelmed and lead to stress and other medical conditions.

How does one handle it? Drugs and alcohol abuse are not the solution, but exercise and meditation are great for the mind and the body. Physical work (e.g., park-and-loops, hop-outs) is not exercise, but work. One needs to focus on his/her strengths and try to see their job as a challenge—particularly since carriers have to wear a mask in the performance of their jobs and sometimes have to wear gloves while enduring hot, muggy days on a park-and-loop or sitting in an FFV/LLV with an inside 130-degree cabin temperature. Now more than ever, management needs to keep the lines of communication open with branch stewards with what is the most disparate workforce this economy has ever seen.

So here are a few questions one might ask oneself: Is my supervisor aligned on how COVID-19 procedures are set up in the office? Am I well informed? Is management clued in as to what it is like on the street delivering mail? Do they care about your concerns? Think about it.

Finally, we resumed the monthly branch meeting, so to refresh everyone's memory, our branch meetings are on the first Tuesday of the month at 7 p.m. at the Elks Lodge, 5600 Lonas Drive, Knoxville. We have a free buffet, a monthly \$25 drawing and a 50/50 Muscular Dystrophy Association (MDA) drawing. Come on down and sit a spell!

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Welcome, PMG DeJoy.

Thanks for the letter introducing yourself to USPS employees. I appreciated your acknowledgement of us who "live, work and serve in every community" and "the indispensable role of our organization in the life of the nation." You also said, "We will always be critical to the country's economic and social infrastructure, binding the nation together by enabling commerce and communications." I hope you are sincere with that understanding of our organization.

You describe yourself as having a background in a diverse nationwide logistics company. The definition of logistics is "coordination of a complex operation involving people, facilities, transportation, and supplies." With that in mind, I would expect you to closely examine our logistics chain. First, not everything handed down from headquarters makes it to the field. Second, the last strong link of our logistics chain is us, letter carriers.

Some of the links in between are decidedly weak.

Our union made agreements during the pandemic to help the USPS streamline and adapt, but the logistics of applying these agreements didn't make it to us on the front lines. Can you fix this?

Does it make sense to be moving people from facility to facility during a pandemic? There was an agreement that it would cease. But not here!

Our CCAs are flitting station to station covering the shortages caused by quarantines and child care. More stations are experiencing infection. Our union made an agreement to allow the USPS to hire non-career temporary help to cover this. They were to remain in one location. Once the staffing shortages subsided, the temporary employees would be released. Did local management do it? No. Can you fix this?

I must admit, I've had a lot of anger at the stupidity I've seen within our organization locally. Can you fix stupid?

Respectfully—

Leslie Hammett, Branch 2502

Louisville, Kentucky

Like most of you, we've made the national news! There's death, protest, riots and sorrow lingering in the city of Louisville. Through all of this, we must stay strong and still fight for our jobs and stay safe at the same time. Since we're in a pandemic, you would think the number of grievances would go down. I don't know about you all, but supervisors use the pandemic excuse more than the carriers just to violate the contract. Stewards must stand up for their carriers, and make sure that the social distancing is enforced.

The question on all of our minds: Are they going to provide financial support to the Postal Service in the next emergency stimulus package? What is the fate of the Postal Service, and what exactly can we do? I hope everyone has been doing their part to contact their representatives, and you went out and voted in the primary elections. Our fate might be in the absentee ballots. Some higher-ups are against this, so we must make sure we are doing our part to have a safe election year that doesn't come back on us. In the end, knowledge is power, so read up on your current politicians and see who's behind it and who is not. Our votes matter.

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

Most of us are not big-picture people. It's comfortable to function within our own world. We have work, home, friends and family, and quite frankly, considering the working conditions we currently endure, that's more than enough.

Life has a way of throwing curveballs, and COVID-19 is a doozy. We've grown weary of its intrusion into our lives. It's inescapable, and the masks/no masks debate exists 24/7. The comfort zone and privacy of personal opinion has been thrust to center stage for all to see.

2020 has been the year that keeps on giving. The killing of George Floyd brought us a very public example of an ugly truth. The resulting peaceful protests, rioting and looting continue to be inextricably intertwined by the media. We've been forced to examine our individual values and core beliefs. Our actions or lack thereof are in plain sight for everyone to see. Conjecture and judgment abound without context of individual circumstance. Once again, our comfort zones have been breached.

Just when we thought the divisiveness couldn't get worse, the looming 2020 election has handed politicians the perfect storm. Accusations fly from both sides of the aisle, flaming our division into a great abyss. It seems the long-accepted idiom must change as there are now three things that are certain in life: death, taxes, and rupture of comfort zones.

Our "Minnesota Nice" has cracked. We can't afford a change to "Minnesota Inflexible." This downward spiral needs to end before 2020 gets the best of us. Perfect harmony will never be achieved, but we all need some big picture added to our comfort zones. A genuine effort to understand each other is where it begins. Change is not our enemy. We all deserve a better world—one with true liberty and justice for all.

In solidarity—

JoAnn Gilbaugh, Branch 9

New Jersey Merged

When things are darkest, it often helps to think of others and reach out to them with a helping hand. Things are plenty dark. COVID-19, the failing economy, the future of the Postal Service and the inept leadership in Washington all weigh heavy on our minds. The pressure from management in the midst of these crises doesn't help. Yes, there is more than enough stress and anxiety to go around.

