

Volume 137/Number 7

July 2024

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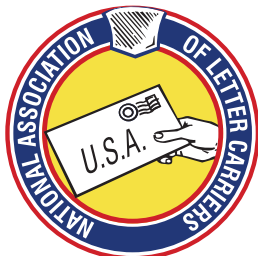
The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

Getting ready for

Boston

—PAGES 20-30



NALC 73rd Biennial Convention

August 5-9, 2024 | Boston Convention & Exhibition Center



DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2024.

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, 2024.

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, 2025. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2025.

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 2024-25 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than Dec. 31, 2024, 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.

Supporting each other is solidarity



**Brian L.
Renfroe**

There are several foundational elements of unions. Solidarity is probably the most common of these. In its definition is a key phrase that speaks to strengthening solidarity—“mutual support within a group.” Our union’s history of supporting one another is strong. Over the years, we have expanded the many forms of this support.

Representation always has been, is, and always will be the primary focus of NALC at all levels. This representation comes in several forms.

First, there is enforcement of our collective-bargaining agreement. The majority of our time,

energy and resources at the branch, regional and national levels is dedicated to representing our members in the grievance-arbitration procedure. Any leader in NALC will tell you that while representation often relies on individuals to process grievances and to advocate for the union, success happens when there is support from the group of members being represented.

Over the last decade-plus, our union has increased what we do to represent injured letter carriers. Our legislative and political representation has improved tremendously by becoming more sophisticated and influential on Capitol Hill.

Additionally, the establishment of the NALC Disaster Relief Foundation (DRF) has grown into an irreplaceable source of relief and assistance for our members affected by natural disasters. In many cases, the DRF is the first to provide assistance to these members dealing with severe difficulties.

These sources of support for our members might start as an idea by an individual or a few, but the growth and success of each is directly attributable to the mutual support within the membership. This support comes in many forms, but it leads to the ultimate goal of everything we do—to represent, assist and support the members of our union, particularly those in need.

Most recently, we have seen our new NALC Emergency Response Team (ERT) quickly provide an entirely different level of support for our members affected by critical incidents in or related to our fellow members or in the workplace.

The ERT began as an idea I had about exploring what we could do to help our members facing difficult circumstances. The initial thought was rooted in what I know about the

members of our union: If given the opportunity and information necessary to help fellow members, they will not only do so, but will go above and beyond.

In March, we held a training for 30 activists selected to learn how they could support our members in these situations. Director of Safety and Health Manny Peralta, Assistant Secretary-Treasurer Mack Julion, a number of NALC Headquarters staff members, and outside professionals produced an excellent week of learning for those who attended. I am very appreciative of their efforts in the initial training as well as in the implementation and deployment of this program.

Immediately after the training, NALC members began to be deployed to visit our members who faced difficulties due to circumstances such as the loss of a co-worker or a significant accident or incident. The fantastic group we trained communicates and provides support for our members who unfortunately are exposed to the troubles that come naturally following loss or other traumatic incidents.

“The ERT is yet one more example of what solidarity is and what it can do. Whether it’s collective bargaining, representation on all fronts, or other ways we help our members, our union will continue to succeed by embracing and empowering solidarity and support for each other.”

I want to express my appreciation to the NALC ERT members. Walking into these situations isn’t easy. But as has always been the case, our members surpass expectations any time they are given the chance to help letter carriers.

Going forward, we are planning to provide further training to the ERT on topics such as suicide awareness and prevention. We intend to expand the services the ERT can offer on a peer-to-peer basis in the future, as well as train more ERT members.

The ERT is yet one more example of what solidarity is and what it can do. Whether it’s collective bargaining, representation on all fronts, or other ways we help our members, our union will continue to succeed by embracing and empowering solidarity and support for each other.



National Association of Letter Carriers, AFL-CIO

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

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July 2024

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The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



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Color and strategy on the media beat



Philip
Dine

The outreach was modest in tone, a “free-lance writer” for the *Butler Eagle* (PA), requesting an interview about the Postal Service. While technically true, that turned out to be far from the real story. Rather than a newcomer hoping to compile clips and break into journalism, Eric Freehling had spent 40 years as a reporter/editor before retiring last year. Now with some leisure time, he had accepted an assignment for the newspaper’s “America250” series, which examines historical topics related to Butler County.

Small town of 13,000, small paper, but the nature of the story plus the reporter’s deep roots in the craft were appealing.

Region 12 NBA Brian Thompson reacted as I knew he would, carving out time on a busy day. For his part, Eric jumped at the chance to talk to Pennsylvania’s top letter carrier officer.

“It was very useful,” Eric told me an hour ago as I write this. “He gave me a personal perspective on the union position regarding the Postal Service. The story went very well.” And, he added, “The Butler connection was very unexpected.”

Brian was a postal clerk in Butler before switching to the carrier craft in a nearby town. His perspective: “The reporter couldn’t believe that I started my career in Butler. He seemed more energized as we were talking, because he was talking to somebody who came from the area....[and] knew about the *Butler Eagle*. And it was a neat experience talking with someone from a small paper. It’s nice to know that the small communities out there are interested in what’s going on with the Postal Service.”

Regular readers of this column frequently hear about the value of local journalism; this tale epitomizes that on multiple levels.

Getting the message out via TV involves a choice—network news reaches millions but can resonate less with local audiences who sometimes view it as distant and politicized. Meanwhile, local TV stations, while closer to home, reach far fewer people.

President Renfro recently found a way to get the best of both options by doing an interview at Headquarters with NBC’s division of 11 NBC-owned stations around the country, which constitute a small subset of the hundreds of NBC affiliates but are in top markets.

And so, his interview on the criminal targeting of letter carriers and the need to support federal legislation to combat it ran right here in Washington, DC, where lawmakers will deter-

mine its fate—and also was sent to the other 10 NBC-owned stations in New York City, Boston, Philadelphia, Miami, Chicago, Dallas, Los Angeles, San Francisco, San Diego and a statewide station in Connecticut.

Talk about strategic efficiency.

Carolyn, retired from carrying mail in St. Louis and a Branch 343 member, reads this magazine closely: “I don’t just thumb through it. I read every page.” One thing she recently noticed was “about letting you guys know when the newspapers or TV get something wrong.”

Which is precisely what she did after reading in the *Arnold-Imperial Leader* the mayor’s reaction to a local post office closing because the lease expired: “They have had plenty of time to prepare for it, and they have failed. It is our tax dollars paying for it, and I am pretty frustrated about it.”

As a result, we got to tell editor Kim Robertson that USPS funds itself through earned revenue; she fixed it online and committed to “make sure to emphasize that when we do the next article.” We also were able to inform the mayor’s office.

Carolyn, thank you for a win-win-win.

Fresh from a successful rally in Las Vegas a couple of months ago, Branch 2502 President Paul Peterman amplified the message with an interview on Univision. Then, last week as I write this, Las Vegas NBC affiliate reporter Khalia Patterson, on deadline and armed with our contact info from her prior rally coverage, asked if we could provide someone to discuss safety issues given the heat wave. Paul, of course, agreed, and even managed to add member Staci Stowe’s voice to the interview. Two days ago, Paul provided the local National Public Radio outlet, preparing a report on the crime issue, with Mike Roksvold, a carrier who’d been robbed at gun point and was willing to help get the message out.

“If we can make it happen, we sure will,” Paul explained. “It’s important to get our message out to those who may not be familiar with our cause or what we’re trying to promote, especially when the carriers are getting assaulted.”

What these episodes have in common is that letter carriers—those mentioned and so many others among you—continue to deliver both the mail and the message.

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News from Washington

Senate subcommittee holds hearing on WEP/GPO repeal

On June 7, the Senate Subcommittee on Social Security, Pensions, and Family Policy held a hearing on the Social Security Fairness Act (S. 597). The bill would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), parts of Social Security law that unfairly reduce, and sometimes eliminate, Social Security benefits of public employees, including letter carriers, who have earned pension benefits from public employee pension plans such as the Civil Service Retirement System.

The hearing was held at the Columbus Firefighters IAFF Local 67 union hall in Columbus, OH. Sen. Sherrod Brown (D-OH) leads the bipartisan bill with Sen. Susan Collins (R-ME).

Seven witnesses, all from Ohio, testified at the hearing. They were Brian Steel, president, Fraternal Order of Police Capital City Lodge #9; George Sakellakis, director of organization, Ohio Patrolmen's Benevolent Association; Jamie Patton, Buckeye Sheriffs; Carl Jordan, pension and disability representative, Ohio Association of Professional Firefighters; Barb Ward, special needs bus driver; Diane Gibson, retired teacher; and Cheryl Williams, school secretary.

In his opening statement, Sen. Brown thanked the witnesses for sharing their experiences, called the reduction of benefits of public servants unfair, and mentioned that the WEP and GPO make it difficult to recruit and retain employees in the public sector.

NALC President Brian L. Renfroe and Ohio State Association of Letter Carriers President Jeff Kranz submitted comments to the subcommittee explaining how these provisions harm letter carriers (see letter above).

Fifty-nine senators are co-sponsoring the Senate bill, and 322 members have

signed onto the House version.

The Senate field hearing follows two subcommittee hearings in the House and growing momentum for the legislation.

"NALC appreciates the subcommittee holding a hearing on this critical legislation," President Renfroe said. "It is beyond time for Congress to right this wrong, and we urge the House and Senate to pass this bill."

Ask Congress to support the Protect Our Letter Carriers Act

As this magazine was going to print, the bipartisan Protect Our Letter Carriers Act (H.R. 7629/S. 4356) had 89 co-sponsors in the House. Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) introduced a companion Senate bill in May. All letter carriers are encouraged to visit nalc.org/action and ask their members of Congress to co-sponsor the legislation.

The bill would increase federal prosecution rates for crimes against letter carriers, strengthen sentencing guidelines for these crimes, and provide \$7 billion in funding for the Postal Service to secure its infrastructure.

President Renfroe helped get the message out about the crime issue,



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June 18, 2024

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Member

Dear Chairman Brown, Ranking Member Tillis, and members Subcommittee on Social Security, Pensions, and Family Policy,

We are submitting these comments on behalf of the Ohio State Association of Letter Carriers (OHSALC), which represents more than 14,000 active and retired city letter carriers.

First, we would like to express our appreciation for the field hearing held in Columbus, OH, on June 7. It is important and powerful to hear civil servants share their stories about how the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) unfairly affect them. Unfortunately, these are stories we know all too well since these provisions negatively impact our members in Ohio and nationwide.

As you know, the WEP and GPO wrongfully reduce or sometimes eliminate the benefits that letter carriers and other public workers have paid into and earned throughout their careers.

Letter carriers spend their working lives serving their communities and providing an essential service that all Americans rely on. We are lifelines for seniors who need medications. We ensure our customers receive paychecks and bills on time. We deliver essential packages six and sometimes seven days a week. We are proven devoted public servants who deserve to receive the full Social Security benefits that we have earned.

Our retired members, who are living on fixed incomes, are not asking for anything extra. We, alongside millions of other public employees, are asking you to repeal the WEP and GPO so that we can receive the benefits we are entitled to and enjoy the modest retirement that we worked for and expected.

This benefit reduction does not happen in the private sector, and if it did, it would likely be tried in court. We must do better by treating our public servants better. We cannot allow the government to keep taking from our earned retirement benefits. It is time to finally repeal the WEP and GPO, with your help and support.

We appreciate your consideration of the Social Security Fairness Act (S. 597), and the OHSALC strongly urges the committee to mark up the legislation.

Sincerely,

Brian L. Renfroe
President, National Association of Letter Carriers

Jeff Kranz
President, Ohio State Association of Letter Carriers

Affiliated with the AFL-CIO & UNI Global Union

and the need to support the legislation to combat it, through an interview with the NBC division of 11 NBC-owned stations around the country, which are in top markets including Washington, DC; New York City; Chicago; Dallas and Los Angeles. Among others communicating that message recently were Las Vegas Branch 2502 President **Paul Peterman** on Univision and Las Vegas public radio.

The August recess is an excellent opportunity to schedule in-district meetings with your members of Congress. Letter carriers are encouraged to contact district offices and schedule meetings with lawmakers to educate them about this bill and ask for their support. **PR**

Renfroe makes regional appointments

President **Brian L. Renfroe** recently made several appointments in a few of the union's regional offices.

He named **Richard Gould** of San Antonio, TX Branch 421 as a regional administrative assistant (RAA) for Region 10 (New Mexico and Texas).

Gould began his career as a part-time flexible (PTF) in Fort Stockton, TX, in 1991 and transferred to San Antonio in 2002. He served his branch as a trustee and vice president, and then was elected branch president in 2020. The president appointed him as a regional grievance assistant (RGA) for Region 10 last year. He also served as a Step B team backup and arbitration advocate—Gould was named Advocate of the Year for Region 10 in 2018. Gould graduated from the NALC Leadership Academy in 2013.

The president appointed **Luke Kane** of St. Paul, MN Branch 28 as an RGA for Region 7 (Minnesota, North Dakota, South Dakota and Wisconsin). Kane started carrying the mail in St. Paul in 2006. He served his branch as a steward, entertainment chairman, workers' compensation assistant, recording secretary and Formal A representative. He was elected president of his branch and served beginning in January until his appointment as RGA. He also has attended national OWCP Advanced Training and assisted with the advanced OWCP class for his region. He became an arbitration advocate after attending training in 2022. Kane graduated from the NALC Leadership Academy in 2023.

Since 2022, several regional offices have had letter carriers appointed to work as regional office assistants (ROAs)—a position created to provide administrative support. President Renfroe recently appointed three ROAs:

Christa Abraham is an ROA for Region 7 (Minnesota, North Dakota, South Dakota and Wisconsin). She began her postal career in 2013, joining Minneapolis, MN Branch 9. Her roles at Branch 9 included trustee,



Christa Abraham

OWCP specialist and treasurer, and she also serves as Minnesota State Association secretary. Abraham graduated from the NALC Leadership Academy in 2022.



Dietra Young

Dietra Young was named an ROA for Region 10 (New Mexico and Texas). Young began her postal career in Houston, TX, in 2006, joining Houston Branch 283. She served her

branch in several roles, including steward, dispute resolution team representative, Step B team member and arbitration advocate. Young graduated from the NALC Leadership Academy in 2017.



William Lynch

The president named **William Lynch** of Framingham, MA Branch 334 as an ROA for Region 14 (central and eastern Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont). Lynch's experience includes serving as president of his branch and as a national assigned assistant for the region. Lynch graduated from the NALC Leadership Academy in 2013. **PR**



Richard Gould



Luke Kane

NALC Emergency Response Team already helping letter carriers

Though the members of NALC's Emergency Response Team (ERT) have been trained only since March, the ERT already has been called on to help carriers deal with trauma in post offices throughout the country.

"We're seeing an increase in violence against letter carriers," NALC President Brian L. Renfro said, "but that's not the only trauma carriers are experiencing. All too frequently, I get reports of accidents and deaths of letter carriers on the job. We need to be there for our brothers and sisters when they're facing the aftermath of these critical incidents. And that's why we've created the Emergency Response Team."

NALC held a weeklong training session for the first 29 ERT members March 3-8, teaching them how to offer peer-to-peer support with critical events, such as deaths and life-altering injuries. The training was led by Dr. Jeffrey M. Lating of the International Critical Incident Stress Foundation, a leader in providing training on comprehensive crisis intervention and disaster behavioral health services to emergency responders and other professions.

In addition, the team members learned about the postal-specific resources for responding to members in crisis, including through the Employee Assistance Program, the Office of Workers' Compensation Programs, the Mutual Benefit Association, the Federal Employees' Group Life Insurance, the Federal Employees Retirement System and some of the health plans in the Federal Employees Health Benefits program.

"Going to the training was so informative," **Leslie Berner** of Philadelphia, PA Branch 157 said. "We were

all taken out of our safe zone of being branch representatives or shop stewards or anything like that, and we had to leave that all at the door. The training was more of giving our brother and sister carriers who have had something very traumatic happen a shoulder to lean on."

When there's a critical incident that has happened at a station or affecting a member in the station, the local branch president or the national business agent (NBA) alerts Director of Safety and Health Manuel L. Peralta Jr. at NALC Headquarters. Once notice is received, Peralta, Assistant Secretary-Treasurer Mack Julion, and the Headquarters ERT team coordinate the selection of the team members to be deployed, arrange for their travel authorization, contact information and a briefing on the event, and provide notice to the Postal Service that our team will be visiting the work site.

The ERT members are there to provide peer-to-peer support, talk with members on the workroom floor or in private, and in some cases to meet with the family of the affected letter carrier. Their role is to assist members and the family by providing emotional first aid and guiding them to the available resources in the aftermath of the traumatic event. They offer peer-to-peer encouragement from trained union members who are there to listen, understand, and help.

"Whether we're talking with the family or the co-workers, we're basically trying to let them share their emotions and what they're going through, and let them know whatever they are feeling is OK," Berner said. "We're also looking for signs of people who may have just fallen into a deep scenario that we're not qualified to

help with. In those situations, we try to encourage them to seek other alternatives, whether it is EAP or counseling through their health care."

John Collins of Zanesville, OH Branch 63 was in the March ERT training when he got the first call. "While we were in the training for that week, we learned of the shooting," he said of an Ohio letter carrier who was killed while driving his postal vehicle, in what the Postal Service called a targeted attack. "We finished up training on Friday and actually were in the delivery unit by that Monday."

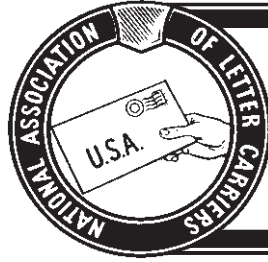
The ERT members reached out to the branch president "to get a pulse on what was going on with him and how things were at that stage, and basically just set up some logistics stuff," Collins said. They brought chairs into the station and set them up in a circle. Then they told carriers that if they wanted to, they could come and sit and talk about their experience or what was bothering them.

"They were very responsive," Collins said. "I believe just the presence of having someone there that's peer-to-peer and a letter carrier, the same as them, to be able to talk to them—I think they opened up more."

Brooke Bollom, a letter carrier from Bismarck, ND Branch 957, has been deployed twice.

"We're just there as an ear, somebody to listen and to just allow them to get it off their chest, whatever is bothering them," she said, "whether it has to do with the incident or something personal."

Bollom said the process starts with the team members being introduced and explaining what they're there for. "Then I just walk around the office,"



EMERGENCY RESPONSE TEAM

she explained. “The ones that turn around, you start a conversation. It’s just asking them how they’re doing. And a lot of them, if they want to talk to you, they’re going to initiate that conversation. And then we go from there.”

But there also are letter carriers who don’t want to talk, and that’s OK, too. “I just let them know that I’ll be there for a couple of days if they feel they need to. And a lot of those will come up and approach me by the second or third day,” she said.

Sometimes the carriers are filled with doubts. “You know that they were really good friends with the person, they knew them really well, and they just need somebody to hear their feelings,” Bollom said.

She’s had carriers talk about what they think should or could have been done to help the victim. “There’s so many different scenarios that could come up and that do come up in these conversations. Every carrier is different.”

Others Bollom has talked to are initially angry, expressing things such as that the victim didn’t get the help they needed or that not enough is done to help protect carriers from violence. However the member expresses their emotions, Bollom takes these opportunities to validate the member’s feelings.

In one deployment location, co-workers noticed that a letter carrier wasn’t at his case. They found him unresponsive on the floor of the locker room and tried to perform CPR but weren’t able to save him. “It was a rough situation,” Branch 157 President **Tim Mulvenna** said.

He went to the station as soon as he heard and gave a floor talk and tried

to help however he could. A few days later, the ERT members arrived.

Berner had one woman from the station angrily ask, “Why don’t you just leave us alone?” Thanks to her training, Berner knew to leave the woman alone, give her some time, and later explained to her, “We’re here because we care. We’re definitely not here to keep stirring up bad feelings.” They talked for half an hour, and, by the end, she gave Berner a hug.

“It made me feel like, hopefully, something was accomplished by this,” Berner said.

In another situation, one carrier told Berner that the letter carrier who died had helped him when he had been hired. And he always came in with a joke—often corny ones. “Before I started with the post office, I was a bartender, so I know a million corny jokes,” Berner shared with the group. And they started telling corny jokes to each other. “For these people, they said it helped them start feeling a little better,” she said.

Because the ERT members are all letter carriers and NALC members, Mulvenna said the other carriers felt like, “They’re one of us. So, I think they’re just more open to speaking to them.”

Mulvenna attended the funeral the following week and talked to a lot of the carriers from the station. “And they just said, ‘Hey, thanks a lot for sending that team in and those people in. They were easy to talk to.’ I think that one-on-one time was effective.”

The Branch 157 president said that he was impressed by the experience: “I thought it worked out pretty well, especially for a first time.”

In their deployment, Collins and his teammate walked around and talked to

all of the carriers, including the rural letter carriers, to ask them how they were doing. “We had a room set up, and they could go back and talk to us individually, and several of them did, including a supervisor,” Collins said. Those postal co-workers praised the NALC ERT for trying to help everyone—not just the city letter carriers—in the station. Collins said that’s the way it should be. “It’s a postal family,” he said.