This seems like the ideal time to put our problems aside, consider others less fortunate than ourselves, and see what we can do to help. NALC has adapted our efforts to assist others during these times when our normal community programs have been put on hold by the coronavirus. Those suffering from muscular dystrophy and those families facing the pain of hunger need our help more than ever, and NALC has provided the mechanisms for us to deliver.

MDA fundraising, including the efforts of NALC, has been hit hard. You can help by making a contribution by going to mda.donordrive.com as part of the NALC MDA Branch Challenge. MDA clients with muscular dystrophy are at high risk for COVID-19. MDA's ability to raise funds in order to serve these clients has been severely affected by the pandemic. You can help, and make yourself feel better in the process.

Hunger has been an ongoing pandemic in America for many years. NALC's annual Stamp Out Hunger Food Drive has helped those in need of food for 27 years. Because of COVID-19, it had to be postponed this year. You can help by going to nalc.org/food and make a monetary contribution through the NALC Stamp Out Hunger Donor Drive to a food bank near you. It will also make you feel good, and maybe forget your problems for a few short minutes.

Michael J. O'Neill, Branch 38

New Orleans, Louisiana

It gives me great pleasure to be able to communicate this letter to the masses of carriers on the front line. As I ponder over the pandemic situation we're in, it appears we're in dire straits! The numbers are going up disproportionately in 38 states. Our only defense at this time is wear-

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ing masks, social distancing (6 feet apart) and hand washing. If you do these things properly, you may escape COVID-19. We are all in this together. Together, if we all do our part, we can overcome until there is a vaccine available.

How does it feel to not have sports? We are in a world that this generation has not experienced. There have been other pandemics where others have survived. Many experienced the bubonic plague, Spanish influenza and some I cannot mention. Those were dire times. Through it all, there were survivors. You guys on the front lines, protect yourselves.

I want to leave you with this story that was told to me by my doctor. There was a hairdresser who tested positive for COVID. She served 140 clients. None tested positive for COVID-19. Why? They all were wearing masks. Even the hairdresser wore a mask. The moral to this is *wear a mask*.

Continue to make union meetings. If you have questions, reach out to older, experienced carriers. Give to LCPF. Respond to the NALC Member App. If you do not have it, download it ASAP.

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

As I write this, our new PMG has started, and if you don't know anything about him, let me enlighten you. He was a \$2 million contributor to the Trump campaign and other Republican causes. He has 35 years of experience in labor analytics (the art of getting rid of jobs) and zero amount of years working for the USPS. The company he worked for (New Breed Logistics, which then merged with XPO) helped create the system of moving mail (slowing it down) and with all this automation, we still keep getting our mail later and later (putting the customer last).

As I write this, our starting times are going later all across the nation. We will be starting at 8:30. With the COVID-19 pandemic still going with no end in sight, we have stopped the staggered starting times. With safety talks and messages through the IMD. (Some doozies: "Wear layers of clothing and take off as you get hot;" "If you feel overheated, find a cool spot during your authorized break"). Be safe when it's authorized? Layers of clothes? It shows they have no clue what we do. But with it being the beginning of summer and the temps are going up in the 90s and above and even hotter in the truck (no AC), you would think if they really cared about their employees they would be getting the mail to the carriers earlier and keep us a little less in the heat. I remember when the mail was sorted by hand, we started at 6 a.m. Ah, the good ol' days. This is all the more reason to come to a union meeting and get knowledge, 'cause, ya know, the more ya know is power!

Peace.

Joel Stimmler, Branch 542

Oklahoma City, Oklahoma

As COVID-19 infections continue to rise again in 36 states, letter carriers and postal employees continue to process and deliver the mail. They put their lives on the line every day

of the week and yet, despite the HEROES Act, which the House of Representatives passed a few weeks ago, the Senate stands stagnant, ignoring letter carriers, postal employees, first responders and health care professionals. This pandemic is not going away anytime soon, and playing politics with people's lives doesn't solve the problems that workers and their families are encountering on a daily basis.

The postal employees, like other workers on the front lines, are still carrying out their mission, which is to process and deliver the mail to millions upon millions of their fellow Americans. And to make a comment that the Post Office is a joke defames all postal employees who are out on the streets of America every day doing what they are supposed to be doing, which is serving their country in a time of crisis. The Postal Service performs a necessary function that no one else can do and does it efficiently. There is no excuse for leaving the world's more effective postal service high and dry in this crisis.

More than one-fourth of all letter carriers and many more postal employees are veterans of our armed services, and they know what they are doing is important and necessary. It is sad that many of our Congress creatures don't understand that. It's time Congress stepped up and did the right thing for our nation's letter carriers and postal employees. It's unconscionable for Congress to not make allowances for the continuation of a service that millions of our citizens depend upon for vital services some can't live without.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

Thank you for the hard work and long hours you have had to endure since the beginning of this dreadful pandemic. I know it has been draining, both physically and mentally.

While visiting stations across the city, I have observed too many carriers not wearing masks. Personal protective equipment (shields, masks and gloves) is available in every unit. Please encourage everyone to use these preventive measures.

I fear that hearing 131,000 Americans dead is viewed simply as a statistic. We have become desensitized to this staggering figure, unless we know someone personally who has lost their life. Sadly, 67 postal employees have died from the virus. Remember, complacency is not an option.

In the early morning of July 4, I received a call informing me that retired branch officer Raymond "Doc" Dougherty died from complications due to COVID-19. Doc was a great guy. Salt of the Earth, Philly style. He was the team leader for the branch when it came to route inspections. Doc didn't need a calculator; all the numbers were in his head. He was amazing. All of us at the branch will miss Doc. He belonged to us. He was one of us. He was our friend.

It is my hope that Doc's passing will serve as a reminder to all of us that COVID-19 remains a deadly, highly infectious disease. If we are to survive it, we must work together to stop its spread. We must wear our masks every time we are on the workroom floor. In Pennsylvania, masks are required when we venture out. Stud-

ies continue to affirm that wearing masks helps slow the spread of the coronavirus. As my mask protects you, your mask protects me.

During these difficult times, I hope everyone enjoys some time away from the job, having fun with family and friends. But, be cautious! Visiting relatives out of state, in areas where the virus is currently spreading rapidly, may not be the prudent and responsible undertaking at this time. Stay safe, my friends.

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

Another month, another frustratingly "new normal." Masks are now mandatory on the work floor and "anywhere that social distancing is impossible." When will it all end? No one knows, but just think about this: More than half of the year is behind us (thank God). I cannot recall 15-ish long, slow weeks that whizzed by so quickly. But 2020 appears to have a good bit of fuel left in the tank.

I read the first positive article regarding USPS that had stated that we were "flourishing amid pandemic conditions." Pretty impressive, right? But, with a new postmaster general, I'm sure that piece of media—and the like—will be buried alive. I urge you to Google "Citizens Against Government Waste" and read their open letter to the new PMG. You will not like what you read. Whether or not he aligns with their goals, no one knows.

But that would be yet another casualty for positivity in 2020. I cannot recall a time in my semi- and adult life that society has been so splintered. It seems that everyone needs to have a label, then be convinced how rotten the opposition is. Wearing masks, while beneficial, has also obscured half of our faces. We've never been more untrusting of one another in modern times. Healthy versus unhealthy. Young versus old. Fathers versus sons and mothers versus daughters. Red versus blue. White versus black (although, those embers have been smoldering for quite a while prior, unfortunately). Again, when will it all end? No one knows.

I guess my point is that, while society might convince you that you're miles apart from those who think differently, you might just be closer than you think. You may very well be dangling your toes in other waters. Don't let your positivity be yet another casualty in 2020.

John Conger II, Branch 84

Portland, Oregon

Summer has landed, and many of us find ourselves working loads of overtime and even losing our days off. The parcel count is high, and expectations are higher.

Months before management figured out how to deal with masks, Rebecca Dow, wife of carrier Cody Harris, made enough of them for each office employee to have several. That's how it was in my office, and I'm sure it's been like that throughout many offices all over the country—people have stepped up to help out.

I would like to thank everyone who does their best to remain positive during this mess of a year. Each office truly makes up its own little

postal family. Take care of each other, and let's continue to do our important work with a smile under each mask.

Suzanne Miller, Branch 82

Racine, Wisconsin

I'm not following any road map this month, so just sit back and enjoy the read.

Technology is only as good or effective as who you ask. Supervisors swear by it. Otherwise how would the daily reports get done? Millennial carriers are born IT techs. What is undeniable is that USPS is predominately a customer-driven company. No customers, no job. All the fancy technology is not going to change that.

With the huge uptick in parcels, it feels like we never really got that much-needed after-Christmas lull. Needless to say, there was a time when all your parcels came in a canvas sack. We had to make sure we "elbowed" the sack to make sure all parcels were out. Some of my first bumps were bundled with blue straps, not rubber bands. There's a saying that fits conveniently for our office: "As long as there are logs on the fire, it's going to continue to burn." It can be frustrating, and that's OK. How frustrating? I'm talking about not having enough large logs or enough chimneys in a Lincoln Log set to build a proper log cabin, or not being able to erase entirely in one shake your design from an Etch A Sketch. That doesn't mean we still couldn't deliver those pesky AOL dial-up samples. Newer, tech savvy carriers are scratching their heads: "dial up?"

Don't worry, at the end of the day you might enjoy a nice dinner at Ponderosa. Darnit, no longer around. Let's go up the road to Shakey's Pizza Parlor—darnit again! This is all giving me a headache. Maybe I'll snag a Tylenol sample from the Carol Wright's. Never mind. A shout-out to our friend Fast Eddie. Side by side, your struggle is *our* struggle!

Chris Paige, Branch 436

St. Louis, Missouri

On May 12, Rep. Nita Lowery (D) from New York's 17th District introduced the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, in response to the COVID-19 outbreak and its impact on the economy, public health, state and local governments, individuals, and businesses.

The bill provides emergency supplemental appropriations to federal agencies, assistance to state, local, tribal and territorial governments. It would also provide an additional direct payment of up to \$1,200 per individual. The measure expands paid sick days, family and medical leave, unemployment compensation, nutrition and food assistance, as well as housing assistance and payments to farmers just to mention a few.

The bill also modifies or expands a wide range of other programs and policies, including those regarding Medicare and Medicaid, health insurance, student loans and financial aid, veterans benefits, federal elections, pension and retirement plans, and the U.S. Postal Service.