While the ERT members are normally in a station for two to three days, they can ask for more time if it’s needed. Once the team members are done talking to the letter carriers at the station, they come back and do a debriefing with each other. That way, they get a more complete view of what’s going on and can relay that information to Headquarters.

“It’s one of those things, you don’t want to be deployed,” Collins said. “But when we were done, I really felt like, ‘OK, that did some good.’”

ERT members are trained in specialized techniques to deal with the wide range of emotions, heavy atmosphere, uncertainty, and sensitive circumstances that surround traumatic events. These NALC representatives connect with members in an emotional way that goes beyond a traditional contractual role.

“The members of our union, if given the skills, the knowledge and the opportunity to help other members, they will do that,” President Renfroe said in announcing the program last year. “This is something that is going to be really beneficial to all of our members.”

NALC members can reach out to the ERT through their branch president or by contacting their NBA’s office. **PR**

CARRYING THE LOAD



Spacecoast
FL Br. 2689



Van Nuys, CA
Br. 2462



Letter carriers once again fulfilled a pledge to bring food to the needy during the Letter Carriers' Stamp Out Hunger® Food Drive held on Saturday, May 11. With the exception of two years during the COVID-19 pandemic, when an online donor drive replaced in-person food collection, the annual food drive has filled the nation's food banks the second Saturday in May since 1993.

In the 31 years since it began, the food drive has collected approximately 1.9 billion pounds of food for those in need.

With approximately 50 percent of branches reporting, this year's drive added 36,054,989 pounds of food and \$392,738.20 to that total.

NALC branches that have not reported their totals are urged to do so by emailing the information to communityserviceshq@nalc.org.

On May 11, letter carriers, with the help of postal employees in other crafts, managers, family, friends and volunteers, collected bags of nonperishable food placed near their mailboxes by residents.

"Everyone knows that their letter carrier is going to show up and get the job done, and they demonstrated that again for this year's food drive," NALC President Brian L. Renfroe said. "In one day, they collected tens of millions of pounds of food for hungry people in their communities. I couldn't be prouder of the carriers, retirees and volunteers who made this food drive a success."

Hunger affects 1 in 8 Americans, including millions of children, senior citizens and veterans. The Stamp Out Hunger food drive is held in 10,000 cities and towns across the United States, Puerto Rico, the Virgin Islands and Guam. It's the largest single-day food drive in the country. All food collected in a community helps local residents in that community.

The annual Stamp Out Hunger food drive comes at a critical time for food pantries. Donations from the winter holidays have been depleted, while free or reduced-cost school meals that many children rely on are not available during the summer months.

"This food drive would not be a success without the dedication of the letter carriers who work hard every day to serve those in their communities beyond delivering mail," Assistant to the President for Community Services Crystal Smith said. "The tremendous efforts by letter carriers brings an abundance of food to tables in communities across the country and U.S. territories."

Many branches also continued to use the online donor drive tools developed to replace the in-person food drive when the pandemic forced the cancellation of the in-person food collection in 2020 and 2021. The online cash donations received go directly to local food banks, enhancing their food-collection efforts.

As in past years, letter carriers in Puerto Rico put in an extra effort to col-



Ponce, PR Br. 826

lect both food and cash donations, supporting the effort with a large ad campaign. Working with the United Way, which sponsors the ads that run heavily on five TV stations on the island, San Juan, PR Branch 869 and Ponce, PR Branch 826 once again reported impressive results on Food Drive Day.

The beneficiaries of the food drive—food banks and the communities that rely on them—expressed their appreciation through local media outlets in communities from coast to coast.

“We are blown away by the outcome of the Stamp Out Hunger Food Drive,” K. Brent Hill, executive director of Greenwich, CT, food bank Neighbor to Neighbor, reported in the *Greenwich Free Press*. Neighbor to Neighbor serves more than 575 households in Greenwich.

“Thank you to everyone who contributed or volunteered to ensure that this drive was a success,” Hill added. “And a special thank-you to the Greenwich letter carriers whose efforts will guarantee that Greenwich residents in need will have access to food.”

In a letter to the *Caldwell Journal* in North Carolina, Sharon V. Harmon, executive director of Yokefellow Ministries in Lenoir, NC, thanked letter carriers and volunteers for their efforts.

“I stand amazed at the many hands, in love, handling the many bags of food donated,” Harmon wrote. “The hands in the home donating, the carrier who picks up and brings to the post office, the volunteers who unload the postal trucks, the volunteers who re-pack and weigh the food, the trucks loaders and drivers, the volunteers who unload the food at the agencies served, and the army of volunteers who are still sorting and stacking food even this week at these agencies. What

an effort of love for the hungry!”

The food drive brought in 1,959 pounds of food to benefit Yokefellow and the Lenoir Soup Kitchen.

“Thank you to everyone who participated in the National Association of Letter Carriers annual Stamp Out Hunger food drive,” Eileen DiCicco, secretary of the Dallas (OR) Food Bank Board of Directors, wrote to the *Polk County Itemizer-Observer* in Oregon. “On May 11, Dallas postal carriers collected 1,484 pounds of food from area residents to benefit Dallas Food Bank and local families in need.”

News website Huntington Now of Long Island, NY, reported that the food drive yielded 382,175 pounds of food for food pantries, soup kitchens and other emergency feeding programs in communities in Nassau and Suffolk counties.

“We are grateful for the generosity of Long Islanders who donated to this year’s Stamp Out Hunger campaign, whether it was just a can of soup or a bag full of groceries; that simple act of kindness will go a long way in improving the life of a person struggling with the uncertainty of not knowing where their next meal may be,” Randi Shubin Dresner, president and CEO of Island Harvest Food Bank in Melville, NY, told Huntington Now. “Island Harvest also acknowledges the hard work and dedication of the leadership of the National Association of Letter Carriers, Branch 6000, and the postal workers across Long Island, along with the support of our sponsors for their generosity and tireless efforts in our efforts to help our neighbors in need,” Shubin Dresner added.

The food drive sent more than 7,500 pounds of food to the Derby Commu-



Hattiesburg, MS Br. 938

Staunton, VA Br. 513



Top 33 branches by size category *

Category 1 (2,000 or more members)

Los Angeles, CA Br. 24	1,865,600
New Jersey Mgd. Br. 38	922,000
Pittsburgh, PA Br. 84	745,070

Category 2 (1,500-1,999 members)

San Antonio, TX Br. 421	490,107
Detroit, MI Br. 1	423,000
Seattle, WA Br. 79	320,778

Category 3 (1,000-1,499 members)

Tampa, FL Br. 599	1,955,085
W. Coast Florida Br. 1477	612,276
Tucson, AZ Br. 704	397,440

Category 4 (700-999 members)

Clearwater, FL Br. 2008	1,518,458
Oklahoma City, OK Br. 458	1,011,188
San Juan, PR Br. 869	655,200

Category 5 (500-699 members)

Ponce, PR Br. 826	628,368
Lexington, KY Br. 361	176,381
Madison, WI Br. 507	163,779

Category 6 (350-499 members)

Kalamazoo, MI Br. 246	230,584
Spacecoast Florida Br. 2689	227,740
Lakeland, FL Br. 1779	185,438

Category 7 (200-349 members)

Columbia, MO Br. 763	866,085
Vancouver, WA Br. 1104	269,905
Savannah, GA Br. 578	135,000

Category 8 (100-199 members)

Aiea-Pearl City, HI Br. 4682	286,103
Southern Delaware Br. 906	204,577
Bridgeport, WV Br. 4458	163,250

Category 9 (50-99 members)

Butte, MT Br. 621	99,000
Jefferson City, MO Br. 127	97,200
Ocala, FL Br. 1103	97,000

Category 10 (26-49 members)

Staunton, VA Br. 513	39,160
Watertown, WI Br. 649	28,418
Benton, AR Br. 3706	28,095

Category 11 (1-25 members)

Morris, MN Br. 1927	57,417
Morristown, TN Br. 1256	22,013
American Fork, UT Br. 2609	17,140

*Awards are subject to change as more branches report their totals.



Bismarck, ND Br. 957



Newport, RI Br. 57

nity Family Services Food Pantry in Derby, KS, reported the *Derby Informer*.

Schaumburg, IL, took full advantage of the food drive by setting up additional collection points, adding to the total collection.

"The Township of Schaumburg would like to share a sincere thank you to its donor community and Schaumburg postal workers for their generosity in the 2024 Letter Carriers' Stamp Out Hunger Food Drive," the town said in a statement in the local newspaper, the *Daily Herald*.

"This year, the township received 3,875.44 pounds of food from the Schaumburg Post Office. In addition to these donations, the township extended the drive with the help of many community partners and received several hundred pounds of food from that effort."

"On Saturday, May 11, letter carriers in Lakeville and Middleboro did more than deliver mail to local residents," reported the *Nemasket Week* in Nemasket, MA. "They also collected food donations left by those same residents during the annual Stamp Out Hunger program." The effort yielded more than 5,000 pounds of food.

C'Ville Right Now, a news outlet in Charlottesville, VA, reported good results. "The Blue Ridge Area Food Bank's Les Sinclair says letter carriers picked up 91,000 pounds of food, good for 76,000 meals...and brings the Stamp Out Hunger collections from all the area events to more than 2-and-a-half million."

"The Stamp Out Hunger Food Drive was a huge success this year," reported WKOW.com, the website for WKOW-TV

in Madison, WI. "Organizers say they collected about 160,000 pounds of food. That's

a 95,000-pound increase over last year."

The food collected in Madison went to the Second Harvest Foodbank of Southern Wisconsin. WKOW was also a sponsor of the food drive.

The *Tama-Toledo News Chronicle* in Iowa conveyed the gratitude of a local food bank: "The Northeast Iowa Food Bank is extremely grateful for the contributions and success of the annual Stamp Out Hunger Food Drive, hosted by the National Association of Letter Carriers. This initiative aims to fight food insecurity across the nation, thus contributing to our mission of closing the Meal Gap in northeast Iowa." The food drive collected more than 19,700 pounds for the food bank.

Food pantries also sent messages of thanks on social media. Some samples:

"Wow! 96,000 lbs. of food! We are so grateful! Thank you to our amazing community, letter carriers, volunteers and staff. We are so grateful! God bless everyone for helping feed our community." —Interfaith Emergency Services, Marion County, FL

"Saturday's Letter Carrier Food Drive collected 1,123 pounds of food for our pantry. The letter carriers work very hard to make this happen. Thank you to all who supported this food drive!" —Creswell Food Pantry, Creswell, OR

"The Letter Carrier's Stamp Out Hunger Food Drive was a wonderful success with local carriers collecting almost 1,000 pounds of food. Go Enon!" —Enon Emergency Relief, Enon, OH



Pasadena, CA
Br. 2200



Evansville, IN Br. 377

“Collecting a record setting 32,000 lbs. takes a village! Thank you to all the Letter Carriers and Postal Employees for your participation. They stuff our mailboxes with postcards and the “blue bags” to bring awareness to the food drive. On top of all this extra work, they do their route twice on the day of the food drive, once delivering mail, then picking up your donations!”
—Superstition Community Food Bank, Phoenix, AZ

“Over 2,500 lbs of food were collected during the Stamp Out Hunger Food Drive! Thank you to all the donors and the mail carriers for their assistance!”
—Bixby Outreach Center, Bixby, OK

“We are extremely grateful that our Brown County postal carriers collected food for the needy as part of their community service effort. Our Hope Center Food Pantry was the recipient of approximately 10,000 pounds of food from this food drive.”
—Hope Center Pantry, Green Bay, WI

“So amazing that over 18,000 pounds of food collected locally made it to the Gemma Moran Food Center to go back out into the community in need...thank you to everyone who donated food and those who serve the community!”
—United Way of Southeastern Connecticut

“We can’t thank each and every one of you enough—the community throughout all of Erie County, the volunteers who step up to help the USPS, and all of the USPS mail carriers for the amazing job they did—for The Letter Carriers’ “Stamp Out Hunger” Food Drive in 2024 during Mother’s Day weekend!

“Not only does Care & Share of Erie County benefit from these food donations, allowing us to continue serving our neighbors in need, but this food

drive benefits multiple local food pantries throughout all of Ohio. We are beyond grateful for the support of the local communities, local USPS mail carriers who work extra hard to gather donations, and The Letter Carriers for promoting this food drive nationwide.

“Thank you everyone for coming together as a community to show your love and support for our fellow neighbors and friends!”
—Share & Care of Erie County, OH

Though letter carriers put in extra effort on the second Saturday each May to help end hunger in our communities, we can still help all year round with cash donations through NALC’s virtual donor drive, an effort that began during the pandemic but that continues to supplement the food drive. Visit nalc.org/food to learn more.

“There’s no stopping letter carriers when we act as one,” President Renfro said, “and the Stamp Out Hunger Food Drive is proof. Thanks to all the carriers, volunteers and sponsors for another great food drive.” **PR**



Mt. Clemens, MI Br. 654

Downers Grove, IL Br. 1870





Here is a list of branch totals received at NALC Headquarters by June 12, listed by state and then in branch numerical order.



Alabama

Montgomery Br. 106.....	61,406
Anniston Br. 448.....	16,000
Huntsville Br. 462.....	51,542
Mobile Br. 469.....	59,903
Birmingham Br. 530.....	66,186
Florence Br. 892.....	15,053
Gadsden Br. 1047.....	9,300
Decatur Br. 1314.....	23,092
Jacksonville Br. 3344.....	5,868

Alaska

Anchorage Br. 4319.....	28,000
Ketchikan Br. 4368.....	1,908
Juneau Br. 4985.....	2,470

Arizona

Phoenix Br. 576.....	290,397
Tucson Br. 704.....	397,440
Prescott Br. 859.....	16,551
Yuma Br. 1642.....	10,341
Arizona Mgd. Br. 1902.....	117,400
Ajo Br. 4761.....	550
AZ River Cities Br. 5850.....	15,321
Sun City Br. 6156.....	154,682

Arkansas

Little Rock Br. 35.....	22,642
Pine Bluff Br. 240.....	3,718
Border City Br. 399.....	54,000
Hot Spgs. Natl. Park Br. 543.....	57,500
Helena Br. 1094.....	150
Camden Br. 1802.....	1,038
Benton Br. 3706.....	28,095

California

Los Angeles Br. 24.....	1,865,600
Central CA Coast Br. 52.....	71,619
San Diego Br. 70.....	501,101
Sacramento Br. 133.....	236,398
Santa Rosa Br. 183.....	65,506
Stockton Br. 213.....	35,000
San Francisco Br. 214.....	25,870
Central CA Br. 231.....	25,528
Santa Barbara Br. 290.....	42,578
San Bernardino Br. 411.....	18,853
Napa Br. 627.....	12,235
Santa Ana Br. 737.....	52,782
Bakersfield Br. 782.....	56,724
Watsonville Br. 857.....	11,831
Visalia Br. 866.....	12,560
Garden Grove Br. 1100.....	727,564
Greater East Bay Br. 1111.....	47,746
Modesto Br. 1291.....	38,000
Monterey Br. 1310.....	7,200
Merced Br. 1340.....	7,891
Santa Clara Br. 1427.....	36,431
Hayward Br. 1707.....	19,650
Burbank Br. 2086.....	72,100
Upland Br. 2168.....	13,793
Pasadena Br. 2200.....	189,700
Torrance Br. 2207.....	10,886
Susanville Br. 2608.....	3,060
Brawley Br. 2704.....	536
Tri-Valley Br. 2902.....	179,741
Rialto Br. 3982.....	2,723

Camarillo Br. 4114.....	15,635
Santa Fe Springs Br. 4941.....	3,223

Colorado

Denver Br. 47.....	251,715
Colorado Springs Br. 204.....	76,049
Pueblo Br. 229.....	59,138
Greeley Br. 324.....	30,271
Boulder Br. 642.....	27,974
Fort Collins Br. 849.....	47,437
Grand Junction Br. 913.....	45,461
Longmont Br. 1105.....	9,179
Northeast CO Br. 3631.....	470
Arvada Br. 4405.....	66,159
Craig Br. 5236.....	2,084
Centennial Br. 5996.....	154,568

Connecticut

New Haven Br. 19.....	33,543
CT Mgd. Br. 20.....	94,328
Stamford Br. 60.....	57,808
Hartford Br. 86.....	190,000
Greenwich Br. 759.....	42,375
Fairfield Br. 2313.....	27,555
Essex Br. 5016.....	1,400

Delaware

Wilmington Br. 191.....	75,137
Southern DE Br. 906.....	204,578
Newark Br. 1977.....	67,705
New Castle Br. 4015.....	16,057

Florida

North FL Br. 53.....	212,000
Tampa Br. 599.....	1,955,085
St. Augustine Br. 689.....	63,500
Key West Br. 818.....	11,400
South FL Br. 1071.....	629,835
Central FL Br. 1091.....	169,658
Ocala Br. 1103.....	97,000
Tallahassee Br. 1172.....	15,754
W. Coast FL Br. 1477.....	612,276
W. Palm Beach Br. 1690.....	285,194
Bradenton Br. 1753.....	63,980
Lakeland Br. 1779.....	185,438
Clearwater Br. 2008.....	1,518,458
Fort Myers Br. 2072.....	71,000
Sarasota Br. 2148.....	28,000
Deland Br. 2591.....	26,500
Spacecoast FL Br. 2689.....	227,740
Panama City Br. 3367.....	88,120
Emerald Coast Br. 4559.....	70,489
Naples Br. 4716.....	68,818
Venice Br. 5480.....	30,000
Altamonte Springs Br. 5955.....	2,150

Georgia

Atlanta Br. 73.....	55,000
Augusta Br. 263.....	46,985
Macon Br. 270.....	18,635
Brunswick Br. 313.....	36,170
Rome Br. 536.....	3,300
Columbus Br. 546.....	43,000
Savannah Br. 578.....	135,000
Athens Br. 588.....	750
Waycross Br. 958.....	10,000
Valdosta Br. 998.....	41,978

Pictured:

- 1. Burbank, CA Br. 2086
- 2. Montgomery, AL Br. 106
- 3. Birmingham, AL Br. 530
- 4. Central CA Coast Br. 52
- 5. Garden Grove, CA Br. 1100
- 6. San Bernardino, CA Br. 411
- 7. Upland, CA Br. 2168
- 8. Santa Rosa, CA Br. 183
- 9. Centennial, CO Br. 5996

- Marietta Br. 1119 56,139
- Griffin Br. 1230 2,500
- Milledgeville Br. 1269 800
- Decatur Br. 2225 7,683
- Warner Robins Br. 4057 6,490
- Forest Park Br. 4568 2,000
- Roswell Br. 4862 18,000

Hawaii

- Honolulu Br. 860 466,936
- Hilo Br. 2932 22,053
- Aiea-Pearl City Br. 4682 286,103
- Waipahu Br. 4683 27,819
- Wahiawa Br. 4837 49,841
- Kailua Kona Br. 5516 11,711
- Waianae Br. 5579 14,818

Idaho

- Boise Br. 331 76,750
- Lewiston Br. 1192 13,517
- Coeur D'Alene Br. 1260 6,792
- Idaho Falls Br. 1364 31,025
- Caldwell Br. 1386 1,386
- Twin Falls Br. 1392 15,200
- Nampa Br. 1409 23,255
- Burley Br. 1857 786
- Rupert Br. 2097 650

Illinois

- Peoria Br. 31 76,000
- Springfield Br. 80 125,745
- Galesburg Br. 88 17,017
- Aurora Br. 219 28,246
- Oak Park Br. 608 4,690
- Urbana Br. 784 9,436
- Oak Brook Br. 825 212,845
- Wilmette Br. 1107 2,800
- Granite City Br. 1132 7,000
- Naperville Br. 1151 60,500
- Southern IL Mgd. Br. 1197 47,215
- Downers Grove Br. 1870 29,000
- S. Suburban Mgd. Br. 4016 167,413
- Wheeling Br. 4739 15,377

Indiana

- Indianapolis Br. 39 110,862
- Fort Wayne Br. 116 106,204
- Columbus Br. 160 5,500
- Crawfordsville Br. 198 3,350
- La Porte Br. 200 5,987
- Logansport Br. 323 6,258
- South Bend Br. 330 65,378
- New Albany Br. 367 12,000
- Frankfort Br. 368 1,121
- Evansville Br. 377 49,590
- Marion Br. 378 23,000
- Michigan City Br. 455 8,285
- Lafayette Br. 466 41,789
- Terre Haute Br. 479 43,590
- Kokomo Br. 533 19,000
- Elkhart Br. 547 50,971

- 10. Greeley, CO Br. 324
- 11. Panama City, FL Br. 3367
- 12. Brunswick, GA Br. 313
- 13. Monterey, CA Br. 1310
- 14. Clearwater, FL Br. 2008
- 15. Kendallville, IN Br. 952
- 16. Morton, IL Br. 3980
- 17. S. Suburban Mgd., IL Br. 4016
- 18. Lawrenceburg, IN Br. 1395

- Hammond Br. 580 116,740
- Brazil Br. 670 7,980
- Valparaiso Br. 753 10,516
- New Castle Br. 814 2,705
- Mishawaka Br. 820 21,903
- Hartford City Br. 867 1,050
- Greencastle Br. 882 200
- Carmel Br. 888 70,978
- Kendallville Br. 952 5,254
- Columbia City Br. 1054 4,925
- Lawrenceburg Br. 1395 5,000
- Whiting Br. 1689 5,700