Regarding the latter, the HEROES Act would provide \$25 billion in direct appropriations to help the U.S. Postal Service weather the current financial crisis brought on by the COVID-19 pandemic. The Act would also remove the restrictions placed in the CARES Act on the \$10 billion in added USPS borrowing authority from the U.S. Treasury. Included in the package is the creation of the HEROES Fund, which would provide hazard or premium pay of \$13 per hour premium pay on top of regular wages up to \$10,000 for essential front-line workers, including letter carriers and other postal employees.

Senate Republicans have flatly rejected the Act as the House and Senate now negotiate a path forward, including a provision to provide financial relief to the Postal Service. Letter carriers should contact their members of Congress immediately and urge support for postal funding.

Tom Schulte, Branch 343

San Antonio, Texas

Greetings, brothers and sisters.

The spike in COVID-19 cases across the country after the Memorial Day and Independence Day holidays really set the entire country back on "flattening the curve" on the coronavirus. San Antonio in particular has had a large spike in positive COVID-19 cases and Postal Service employees here have not been exempt from that spike. As a result, staffing in a number of offices has been reduced and workdays have become increasingly longer. It seems like a miracle if you can get in an eight-hour day during the week. This obstacle, however, does not stop our carriers; they push through and get it done every day. The willingness and commitment of our members to continue participating in all branch activities as well make me extremely proud and privileged to serve as their branch president.

Our stewards from the city and associate offices have participated in the monthly steward meeting through Zoom. We have also had two very well received branch meetings through the use of Zoom. We will reach out to our CCA workforce as well and use Zoom as another means of keeping them informed.

Besides dealing with the coronavirus pandemic, we still have the Texas heat bringing triple digits daily. Let's make sure we are staying hydrated daily. Management should be providing plenty of water and ensuring you are working inside a comfortable facility with plenty of ventilation. That is personal protective equipment, too, as far as I am concerned, just as much as gloves, masks, hand sanitizer and disinfectant wipes.

On a different note, remember to contact both of your U.S. senators and let them know they need to approve the next stimulus package (which includes \$25 billion for the Postal Service).

Stay safe.

Tony Boyd, Branch 421

Seattle, Washington

Here's a stunning piece of news: Consolidated Casing collapsed. It's over. After investing a ton of time and money into it, the brain child of postal management has taken a large, logistics poop all across our communication delivery platform. "Clean up on aisle everywhere!" Everyone thought it was such a great idea. Who? It may have looked good to the privatizers. One can only imagine that this idea may have come from someone with a Computer Science degree. I don't know, possibly someone wanting to apply their "knowledge" to mail delivery. A person, perhaps, with an advanced degree in String Theory or Quantum Entanglement or Number Supposition. Who knows?

What we do know is—it didn't work. Won't work. Can't work. Only works on paper, but not in application, and it is not worth the paper it was printed up on. Hopefully, we can learn from this mistake. Hopefully, we can recover from it—in the middle of a pandemic, in the middle of a climate crisis, in the middle of financial meltdown, in the middle of racial unrest. Good luck to us.

"It was such a great idea," said no one in the letter carrier craft—ever. What was said before, during and after the fact, "Ideas like this come from people with too much time on their hands and too little experience in the field." Who's in

COLA: Cost-of-living adjustment

- ▶ Following the release of the July 2019 consumer price index (CPI), the cost-of-living adjustment (COLA) under the 2016-2019 National Agreement is **\$624 annually**. This COLA is based on the change in the CPI from the base index month to July 2019, with the previous six COLAs subtracted.
- ▶ The 2021 projected COLAs for CSRS and FERS, which are based on the CPI's increase between the third quarter of 2019 and third quarter of 2020, is **0.3 percent** and will be finalized

with the publication of the September 2020 CPI in October 2020.

- ▶ The 2021 COLA under the Federal Employees' Compensation Act (FECA) is projected to be **0.2 percent** following the release of the June CPI. This COLA is based on the change in the CPI between December 2019 and December 2020 and will be finalized with the release of the December 2020 CPI in January 2021.

Visit nalc.org for the latest updates.

Branch Items

charge? Are these the brightest ideas people they can come up with? Who allows a scheme so crippling in its effect to be force-fed to the workforce?

If Consolidated Casing is the best idea they can fish out of their think tank, then it's time to flush.

Don Nokes, Branch 79

Silver Spring, Maryland

What a difference some documented bad behavior on the part of people in positions of authority can make! Who would think that COVID-19 would be the runner-up headline to the current social unrest? The sleeping apathetic giant has woken. Strange and troubling fact is: This country has never been less prejudiced and divided. That is how unjust it has been and how far there is to go for true equality, the kind every person deserves.

The kind of police brutality captured on social media has been going on all along, just not documented to the extent necessary to motivate people in this unprecedented way. What causes people to become psychotic in a stereotypical way when given a little authority? Why do their peers cowardly turn a blind eye to the bad behavior?

It reminds me of postal management, people who seem reasonably decent until they volunteer for a position of power and pressure. Two weeks can't go by when I don't read of a postal manager caught using their position to embezzle from our employer. They often misuse their position to hurt the livelihood of our co-workers (at least they don't normally take lives with deadly force) while their peers and superiors look the other way. Locally, this has resulted in bullying of CCAs: One sent a notice of removal outside of any due process during his service break, another inappropriately sent out of the installation with no regard to relative seniority or opting rights. Carriers are also in positions of authority. What if all carriers were judged by the acts of the few who throw mail away or abuse customers and get caught on video?

I don't know of appropriate solutions for these issues, but try to remain optimistic and hope this blurb inspires others to not abuse their authority.

Lee Taylor, Branch 2611

South Jersey, New Jersey

The Consolidated Casing results have been released, and lo and behold, our Marlton office was *not* on the list to be put back to its original route structure! I guess I should have figured that, since our branch has always been the whipping post for a lot of things over the years. I was hoping that since we showed the immense corrupted data being used here, our leaders would have made sure we were in the first group. Well, it looks like our brothers and sisters will have to deal with this nonsense for another six months. I guess the Postal Service got what it wanted in this office, as we have had a massive number of carriers retire instead of dealing with the stress this test has caused them.

It's a shame carriers had to leave on a such a sour note, but I don't blame them in the least. We are seeing a huge number of newer employees taking routes over and still running through them with no regard to the service. They carry for a year or so and head right into management, because they know they can't keep the pace they were doing. I don't begrudge anyone for making this choice, but what ends up occurring is we have managers with no experience trying to tell seasoned carriers how to do their job. For instance, in the Marlton office, we have a former CCA telling our steward he doesn't have to give him information for grievance! I guess he came from Walmart, where there aren't any employee rights. This is what we will be dealing with as the veteran carriers leave.

One last thing: I understand that management is balking at putting routes back to their original structure. I guess this is the new leadership.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Imagine this: A pandemic hits the world suddenly and the whole country goes into lockdown mode with only essential-service employees going to and from work with a paper verifying that they are indeed allowed to be on the streets coming to and from work. The employees are lauded as heroes because they are putting their lives and their families' lives at risk. As time goes by, more and more of these heroes contract the virus. But most of these dedicated workers still come to work and must work more to make up for those who are not at work.

Then suddenly (as if overnight the virus went away), management goes back to their same old tactics. The only thing is, people are still testing positive for the virus weekly. President Les Dillman will tell you that most of his calls are *still* COVID-19-related. That is, until these management fools turn up their discipline on us. Please stay focused and vigilant. Your health is more important than any games that these weak-minded supervisors may play.

With all that is going on, let us keep our eye on the prize. Please continue to write/email your members of Congress. Through these challenging times, NALC has come through with flying colors, and we all owe a debt of gratitude to President Dillman. He has exhibited patient leadership with a steady hand. And kudos also go out to the executive board and the shop stewards. But what I am most proud of is our membership. Together we have endured. But we are all smart enough to know what comes next. They will bring the noise, but we will bring the funk! We are the ones out there pounding these streets! And without us, this company is nothing.

#KnowYourWorth #LearnYourRights!

Eric Jackson, Branch 725

Springfield, Ohio

Congratulations to Lanny Dominic, who retired after 36 years of postal service. Lanny was preceded in retirement by his brother Ernie,

a longtime carrier and custodian. Lanny always had a positive attitude and something humorous to say. You will be missed.

I woke up with a wet floor this morning. No, not from me or the dog. Leaking washer? No. Sink? No. Dishwasher? No. After exhausting the easy possibilities, a friend and I cut a hole in the wall and discovered a leaking pipe. Time-consuming, but an easy fix.

To date, there have been 61,331 confirmed cases of COVID-19 in Ohio, with 3,006 deaths. Yet some postal employees refuse to wear a mask. Wear the mask. Time-consuming but an easy fix.

Letter carriers are complaining about the pivots they are given due to "down time." Yet every morning they are working off the clock. Stop it. Time-consuming, but an easy fix.

Letter carriers are not understanding their rights and obligations as professional letter carriers. Attend your branch meetings. Time-consuming, but an easy fix.

Supervisors are charging carriers with unauthorized overtime if they did not fill out a 3996. Fill out the 3996. Time-consuming, but an easy fix.

And finally, our supervisors were trying to take T6s off their assigned route for the day and put them somewhere else. Thanks to the hard work of our stewards, Brian DeWell and Rob Green, this slap in the face to T6s was overturned by the DRT Team. Also, many thanks to the unnamed T6s, carriers, 204-bs, retirees and postmasters who supported us with written statements. Time-consuming and not an easy fix.

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

Brian Gourilis, Branch 45

Toledo, Ohio

These are very strange times. No union meetings, no golf tournament, no convention and restricted activity at the hall has changed life. I miss the contact with members. I'm sure our members who regularly attend our monthly meetings feel the same. A teleconference just isn't the same.

The thought that things were starting to get better concerning the COVID-19 situation was changed. In the last couple of weeks, the number of cases has spiked. When a caged animal is finally released, do they calmly walk out, or charge and run? When the lockdown ended, many people rushed selfishly to reunite with others. In the first few months, I started to tire of hearing, "We're all in this together." But we are! I protect you, you protect me. If we ever want to get back to normal, some individuals are going to need to change. Until there's testing for everyone or a vaccine, we are going to have to do our part. This is a deadly disease; if you don't protect yourself and others, you could die! Or they could die!

As I said before, we have a new postmaster in Toledo. Our president, Mike Hayden, has been trying to educate our newest acting PM that if the union tells you ahead of time about a problem, you better take care of it. The newbie seems to be a slow learner. So many grievances could be avoided, if they would just listen to us.

And it would save them some money. With the Postal Service struggling to cover the expenses, you would think they would be trying harder to save money. I just don't get it.

Ray Bricker, Branch 100

Tri-Valley, California

This month marks the 35th anniversary of the merger between North Hollywood Branch 2740 and Branch 2902. The merger was approved in August 1985, and was one of several mergers that took place that year involving Branch 2902 and other small local branches from the Tri-Valley area.