Iowa

- Sioux City Br. 69 12,388
- Clinton Br. 126 7,869
- Burlington Br. 222 9,145
- Council Bluffs Br. 314 32,083
- Central Iowa Mgd. Br. 352 56,290
- Cedar Rapids Br. 373 27,777
- Davenport Br. 506 26,802
- Waterloo Br. 512 20,530
- Boone Br. 611 2,182
- Fort Dodge Br. 645 6,562
- Webster City Br. 655 709
- Ames Br. 1081 6,959

Kansas

- Topeka Br. 10 40,356
- Lawrence Br. 104 8,100
- Wichita Br. 201 119,362
- Parsons Br. 477 5,206
- Hutchinson Br. 485 19,560
- Salina Br. 486 30,958
- Kansas City Br. 499 25,839
- Pittsburg Br. 695 2,353
- Iola Br. 834 3,945
- Manhattan Br. 1018 4,872
- Independence Br. 1035 2,700
- Central KS Mgd. Br. 1122 3,200
- Dodge City Br. 1579 1,200
- Colby Br. 4635 1,091
- Shawnee Mission Br. 5521 40,265

Kentucky

- Louisville Br. 14 77,706
- Owensboro Br. 234 21,292
- Lexington Br. 361 176,381
- Northern KY Br. 374 19,767
- Paducah Br. 383 3,000
- South Central KY Br. 468 10,000
- Hopkinsville Br. 836 1,600
- Mount Sterling Br. 1265 410
- Madisonville Br. 1408 5,358
- Murray Br. 2156 8,700
- Cumberland Falls Br. 2242 2,824
- Barbourville Br. 2856 412

Louisiana

- New Orleans Br. 124 61,673
- Baton Rouge Br. 129 80,847





Pictured:

- 1. Iola, KS Br. 834
- 2. Wichita, KS Br. 201
- 3. Southeast MA Mgd. Br. 18
- 4. Dedham, MA Br. 764
- 5. Adrian, MI Br. 579
- 6. Framingham, MA Br. 334
- 7. Bay City, MI Br. 187
- 8. Ann Arbor, MI Br. 434
- 9. Port Huron, MI Br. 529
- 10. South Macomb, MI Br. 4374
- 11. Lincoln, NE Br. 8

Monroe Br. 136	29,600
Shreveport Br. 197	54,800
Lake Charles Br. 914.....	67,100
Alexandria Br. 932	20,109
New Iberia Br. 988	4,000
Lafayette Br. 1760	13,500
Hammond Br. 2223	2,780
Houma-Thibodaux-Lockport Br. 2464	65,410
Gretna Br. 2730.....	1,476
Marrero Br. 4323	16,000
Kenner/Norco Br. 4342.....	4,250
Slidell Br. 4413	6,400
Ponchatoula Br. 4489	1,850
Bossier City Br. 4617.....	7,605
Golden Meadow Br. 5608.....	1,400
Metairie Br. 6119.....	8,001
Mandeville Br. 6377	83,023

Maine

Maine Mgd. Br. 92	88,452
Central ME Mgd. Br. 391	98,777
Sanford Br. 1448	3,074
Aroostook Co. Br. 2394.....	3,840

Maryland

Baltimore Br. 176	170,000
Hagerstown Br. 443.....	8,904
Cumberland Br. 638	32,000
Annapolis Br. 651.....	32,000
Eastern Shore Br. 902	5,645
Cambridge Br. 1050.....	651
Easton Br. 1052	1,650
Havre De Grace Br. 1749	685
Elkton Br. 2069	6,333
Oakland Br. 2961	942
Rockville Br. 3825	29,425
Kensington Br. 4266	2,634
Glen Burnie Br. 4422	3,116
Lanham Br. 4819.....	5,632
Lexington Park Br. 6079	852
Upper Marlboro Br. 6545	989

Massachusetts

Worcester Br. 12	286,700
Southeast MA Mgd. Br. 18 .	254,030
Boston Br. 34	166,695
Western MA Br. 46	183,450
Fall River Br. 51.....	83,275
Framingham Br. 334	16,730
Norwood Br. 742	6,115
Dedham Br. 764	7,000
Walpole Br. 1800	250
Randolph Br. 2512.....	5,835

Michigan

Detroit Br. 1.....	423,000
Grand Rapids Br. 56	110,572
Saginaw Br. 74	130,650
Marquette Br. 95.....	7,700
Lansing Br. 122	82,000
Bay City Br. 187	46,741
Southwestern MI Br. 246...	230,584
Menominee Br. 249	7,778
Mid-Michigan Br. 256.....	95,300

Battle Creek Br. 262	44,000
N. Oakland Co. Br. 320	134,344
Ishpeming Br. 386	3,800
Iron Mountain Br. 395	1,248
Ann Arbor Br. 434.....	94,901
Ironwood Br. 437.....	4,872
Petoskey Br. 523	5,791
Port Huron Br. 529.....	43,000
Calumet Br. 568	10,860
Adrian Br. 579	18,496
Holland Br. 601.....	27,646
Traverse City Br. 618.....	15,235
Mount Clemens Br. 654.....	74,001
Niles Br. 775	24,358
Bad Axe Br. 1817	4,200
Western Wayne Co. Br. 2184..	193,866
Midland Br. 2317	40,767
E. Lansing Br. 2555.....	17,052
Royal Oak Br. 3126	106,265
Newberry Br. 3785.....	1,016
South Macomb Br. 4374	141,313
Sebewaing Br. 6530	817

Minnesota

Minneapolis Br. 9.....	46,721
St. Paul Br. 28.....	48,340
St. Cloud Br. 388.....	37,324
Rochester Br. 440	64,895
Albert Lea Br. 718	13,388
Brainerd Br. 864	6,760
Moorhead Br. 1051.....	3,820
Bemidji Br. 1092	2,510
Morris Br. 1927.....	57,417
Hopkins Br. 2942	53,128
New Prague Br. 3196	1,450
Caledonia Br. 3522.....	1,080

Mississippi

Jackson Br. 217	13,987
Meridian Br. 487	8,635
Greenwood Br. 1080	27,277
Clarksdale Br. 1195.....	3,500
Gulf Coast Mgd. Br. 1374.....	80,600
Columbus Br. 1692.....	527
Ocean Springs Br. 3827	7,000

Missouri

Jefferson City Br. 127	97,200
Hannibal Br. 291	13,180
St. Louis Br. 343	75,721
Southwest MO Br. 366	18,000
Columbia Br. 763	866,085
St. Charles Br. 984	58,315
Poplar Bluff Br. 1016.....	16,000
Savannah Br. 2302.....	2,275
Crystal City Br. 4050	27,445
Florissant Br. 4839	2,504
Ballwin Br. 5050.....	63,820
Grandview Br. 5267	1,420
Hazelwood Br. 5847	6,831

Montana

Butte Br. 621.....	99,000
Big Stack Br. 650.....	10,800
Missoula Br. 701	87,200

- 12. Bemidji, MN Br. 1092
- 13. Camden, NJ Mgd. Br. 540
- 14. Atlantic City, NJ Br. 370
- 15. Las Vegas, NV Br. 2502

Billings Br. 815.....	129,649
Kalispell Br. 948.....	3,150
Lewistown Br. 1160.....	998
Havre Br. 1425.....	2,100
Glendive Br. 1643.....	1,275
Deer Lodge Br. 3839.....	1,265

Nebraska

Lincoln Br. 8.....	41,000
Fremont Br. 89.....	6,146
Kearney Br. 312.....	3,896
N. Platte Br. 1258.....	7,500
McCook Br. 1278.....	582
Wymore Br. 2261.....	549

Nevada

Reno Br. 709.....	106,084
Las Vegas Br. 2502.....	71,269
Sparks Br. 2778.....	52,420
Winnemucca Br. 6390.....	1,770

New Hampshire

Concord Br. 72.....	9,143
Nashua Br. 230.....	59,375
Keene Br. 590.....	2,567

New Jersey

New Jersey Mgd. Br. 38.....	922,000
Elizabeth Br. 67.....	10,500
Princeton Br. 268.....	10,150
Morristown Br. 272.....	5,393
Atlantic City Br. 370.....	15,627
Trenton Br. 380.....	149,005
Vineland Br. 534.....	22,890
Camden Mgd. Br. 540.....	98,229
Cherry Hill/Haddonfield Br. 769.....	95,213
Cape Atlantic Br. 903.....	103,350
Freehold Br. 924.....	61,525
Riverside Br. 1908.....	13,350
Toms River Br. 2128.....	64,800
Brick Town Br. 5420.....	70,000

New Mexico

Albuquerque Br. 504.....	161,000
Santa Fe Br. 989.....	26,090
Roswell Br. 1069.....	8,785
Las Cruces Br. 2905.....	41,396
Gallup Br. 2990.....	3,500
Carlsbad Br. 3244.....	948
Artesia Br. 3703.....	741
Alamogordo Br. 3994.....	16,000
Farmington Br. 4377.....	2,000

New York

Buffalo-Western NY Br. 3.....	257,200
Elmira Br. 21.....	91,556
Albany Br. 29.....	40,000
New York Br. 36.....	74,683
Brooklyn Br. 41.....	35,000
Oneonta Br. 97.....	2,424
Syracuse Br. 134.....	120,250
Rochester Br. 210.....	241,500
Flushing Br. 294.....	23,000
Corning Br. 300.....	4,916
Thousand Islands Br. 302.....	29,200
Northeastern NY Br. 358.....	221,340
Yonkers Br. 387.....	21,600
N. Tonawanda Br. 661.....	35,000
Westchester Mgd. Br. 693.....	24,000

- 16. Princeton, NJ Br. 268
- 17. New Jersey Mgd. Br. 38
- 18. Garden State Mgd., NJ Br. 444
- 19. Buffalo-Western NY Br. 3

Valley Stream Br. 2189.....	15,000
New City Br. 5229.....	1,829
Long Island Mgd. Br. 6000.....	383,825

North Carolina

Asheville Br. 248.....	66,168
Durham Br. 382.....	15,402
Raleigh Br. 459.....	69,932
Winston-Salem Br. 461.....	49,149
Charlotte Br. 545.....	30,000
Greensboro Br. 630.....	53,964
New Bern Br. 780.....	12,000
Goldsboro Br. 876.....	11,000
Salisbury Br. 934.....	10,450
Statesville Br. 935.....	2,479
High Point Br. 936.....	20,649
Kinston Br. 1044.....	3,830
Elizabeth City Br. 1127.....	3,101
Fayetteville Br. 1128.....	78,340
Hickory Br. 1250.....	20,244
Henderson Br. 1286.....	4,525
Burlington Br. 2622.....	26,416
Asheboro Br. 2560.....	18,590
Chapel Hill Br. 2613.....	6,320
Sanford Br. 2731.....	7,579
Roanoke Rapids Br. 3331.....	2,000
Eden Br. 3712.....	2,800
Jacksonville Br. 3984.....	11,100
Havelock Br. 4970.....	7,479

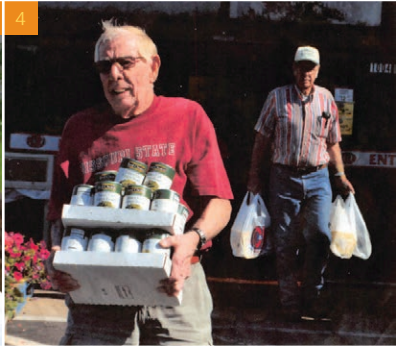
North Dakota

Fargo-West Fargo Br. 205.....	47,875
Bismarck Br. 957.....	33,007

Ohio

Cleveland Br. 40.....	86,675
Cincinnati Br. 43.....	50,134
Springfield Br. 45.....	32,000
Zanesville Br. 63.....	66,625
Columbus Br. 78.....	80,000
Toledo Br. 100.....	251,358
Lima Br. 105.....	14,573
Mansfield Br. 118.....	11,178
Findlay Br. 143.....	3,707
Akron Br. 148.....	21,460
Steubenville Br. 164.....	2,914
Dayton Br. 182.....	58,248
Elyria Br. 196.....	18,737
Canton Br. 238.....	30,520
Marion Br. 280.....	15,280
Newark Br. 281.....	14,917
Alliance Br. 297.....	4,530
Mount Vernon Br. 298.....	1,250
Chillicothe Br. 452.....	3,208
Bellefontaine Br. 465.....	877
Wooster Br. 480.....	4,999
Ashtabula Br. 482.....	10,375
Lorain Br. 583.....	42,100
Coshocton Br. 647.....	5,006
Barberton Br. 897.....	4,000
Athens Br. 997.....	2,453
Martins Ferry Br. 1061.....	3,000
Jackson Br. 1252.....	3,200
Toronto Br. 2221.....	850
Willoughby Br. 3688.....	40,000
Mentor Br. 4195.....	7,500





Pictured:

1. Long Island Mgd., NY Br. 6000
2. Harrisburg, PA Br. 500
3. Lancaster, OH Br. 340
4. Boonville, MO Br. 763
5. Kansas City, MO Br. 30

6. Levittown, PA Br. 4973
7. Elyria, OH Br. 196
8. Westchester Mgd., NY Br. 693
9. Norristown, PA Br. 542
10. Pawtucket, RI Br. 55
11. Houston, TX Br. 283

Oklahoma

Oklahoma City Br. 458.....	1,011,188
Enid Br. 858.....	40,848
Shawnee Br. 883.....	22,937
Lawton Mgd. Br. 1123.....	36,133
Blackwell Br. 1336.....	4,000
Tulsa Br. 1358.....	147,000
Norman Br. 1491.....	64,900
Stillwater Br. 1595.....	13,305
Holdenville Br. 2040.....	1,072
Tonkawa Br. 2087.....	700
Woodward Br. 2173.....	6,000
Atoka Br. 2840.....	536
Guymon Br. 3264.....	3,200
Sayre Br. 3324.....	1,608
Lindsay Br. 4242.....	1,000
Watonga Br. 5422.....	980

Oregon

Salem Br. 347.....	20,582
Eugene Br. 916.....	39,493
The Dalles Br. 954.....	1,914
Albany Br. 959.....	15,500
Corvallis Br. 1274.....	14,333
Grants Pass Br. 1349.....	12,047
Medford Br. 1433.....	7,300
Coos Bay Br. 1450.....	1,700
Roseburg Br. 1518.....	4,240
Tillamook Br. 2558.....	100
Lebanon Br. 2912.....	3,714
Lincoln City Br. 6418.....	1,365

Pennsylvania

New Castle Br. 22.....	118,900
Williamsport Br. 50.....	12,300
Pittsburgh Br. 84.....	745,070
Wilkes-Barre Br. 115.....	25,695
Bethlehem Br. 254.....	15,656
Reading Br. 258.....	110,165
Lancaster Br. 273.....	56,000
Lehigh Valley Br. 274.....	28,156
Erie Br. 284.....	81,264
Bradford Br. 293.....	1,405
Easton Br. 389.....	13,204
Johnstown Br. 451.....	70,000
Harrisburg Br. 500.....	96,680
York Br. 509.....	26,857
Uniontown Br. 520.....	12,238
Norristown Br. 542.....	7,250
Southeast PA Br. 725.....	40,784
Bux-Mont Br. 920.....	58,697
State College Br. 1495.....	16,451
Lansdowne Br. 1929.....	2,116
Morrisville Br. 2572.....	36,000
Willow Grove Br. 2771.....	2,557
Langhorne Br. 4931.....	29,650
Levittown Br. 4973.....	32,131

Puerto Rico

Ponce Br. 826.....	628,368
San Juan Br. 869.....	655,200

Rhode Island

Providence Br. 15.....	33,580
Pawtucket Br. 55.....	17,055

Newport Br. 57.....	20,400
W. Warwick Br. 2158.....	3,350
Warwick Br. 3166.....	9,400

South Carolina

Greenville Br. 439.....	100,000
Sumter Br. 904.....	4,620
Rock Hill Br. 1003.....	10,025
Florence Br. 1416.....	6,884
Anderson Br. 1871.....	13,036
Lancaster Br. 2533.....	19,005
Cayce-W. Columbia Br. 4616.....	5,678
Myrtle Beach Br. 4645.....	977

South Dakota

Sioux Falls Br. 491.....	52,139
Yankton Br. 659.....	4,000
Deadwood Br. 724.....	270
Rapid City Br. 1225.....	15,949
Madison Br. 1308.....	1,250
Belle Fourche Br. 3124.....	3,114
Sturgis Br. 3597.....	4,000
Spearfish Br. 4711.....	4,585

Tennessee

Nashville Br. 4.....	101,277
Memphis Br. 27.....	62,353
Chattanooga Br. 62.....	61,576
Clarksville Br. 364.....	14,225
Knoxville Br. 419.....	69,328
Morristown Br. 1256.....	22,013
Murfreesboro Br. 1402.....	4,920
Athens Br. 1897.....	4,288
Dyersburg Br. 1994.....	850
Cleveland Br. 1995.....	8,842

Texas

Galveston Br. 23.....	1,500
Dallas Br. 132.....	222,711
Austin Br. 181.....	49,893
Fort Worth Br. 226.....	11,267
Denison Br. 251.....	8,280
Houston Br. 283.....	194,718
Laredo Br. 354.....	9,268
Waco Br. 404.....	12,109
San Antonio Br. 421.....	490,107
Tyler Br. 493.....	15,336
Paris Br. 501.....	1,051
El Paso Br. 505.....	75,000
Texarkana Br. 569.....	29,000
Temple Br. 643.....	16,033
Cleburne Br. 752.....	4,366
Beaumont Br. 842.....	9,000
Abilene Br. 950.....	27,642
Amarillo Br. 1037.....	10,928
San Angelo Br. 1203.....	26,895
Wichita Falls Br. 1227.....	44,160
Corpus Christi Br. 1259.....	37,144
Taylor Br. 1558.....	4,800
Bryan Br. 1757.....	3,200
McAllen Br. 2130.....	13,784
Lufkin Br. 2279.....	10,532
Arlington Br. 2309.....	5,000
Lubbock Br. 2589.....	38,000
New Braunfels Br. 2805.....	23,500

12. West Warwick, RI Br. 2158
13. San Antonio, TX Br. 421
14. North Texas Br. 4065
15. Temple, TX Br. 643

Harlingen Br. 2983.....	1,180
Kerrville Br. 3028.....	17,500
Pampa Br. 3094.....	2,500
Luling Br. 3296.....	200
Perryton Br. 3303.....	1,600
Navasota Br. 3318.....	245
West Br. 3764.....	150
Bay City Br. 3843.....	450
Borger Br. 3844.....	3,200
Pasadena Br. 3867.....	3,200
Odessa Br. 3964.....	8,600
North Texas Br. 4065.....	73,230
Stephenville Br. 4100.....	12,800
Killeen Br. 4217.....	1,600
Irving Br. 4240.....	3,216
Junction Br. 4531.....	275
Hamilton Br. 4549.....	100
Nocona Br. 4561.....	600
Lake Jackson Br. 4723.....	14,000
Richardson Br. 4784.....	4,743
Atlanta Br. 5445.....	800
College Station Br. 5695.....	2,200
Copperas Cove/Lampasas Br. 5734.....	5,959
Hurst Br. 5938.....	25,000
Ferris Br. 6479.....	25

Utah

Ogden Br. 68.....	107,057
Provo Br. 887.....	21,732
Price Br. 2171.....	7,963
Spanish Fork Br. 2339.....	5,576
Payson Br. 2376.....	6,932
American Fork Br. 2609.....	17,140
Springville Br. 2821.....	15,359
Cedar City Br. 3574.....	10,624
Saint George Br. 4043.....	24,194

Vermont

Burlington Br. 521.....	41,500
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Virginia

Tidewater Br. 247.....	42,004
Lynchburg Br. 325.....	29,768
Petersburg Br. 326.....	8,200
Norfolk Br. 456.....	8,292
Richmond Br. 496.....	30,313
Staunton Br. 513.....	39,160
Charlottesville Br. 518.....	28,405
Roanoke Br. 524.....	96,193
Alexandria Br. 567.....	42,000
Danville Br. 595.....	3,600
Newport News Br. 609.....	27,912
Fredericksburg Br. 685.....	32,636
Winchester Br. 694.....	18,636
Bristol Br. 807.....	18,000
Suffolk Br. 1112.....	5,200
Salem Br. 1605.....	21,000
Hopewell Br. 2153.....	3,800
Front Royal Br. 2727.....	1,216
Virginia Beach Br. 2819.....	22,148
Wytheville Br. 3005.....	1,742
South Boston Br. 3170.....	1,600
Woodstock Br. 3376.....	1,185
Big Stone Gap Br. 3508.....	4,863
Northern VA Br. 3520.....	46,903
Galax Br. 3621.....	2,800
Radford Br. 3686.....	2,642
Blacksburg Br. 4276.....	5,300

16. Wichita Falls, TX Br. 1227
17. Charleston, WV Br. 531
18. Snohomish Co., WA Br. 791
19. Wheeling, WV Br. 66

Christiansburg Br. 4292.....	3,200
Tazewell Br. 4575.....	1,600
Altavista Br. 4581.....	2,432
Richlands Br. 5457.....	1,478
Woodbridge Br. 5921.....	10,234
Chesapeake Br. 6066.....	7,822

Washington

Seattle Br. 79.....	320,778
Tacoma Br. 130.....	88,599
Olympia Br. 351.....	67,620
Spokane Br. 442.....	75,839
Snohomish Co. Br. 791.....	68,426
Yakima Br. 852.....	8,500
Vancouver Br. 1104.....	269,905
Lewis County Br. 1266.....	2,045
Margaret Oliver Br. 1296.....	990
Wenatchee Br. 1350.....	30,741
Kitsap Peninsula Br. 1414.....	51,705
Puyallup/Sumner Mgd. Br. 1484	31,514
Anacortes Br. 1527.....	2,400
Pasco Br. 1528.....	4,700
Kent Br. 2038.....	19,262
Camas Br. 3008.....	789
Lynden Br. 4132.....	10,151
Moses Lake Br. 4573.....	13,455

West Virginia

Wheeling Br. 66.....	11,000
Huntington Br. 359.....	54,000
Parkersburg Br. 481.....	5,800
Charleston Br. 531.....	30,000
Clarksburg Br. 817.....	3,758
Bluefield Br. 880.....	5,734
Fairmont Br. 910.....	6,200
Elkins Br. 1183.....	1,568
Martinsburg Br. 1475.....	8,563
Beckley Br. 2420.....	3,500
Weirton Br. 3677.....	2,000
Bridgeport Br. 4458.....	163,250
Milton Br. 5599.....	2,756

Wisconsin

Milwaukee Br. 2.....	110,000
Sheboygan Br. 102.....	54,300
Fond Du Lac Br. 125.....	33,009
Oshkosh Br. 173.....	52,900
Superior Br. 337.....	18,730
Racine Br. 436.....	52,601
Madison Br. 507.....	163,779
Kenosha Br. 574.....	100,591
Green Bay Br. 619.....	87,702
Watertown Br. 649.....	28,418
Neeah Br. 700.....	18,545
Beloit Br. 715.....	3,622
Eau Claire Br. 728.....	83,458
Appleton Br. 822.....	72,519
Beaver Dam Br. 944.....	8,740
Brilliant Br. 4630.....	1,099
Brookfield Br. 4811.....	15,668

Wyoming

Laramie Br. 463.....	5,632
Cheyenne Br. 555.....	30,000
Sheridan Br. 1006.....	5,300
Evanston Br. 2177.....	4,380
Worland Br. 5384.....	2,309
Green River Br. 6175.....	5,939



Carriers and the mail make news online

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

Now you can smell a famous French baked good worldwide

While sitting outside and enjoying coffee at a cafe in France, the mouthwatering smell of freshly baked baguettes wafts from a nearby bakery. For many French, this is just an average day. Upon returning from a trip from France, one can only describe the smell of the country's most famous bread. So, France's postal service imagined a solution—scratch-and-sniff baguette stamps, bringing that delicious smell to people around the world.