I was a rookie in North Hollywood when the merger vote passed, and I recall the veteran North Hollywood members being ecstatic after the merger was official. Our branch would now have full-time union representation, and we were blessed to have Jon Gaunce as our president and full-time officer.

Jon was a 30-year-old carrier from the Thousand Oaks office and was the mastermind behind the mergers of the branches. I met Jon during one of his station visits to North Hollywood. Jon had a calm demeanor about him, and management personnel in my office treated him with the utmost respect, probably because his presence scared the hell out of them. Branch 2902 was the first large merged branch in the then-Van Nuys District, and I am sure management would have preferred if the mergers never took place and they could have continued dealing with several small, local branches without full-time representation. Jon had political aspirations and became something of a thorn in the side of NALC President Vince Sombrotto. Jon was an outspoken critic of the Employee Involvement (EI) program and his criticism of EI ruffled some feathers within NALC. Jon ran for NALC president in 1994 against Vince Sombrotto and Jon's slate took a pretty good ass-whipping in that 1994 vote. Sadly, Jon fell ill and passed away prematurely in April of 1996 at the age of 40. Being our 35th anniversary year, I will discuss more branch history next month.

Ray Hill, Branch 2902

Western Massachusetts

When I look at what's going on around the country regarding COVID-19, we're faring much better in this part of country. This is primarily because of the efforts and policies that have been in place both in and out of the workplace. The inconveniences that we've all endured have resulted in very few positive cases in Branch 46 stations, and the state is starting to carefully reopen.

We had a union meeting in June for the first time in three months, holding it outside of the union hall in the back parking lot with masks and social distancing. It was good to see folks in person. Hopefully, we'll be able to have some type of meeting in September as well. On the flip side of that, our annual retiree dinner did not happen and will be rescheduled as soon as circumstances allow.

The branch recently received notice from the Service of its intent to conduct fall route inspections. Holyoke, Westfield, Agawam and South Hadley have all been targeted by USPS OPS. As is the norm, the branch, in conjunction with the NBA, will conduct route inspection training prior to the inspections. All carriers, not just these offices, are urged to do their routes as if they were being inspected every day.

On a somber note, I'd like to acknowledge the recent passing of two former long-term branch officers. We lost retired Treasurer John



Tri-Valley, CA Branch 2902 member Yastmin Aguilar delivering mail to her branch office.

Garvey and retired Sergeant-at-Arms Vinnie Harackiewicz. Both served the branch in their respective positions for many years, and our deepest condolences go to their families and loved ones. May they rest in peace.

Lastly, if you're reading this and you're not registered to vote—register! Elections have consequences—especially for postal workers. The upcoming elections will be pivotal for our careers as postal workers.

Till next time....

Michael Harazmus, Branch 46

Wichita, Kansas

I am writing today on a matter of life and death. I'm writing to talk about mental health. We all go through major struggles and tough transitions throughout our lifetimes. The only thing that is constant is change, and change is difficult for every human being. At times, every single one of us needs a helping hand and to talk to someone about what is truly going on inside one's own heart and mind, body and soul. If you feel your moods are unstable, you are finding less enjoyment at work or outside of work, and/or life just seems harder than usual, it is time for you to reach out to a friend, a co-worker, or a medical professional. It's hard to struggle alone, and you don't have to.

One major thing that we all have in common right now is that we work for the United States Postal Service. We understand the mental stress of heavy mail days and increased parcel volumes. We understand the physical stress that comes with inclement weather and walking miles as we leave the station each day to complete our routes. If we can put personalities aside for a few moments, one can realize that we are a team with the same goal—earning a living by showing up and returning home to our outside lives safely. If we can keep this commonality in mind, we can reap the benefits of a more supportive and safe workplace.

You don't have to experience chronic mental illness to go through a period in your life when you need the help of friends, family, co-workers and/or mental health professionals. I encourage each and every one of you to reach out to someone when you are struggling with any difficult life change or transition.

Becky Beats, Branch 201

Worcester, Massachusetts

The choice vacation (prime-time) period in Central Massachusetts begins by the end of June for the 31 offices in Branch 12. Most of

these offices have seen, and continue to see, plenty of forced overtime due to a lack of staffing, in part brought on by the coronavirus pandemic. I say "in part" because although the pandemic certainly had an impact on hiring and training new employees, the USPS's Greater Boston District (GBD) waited until too late in the game to put in any type of contingency plans.

At one point during the pandemic, say around April, training basically stopped; no new hires were being sent to orientations, carrier academies or driver's trainings due to the pandemic. Once training opened back up again, spots were limited due to safety concerns; instead of, say, 12 people per class, now it was only four per class.

The GBD hosts pretty much all its training in the Boston area, which means two-thirds of the state's new hires report there to be trained. It wasn't until late June that the GBD began posting requests for more Carrier Academy instructors and ad hoc driving safety instructors...too little, too late.

Like most places, new hires come and go. I'd estimate anywhere between 30 and 40 percent of new CCAs either resign or are terminated, and when you consider the additional loss of career letter carriers due to injury, retirement, resignation, termination, etc., a stoppage or lack of hiring is a recipe for disaster for almost any office heading into a heavy A/L period.