In the listing for the stamp, the French postal service boasted about baguettes, saying they are the “bread of our daily life, symbol of our gastronomy, jewel of our culture.”

The stamp can be used to send 0.7-ounce letters internationally, and costs about \$2.14.

The French postal service debuted the stamp on May 16, the feast day of the patron saint of bakers, Saint Honoré, according to *The New York Times*.

The stamp features a baguette wrapped in a blue, white and red ribbon in homage to the Paris Olympic Games set for the end of July.

Postal Museum welcomes stamp artist for summer program

Closer to home, the National Postal Museum—a Smithsonian museum—in Washington, DC, will host postage stamp artist Katie Kirk for its summer

Artist Katie Kirk and one of her stamp illustrations



Guest Artist Program. The museum will hold five events, giving its visitors the chance to learn about the design process that goes into creating a USPS stamp.

The five events will explore the themes in her work and each will cater to adults, children or families: “Shapes in Nature,” “A Love Story: Expressions of Love on Stamps,” “Behind the Design: The Art of the Stamp,” “Holiday Stamps Family Festival” and “Spooky Soirée.” Some will be virtual and some will be in person.

Kirk is based in Minneapolis, MN, and is known for her bold colors and geometric shapes, while still maintaining the simplicity that is required in 1-inch size pieces of art. As a co-founder of her creative studio Eight Hour Day, she has worked with clients such as Amazon, Google, IKEA, *The New York Times*, Target and Apple.

“Ever since first traveling to Washington, DC, on a family vacation as a child and visiting all the amazing Smithsonian museums, I couldn't have imagined one day being asked to be a guest artist at the National Postal Museum,” Kirk said in the museum's press release.



The new French scratch-and-sniff stamp

ANSEL ADAMS

photographer, 1902–1984



Postal Service honors the beauty of Ansel Adams photography

In mid-May, Ansel Adams, a black-and-white photographer and environmentalist, was honored by USPS, which immortalized his work on a sheet of 16 Forever stamps.

With a career spanning more than seven decades, he received three honorary doctorates, from universities. His work was featured in retrospective exhibits in both the Metropolitan Museum of Art and the Museum of Modern Art in the 1970s. He even received the Presidential Medal of Freedom from President Jimmy Carter in 1980.

Not only did he use his photography to demonstrate the power and beauty of nature, he also used them as lobbying tools to influence U.S. environmental policy.

The images displayed on the Forever stamps span much of his career, with the oldest being taken in 1934, and the most recent being taken in 1964. Throughout his career, he did more for the field of photography than just shooting photos. Adams advanced the discipline of photography to one regarded as a fine art. He helped open the first museum photography department at the Museum of Modern Art and taught lectures and workshops to thousands of students there and elsewhere.

Tiles mailed back to Polish building 80 years later

More than 300 years ago, a beautiful Baroque bathing pavilion in Warsaw, Poland, was commissioned to be constructed by Stanisław Herakliusz Lubomirski, a Polish nobleman and writer. The bathing pavilion was laden with decorative blue and white Dutch ceramic tiles decorated with shepherds and trees.

In 1764, it was bought by the king of Poland and renamed “Palace of the Isle.” Centuries later, Nazi forces ignited the building in flames and some of the tiles went missing.

Fast-forward to 2024, and the building is home to Warsaw’s Royal Łazienki Museum. Just before the opening of a new exhibit, it received a package from Canada containing 12 of the original tiles.

The tiles have been given a new purpose as part of “The Art of Thinking Well: The Legacy of Stanisław Herakliusz Lubomirski,” an exhibition in the museum.

It is still unknown how the tiles ended up in Canada, but museum officials were able to find out that the sender was dying and wished for them to be sent back before he died. **PR**

The new Ansel Adams stamps

The returned tiles (below) from the Palace of the Isle (bottom)





GETTING READY FOR Boston

On the following pages is information to help members prepare for the national convention to be held in Boston Aug. 5-9.

PROPOSED AMENDMENTS TO THE *NALC CONSTITUTION*

The following proposed amendments to the *NALC Constitution* will be considered by the 73rd Biennial Convention in Boston.

Strikethrough indicates proposed language to be deleted. Proposed new language is printed in **bold**. The *Constitution* is available on the NALC website at nalc.org/constitution.

NALC CONSTITUTION

Branches, State Associations, Membership

Amend Article 2, Section 1 (e) as follows:

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

Branch 11, Chicago, IL

Branches, State Associations, Membership

Amend Article 2, Section 2 as follows:

Sec. 2. All members of the National Association of Letter Carriers shall be affiliated with a Subordinate Branch and with the State Association, if one exists, in the State in which their branch shall have jurisdiction over members working under one or more Postmasters as determined by the branch charter.

A. In the event the Postal Service shall combine one or more offices into one with a single Postmaster, ~~the smaller branch or branches shall be merged with the largest branch into one branch, provided the provisions of Article 2, Section 3(e) are complied with. The number of any NALC members in the Branch will determine which is the largest. When the Postal Service shall separate one office into more than one office, the following shall apply. The smaller minority of these groups shall have the option, by majority vote, to continue their membership in the original subordinate branch, and also may form a subordinate branch or affiliate with a subordinate branch in the adjacent city, leaving the smaller offices Postmasters in place.~~ **The following shall apply: the smaller Branch or branch members of these groups at the new location shall have the option, by majority vote per Art 2 Sec 3 (e)., to be merged with the largest Branch into one Branch or all members at the new location shall form a new single branch. The number of NALC members in the Branch will determine the largest. Suppose members can reach no affirmative vote. In that case, the NALC executive council will decide on the direction of the branches in the new office.**

B. In the event the Postal Service shall combine one or more offices

into one with a single Postmaster and remove the other postmaster from their assignments, the following shall apply: the smaller Branch or branches members of these groups at the new location shall have the option, by majority vote, be merged with the largest Branch into one Branch or all members at the new location shall form a new single branch. The number of NALC members in the Branch will determine the largest. Suppose members can reach no affirmative vote. In that case, the NALC executive council will decide on the direction of the branches in the new office.

Merged Branch 155, Belleville, IL

Source and Distribution of Revenue

Amend Article 7, Section 2 (a) as follows:

Sec. 2 (a). There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two hours base pay for a NALC Grade 1, Step D letter carrier employed by the United States Postal Service. After November 24, 2018, each **career** member shall pay monthly dues equal to two hours base pay for a NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) implemented on that date. **Each City Carrier Assistant member shall pay monthly dues equal to one hour base pay for a NALC Step D letter carrier in**

the consolidated career City Carrier grade level (Table One) implemented on that date. One third of such dues shall be allocated to the national union and shall be designated the national per capita tax. The remaining two thirds of such dues shall be allocated to the member's branch and shall be designated minimum branch dues.

Branch 2525, Escondido, CA

Source and Distribution of Revenue

Add a new Article 7, Section 7 as follows:

Sec. 7. All Distributions from the voluntary political action fund currently known as the Letter Carrier Political Fund (LCPF) created under Article 1 Section 5 of the constitution shall be shared with the president of each state association once a month. Said reporting to include all distributions, not just of each individual state. Further there will be a full reporting booklet created for the National Convention of all disbursements of the political fund distributed to the members at the convention for the previous 2 years showing amount and recipient of said funds.

*Branch 210, Rochester, NY
Northeastern New York Branch 358
Westchester New York Merged Branch 693
Branch 5229, New City, NY*

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose; **that each member of the Executive Council (or their designee) shall be part of this bargaining committee and**

be present and/or briefed during any negotiations with the Employer; and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.

Branch 11, Chicago, IL

Removal of Officers

Amend Article 10 as follows:

In case of neglect of duty or violation of this Constitution on the part of any officer of this Association or a State Association, the Executive Council shall have power to remove them from office, impose such other penalty as it may deem proper, or suspend such State Association after a fair hearing, subject to appeal to the National Convention. Any member may file with the Executive Council a charge that an officer of the National Association or a State Association has been guilty of neglect of duty or violation of this Constitution. Upon the filing of such charge, the President or **Executive Vice President** (or the ~~Secretary-Treasurer~~ **Executive Vice President** if the charge is against both the President and **Executive Vice President**) shall, as soon as practicable: (a) send, by registered mail, a copy of the charges to the officer or officers charged, and (b) appoint a member, who is not involved in the charge, to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings. A copy of such report shall be sent by mail to the charging member and to the officer against whom the charge was filed. The Executive Council shall determine whether a substantial charge is presented by the report and, if so, shall direct a hearing thereon

before a panel of three disinterested members, excluding the investigator. The panel shall make a report with recommendations to the Executive Council which shall be served on the accused officer and charging member, who may, within 15 days, file with the Executive Council objections or comments thereon. If the Executive Council finds the officer guilty, it shall be empowered to remove them from office, or impose such other penalty as it may deem proper. Any member aggrieved by such decision of the Executive Council shall have the right to appeal to the National Convention.

To perfect such appeal to the National Convention, the aggrieved member must, no later than sixty (60) days prior to the National Convention, file with the Chairperson of the Executive Council, by registered mail, notice of appeal, together with a full written statement of the reasons why the appeal should be granted; if the adverse decision of the Executive Council is not rendered until sixty-five (65) days or less prior to the National Convention, the notice to appeal and statement of reasons must be filed as soon after receipt of the decision as is reasonably possible.

The NALC Executive Council

CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES

Meetings

Amend Article 3, Section 1 as follows:

Section 1. The regular meetings of the Branch shall be held not less than once a month, at such time and place **(either physical and/or virtual)** as may be designated in the Branch by-laws. Each Branch, with prior approval of its membership, shall have the option of only meeting ten (10) times per year.

Southern Delaware Branch 906

Duties of Officers

President

Amend Article 6, Section 1 as follows:

Section 1. The President shall preside at all meetings of the Branch; preserve order; sign all warrants on the Treasurer ordered drawn by the Branch, and all other papers ordered by the Branch; have general supervisory powers over the Branch; see that officers perform their duties, enforce the Constitution, By-Laws, Rules and Regulations of the Branch; appoint all committees not otherwise provided for; give the deciding vote when a tie occurs; examine and announce the result of all balloting and other votes. They shall not make or second any motion or take part in any debate while in the Chair; they shall ascertain from the Financial Secretary before adjournment of the meeting the amount of money received since the previous meeting, and from the Treasurer if they have received the same. At the end of their term, they shall make a report showing the progress and condition of the Branch.

The President shall, together with the Treasurer, sign and file with the Secretary of Labor on behalf of the Branch, an annual financial report if required by public law. The filing of such report will be required unless the Branch has received express notification from the National Association that it is exempt from such requirements.

The President shall, by virtue of their office, be the chief steward for the Branch, and they may delegate such authority to other members. The President shall at all times have the authority to relieve any steward, whether appointed or elected, **to include representatives appointed by the National Union, if such appointment is made without the President's request or consent**, of any representational duties or functions, and to assign

such duties or functions to another member appointed by the President, whenever the President concludes that such action is necessary to ensure that the Branch meets its representational responsibilities or to ensure Branch compliance with NALC policy.

The President shall appoint one member or officer of the branch as a Letter Carrier Political Fund (LCPF) coordinator to educate the members of the branch so as to promote participation in the political fund established in Article 1, Section 5 of the NALC Constitution.

Lewis M. Tucker Merged Branch 1128, Fayetteville, NC

Sick Relief and Funeral Benefits

Amend Article 8 as follows:

Branches may, at their option, make provision in their by-laws for the payment of sick relief or funeral benefits, enact by-laws for the government of the same and **may** levy additional dues for such purposes, but no Branch shall make it mandatory upon members or applicants for membership to pay such additional dues or take up such benefits in order to retain membership or become members of said Branch.

Mile High Branch 47, Denver, CO

Sick Relief and Funeral Benefits

Amend Article 8 as follows:

Branches may, at their option, make provision in their by-laws for the payment of sick relief or funeral benefits, enact by-laws for the government of the same and levy additional dues for such purposes, but no Branch shall make it mandatory upon members or applicants for membership to pay such additional dues or take up such benefits in order to retain membership or become members of said Branch.

Subordinate branches must be allowed, if they so wish, to include a

provision in their bylaws for providing suitable memorial gifts upon the death of a member or their immediate family.

Central Iowa Merged Branch 352

Charges

Amend Article 10, Section 1 as follows:

Section 1. Any member of the Branch who shall violate the Constitution or By-Laws of the Association or Branch may have charges preferred against them, **after approval of two thirds (2/3) of the members present at the next regular Branch meeting**, and if such charges are proved shall be fined, reprimanded, suspended or expelled as the laws may direct or the Branch determine. Any officer of the Branch who shall fail or neglect to discharge the duties of their office, or who may be guilty of gross misconduct, may be removed from office. These determinations shall be made by the members present and voting at the next regular Branch meeting after which said charges were read to the Branch. The vote regarding any of the above matters may be continued once, by motion, to the following regular Branch meeting.

Western Wayne County Branch 2184, Taylor, MI

CONSTITUTION FOR THE GOVERNMENT OF STATE ASSOCIATIONS

Representation and Vote

Amend Article 5, Section 2 as follows:

Sec. 2. The basis of representation and basis and method of vote, including voting for officers and Delegates-at-Large and alternate Delegates-at-Large, shall be such as may be determined by this Association in Convention assembled, **provided that any such determined method of representation guarantees all members are represented equally.**

Branch 82, Portland, OR

TAKE A TOUR OF BOSTON



The following tours will be available during the NALC convention. Information on signing up in advance will be available on nalc.org soon.

Boston Duck Tours

Activity level: Easy
Length: 90 minutes
Group size: 20-35
Highlights: See the city by land and water without changing seats.

Hop aboard Boston Duck Tours and enjoy a fully narrated and guided historic tour of Boston in a “DUCK,” a World War II-style amphibious landing vehicle that travels on land and water. You’ll be greeted by a legendary conDUCKtor, who’ll be narrating your tour. You’ll cruise by all the places that make Boston the birthplace of freedom and a city of firsts, from the golden domed state house to the Boston Common, the historic North End to fashionable Newbury Street, Quincy Market to the Prudential Tower, and more. Just when you think you’ve seen it all, it’s time for a big splash as your conDUCKtor drives the DUCK right into the Charles River for a breathtaking view of the Boston and Cambridge skylines. Come and experience the best intro-DUCKtion to Boston!

Boston Duck Tours depart in front of the Museum of Science next to the life-size T. rex. The Museum of Science has something for everyone, from interactive exhibits to indoor lightning to live animals and more. Travel through the human body, become an Arctic explorer, put your engineering skills to the test, and take in an IMAX film or planetarium show while you’re here!

Boarding location and directions: The Boston Duck Tour’s Museum of Science ticket booth and boarding area are located in front of the Museum of Science at 1 Science Park, Boston.

Museum location: The Museum of Science is located near Boston’s West



End, the Bulfinch Triangle and Charlestown neighborhoods and it borders the city of Cambridge on the Charles River.
Timing: Aug. 6, 7 or 8, 11 a.m. or 2 p.m.
Pricing: \$130 per person

Spill the Tea

Activity level: Easy
Length: 2 hours
Group Size: 55-165
Highlights: Watch a revolution!

Transport yourself to Dec. 16, 1773, at Boston Harbor, a night etched in American history. Relive the pivotal Boston Tea Party, where enraged colonists, fueled by unfair taxation

laws, defiantly tossed more than 300 crates of tea into the harbor at Griffin’s Wharf. Join costumed historical interpreters, throw tea into the harbor from an 18th-century ship, and hear the dramatic events leading up to the American Revolution. Explore the significance of the Robinson Tea Chest—the only surviving tea chest from that night. Immerse yourself in this unforgettable experience, where history comes alive. The experience includes:

- Be a part of the famous event that forever changed the course of American history!





- A fully guided experience by costumed interpreters telling the story of that fateful night in 1773.
- A tour of an 18th-century replica (restored) vessel.
- Dump the tea into the sea!
- View the Robinson Tea Chest: The only known surviving tea chest from the Boston Tea Party.
- Explore the open-air deck and full-scale replica 18th-century sailing vessels.

Reservation notes: Due to capacity restrictions, all guests must check in on-site between 15 minutes to five minutes prior to your tour time. Anyone not checked in within five minutes of their tour time may be considered a no-show and their seats may be re-allocated. Late guests will try to be fit on the next available tour.

Timing: Aug. 6, 7 or 8, 10 a.m. or 2 p.m.
Pricing: \$45

Freedom Trail

Activity level: Moderate
Length: 1.5 hours
Group size: Minimum 40
Highlights: Walk the trail while seeing where it all happened.

Boston's official Freedom Trail tours! The Freedom Trail Foundation's most popular introductory tours highlight the diverse history that took place at 11 of the 16 official Freedom Trail historic sites, featuring Boston Common, Massachusetts State House, Park Street Church, Granary Burying Ground, King's Chapel and King's Chapel Burying Ground, Boston Latin School site/Benjamin Franklin statue, Old Corner Bookstore, Old South Meeting House, Old State House, Boston Massacre site and Faneuil Hall. Experience stories of the American Revolution, as well as the history of traditionally underrepresented peoples spanning from the 16th to 21st centuries.

The experience includes:

- Private tour
- Tour guides in time period-appropriate wardrobes
- One mile walking distance
- Level walking, some pavement and cobble stone on the trail
- Boston Common meeting space

Timing: Aug. 6, 7 or 8, 11 a.m. or 2 p.m.
Pricing: \$90 per person

Revere Riding

Activity level: Easy
Length: 2 hours
Group Size: Minimum 30, maximum 45
Highlights: A fun way to explore Boston!

Join in on a fully narrated tour that includes Boston's historic waterfront, the New England Aquarium, including the North End and the ride made famous by Paul Revere. See *The U.S.S. Constitution* and learn about the Battle of Bunker Hill. Pass by the Boston Tea Party Ships & Museum, Quincy Market, Faneuil Hall, Government Center, the Old State House and the New State House. We also take you through Beacon Hill, Copley Square, the Back Bay and Trinity Church. You will see the heart of the city—from the Boston Common and the beautiful Public Garden. The experience features:

- Tour Boston in an open-air trolley
- Riding around Boston for over 40 years
- All tours are 100 percent live in real time. No pre-recorded narration.
- The finest, most highly trained and knowledgeable guides

Pricing: \$80 per person
Timing: Aug. 6, 7 or 8, 10 a.m. or 1 p.m.
 A minimum of 30 registrations needed to proceed with tour. A maximum group size of 45 per tour. **PR**



CONVENTION WORKSHOP SCHEDULE

NALC officers and staff, along with outside experts, will present more than 40 workshops over the convention week. The grid on page 30 offers attendees an easy way to see which classes are available when. Full descriptions of the workshops follow on the next several pages.

Classes are offered on Monday through Thursday before the convention is called to order each day and after the day's business is done. Seating is on a first-come, first-served basis, and the rooms have been known to get crowded. Convention delegates are encouraged to arrive early.

Monday, morning

City Delivery

Director of City Delivery Christopher Jackson and his staff will provide updates and information on numerous city delivery topics, including Informed Facility-TV monitors, wire cages, W2USPS/Orientation, MDD scanners, USPS pilot testing, Geotab Telematics technology in postal vehicles, COTS vehicles, electronic key and Arrow Key accountability.

Emergency Response Team (ERT)/ Employee Assistance Program (EAP)

Director of Safety and Health Manuel L. Peralta will address Employee Assistance Program services and suicide. The NALC Headquarters Emergency Response Team leadership will provide an overview of this new program, which began in March 2024.

Contract Administration Unit (CAU)

Executive Vice President Paul Barner and Vice President James Henry will lead this class. CAU will report on relevant national-level settlements and arbitration awards since the last convention. A review of issues currently being discussed at the Interpretive Step as well as an update on the Dispute Resolution Process. Much of the class will focus on trainings offered and how to access and use the various resources NALC has created to assist grievance handlers. A Q&A period will follow, giving delegates the opportunity

to seek clarification on issues and to provide comments and feedback to the CAU.

Branch Trustee Training

Under the *NALC Constitution*, branch trustees are required to examine and report the condition of the branch finances at least once every six months, but trustees may lack a clear understanding of all the intricacies their duties entail. NALC Board of Trustees Chair Larry Brown and Trustees Sandy Laemmel and Charlie Heege will kick off this workshop conducted by Dave Dorsey, partner at accounting firm WithumSmith+Brown, that provides trustees with information and a variety of tools they need to keep their branches on the right track. Among the topics covered will be getting ready for an audit; receipts and disbursements; Labor Management Reporting and Disclosure Act requirements; and overall union finances. There will be an opportunity to have individual questions and concerns answered after the workshop.

Mutual Benefit Association (MBA)

Director of Life Insurance Jim Yates and the staff of the Mutual Benefit Association (MBA) will present a workshop discussing the various insurance and retirement products offered by the MBA. This workshop will cover MBA's Individual Disability Income, Hospital Plus, Retirement Savings Plan, and several Whole and Term Life options. NALC's Group Accidental Death benefit will also be covered along with options available for branches to purchase additional Group Accidental Death or Term Life insurance for their active members.

Finding Your Union Voice

Learn helpful tips to assist you in effectively communicating with your members. This workshop discusses the importance of proper tone, provides tips on finding your union writing voice, and walks through writing processes to help you write clear and meaningful content for the membership in your branch.

Monday afternoon

Following a Grievance from Start to Finish: Part 1

This four-day class will cover all aspects

of the grievance procedure from the investigation of an incident to the arbitration of a grievance. The classes will be offered Monday through Thursday and are open to all stewards, new or experienced, as well as anyone interested in learning more about the grievance procedure and what a steward does. As the class progresses through the week, stewards will learn about the various aspects of handling grievances from investigating, preparing and presenting grievances at Informal Step A, Formal Step A and Step B of the grievance procedure, as well as what happens when a case goes to arbitration. Although not required, it is recommended that delegates attending this series of workshops be present each day to experience the entire process.

To make the theoretical practical, the class will follow a specific case as it proceeds through the grievance procedure to arbitration. The regional grievance assistants, along with other experienced NALC representatives, will present a series of scenes depicting the various stages of the grievance.

Monday's class will focus on the basics of the grievance procedure and steward rights. As these are discussed, students will observe the incident that gave rise to this grievance and steps the steward takes to investigate, process and present this grievance.

Managing Branch Finances: A Study in Basic Operations

This workshop taught by Dave Dorsey, partner at accounting firm WithumSmith+Brown, will focus on the proper division of responsibility within a branch for financial matters and will discuss the authorizations and protocols that should be used by branch officers as they discharge their responsibilities under the *NALC Constitution* and the Labor Management Reporting and Disclosure Act of 1959. Topics covered will include the authorization to spend branch funds; the proper process for the receipt and disbursement of branch money; the role and responsibility of each branch officer; reporting to the membership and regulatory agencies; establishing checks and balances; avoiding conflicts of interest; and understanding the role of the branch

trustees. There will be an opportunity to have individual questions and concerns answered after the workshop.

Next Generation Delivery Vehicle (NGDV)

This session will cover the history of NALC's involvement in the development of the Next Generation Delivery Vehicle (NGDV) since Oshkosh Defense was selected to design and build the vehicle. An explanation of the various tests the NGDV was subjected to prior to production will also be explained during the session. During this workshop, delegates will hear from the NALC members who reviewed the initial design of the NGDV and gave their feedback based on their experiences as letter carriers. Delegates will also hear about the changes made to the initial design of the NGDV based on this feedback. In conjunction with this workshop, a prototype NGDV will be on display during the length of the convention, allowing members the opportunity to see the final configuration of the vehicle.

NALC Bargaining History and Strategies

Former NALC Chief of Staff Jim Sauber will present a workshop developed for the NALC Leadership Academy on the history of collective bargaining with the Postal Service since the Postal Reorganization Act of 1970. The workshop covers 15 rounds of contract negotiations between 1971 and 2020, focusing on how the terms and conditions of NALC's National Agreement developed over time and how NALC adapted its strategies to changing conditions as it negotiated and arbitrated contracts with the U.S. Postal Service.

Introduction to Diversity, Equity and Inclusion

A diverse and inclusive NALC strengthens our efforts to represent our members and builds solidarity. Sensitivity to multicultural interests in all aspects of our work will help increase participation by all letter carriers. Attendees will gain new perspectives and practical tools to building diversity, equity and inclusion (DEI) into our union at all levels.

Legislative and Political Update

NALC continues to engage and educate legislators and the administration on issues important to letter carriers. Learn about our legislative agenda in the remainder of the 118th Congress and beyond and get an update on the political landscape and upcoming elections.

Tuesday morning

NALC Health Benefit Plan and Postal Service Health Benefits

Join NALC Health Benefit Plan Director Stephanie Stewart, Plan staff and special guests from Health Equity as we provide updates regarding the Postal Service Health Benefits (PSHB) program. This workshop will focus on behind the scenes preparations your health plan has engaged in with the Office of Personnel Management to ensure a seamless transition for the PSHB. Workshop presenters will also highlight benefits that can be used by branch leaders to promote the NALC Health Benefit Plan during this historic event. Following the presentation, a question-and-answer session will be offered to all attendees.

Estate and Trust Planning

Director of Life Insurance Jim Yates will host a workshop with a concentration on estates and trusts. This educational workshop will provide details on estate and trust planning, including the necessary documentation you will need. The purpose is to give a better understanding of these legal options and aid letter carriers and their families in planning for their future. A better understanding of estates and trusts can shift a family's decision-making from a time when emotions are high to the present, when more rational decisions can be made.

New Employee Experience Retention and Mentoring Program

In March 2021, a subcommittee of the joint NALC-USPS City Delivery and Workplace Improvement Task Force began creating and implementing two pilot programs designed to improve the onboarding experience, provide a mentoring program, and increase retention rates for new letter

carriers. Since then, NALC and the Postal Service have launched the two joint pilot programs in almost 900 offices throughout the country. The New Employee Experience and Retention Program modifies how new letter carriers are utilized, mainly in the beginning stages of their USPS careers, and provides them with the necessary resources and equipment to transition into their new job. The New Employee Mentoring Program provides newly hired city letter carriers the opportunity to have mentoring relationships with experienced city carriers. This workshop, presented by the subcommittee members from NALC Headquarters, will provide participants with a detailed explanation of how each program works, where the pilots are currently deployed, potential expansion plans for the future, and the positive results of the two programs so far.

Safety and Health— A Briefing on our Issues

Director of Safety and Health Manuel L. Peralta will provide a briefing on NALC's activity on relevant issues affecting our craft.

Effective Branch Communications

Branch communications, both digital and print, can be a formidable force for informing and activating NALC members. This workshop will provide tips for producing first-class, direct-to-the-member communications. Ways of improving branch websites or Facebook groups, sharpening the focus and effectiveness of newsletters, and improving branch-wide communications strategies will be discussed. NALC's Branch Publications Competition winners will be announced at this workshop.

NALC Community Services and Member Support

NALC has a long tradition of giving back to the communities we serve through charitable initiatives. The dedication of our members to those communities extends far beyond simply delivering the mail. This workshop will include a presentation from the NALC's primary charity—the Muscular Dystrophy Association (MDA). NALC has partnered with MDA since 1952 in its fight to find cures

for neuromuscular diseases. The focus will be on providing insight into ways to increase fundraising for that worthy charity. The workshop will also include presentations on the NALC Disaster Relief Foundation, created in 2018 to provide relief to members of NALC who have been negatively affected by natural disasters, as well as programs through the AFL-CIO-founded Union Plus partnership that offer benefits to NALC members.

Tuesday afternoon

Following a Grievance from Start to Finish: Part 2

On Tuesday, the class will cover how to thoroughly investigate a grievance and how to prepare and present a grievance at Informal Step A.

Mail Counts and Route Inspections Under Chapter 2 of the M-39

This workshop provides delegates an overview of Chapter 2, *Handbook M-39*, Management of Delivery Services, process of inspecting and adjusting city letter carrier routes. It will cover the basics for both office and street duties performed by letter carriers and provide a basic knowledge of the forms used in the inspection and adjustment process. The workshop will explain management's responsibilities and examiner's duties when Chapter 2 mail counts and inspections are performed. Grievance handlers will hear about what violations to be on the lookout for before, during and after the mail count and adjustment.

Next Generation Delivery Vehicle (NGDV) (repeat)

Encounters with OWCP: Claim Basics

When letter carriers sustain on-the-job injuries, both navigating the procedures of the Office of Workers' Compensation Programs (OWCP) and dealing with USPS management and its occupational health specialists can be a daunting process. In this workshop, the NALC regional workers' compensation assistants will examine various scenarios commonly encountered by injured letter carriers—from

filing claims and getting them accepted, to receiving COP, wage-loss compensation and schedule awards—and discuss strategies to ease their OWCP journey.

Fraud Prevention and Detection

The Labor Management Reporting and Disclosure Act of 1959 requires officers to design and establish financial controls to protect branch assets from theft and misappropriation. This workshop will explore the motivations for stealing, what to look for, and best practices for protecting your member's money. Dave Dorsey, partner at accounting firm WithumSmith+Brown, will also discuss how branches become victims of fraud and steps officers can take to both detect fraud if it is occurring and also to prevent fraud in the first place.

The Changing Mail Industry and USPS Delivering For America Plan

The Postal Service is undertaking a major transformation of its network with the implementation of its new RPCD and S&DC system, a major element of the agency's 10-year strategic plan, the Delivering for America plan. This workshop, held by Director of Research Holly Feldman-Wiencek and former Chief of Staff Jim Sauber, will explore the theory behind the plan: the Postal Service's attempt to reverse years of deferred investment and to respond to a changing economy, consumer expectations, and mail volumes to bring parcel volume into the USPS network. The workshop will also look at the successes—and failures—of the plan's progress three years in.

Wednesday morning

City Delivery (repeat)

What You Need to Know About Sorting and Delivery Centers

This workshop will provide an overview of USPS's implementation of Sorting and Delivery Centers (S&DCs) and what NALC members need to know if they are involved in an S&DC. During the workshop, we will explain the various methods of movement and related contractual provisions for city carrier assignments into an

S&DC and what happens with local memorandums of understanding (LMOUs) and representation when multiple NALC branches are involved. Additionally, the workshop will describe USPS facility renovations, potential safety concerns, route adjustments, and other topics related to the implementation of S&DCs.

Risk Management and Innovations

This workshop, taught by Executive Vice President Paul Barner and Secretary-Treasurer Nicole Rhine, will offer an analysis of risk management considerations and provide an overview of technological innovations incorporated in the Members Only portal on the NALC website. The risk management segment will include information to assist in identifying, analyzing and mitigating possible liability exposures that branches may incur beyond what required bonding insurance covers. The technology innovations segment will review all automated membership resources available to certain branch officers through the Members Only portal, including an overview of the new billing dashboard.

FMLA 2024: Insights and Guidance for Letter Carriers and Local Leaders

In this workshop, Regional Workers' Compensation Assistant Coby Jones will provide an overview of the Family and Medical Leave Act (FMLA), its history, and recent developments. He will also cover the nuts and bolts of how FMLA works and provide guidance for local leaders to assist their members with FMLA issues.

Amazon Delivery—Domestic and International Labor Practices

Amazon is the world's largest e-commerce company and the second largest U.S. employer. It is both the Postal Service's largest customer and one of its stiffest competitors in the delivery business, having developed its own logistics network and delivery workforce in the last 10 years. This workshop, held by Director of Research Holly Feldman-Wiencek, will detail Amazon's expansion into the delivery industry, how this expansion threatens the financial stability of USPS and the quality of letter carrier jobs, and what the labor movement is doing about it. The workshop will also

feature an international perspective from Marcio Monzane, regional secretary of UNI Americas, part of UNI Global Union, NALC's international federation, about how unions worldwide must work together on strategies to overcome Amazon and other multinational delivery company's anti-union and anti-competitive practices with the long-term goal of helping those workers unionize and secure collective-bargaining rights, raising the wages and working conditions for all workers in those industries.

Women's Mentorship Roundtable Discussion

Women make up 40 percent of NALC membership, a number that will continue to rise. Join NALC leaders for a roundtable to discuss how we can support women to strengthen NALC.

Wednesday afternoon

Following a Grievance from Start to Finish: Part 3

Wednesday's class will include how to prepare and present a case at Formal Step A as well as make the appeal to Step B. As these topics are covered, the case will move through the Formal Step A and Step B meetings and ultimately be appealed by the national business agent to arbitration.

Mail Counts and Route Inspections Under Chapter 2 of the M-39 (repeat)

OWCP: Making OWCP User/Claimant Friendly

Since the last convention, OWCP has not only implemented many changes that streamline the adjudication process, but it has also created new programs that have gone a long way toward fixing many of the issues involved in claim maintenance in accepted cases. The new Escalations Program, for example, has created an expedited process to resolve issues involving wage-loss compensation, authorization for medical procedures and medications, medical billing problems, claim expansion to include new diagnoses, issues involving federal health and life insurance, and dealing

with overpayments. Antonio Rios, the director of OWCP's federal workers' compensation program, and his staff who spearheaded these changes, will teach this workshop outlining the many recent changes and describing in detail how the new programs and procedures work.

Understanding the LM-3

This workshop will help participants understand and complete the Form LM-3. Dave Dorsey, partner at accounting firm WithumSmith+Brown, will review the form with participants to determine what information the Department of Labor is really asking for and what details must be included with those answers. Among the areas to be covered are the proper way to complete Item 24, listing all officers and disbursements to officers, and where to report the different kinds of receipts and disbursements. A completed LM-3 for a hypothetical branch will be covered to help branch leaders in preparing and reviewing their own branch LM-3 filing. There will be an opportunity to have individual questions and concerns answered after the workshop.

Strategic Planning for New Branch Leaders

Are you a new branch leader? Does "winging it" or "flying by the seat of my pants" feel like it happens too much for your liking with branch projects and responsibilities? Are you looking for best practices and tips to make your branch more successful, better organized, and more effective? If you answered "yes" to any of these questions, then Strategic Planning for New Union Leaders is the class for you. Gaining knowledge on what to plan for and the resources available can make your life as a union leader less stressful and your branch more dynamic. This class will help you understand that advanced planning for your branch's future is the key to success. Get guidance from fellow leaders with experience in developing a "we"—not "me"—attitude. This workshop will prepare you to navigate the ins and outs of your local branch leadership, educate you on available resources, and help you create a plan that will benefit you and your membership no matter the size of your branch.

'The Revolt of the Good Guys'

This workshop features a screening of the NALC's award-winning documentary on the Great Postal Strike of 1970, first shown at the 2022 Chicago convention to celebrate the strike's 50th anniversary. The film's producers, Jim Sauber and Ann Sutherland, will show the video and host a brief discussion of the strike's enormous legacy for America's city letter carriers, past and present.

Thursday morning

Dignity and Respect in the Workplace

In this workshop, we will review the *Shop Steward's Guide to Preserving the Right of Letter Carriers to be treated with Dignity and Respect*.

Retirement Plus— Know Your Benefits

A healthy retirement involves multiple benefits all with complex rules and multiple considerations. Navigating the Federal Employees Retirement System (FERS), the Federal Employees Health Benefits (FEHB)/Postal Service Health Benefits (PSHB), Federal Employees Group Life Insurance (FEGLI), and the Thrift Savings Plan (TSP) takes knowledge and patience. The Retirement Plus—Know Your Benefits class, presented by Director of Retired Members Dan Toth, will show you the road map to these benefits and help you make informed decisions whether you are a new hire or ready to hand in your retirement application and hit the door.

Contract Administration Unit (CAU) (repeat)

The Letter Carrier Political Fund— Successful Branch Practices

This class will take a look at the importance of the Letter Carrier Political Fund on a national basis, and at the local level. It includes a discussion with successful branch leaders on what has worked well and what hasn't worked when they talk about LCPF to give attendees ideas what may work to improve their LCPF numbers in their branches and state as-

sociations. The legislative and political organizers will add to the discussion with the larger picture of what they see that has worked well at events and what hasn't.

Research and Resources for Stewards

Throughout the years, NALC Headquarters has created many resources to assist contract enforcers with their duties representing our members on the workroom floor. This workshop will focus on the numerous manuals, guides, publications and systems designed to help assist stewards in their day-to-day role of defending the National Agreement. The class will cover the various resources available, how to access those resources, how to utilize them to learn about specific issues, and how to research ideas to defend a letter carrier's rights on a certain topic.

NALC Constitution and Bylaws/ Records Management

This workshop will be taught by Secretary-Treasurer Nicole Rhine and Assistant Secretary-Treasurer Mack Julion. The constitution and bylaws segment will provide a general overview of the *NALC Constitution*, discussion on the process for amending bylaws from the origination of a proposed change to the review by the Committee of Laws, including how to upload proposed amendments through the Members Only portal, and will also cover common problems the Committee of Laws finds when reviewing submissions. The records management segment will provide an overview of how long certain records must be maintained and will also cover what the Department of Labor expects when considering converting from paper to electronic record keeping.

Thursday afternoon

Following a Grievance from Start to Finish: Part 4

On Thursday, the class will be devoted solely to the presentation of a live mock arbitration of the case. Students will observe the union and management advocates present opening statements to the arbitra-

tor, direct and cross-examine witnesses, and offer closing arguments as they use the evidence and arguments that were developed in the case. At the conclusion of the hearing, the arbitrator will render a decision on the case. The arbitrator will explain how the evidence was developed during the processing of the case and how testimony presented at the hearing affected the result.

What You Need to Know About Sorting and Delivery Centers (repeat)

Training Opportunities for NALC Representatives

This workshop will cover the upcoming changes members will see regarding training opportunities for NALC Representatives. One part of the session will cover the steps being taken to create an online learning platform to allow NALC to deliver training to members. The workshop will explain the process being used to convert the current in-person training offered by NALC at the national level to e-learning classes members can access on their time. The delegates will learn how NALC members will be able to access the online classes once they become available. The second part of the workshop will cover the ongoing project to create a standardized Shop Steward Training program. This program, which will be available in both in-person and online formats, is a comprehensive course designed to give new and experienced NALC representatives a complete understanding of the grievance-arbitration procedure and the National Agreement. During the session, delegates will get a preview of one learning module which has already been developed pertaining to the Informal Step A.

Building Retirement Security with the Thrift Savings Plan (TSP)

A representative from the Federal Retirement Thrift Investment Board (FRTIB), the agency that manages the Thrift Savings Plan (TSP), will offer a workshop on the latest developments with the retirement savings program for federal and postal employees. In addition to

reviewing the TSP's tools available for planning and saving for retirement, the workshop will provide an update on TSP operations, describe the TSP's mutual fund window, and answer questions of TSP participants.

Communicating Our Message

This workshop will focus on how to deliver our message via the news media so that we can inform the public and politicians/policymakers about postal issues and the best policies moving forward. Getting the facts out and dispelling the myths is key to our future. NALC Director of Communications and Media Relations Philip Dine will cover various aspects of communications, including speaking to reporters for news stories and making our own voices heard through letters to the editor or commentary pieces. The topics will range from broad media strategy to practical tips on dealing with journalists.

The Effective Use of Social Media

Understanding how to effectively utilize this technology to engage NALC members is an increasingly essential tool for building and strengthening our union. Additionally, it offers a way of spreading the word to the wider public about issues that affect letter carriers. As an online-based form of communication, social media provides opportunities to reach, educate and mobilize online audiences rapidly through a variety of audio and visual formats not available through traditional print communications. This workshop will provide an overview of the knowledge and skills needed to use social media to its fullest potential in a way that provides clear, accurate information and raises awareness about important issues relevant to NALC members. Among the topics covered will be NALC's social media program, the benefits of social media, characteristics of strong social media posts, "Dos and Don'ts" of social media, and more. Whether you are an experienced social media user or someone who is just getting online, this workshop will help you better understand and use this exciting and ever-evolving method of communication.