As carriers are forced to do mandatory overtime, their managers report that they're trying to hire. They're quick to say that there's plenty of people on deck waiting to be trained, like somehow that's supposed to make it all better.

I hope our new PMG takes a long, hard look at the people holding management positions in this organization and rids us of those who are only capable of looking in the rearview mirror and are unable to see and plan for the road ahead.

Ken Janulewicz, Branch 12

Yakima, Washington

It's been said by many people in a variety of positions that the American people are pretty smart and will do what's right. I disagree. I've been to almost every section of this country and most people I meet are dumb. They are largely ignorant of how things work and don't want to exert the effort to learn.

Don't get me wrong. Almost everyone I've met or know are nice. The problem lies in the formation of opinion on limited information. Just like postal management, they make decisions based on the outcome they desire, not what's real on the ground.

In most instances, this is no big deal, just an inconvenience. In a health crisis, this is unacceptable. This is not a political scheme. People are dying because bad decisions are being made by people with political agendas.

The argument I hear most frequently is to just go back to "normal." People die. People die of flu every year. You don't want to sacrifice your comfort or agenda and your rationale is "people die"? You are stupid and there is probably little hope for you. Sadly, the most powerful person on the planet is of this persuasion.

A course of action to any emergency is to analyze all the data. This is what we know is happening. This is what we know from past experience. This is what we should do going forward. We should have alternate plans if positive results don't occur. Foremost, we should adhere to the advice of those most experienced in their fields. Boohoo for you if that's not what you want. Better to be poor than dead.

Peace.

J. S. Bohlinger, Branch 852

Auxiliary Update



Cythensis Lang
President

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

The State of the Auxiliary

This is the eighth month of 2020, and so much has happened:

- Coronavirus pandemic
- Racial tension
- Protests
- The NALC and NALCA convention canceled
- The world shut down

It has been said that the Post Office as we know it will be no more if we do not get the funding that is needed to help it survive.

2020 is also a critical year for the Auxiliary. As you can see by the financial reports below, the Auxiliary will be without money at the end of the year. Each year, the number of members has dropped and there seems to be little or no interest in the Auxiliary from the younger letter carriers and their families. Most younger letter carriers and their families have never heard of the Auxiliary.

This is the history of the National Ladies Auxiliary to the National Association of Letter Carriers (NALCA):

The NALCA was organized on Sept. 5, 1905, in Portland, OR, with a charter membership of 72, representing 18 states.

The first national convention, held two years later in Canton, OH, indicated per the report of the secretary, 34 letter carriers auxiliaries had been organized with many more prospects.

During the early years of our organization, the growth of membership was slow; this was due, perhaps, to the fact that women were not an important factor in civic or political life during this period. However, following the enactment of the National Suffrage Act, our Auxiliary, following the trend of women's organizations, made marked increases in growth and membership throughout the country. We now have membership all over the United States and auxiliaries in 50 states.

The state auxiliary movement came into existence in 1921, and our records show at that time a total of 45 state auxiliaries functioning under charters granted by the National Auxiliary.

The National Auxiliary has rendered every possible assistance in helping to secure legislation of priceless benefits to the letter carriers, including salary increases, shorter Saturday workdays, retirement, Sunday closing laws, sick leave with pay, increased compensation for injuries received while on duty, the 40-hour workweek, substitute carriers' legislation, and annuities for widows and survivors.

We have also given our full support to the subsidiary organizations for the National Association of Letters Carriers, namely the Mutual Benefit Association, National Sick Benefit Association and the Health Benefit Plan, in which our membership should have vital and essential interest.

The National Ladies Auxiliary is the largest postal auxiliary in the world and worthy of every effort to maintain this standard and improve every possible opportunity to add to our membership.

The Auxiliary has changed over the years. We went from Ladies Auxiliary to Auxiliary because we have members who are men and we are now Families and Friends of Letters Carriers because we want to include all who are supporters of the letter carriers. The one thing that has remained the same is our commitment to our letter carriers and the causes that affect their/our lives. If things do not change, 2020 will become the beginning of the end of the Auxiliary.

Where do we go from here? What is the future of the Auxiliary? These are questions that have to be answered.

You may contact any member of the Auxiliary Board with your suggestions. We will discuss your thoughts as a board and get back to you ASAP.

Sept. 5, 2020, will mark 115 years of service to the letter carriers.

The future of the NALCA (Family and Friends of Letter Carriers) is in your hands!

In solidarity—

NALCA Board

Correction: In the July Auxiliary Update, there was an error in Gerome's adventure in Philadelphia. The Auxiliary #3 secretary was misidentified; it should have said Kimberly Nguyen.

NALCA Fourth Quarter Financial Report

The following report shows financial transactions from Oct. 1 through Dec. 31, 2019.

Balance 10/1/19	\$7,229.02
Deposits	560.00
Total	\$7,789.02
Expenditures	
2019 planning meeting	216.78
Mileage	22.04
Postage and supplies	235.75
Salaries—net	2,400.00
Tax prep	130.00
Tax - 941	404.30
Total disbursements	\$3,408.87
Balance 12/31/19	\$4,380.15

Submitted by Pamela Fore, Treasurer

NALCA First Quarter Financial Report

The following report shows financial transactions from Jan. 1 through March 31, 2020.