MONDAY (8/5)	TUESDAY (8/6)	WEDNESDAY (8/7)	THURSDAY (8/8)
MORNING	MORNING	MORNING	MORNING
City Delivery <i>This class repeats on Wednesday.</i> Emergency Response Team (ERT)/Employee Assistance Program (EAP) Contract Administration Unit (CAU) <i>This class repeats on Thursday.</i> Branch Trustee Training Mutual Benefit Association (MBA) Finding Your Union Voice	NALC Health Benefit Plan and Postal Service Health Benefits Estate and Trust Planning New Employee Experience Retention and Mentoring Program Safety and Health—A Briefing on our Issues Effective Branch Communications NALC Community Services and Member Support	City Delivery <i>Same as Monday.</i> What You Need to Know About Sorting and Delivery Centers <i>This class repeats on Thursday.</i> Risk Management and Innovations FMLA 2024: Insights and Guidance for Letter Carriers and Local Leaders Amazon Delivery—Domestic & International Labor Practices Women’s Mentorship Roundtable Discussion	Dignity and Respect in the Workplace Retirement Plus—Know Your Benefits Contract Administration Unit (CAU) <i>Same as Monday.</i> The Letter Carrier Political Fund—Successful Branch Practices Research and Resources for Stewards NALC Constitution and Bylaws/Records Management
AFTERNOON	AFTERNOON	AFTERNOON	AFTERNOON
Following a Grievance from Start to Finish: Part 1 Managing Branch Finances: A Study in Basic Operations Next Generation Delivery Vehicle (NGDV) <i>This class repeats on Tuesday.</i> NALC Bargaining History and Strategies Introduction to Diversity, Equity and Inclusion Legislative and Political Update	Following a Grievance from Start to Finish: Part 2 Mail Counts and Route Inspections Under Chapter 2 of the M-39 <i>This class repeats on Wednesday.</i> Next Generation Delivery Vehicle (NGDV) <i>Same as Monday.</i> Encounters with OWCP: Claim Basics Fraud Prevention and Detection The Changing Mail Industry and USPS Delivering For America Plan	Following a Grievance from Start to Finish: Part 3 Mail Counts and Route Inspections Under Chapter 2 of the M-39 <i>Same as Tuesday.</i> OWCP: Making OWCP User/Claimant Friendly Understanding the LM-3 Strategic Planning for New Branch Leaders ‘The Revolt of the Good Guys’	Following a Grievance from Start to Finish: Part 4 What You Need to Know About Sorting and Delivery Centers <i>Same as Wednesday.</i> Training Opportunities for NALC Representatives Building Retirement Security with the Thrift Savings Plan (TSP) Communicating Our Message The Effective Use of Social Media

NALC STANDING COMMITTEES MEMBERS

Uniforms Committee

Stafford Price Jr., Br. 11
 Lisa Schleich, Br. 913
 Greg Klopfer, Br. 562
 Marc Adams, Br. 1112
 Yesenia Robles, Br. 1100

Retirement Committee

Mike Sheridan, Br. 4374
 Doug Gulley, Br. 78
 John Walsh, Br. 29
 Jo Ann Pyle, Br. 79
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 Fredric Rolando, Br. 2148
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Scholarship Committee

Larry Kania, Br. 3
 Carly Hook, Br. 1427
 Kimetra Lewis, Br. 132

Public Relations Committee

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 Karen Evans, Br. 60
 Carolyn Zorn, Br. 2200
 Eric Jackson, Br. 725
 Cory Carter, Br. 205

Convention Site Committee

Howard Komine, Br. 860
 James Korolowicz, Br. 4374

THE forever STAMP

Since 2007, the U.S. Postal Service has sold Forever Stamps, which remain usable for First-Class postage no matter how the price of stamps changes. However, these stamps aren't the only ones designed to last forever. In the past few years, a growing number of postage stamp images, featuring anything from fruit to birds to close family members, have been set in permanent ink on arms, backs, legs and other body parts by tattooists around the world.

Dario Garcia Teruel, a tattooist from San Diego, CA, told *The Postal Record* that over the last year, he has noticed that young people, especially members of Generation Z, have frequently been asking him to give them stamp tattoos.

Axiom Tattoo, where Garcia Teruel works, posted a viral TikTok video in early March that has received more than 13 million views and 1.5 million likes. In the video, each tattooist was asked, "What is a common Gen Z tattoo trend right now?" Garcia Teruel responded, "post stamps."

Stamps are one of the shop's "flash tattoos"—popular and simple designs put out on display. Garcia Teruel often takes walk-ins, and the shop is close to multiple college campuses and beaches, so he often gets clients looking for flash tattoos that they can get whenever they feel like it.

"Because it's a popular thing, when people do walk-ins, that's the thing that they gravitate toward," he said.

David C. Lane is an associate professor for the Department of Criminal Justice Sciences at Illinois State University. He has authored one book on tattooing, *The Other End of the Needle: Continuity and Change among Tattoo Workers*, and has written chapters in two other books about tattooing. In addition, he has taught courses on the culture of tattooing.

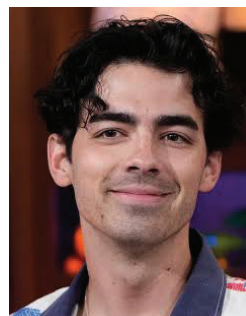
As Lane sees it, postage stamp tattoos are a fad.

"There's always an immediate enthusiasm for fads, but that enthusiasm often wears off, and as I look back at the history of tattooing, this stamping is probably one of those," he said in an interview with *The Postal Record*.

Lane said the difference between tattooing fads and other types of fads is that this type of fad stays, as tattoos are permanent.

"They're staying with people, so even when the enthusiasm wears off, it's going to be a distinct marker of a particular generation's body over time," he said.

Similar fads have occurred with other generations, Lane said, as with members of Generation X getting nautical star tattoos in the late '90s and early 2000s.



Joe Jonas (l) has a tattoo to honor his grandfather (above).



Ronan Bridges's blue jay stamp tattoo



Some of the stamp tattoos that Garcia Teruel has created



“We look back now, and you can clearly date that everyone who has them is now in their 40s,” Lane said.

However, unlike in the '90s, Gen Z has access to more information, and it has that access more quickly, with social media sites at their fingertips. Garcia Teruel said he often gets clients who walk in and show him things from social media, especially from Pinterest.

“The tattoo scene, in terms of consuming tattoos, has really changed with the internet, and it’s both good and bad,” Lane said. “It’s good that people have more information, but it seems like these fads are quicker to take form and shape in the sense that somebody finds an image on Pinterest and then it gets shared a bunch of times, and all of a sudden a bunch of people are getting very similar tattoos.”

Garcia Teruel’s typical tattoo is known as “ignorant style,” meaning black simplistic lines and shapes, like a doodle. This style has become popular over recent years, a phenomenon that Lane attributes to the availability and increased popularity of at-home tattooing kits. Most amateur tattooists have not undergone the extensive training and apprenticeship that professional tattooists do, so it is easier for amateurs to create simplistic designs, like stamp tattoos.

For example, Ronan Bridges, a government contractor from Fairfax, VA, has been tattooing himself for four years. He has 32 tattoos, almost all of which he has given himself. “I always drew on myself as a kid and I figured, ‘Why not?’” Bridges said. One of his tattoos is a black ink postage stamp containing a blue jay with “JAY” underneath it, a tribute to his father, James, whose nicknames are “bird” and “jay.”

“With my tattoos, I try and make my body into a scrapbook of things that are special to me,” he said. “I have a very soft spot for my dad, so I thought of getting some sort of blue jay to think of him.”

Bridges added that he doesn’t talk to his dad much anymore and, “if we did, it would really only be through letters and stuff like that.”

He chose to add the stamp specifically because “I’ve always really liked postage stamps; like, when I was a kid, I thought they were just fun stickers that you bought at the post office.”

Stamp tattoos’ popularity has been exhibited on celebrities’ bodies, as well. For example, Emma Chamberlain—a YouTube content creator, coffee business owner and podcaster—has a postage stamp tattoo on her left arm. The tattoo features simple depictions of a pine tree and a horseshoe inside a stamp shape with perforated edges.

Although Chamberlain has not said anything publicly about the stamp tattoo specifically, she has given a bit of insight on why she has her 11 tattoos. On her left arm are tattoos mainly in honor of her mother and on her right arm are tattoos mainly in honor of her father.

“They represent impactful moments in my life, mainly in regards to my parents,” she said in an episode of her “Anything Goes” podcast.

Another celebrity is Joe Jonas, one of the members of pop band the Jonas Brothers. He got a stamp tattoo of his grandfather, PaPa Miller, which he posted on Instagram with the simple caption, “For PaPa Miller. Thank you @mr.k_tattoo.” The stamp depicts a young photo of his grandfather in a frame with a horse crest and a box

Emma Chamberlain (l) has a stamp tattoo of a tree and a horseshoe.



Olivia Alonso (r) with her father (l) and grandfather in his garden in Florida. To celebrate her family, she got the tattoo below.



underneath with the word “PaPa” in cursive and a date.

The Jonas brother’s tattoo incorporates many elements within one tattoo—another reason that Garcia Teruel says postage stamp tattoos pique clients’ interest. Stamps can have multiple elements—such as a subject, text, a price, a country, perforated edges, and a date or a year. This allows for a lot of freedom and personalization in a single tattoo.

Garcia Teruel has noticed that many people get stamp tattoos of places where they have lived or visited. Lane recognized this trend, too.

“People would go places and get a tattoo and come back and they’d always remember like, ‘Oh yeah, I had that trip,’” he said.

He also said that “people send mail and collect stamps historically as a way to sort of document their life journey.”

Olivia Alonso, an Architectural Design and Construction Technology student in Fort Myers, FL, got just such a tattoo last year after visiting Paris. As she walked through the city, she saw many postcards in the shops, and the idea of getting a stamp tattoo started to appeal to her.

Her tattoo depicts an orange slice, a branch, a leaf and a price of 20 cents.

“I chose to get the postage stamp because it signifies the beauty in travel,” she said. “Outside of our day-to-day, there are new places waiting to be explored and new opportunities.”

But the subject of her stamp hits much closer to home. Alonso is from Florida, where oranges are among the most common fruit, and she grew up partaking of fresh fruit and vegetables from her grandparents’ garden.

Her grandparents made many sacrifices so that their family could



immigrate to the United States, so it was important for her to include an orange in her tattoo to honor them. Alonso also included the number 20 because she got the tattoo the spring she turned 20 years old.

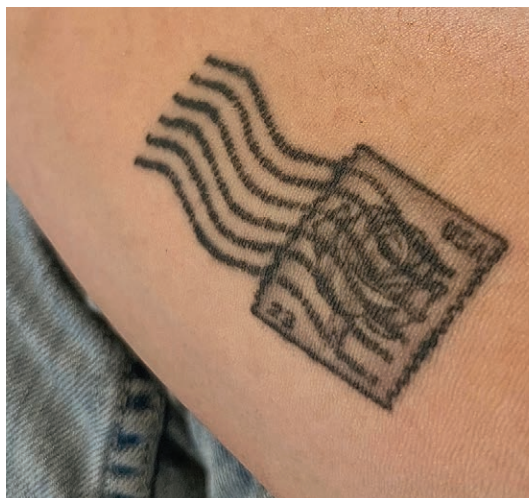
Katy Jo Turner, a St. Paul, MN, resident who works in social services, got a postage stamp tattoo in honor of a loved one. She brought the tattooist a letter that she had received from her friend to model it after.

She had met that friend, Hailey Rose, during their college days. After they graduated and moved to separate states, they corresponded with each other by mail.

“Our letter writing brought us so much closer,” Turner said. “There’s something about writing and sending and receiving letters that is just so much more intimate, and you ask and answer different questions that you never typically ask friends.”

Upon Hailey Rose’s death in 2023, Turner got a stamp tattoo depicting a rose on her arm, so every day she is reminded of her dear friend. When she was alive, her friend would get a tattoo on all her milestone birthdays, so Turner said it was the perfect thing to do to honor her friend’s memory.

“On her birthday, after she passed away, I got this tattoo in honor of her,” Turner said. “The number on the stamp is 23 in my tattoo because her birthday was Nov. 23.” **PR**



Katy Jo Turner’s stamp tattoo in remembrance of her friend Hailey Rose

Leaving no members behind



**Paul
Barner**

Currently, there are 1,608 branches that form the National Association of Letter Carriers. The members who make up those branches are the heart and soul of NALC and should expect quality representation regardless of branch size or dynamics.

Branches are where NALC members get information about local and national issues, voice their opinions, meet regularly and coordinate union activities. Each branch is run entirely by letter carriers and relies heavily on volunteer union activists who give their time to help fellow carriers and at times do good work in the community.

“Branches are where NALC members get information about local and national issues, voice their opinions, meet regularly and coordinate union activities. Each branch is run entirely by letter carriers and relies heavily on volunteer union activists who give their time to help fellow carriers and at times do good work in the community.”

Some branches around the country require assistance providing member representation. There are many factors that may contribute to this need, and as a result, merging resources with another branch is often the best answer. The merger of two functioning branches is a voluntary procedure. The requirements for effecting a merger of branches can be found in Article 2, Section 3 of the *NALC Constitution*. Both branches must vote to approve a proposed merger agreement by setting forth the details of the merger. After the vote is approved, an application signed by the president and secretary of each branch must then be submitted to the national president of the NALC for approval.

Apart from the merger process, there are separate procedures that can result in the transfer of active

members to another branch. For example, on occasion reports are received that a branch has ceased to function and is not capable of fully representing its members. A branch could be declared defunct if it is not presently functioning as an NALC branch and appears incapable of representing the letter carriers in their own home office.

Typically, in such situations there are no officers or stewards and there have been no meetings for an extended period of time. In such circumstances, the membership of the letter carriers in these non-functioning branches is transferred to another functioning branch nearby. Prior to this determination, the national business agent (NBA) from the respective region will contact functioning branches located near the non-functioning branch. The goal is to determine whether the branches are able to take over responsibility for representing the letter carriers in need. Before a decision is made, the current views of the branch membership as well as alternative solutions are researched. Once the NBA has identified a branch that would accept the letter carriers for the branch in need, a meeting to discuss all the issues that have been raised is necessary.

Branches considered non-functioning are given an opportunity to object to the proposed transfer. The proposed transfer is held for 30 days to give each member an opportunity to submit any objections or additional comments.

Many branches do an outstanding job representing their membership, and it does not go unnoticed. Continually running an effective branch is a difficult task that takes a lot of work, and help is not always easy to come by; combining resources is not always a bad idea. Always keep in mind that the union is “U,” and every member counts when building a strong house.

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 their military service and membership in NALC.

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

We are one



James D. Henry

I am humbled, grateful and honored to continue to meet the obligation and have the privilege to serve my union brothers and sisters as the NALC vice president.

I began my career as a letter carrier in Pomona, CA, on Feb. 22, 1988, after completing my initial active-duty enlistment in the United States Marine Corps, from which I retired after 22 years as a gunnery sergeant. I've been a proud dues-paying member for more than 36 years. I've been very fortunate to come from a lineage of great leaders, which has only enhanced my natural desire to serve as our brothers and sisters' keeper. I've been

blessed to gain extensive experience and represent carriers in an array of positions throughout my career.

I firmly believe that the very essence of a union is to unify, i.e., join together, become one force. In order to achieve that end, its members must be willing and able to see each other as one in the same cause. This sometimes necessitates validating your convictions by fighting for your rights, and for each other. Theodore Roosevelt once said, "The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs and comes short again and again, who knows the great enthusiasms, the great devotions, and spends himself in a worthy cause; who at best, knows the triumph of achievement; and who at worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat."

The NALC as an organization has epitomized being the "keepers of its brothers and sisters." Every negotiated contract, political endorsement and executive decision has been made with the fundamental principle of ensuring that there is a worthwhile job, not only for past and present letter carriers, but for those yet to be born. It's simple, because we have been in the "arena" fighting and standing up for one another; we have known victory. If we expect to have a work environment that is aligned with the philosophy of "one for all and all for one" at our worksites, we as individuals must be in the "arena." I commit to all of you that I will be in the "arena," fighting for you and fighting with you!

I strongly believe that "the best ability is dependability." The profile of a courageous person is doing the right thing because it is right under an unpopular atmosphere or circumstance. It may be difficult to stand up in an adversarial atmosphere between labor and management, but we must be that profile of courage, trustworthy and reliable. We must be able to depend on each other. I commit to you, as your vice president, that you can depend on me to employ my teachings as a Marine of "esprit de corps," to have your backs like vertebrates!

"Our duty to one another is to be of help, stand together, lift one another up and cultivate our camaraderie as letter carriers."

Seemingly, today's work environment is such that we must be vigilant and be willing to give witness to what we observe occurring to one another. The level of hostility exhibited by management, the unreasonable demands placed upon carriers, and management's attitude of indifference toward carriers' safety is unacceptable. It appears that not even an effort is made by management to provide a harmonious and safe work environment for letter carriers. One would think that such a basic and reasonable expectation would be inherently provided, since it's a right and not a privilege.

Our duty to one another is to be of help, stand together, lift one another up and cultivate our camaraderie as letter carriers. We should strive to be so close as union brothers and sisters that one can't fall without the other. This is not wishful thinking. Rather, it is a necessity for our union to remain strong!

My desire is not that of self-aggrandizement, but for the advancement of the NALC agenda and ultimately the membership. My interest is that of service in all sincerity. Notwithstanding the goal of justice for all, this moment for me serves as a clarion call, an opportunity to offer my experience to carriers who may be experiencing challenges and or problems. Therefore, I will faithfully continue the work begun by my predecessors. I look forward to the mission ahead and being in further service to the NALC and the membership.

Remember, we can surmount any difficulty when we act in concert and exhibit the spirit of "One for all, and all for one!"

Boston bound



**Nicole
Rhine**

As you know, the 73rd Biennial Convention of the NALC will be held this August in Boston.

What you may not know is that ever since our founding meeting held in Milwaukee in August of 1889, NALC members have met in national convention to set the policy and direction of the national union. The first national convention also was held in Boston in 1890 and, at the time, NALC's conventions were held on an annual basis. It wasn't until 1903 that the convention went to a biennial format.

In 1946, NALC went to even-numbered years for the biennial convention. The 1946 convention was held in Detroit and was three years after

the 1943 convention held in Denver. As you may have already guessed, the NALC skipped one year during World War II.

Biennial conventions have been held every two years from the 1946 convention in Detroit to the 2018 convention in Detroit, until the 2020 convention had to be canceled because of the COVID-19 pandemic.

This will be the fourth time that the national convention has been held in Boston, which—in addition to the first national convention—hosted national conventions in 1968 (the 46th biennial convention) and 2008 (the 66th biennial convention).

I can attest that lots of folks at Headquarters and at Branch 34 in Boston, the convention's host branch, have been working hard for many months to put together the convention.

I want to remind all delegates of a few important items concerning the national convention:

Registration: The registration procedure at the national convention will be the same format as the last three conventions. As was reported in the Convention Call sent to all branches and state associations last fall, all delegates will be required to register individually. All delegates will also be required to show a photo ID when they register.

Registration of delegates will be held on the Exhibit Level of the Boston Convention and Exhibition Center (BCEC) on Saturday, Aug. 3, from noon to 5 p.m.; Sunday, Aug. 4, from 9 a.m. to 5 p.m. and Monday, Aug. 5, from 8 a.m. to 10 a.m. There will be signs at the Boston Convention and Exhibition Center directing you to the registration area.

As has been the practice in the past, once the registra-

tion area closes on Monday, delegates still can register at the NALC Headquarters office located in the BCEC.

Delegates: Delegates are reminded that the credential cards sent to branch secretaries must be signed by both the branch president and branch secretary before being presented at registration. Delegate-at-large credential cards must be signed by the state president and state secretary before being presented at registration.

Branch secretaries (or another branch officer if the secretary is not attending the convention) should bring their delegate eligibility list and any correspondence related to delegate registration with them to the convention.

Alternate delegates who replace registered delegates need to bring their letters of authorization to be presented at registration. Under the *NALC Constitution*, before an alternate delegate is registered as a replacement, written evidence must be presented stating that the duly elected delegate they are replacing is unable to attend the convention.

Article 4, Section 3 of the *NALC Constitution* reads in part:

An alternate delegate before being admitted to the National Convention shall present either their certificate of election or written evidence from the Secretary of their Branch, or from the delegate for whom they are elected alternate, that the elected delegate is unable to attend the meeting of the National Association.

Convention sessions: Business sessions of the national convention are scheduled at the BCEC from 10 a.m. to 3 p.m. Monday through Thursday and then 8 a.m. to noon on Friday.

Workshops: Workshops are held at the BCEC from 7:30 a.m. to 9 a.m. Monday through Thursday prior to the business sessions and from 3:15 p.m. to 4:45 p.m. Monday through Thursday after the business sessions. (A full list of workshops begins on page 25.)

Metal detectors: The BCEC requires everyone entering the facility to pass through metal detectors. While the convention center's Evolv Express scanners will allow most attendees to enter without removing their bags, a separate check may be deemed necessary by security personnel. Delegates are encouraged to plan ahead and build in extra time for this process.

General wisdom: If this will be your first national convention, welcome! You should know that most delegates dress casually. But be aware that it can sometimes get cold on the convention floor and in workshops—so you may want to bring along a light jacket, sweatshirt or sweater. Also, seasoned delegates will tell you to wear comfortable shoes, as you will do a lot of walking.

Peer to peer



**Mack I.
Julion**

Like many of you, my journey to becoming a city letter carrier and eventually a union representative was unintentional. When I left high school, I wanted to be an accountant. But I left college, because it was not a good fit at that time. After a series of jobs to support my family, I became interested in helping others who struggled with addiction to alcohol and other drugs. This led me to go back to school to get a degree in mental health/addiction studies and to get certified by the state of Illinois as an addiction counselor. But the stark reality was that my family

was growing, and a social service job was not enough. Then I hit the lottery—I was offered a career job by the United States Postal Service to become a city letter carrier. So much for that other vocation I loved.

Eventually, I began to really like my job as a mailman. Despite postal management, I appreciated the compensation package, the sense of satisfaction I get from serving our customers and the relationships I developed with my co-workers. When I decided to take on the extra responsibility of being a union representative, I never considered that the things I learned as a counselor would intersect with my responsibilities for the union, but as a steward, it did. You’ve heard it said that you never know what someone else is going through, but as a steward, we usually do. We get to know more than we want to at times. So, when something traumatic happened within my unit, my skills as a counselor were useful.

As postal employees, our workplace can make us a tightly knit group. We are *like* family because we usually spend more time at work than with our families. And with any family, what happens to one can affect all. During my tenure as president in Chicago, I was always sensitive to the issues that could affect the members, whether it was the death of a co-worker (on or off duty), the robbery or assault of a letter carrier, and even COVID-19, I wanted to make sure that the needs of the members were being met. During the pandemic, I went station to station whenever a member contracted

the virus. I wanted to make sure that the carriers were informed, and local management was adhering to their obligations, both legally and contractually. We never shut down our offices because our motto was that we were essential to the *essentials*!

What I discovered in most of these situations is that letter carriers are very good at rallying around each other. So, when President Renfro asked if I would be interested in working with Director of Safety and Health Manny Peralta on a new initiative to create an Emergency Response Team (ERT), I was all in. Brian was aware of my background in addiction and mental health, and thought this would be a perfect fit.

The concept of an ERT is to address the mental and emotional needs of our members when faced with a traumatic situation. I understood the intent of the United Steelworkers when they put their program together, but how would that work in the Postal Service? We already have an Employee Assistance Program (EAP) and we are certainly not trying to replace that, but it could be augmented with ERT, if done correctly. I thought it could be especially useful in those places that do not have the branch resources to do what they need to in times of trouble.

“The concept of an ERT is to address the mental and emotional needs of our members when faced with a traumatic situation.”

I also knew that there would be no shortage of good people to train for this initiative, because this is something that we as letter carriers already do. Much like a family, we react to the needs of our brothers and sisters. And although we have EAP, it just hits different when we are assisted by our own. When I was counseling, I learned that the success of the 12-step program, which is used in addiction and other self-help situations, relies on the assistance of the participants helping each other. It is said that the “therapeutic value of one alcoholic/addict helping another is without parallel, because an alcoholic or addict can best understand and help another.” That is also true with letter carriers. Peer to peer, us helping each other, is without parallel. We get each other.

Informed Facility/TV monitors



Christopher Jackson

In the November 2023 edition of *The Postal Record*, I discussed an initiative the Postal Service implemented at several delivery units across the country called Informed Facility. Under this initiative, USPS uses TV monitors to openly display a slideshow containing real-time carrier performance data on the workroom floor. The data is updated periodically and the information streams constantly.

Since becoming aware of Informed Facility, I have held meetings with USPS and expressed my concerns regarding the data being displayed on the monitors.

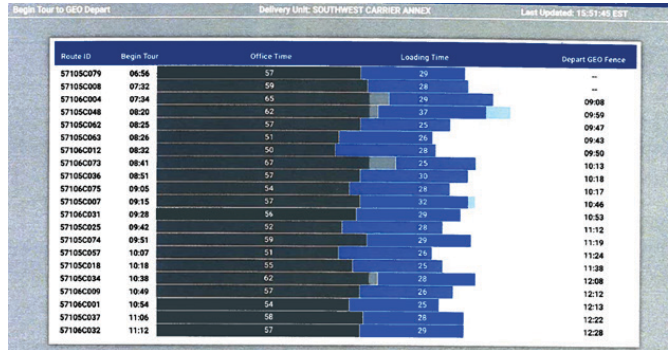
Specifically, my concerns have been related to slides titled “Facility Route Status,” “AM Office to 60 minutes” and “GEO Return to End Tour.” Ultimately, USPS decided to move forward with its implementation of the program despite my concerns. As a result, NALC developed a grievance starter and distributed it to all regional offices with the direction to address Informed Facility through the grievance process.

In May, USPS provided “updated” examples from the slideshow to be displayed as part of the Informed Facility program. In this month’s article, I will share the latest information that NALC has received from USPS regarding Informed Facility, and I will detail the updated slides to familiarize the membership.

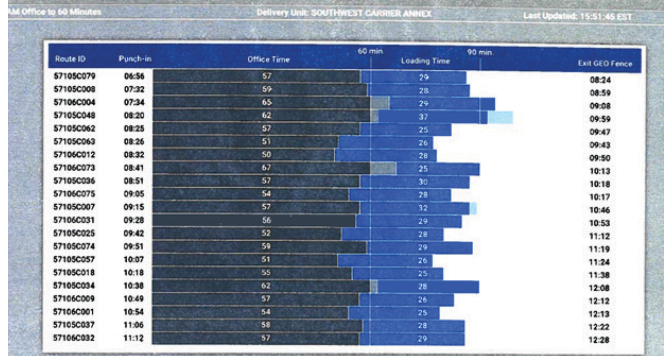
Begin Tour to GEO Depart: The “Begin Tour to GEO Depart” slide displays the time each assigned carrier began their tour, then uses colors to display how much time a carrier spent in the office and loading their vehicle. A black bar represents how much time a carrier is spending in the office. If a carrier spends more than 60 minutes on office time, the bar switches to gray to reflect that additional time. A blue bar represents how much time a carrier spends loading their vehicle. If the carrier spends more than 30 minutes loading their vehicle, the bar switches to a lighter shade of blue. The amount of time a carrier spends in each section is quantified in minutes and shown within the associated bars.

The slide also displays the time each carrier breaks the GEO fence of the unit when departing for their assignment.

Current slide:

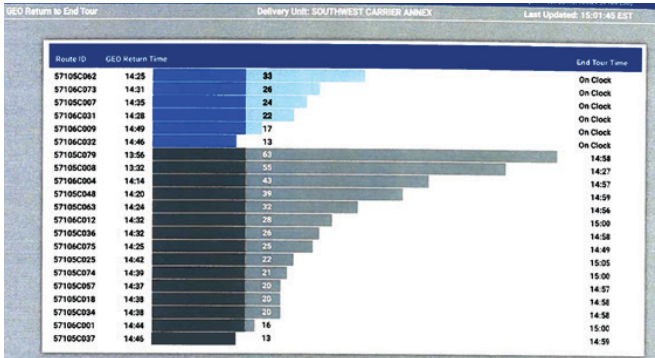


Previous slide: The previous version of this slide was titled “AM Office to 60 Minutes.” The earlier slide also included “60 min.” and “90 min.” annotations.

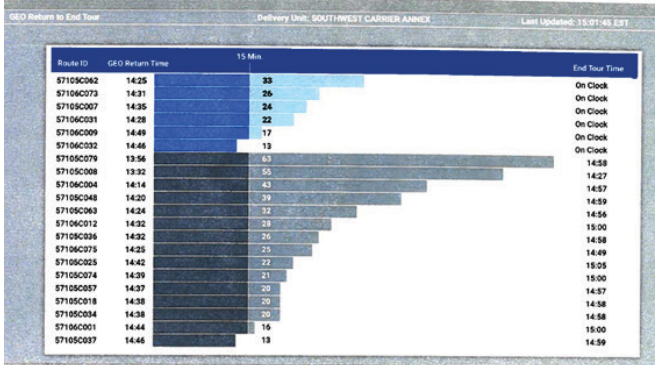


GEO Return to End Tour: The “GEO Return to End Tour” slide relies on the GPS capability of the carrier’s scanner to display what time a carrier entered the geofence of the delivery station when returning from their assignment. The slide then details how much time the carrier takes to end their tour. The “GEO Return Time” column uses colors to annotate how much time a carrier takes. The initial 15 minutes that a carrier spends after entering the geofence is highlighted in either black or a dark shade of blue. Blue is used to identify carriers who are still on the clock, while black is used to identify carriers who have ended their tour. The colors change when a carrier has not ended their tour within 15 minutes. A carrier who is on the clock at the time the slide is shown is highlighted in a lighter shade of blue, while a carrier who has ended their tour is highlighted in gray. The amount of time spent within the geofence is quantified in minutes and shown within each bar.

Current slide:



Previous slide: The previous version of this slide included a “15 Min.” annotation.



To be clear, when local management is relying on a computerized time projection tool, or any other time projection concept, to establish the 60-minute Office Time, 30-minute Loading Time or 15-minute GEO Return Time shown in these slides as work standards, it is a violation of our contract.

Informed Facility is in conflict with settlement agreement M-00853, as it fails to comply with language regarding the inappropriate notation of a carrier’s leaving and returning times. Moreover, local management must adhere to section 131.4 of *Handbook M-41*, which details the letter carrier’s daily reporting requirements, settlement M-01444 and Section 242.332 of *Handbook M-39*, which explains that:

No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier’s failure to meet office standards.

See your shop steward and request that a grievance be filed every day that management is showing the Informed Facility slides on TV monitors in your office. For more details regarding the Informed Facility initiative, read my columns in the November 2023 and April 2024 editions of *The Postal Record*.

When an active letter carrier dies...

- Notify the employee’s immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee’s retirement system, as well as the claim for death benefits—Federal Employees’ Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier’s NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC’s Mutual Benefit Association (MBA), call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.



The Protect Our Letter Carriers Act



Manuel L. Peralta Jr.

Last month I opened a discussion on the subject of assisting our injured letter carriers.

The specifics of my column were directed at the carriers who are assaulted/held up and what type of care is available to assist them with recovery from the traumatic injury they may have suffered.

As I write this month's column, I am attending the New Hampshire state convention and training. The training (violations of the 12/60 work-hour limit) was presented by Regional Administrative Assistant (RAA) Kenneth Janulewicz, and the briefing on Region's 14 activities was given by National Business Agent (NBA) Rick DiCecca.

The *NALC Constitution* identifies the state association's responsibilities as:

...The objects of this Association are to assist the National Association of Letter Carriers in maintaining a more perfect organization and improving the Postal Service; to organize all letter carriers within the State; and to guide and direct all activities relating to legislation within the State...

We covered the newest legislation affecting letter carriers.

The Protect Our Letter Carriers Act (H.R. 7629) was introduced in the House of Representatives on March 13. This bill requires or authorizes certain actions related to the U.S. Postal Service. The bill requires the Department of Justice to appoint an assistant U.S. attorney in each judicial district to coordinate and supervise the investigation and prosecution of various crimes related to postal services (for example, assault on a Postal Service employee, breaking into a post office, or obstruction of mails). The bill also requires the U.S. Sentencing Commission to amend sentencing guidelines to provide that the assault or robbery of a postal employee shall be treated the same as the assault of a law enforcement officer. Additionally, the bill authorizes appropriations for the USPS to install high-security collection boxes and replace older versions of the universal mailbox key with electronic versions. There are 89 co-sponsors—74 Democrats and 15 Republicans.

Rep. Chris Pappas (D-NH) joined the delegation after lunch and spoke briefly about the issues involving letter carriers. He was very well informed and able to address our issues without notes, having been educated by the

New Hampshire NALC delegation. Each state's delegation needs to educate their congressional delegation. Rep. Pappas has signed on to this important bill.

That is what we do under the umbrella of the state association. This legislation deserves attention. Your life may depend on it, so get involved.

On a personal note, I want to take a moment to pay tribute to Brian Farris, former NALC director of city delivery from 1986 through 1993. Brian passed away in May.

Brian was the Region 1 NBA in 1979 when I hired into the Post Office. I became active with Branch 1100 toward the end of my probation and was invited to attend steward training before being appointed as a steward.

In August of 1980, I met Brian at the branch meeting following the 1980 national convention. He gave a brief update on that convention and our union responsibilities. In his talk, he came across with passion and anger.

In early 1981, I was asked to meet with him based on what he heard about me. We met for lunch and spent the rest of the afternoon talking about our union. He shared that we need to get the youth involved as early as possible. We need to make room for them at the table and to guide them, coach them and make them successful.

In 1986, Brian was elected to the office of director of city delivery and on to Washington he went.

In December of 2006, I met with Brian again, in preparation for being installed as the Region 1 NBA and we reflected on that meeting 25 years earlier. Many of us would not be where we are if not for what Brian taught us, although we might have selected a different lesson plan.

After returning from DC, I invited Brian to join my RAAs and I for dinner at my home. The photo above shows Bryant Almario, Brian Farris, me and Brian Voigt. Every time I spoke to one of them, they all answered.

Brian, thank you for all you did to contribute to the NALC and for mentoring, which you always did your way.

As an add-on to last month's column, we have been asked what should we do if we cannot find a doctor or licensed clinical psychologist to treat a psychological injury. Step 1 should be to reach out to your branch Office of Workers' Compensation Programs (OWCP) representative to seek help. If necessary, then contact your NBA's office to speak with the OWCP representative to explore what they can do to assist you. While you are exploring this, check with your family physician to see whom they might recommend to treat you. Remember to read Coby Jones's column, which I referenced last month.

Keep an eye on each other and protect your co-workers.

Medicare Part B Special Enrollment Period



**Dan
Toth**

The Postal Service Reform Act of 2022 did several things. One important component was the integration of Medicare with the Federal Employees Health Benefits (FEHB) Program. This integration is what created the Postal Service Health Benefits (PSHB) Program, a subset of FEHB. Because of this transition into PSHB, eligible annuitants have an opportunity to enroll in Medicare Part B through a Special Enrollment Period (SEP) without being subject to any late enrollment penalties.

The SEP is available only to Postal Service annuitants and their covered family members who are entitled to Medicare Part A but not currently enrolled in Part B. Eligible retirees should have received a mailing from the USPS along with enrollment instructions. The SEP is currently open and will end on Sep. 30, 2024.

Medicare Part B helps cover medical services, such as doctors' visits, ambulance services, durable medical equipment, and mental health care, to name a few. The advantage of enrolling in Part B along with PSHB is coordination of benefits. When you have more than one insurance plan covering the same benefits, one plan normally pays its benefits in full as the primary, and the other plan pays a reduced benefit as the secondary payor. For annuitants, Medicare is the primary payer. This coordination may result in your PSHB plan waiving its copayments, coinsurance and deductibles for Part B services. Some services might not be covered, or only partially covered by your PSHB, but still covered by Part B.

Typically, one needs to enroll in Part B at age 65 during a seven-month Initial Enrollment Period, or after age 65 if still employed and covered by an employer group health plan. Those who choose not to enroll in Part B during their Initial Enrollment Period generally forgo Part B for the rest of their lives. This is because Part B has a late-enrollment penalty. The late-enrollment penalty is an additional 10 percent premium for each year you could have signed up but did not. That means if someone waited five years until they enrolled in Part B, the late penalty would be an extra 50 percent. It doesn't take long for this penalty to make the premium unaffordable for most (or simply a bad deal).

Fortunately, this SEP allows enrollment in Part B without being subject to the late enrollment penalty. For those affected annuitants, this can be a tremendous opportunity.

To enroll in Part B through the SEP, annuitants should complete the special form included in the letter mailed to eligible annuitants from the USPS. After the form is completed, it should be mailed in the pre-addressed envelope also provided. Be mindful that envelopes postmarked after Sep. 30 will not be accepted. If you are eligible for the SEP and did not receive the mailing or have questions, call the PSHB Navigator Help Line at 822-712-7742. Questions about enrollment should be directed to SSA at 800-772-1213 (TTY 800-325-0778).

If you enroll during the SEP but decide you made a mistake, you can request a cancellation from the SSA prior to the effective date of Jan. 1, 2025. If you request to terminate Part B after Jan. 1, 2025, you will no longer be eligible for the PSHB program unless a Part B exception applies.

If an eligible annuitant does not enroll during the SEP, they may enroll during the General Enrollment Period from Jan. 1 through March 31 of each year, or during another applicable enrollment period. However, they might have to pay the late-enrollment penalty.

Of course, the downside to Part B is that it isn't free. The standard premium for 2024 is \$174.40 per month, and the premium can change each year. Changes in the premium are mainly due to projected increases in health care spending.

Deciding whether to enroll in Part B is a personal choice. Each person will need to review their health plan and see how it interacts with Part B. Some plans, such as the NALC Health Benefit Plan (HBP), provide multiple options to enhance the integration of Medicare. In particular, the NALC High Option Plan—Aetna Medicare Advantage offers extra value with \$0 deductibles, prescription drug copays as low as \$0, and a \$75 monthly Medicare Part B premium reduction. Another High Option Plan choice is the SilverScript Prescription Drug Plan, which combines Medicare Part D prescription drug coverage. If you are enrolled in SilverScript and Medicare, you may be eligible to receive up to \$600 of Part B premium reimbursement per enrollee. These options put money back in your pocket.

To learn more, head to the NALC HBP website at nalcbbp.org and look for the 2025 plans and benefits when that information becomes available.

Eligible annuitants should carefully consider this one-time opportunity to enroll in Part B without being subject to the late-enrollment penalty.

MBA term life policies



**James W.
“Jim” Yates**

Last month I wrote about the Mutual Benefit Association’s (MBAs) whole life policies. The MBA also offers four term life insurance policies to city letter carriers who are NALC members, and their families. Term life insurance policies offer affordable insurance protection over a defined period of time.

Term life insurance policies are designed to be a low-cost option compared to whole life insurance. They do not build a cash value that may be borrowed against in the same way as MBA’s Whole Life products.

The MBA’s Term Life Insurance is offered in either a five-, 10- or 20-year term, or Term to Age 65. Each plan of insurance provides the protection and convenience of having life insurance at a reasonable cost. As with our whole life insurance, our term policies are available for the NALC member, their spouse, children, step-children, grandchildren, step-grandchildren, great-grandchildren, step-great-grandchildren and even the parents of the NALC member. The proposed insured at the time of purchase must be between the ages of 17 and 70 for the 10-year term and between 17 and 60 for the other three options. Insurance on any one individual can be up to \$100,000.

The 5-Year Renewable and Convertible Term Life plan provides insurance protection for a period of five years as long as premiums are paid on the policy. After each five-year term, the policy owner can choose to renew for an additional five-year term without providing evidence of insurability or taking a medical exam. The premium will re-rate at the time of renewal based on the insured’s current age (premiums will generally increase). The policy is renewable until the age of 80.

The 10-Year Renewable and Convertible Term Life plan provides insurance protection for a period of 10 years as long as premiums are paid on the policy. After each 10-year term expires, the policy owner may choose to renew the policy for an additional 10-year term. As with the five-year policy, the insured can renew the policy without providing evidence of insur-

ability or taking a medical exam. The premium will re-rate at the time of renewal based on the insured’s current age. The policy is also renewable until the age of 80.

Coverage for both the five- and 10-year plans terminate on the policy anniversary date after the insured’s 80th birthday.

The 20-Year Term Life plan offers insurance protection for a period of 20 years. The premium rate is based on the current age of the proposed insured and the amount of life insurance coverage. The premium rate will never increase over the entire 20-year period. As long as the premiums are paid on the policy, the insured is guaranteed life insurance for a period of 20 years. At the expiration of the 20-year term, the policy owner will have to reapply if they would like another 20-year term.

The Term to Age 65 plan offers insurance protection until the insured reaches age 65. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65, as long as the premiums are paid on the policy. Like the 20-year term, the premium rate is based on the current age of the proposed insured and the amount of insurance desired. The premium rate will never increase during the lifetime of the policy. This plan of term insurance is especially valuable to those individuals who will not need additional insurance during their retirement years.

All four term life options are convertible to whole life insurance policies until the insured reaches the age of 65 without providing evidence of insurability or taking a medical exam. Premium rates will change to a whole life premium at the insured’s current age at the time of conversion. The face value of the new whole life policy cannot be greater than the existing term policy.

For more information about the term policies offered by the MBA, including rates and applications, please see the MBA website at nalc.org/mba. When filling out an application, please make sure that you circle the type of policy that you want and indicate the amount of coverage desired. Florida, South Dakota and California residents, please make sure you use the application specific for your state.

You can also call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time.

The Postal Service Health Benefits program and convention information



**Stephanie
Stewart**

It's hard to believe that two years have passed since the Postal Service Reform Act of 2022. (H.R. 3076) was signed into law. On Jan. 1, 2025, all letter carriers—active and retired—will become part of a historical event that will change health care for all postal employees.