Balance 1/1/20	\$4,380.15
Deposits	5,774.20
Total	\$10,154.35
Expenditures	
Postage and supplies	178.21
Salaries—net	2,400.00
Surety bond 2020-2021	339.00
Tax prep	130.00
Tax - 941	404.26
Tax - 940	625.20
Total disbursements	\$4,076.67
Balance 3/31/20	\$6,077.68

Submitted by Pamela Fore, Treasurer

NALCA Second Quarter Financial Report

The following report shows financial transactions from April 1 through June 30, 2020.

Balance 4/1/20	\$6,077.68
Deposits	1,240.00
Total	\$7,317.68
Expenditures	
Norton Security	95.60
Postage and supplies	115.95
Salaries—net	2,400.00
Tax prep	130.00
Tax - 941	404.30
Total disbursements	\$3,145.85
Balance 6/30/20	\$4,171.83

Submitted by Pamela Fore, Treasurer

Mutual Exchanges

CA: Cypress (11/94) to Yorba Linda, Anaheim Hills, Rancho Cucamonga, Chino, Chino Hills, Norco, Sun City, Temecula, Menifree or Murietta, CA. Regular carriers only. Randy, randy0217@yahoo.com.

CA: Los Angeles (12/04) to Upland, CA or surrounding areas. Regular carriers only. I've been trying to transfer for two years now. I'm a regular at Los Angeles district, Glassell Park Station. I urgently need to transfer to the Santa Ana district. Robert Alvarez, 323-640-0322, 213-864-5565 or

robertalvarez727@yahoo.com.

CA: Sacramento (6/07) to Columbus, OH or surrounding area. Nine bidding stations. One hour, 45 minutes to San Francisco and one hour, 45 minutes to Tahoe. Sunshine year-round, no snow. Relocating to be with my family; must move ASAP. Travis, 916-541-3919.

CO: Denver (10/94) to Northeast FL—Jacksonville to Titusville or surrounding areas. 26 offices for bidding. Close to downtown Denver and mountains.

Alan, 303-522-5545 (call, text or voice message).

FL: Davie (1/16) to Port Saint Lucie, Fort Pierce, Stuart, Jenson Beach, FL or surrounding areas. Plenty of OT. Six bidding stations. Roger, 313-410-7571 or mr.catchem@sbcglobal.net.

NV: Las Vegas (8/00) to Spokane, WA; Boise, ID or surrounding areas. Mild winters. Family reasons. Regulars only, please. 14 bidding stations. Lots of OT. Mike, mzahm1701@cox.net.

OR: Portland (10/96) to Guam. Regular carriers only. No sales tax. OT available. For family reasons. Tricia, toka_6@hotmail.com.

TX: Garland (3/17) to Griswold, CT or surrounding areas. Mary, 214-476-3307 or marymartin03@yahoo.com.

WA: Seattle (11/14) to Port Angeles, WA. Large office with consistent OT available. Trying to be closer to girlfriend and family. Drew, 206-406-7015 (call or text) or redcougar400@gmail.com.

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., August's deadline is for the September publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: 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.



MISSING

HELP BRING ME HOME

NCMEC: 1393998

Hailey Peterman



Missing Since: Jun 16, 2020
Missing From: Portsmouth, OH
DOB: Dec 31, 2003
Age Now: 16
Sex: Female
Race: White
Hair Color: Blonde
Eye Color: Blue
Height: 5'4"
Weight: 110 lbs

Hailey was last seen on June 16, 2020. She may still be in the local area or she may travel to Florida.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Portsmouth Police Department (Ohio) 1-740-353-4101



MISSING

HELP BRING ME HOME

NCMEC: 1386398

Emiliano Barrera Lima



Missing Since: Mar 26, 2020
Missing From: Santa Ana, CA
DOB: Feb 25, 2019
Age Now: 1
Sex: Male
Race: Hispanic
Hair Color: Black
Eye Color: Brown
Height: 2'4"
Weight: 20 lbs

Emiliano was last seen on March 26, 2020 He may be in the company of his mother.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Santa Ana Police Department (California) 1-714-834-4211

Looking for the latest NALC news? Give it a listen!

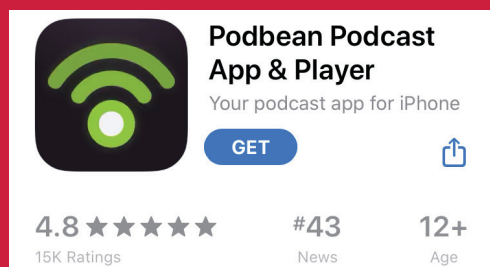
NALC has launched the new podcast “You Are the Current Resident” on Podbean and other popular podcasting venues, including iTunes, Spotify and Google Play.

During each episode, NALC Executive Vice President Brian Renfroe and Assistant to the President for Contract Administration Mark Sims discuss vital topics affecting the letter carrier craft and the union. The show’s format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.

The COVID-19 pandemic and its impact on letter carriers and the Postal Service have dominated early episodes since the podcast debuted in March.



Accessing the podcast is easiest on Podbean



The Podbean app is available in the Apple App Store or Google Play Store

On smartphones, simply go to the Apple App Store or Google Play Store and download the Podbean Podcast App & Player. Once you have downloaded the app, open it and create an account (or sign on as a guest) and go to the search icon at the top and enter “You Are the Current Resident.” From there, you can listen to the available episodes and can click “Follow” to receive updates when new episodes are released.

On your computer or mobile browser, go to the web address youarethecurrentresident.podbean.com and click on the play button of the episode you wish to listen to.