From Medicare integration for future retirees, to the Medicare Special Enrollment Period for those eligible, to the overall changes we will soon see within the Federal Employees Health Benefits (FEHB) program with the addition of the new Postal Service Health Benefits (PSHB) program,

this is a significant event. Naturally, people don't like change—but in this case, we must all remember the reason for these changes is to provide financial and operational stability to the United States Postal Service.

Three of the most frequently asked questions I get are: How will I select a plan in the PSHB? What will the benefits for each plan entail? And what will my monthly premiums cost?

It's in my nature to seek answers if I don't have them, but in this case, I can answer only with the information that is available at the time of my writing this article.

Currently, the Office of Personnel Management is developing a new enrollment platform that will be used by all postal employees, active and retired, but further information on the enrollment process has not been released. As for when to expect postal plan benefits and rates, this information is typically released in October. All information for FEHB and PSHB plans will be released on the same timeline as in previous years.

As we previously posted on our website, the NALC Health Benefit Plan has been conditionally approved to participate in the PSHB program, and I assure you that we are diligently working behind the scenes to make this transition as seamless as we can for our members. We have made it a priority to provide more updates as soon as they are approved for release.

Open Season will kick off Nov. 11 and end Dec. 9, 2024.

73rd NALC Biennial Convention

Once again, the NALC Health Benefit Plan is excited to host a booth at the upcoming national convention in

Boston, MA. If you're attending the convention, please stop by and meet HBP staff, and representatives from CVS Health, Cigna, Optum, Hinge Health, Hello Heart and Health Equity. This is a great opportunity to learn more about programs specifically designed with the letter carrier in mind.

Our pharmacy benefit manager, CVS Caremark®, is a leader in the health care industry, offering more than 66,000 retail pharmacies through the NALC CareSelect Network. Through this partnership, meeting our members' prescription needs is a top priority, and we strive to offer affordable medication with convenient filling possibilities.

As always, we encourage our members to use the Cigna HealthCare Open Access Plus (OAP) Network to obtain the Plan's network benefits. With a large national presence for network access, the OAP network offers more than 10,000 general acute care hospitals, 25,000 facilities and 4.5 million specialists and primary care physicians. If you are not sure whether your provider is in the network, or you would like to nominate a provider, make sure to stop by and speak with a Cigna employee.

OptumHealthSM Behavioral Solutions is a nationally recognized leader specializing in providing behavioral health care and substance use disorder services. The OptumHealth Behavioral Solutions network consists of 3,796 in-network facilities in more than 8,800 locations nationwide and 363,148 clinicians.

Joining us for the first time at a national convention is Hello Heart, a program established in 2023 that is used for remote care of cardiac conditions and that is available at no cost to our members. If you have not heard about this program, please make sure to stop by the booth. Staff are ready to speak with you, help you enroll, or simply assist with additional details.

Hinge Health, our musculoskeletal program, offers a convenient way to help you overcome back and joint pain, avoid surgeries, and reduce medication usage—all from the comfort of your home. With this program receiving positive feedback from our membership, I truly believe you will want to connect with a team member to learn more.

And lastly, HealthEquity enables members to easily access their Medicare Reimbursement Account. This program is for those annuitant members who are enrolled in Medicare B and the SilverScript Employer Prescription Drug Plan. Don't let \$600 slip through your fingers without learning more.

We can't wait to see you in Boston.

Contract Administration Unit

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

Route inspections

On May 31, 2024, the Memorandum of Understanding (MOU) Re: Extension of the Technology Integrated Alternate Route Evaluation and Adjustment Process 2022-2023 (TIAREAP) expired. With the expiration of this agreement, in September, we will see the return of traditional route count and inspections. The rules governing the evaluation and adjustment of city delivery routes are found in Chapter 2 of *Handbook M-39, Management of Delivery Services* and Chapter 9 of *Handbook M-41, City Delivery Carriers Duties and Responsibilities*. The provisions contained in these USPS handbooks are enforceable through the grievance procedure via Article 19 of the National Agreement. In addition to these provisions, a number of national-level settlements and MOUs also are applicable and enforceable. Copies of national-level settlements and MOUs pertaining to route inspections and adjustments can be found in NALC's Materials Reference System at nalc.org/mrs.

This article will explain some of the basic principles of route inspections and the Postal Service's responsibilities before and during the mail count. Keep in mind, Chapter 2 of the *M-39* prohibits management from using mail volume or route data from the months of June, July, August and December in the formal route evaluation and adjustment process. Future articles will explain this in detail along with the route inspection and adjustment procedures.

Basic principles

Section 242.122 of the *M-39* establishes the goal of route inspections and adjustments is ensuring that all regular routes are as close to eight hours as possible:

242.122 The proper adjustment of carrier routes means an equitable and feasible division of the work among all of the carrier routes assigned to the office. All regular routes should consist of as nearly 8 hours daily work as possible.

Along the same lines, Section 911.2 of the *M-41* states:

911.2 The count of mail is used to gather and evaluate data to adjust routes fairly and equitably to insure that the workload for each route will be as near as possible to an 8-hour workday for the carrier.

Before the inspection

Prior to determining whether routes need to be inspected, management is required to conduct a unit and route review. The results of these reviews must be shared with the local union and the regular carriers

serving the route as stated in relevant part in Section 211.1 of the *M-39*:

211.1 In order to achieve and maintain an appropriate daily workload for delivery units and routes, management will make at least annual route and unit reviews consisting of an analysis of items listed in section 214, and workhours, volumes, and possible deliveries. Items listed in section 213 may also be utilized in the review. These reviews will be utilized to verify adjustments which have been taken by management, or need to be taken by management, in order to maintain efficient service. The results of the review will be shared with the local NALC President, or designee, and the regular letter carrier(s) serving the route(s) that require adjustment.

If the Postal Service determines the need to conduct a route count and inspection following these reviews, it is required to issue two separate notices.

Under Section 211.2 of the *M-39*, management must determine the week of inspection and notify the local union:

211.2 The period selected for the mail count and route inspections should be determined as far in advance as possible, and the local union should be notified of this schedule. If it is necessary to change the period, the local union should be notified of the revised schedule as far in advance as practicable.

Management is required to post a schedule listing the day each route will be inspected. The day of inspection is the day a manager will count the route's mail and accompany the carrier on the street. This notice must be posted at least five working days prior to the beginning of the inspection in accordance with Section 215.1 of the *M-39*:

215.1 A notice must be posted at the delivery unit in advance of the scheduled mail counts and route inspections, showing the beginning date of the count for each route and the day and date each route is scheduled for inspection. This notice must be posted at least 5 working days before the start of the count period. If a decision is made to inspect on days other than the scheduled date, 1 day's advance notice must be given.

Letter carriers may be required to start early on certain days in order to count mail. Section 215.2 of the *M-39* requires management to post the schedule of starting times:

215.2 Not later than the Wednesday preceding the count week, carrier schedules shall be posted for those routes requiring an earlier starting time to count the mail.

Prior to beginning the mail count, management has an obligation to train letter carriers on the proper procedure for counting mail and completing the PS Form 1838-C, Carrier's Count Mail-Letter Carrier Routes

Worksheet, as each letter carrier will fill out the form during the week of inspection, except for the day of inspection as explained in detail below. This “dry run” training must be conducted within 21 days of the beginning of the count week. Section 217 of the *M-39* outlines the procedures for this training:

217 Dry-Run Count

217.1 A review of the count procedures will be made within 21 days prior to the start of the count and route inspection to teach the carrier how to accurately complete count forms (1838-C and 1838-A) during the period of count and inspection. An actual count of mail or recording of time used will not be kept on the day the dry run is made.

217.2 The sample dry-run count items, forms, and completion instruction must be furnished each carrier concerned in time to allow for completion and review prior to start of the period of count and inspection (see exhibits 217.2 (p. 1, 2, and 3)). Overtime or auxiliary assistance should not be used for the completion of the dry run. Therefore, a lighter volume day should be selected. Use only the appropriate data (EPM/Non-EPM) for the unit being inspected.

217.3 An instruction period should be held following the issuance of the dry-run materials but before the completion of the dry-run exercise.

217.4 The carrier must be furnished a sample list of mail-count items and time-used items. The carrier must enter these items on a dry-run form. A manager must review each completed dry-run form for accuracy, error, and omissions, and they must be discussed and explained to the carrier. When necessary, the manager may require a second completion of the form to assure that the carrier is thoroughly familiar with completing the form to be used.

During the mail count

Section 221.11 of the *M-39* covers the schedule of days to be used for the count. Please note that Saturday is excluded from consideration for routes with abbreviated or no delivery on Saturday. Section 221.11 states:

221.11 The count of mail on all letter delivery routes, regular and auxiliary, must be for 6 consecutive delivery days on one-trip routes and for 5 consecutive delivery days, exclusive of Saturday, on two-trip routes or one-trip routes with abbreviated or no delivery on Saturday. It is not mandatory that mail counts begin on Saturday and continue through Friday so long as they are made on consecutive delivery days.

As stated above, each letter carrier will complete the PS Form 1838-C each day except for the day of inspection; however, the carrier has the right to verify management’s count. Section 221.131 of the *M-39* states in pertinent part:

221.131 The carrier should count and record the mail every day except on the day of inspection when the mail must be counted and recorded by a manager. On one or more days during the count week, each route will be inspected by a manager. When management performs the mail count the carrier serving the route, upon request, may verify the mail count.

This right to verification applies to the entire mail count, as agreed to in the national-level settlement in case number H4N-5T-C42333 dated July 8, 1987 (M-00814), which states in pertinent part:

Normally, a spot verification of the mail volume is adequate to determine the mail count is accurate. However, the parties agree that based on the intent of Section 221.131 of the *M-39 Handbook*, the carrier may, upon request, verify the entire mail count.

Generally, each route will be inspected on one day during the process; however, management may conduct up to three days of inspection. If a route is inspected on more than one day, the manager will complete the form on only one of these days. The parties agreed to this in the MOU Re: Multiple Days of Inspection (M-01777), which states in relevant part:

Local management will, if it determines it necessary when scheduling an inspection to inspect on more than one day, inspect on no more than three days during the week of count and inspection. If local management elects to inspect on two or three days during the week of count and inspection, local management will be responsible for completion of the 1838-C one of the days. The letter carrier will count the mail and complete the 1838-C on the other days of inspection.

The requirement to perform the count and complete the form applies to both the regular and replacement carrier, as stated in Section 221.132 of the *M-39*:

221.132 Replacement carriers assigned to regular, full-, and part-time routes must count the mail and enter the data on the prescribed forms in the same way as the full-time carrier.

Available resources

Union representatives should familiarize themselves with Chapter 2 of the *M-39* and Chapter 9 of the *M-41* to gain a better understanding of the route count and inspection process. These handbooks, as well as additional resources, are available on the NALC website. They include the 2018 *NALC Guide to Route Inspections and the NALC Route Protection Program*, available at nalc.org/workplace-issues/city-delivery/route-adjustments. Past Contract Talk articles pertaining to these issues are available at nalc.org/workplace-issues/resources/nalc-publications.

Medical evidence and OWCP, Part 10

What the attending physician should understand in responding to medical reports from OWCP-directed exams (continued)



Regional Workers' Compensation Assistant Coby Jones

This column concludes the discussion on providing guidance to the injured worker and their attending physician on how to effectively respond to adverse SECOP (second opinion) reports.

After the claims examiner (CE) considers and weighs the comprehensiveness of the medical history and the thoroughness of the reasoning and rationalization in a medical report, the next criterion that CEs follow in weighing one medical report against another is to look at the

credentials and expertise of the physicians who authored the reports. According to the Employees' Compensation Appeals Board (ECAB), a physician's qualifications might have a bearing on the probative value of their opinion.¹

The *FECA Procedure Manual (FECA PM) 2-0810.6(a).3* sets up a hierarchy, giving weight to credentials and expertise:

- 1. Specialist vs. non-specialist:** “[T]he opinions of physicians who have training and experience in a specialized medical field have greater probative value concerning medical questions pertaining to that field than the opinions of other physicians.” For example, many letter carrier injuries involve muscles, tendons, bones and joints. In such injuries, the opinion from an orthopedic surgeon would have greater probative value than that of a family practitioner, all other things being equal.
- 2. Board certification:** OWCP will give the opinion of a board-certified specialist in the relevant medical field more probative value than the opinion of a non-board-certified specialist. Most medical specialties have boards that certify practitioners in that specialty. For example, the American Board of Orthopaedic Surgery (ABOS) would be the board that certifies specialists to treat injuries mentioned above. Each specialty board establishes certification programs with qualifying standards of medical training and practice that ensure the quality of care that its certified members provide. Boards also often have additional certification programs in subspecialties. The ABOS, for example, offers a subspecialty certificate in the orthopedic surgery of the hand.
- 3. Board-certified specialist of professorial rank or acknowledged expert:** OWCP may also give additional weight to the opinion of a board-certified professor in a medical school or a published board-certified expert in the appropriate field.

Because almost all SECOPs used by OWCP are board certified in the appropriate field, it would be in the interest of the injured worker to find a physician to respond to the SECOP's report whose level of expertise and qualifications are at least at the level of the SECOP, if not higher.

After the CE weighs the expertise and qualification of the physician writing the report, the next criterion they consider is whether that physician has enough knowledge about the injured employee to arrive at a sound medical opinion. *FECA PM 2-0810.6(a).4* states:

A comprehensive report is one which reflects that all testing and analysis necessary to support the physician's final conclusions were performed. Generally, greater probative value is given to a medical opinion based on an actual examination. An opinion based on a cursory or incomplete examination will have less value compared to an opinion based on a more complete evaluation... Other things being equal, the probative value of an opinion increases when the physician reports specific detailed findings, based on a full and careful physical examination, x-ray studies, and appropriate laboratory and clinical tests. Opinions not supported by medical findings, or otherwise indicative of cursory examinations, carry little weight compared to opinions based on detailed examinations and findings.

Note that this criterion overlaps significantly with the second criterion of giving weight to a report that is well reasoned and rationalized. While one might assume that this criterion should give weight to the attending physician who has seen and treated the injured worker many times more than the SECOP, unfortunately this is not the case. *FECA PM 2-0810.6(a).4* states:

In cases where the medical issue is the current extent of disability, the well-reasoned opinion of a well-qualified specialist who examined the claimant only once can weigh as heavily as, or even heavier than, that of a non-specialist who has seen the claimant regularly over time. If the specialist was provided with the appropriate medical records contained in the case as well as the Statement of Accepted Facts (SOAF), he or she will have a sufficient history to render a well-reasoned opinion regarding the extent of disability following his or her examination of the claimant.

The final criterion found at *FECA PM 2-0810.6(a).5* that CEs apply when weighing medical evidence is whether or not the medical opinion is speculative or equivocal. As noted in my September 2023 column, OWCP finds terms such as “could,” “may” or “might be” indicative that a medical report is equivocal, speculative or conjectural, and thus insufficient to be given “probative value.” While the attending physician should always follow their best medical judgment, they should avoid such terms if at all possible.

1. Lee R. Newberry, 34 ECAB 1294, 1299 (1983)

July 2024 Branch Challenge

It is time for the second NALC MDA Branch Challenge of 2024! From July 1 to July 31, NALC branches can join the challenge by sending in any offline income raised so far this year, having an event in July, or hosting an online fundraising campaign. NALC branches already are registered on the MDA/NALC website. Find your branch page at mda.donordrive.com/event/NALC2024. This will be your branch's online hub for the entire year to raise money online, host events, and track all offline donations/checks, too!

The 2024 July Branch Challenge will continue to fundraise around MDA Summer Camp. There has been a significant increase in the cost for MDA to send kids to camp in the summer of 2024, and we still need letter carriers' help to ensure that each child who wants to attend MDA Summer Camp has a spot:

- \$3,000 is the average cost for one camper to attend MDA Summer Camp.
- \$1,000 is the cost of providing durable medical equipment rentals for a camp location.

Does your branch want to help give children “the best week of the year” at MDA Summer Camp? Branches that raise \$3,000 in July will be awarded prizes and recognition via email and social media.

If the challenge raises \$100,000, NALC will cover the equivalent cost for 33 kids to attend camp this summer. We can do this together. Please reach out at any time with questions or for assistance.

MDA mailing address: Sending in checks or money orders? Be sure to use the NALC Allocation Form and send to:

Convention raffle info:



Muscular Dystrophy Association
Attn: NALC
P.O. Box 7410354
Chicago, IL 60674-0354

Also, do not forget to send NALC copies of the form and checks so your branch gets the correct credit.

MDA outreach: MDA is making a huge effort to reach out to as many NALC branches as possible over the next couple of months by phone, email and now by text. Some of you received a Memorial Day text from MDA, but for those who didn't, be on the lookout for others about the July Branch Challenge and about engagement opportunities in the coming weeks. Update your contact info so that we have an email address and mobile number for the president and/or MDA coordinator of your branch.

Connect with MDA: Please contact MDA with questions, for help with fundraising, or to confirm we have contact information for your branch. You can reach MDA at 312-392-1100 or nalc@mdausa.org.

Below is a list of sponsor days for July and August 2024 MDA Summer Camps.

—Christina Vela Davidson

Session Name	Major Metro Area	Facility City	Facility State	Sponsor Day Date
CA - Apple Canyon Center - Camp Ronald McDonald for Good Times	San Diego	Mountain Center	California	TBD
CA - Grizzly Creek Ranch - Sierra Nevada Journeys	Reno	Portola	California	Tuesday, Aug. 6
CA - Painted Turtle	Los Angeles	Lake Hughes	California	Monday, July 8
FL - Florida Elks Camp	Orlando	Umatilla	Florida	Thursday, Aug. 1
IL - Timber Pointe Outdoor Center	Bloomington-Normal	Hudson	Illinois	Tuesday, July 30
IN - Bradford Woods	Indianapolis	Martinsville	Indiana	Wednesday, July 3
ME - Pine Tree Camp	Portland	Rome	Maine	Friday, Aug. 9
NJ - Happiness is Camping	NYC	Hardwick	New Jersey	Tuesday, Aug. 20
PA - Variety Club Camp	Philadelphia	Worcester	Pennsylvania	Tuesday, Aug. 6
PR - Alberque Olimpico	Puerto Rico	Salinas	Puerto Rico	Wednesday, July 17
SC - Camp Cole	Columbia	Eastover	South Carolina	Tuesday, July 30
TX - Camp for All	Houston	Burton	Texas	Wednesday, Aug. 7

State Summaries

California

I've written about this before, but the issue continues to come up when I teach the academy class. Why should I stick it out as a letter carrier? We have a pending contract, whether negotiated or arbitrated, in which I expect new hires to receive a substantial wage increase. But in the meantime, \$19.33 an hour to start doesn't sound so great, does it?

But as a career postal employee, you get raises and benefits that most workers don't get. You get, among other benefits:

- A defined pension
- Yearly raises and cost-of-living adjustments
- Health insurance (and you have options)
- Life insurance under the Federal Employees Group Life Insurance system
- Union representation with a collective-bargaining agreement
- A 401(k) (Thrift Savings Plan) with a dollar-for-dollar match if you put in 5 percent
- Uniform allowance each year on your anniversary date
- Up to 75 percent of your base salary if injured on the job
- Annual leave of 13, 20 or 26 days per year, depending on years of career federal service
- Sick leave, which can be used for personal illness, medical/dental/optical appointments and includes a yearly 80 hours of sick leave for dependent care entitlement for your spouse and children
- Eleven paid holidays if you are a regular
- A legislative program in which a letter carrier is assigned to each representative and educates them on our issues
- Overtime after eight hours and penalty overtime after 10 hours of work
- A steady paycheck (because we're off-budget, we always get paid in the event of a government shutdown)
- Access to pre-taxed flexible spending accounts in which you set aside money for medical expenses

So, before you consider jumping ship to McDonald's or Chipotle, think about the benefits you'll miss out on.

Eric Ellis

Florida

On Friday, May 17, and Saturday, May 18, the FSALC held a two-day seminar for contract and legislative training. The contract training was conducted by NBA Eddie Davidson and the RAAs. The legislative training was conducted by Eileen Ford, legislative assistant to the president. On Sunday, May 19, there was a retirement seminar conducted by Gerald Lonnegan, Region 9 retirement specialist.

More notes of interest from the history of the FSALC: The Singing Mailmen of Miami was formed in 1954. They became nationally recognized, appearing on "Ted Mack and The Original Amateur Hour," "The Bob Poole Show" and "The Mitch Miller Show." They performed for various civic functions and

conventions in Miami. They did a 4,000-mile "Good Will Tour" by chartered bus and performed in the governor's office in Tallahassee and in cities of Jacksonville; Atlanta; Greenville; Charleston; Buffalo; Toronto, Canada; New York; Philadelphia; and Baltimore. They also did a command performance in the postmaster general's office in Washington, DC, singing "The Men With the U.S. Mail." They performed at the 1960 FSALC convention and at various venues during the 1964 NALC convention in Miami.

The Open Air St. Petersburg Letter Carriers Bicycle Drill Team was established in the late 1930s. This team performed during local Christmas parades and other civic functions. They also performed in the opening parades that the NALC conventions used to have on Sundays preceding the convention. They used Schwinn cycle trucks adapted specifically for the Postal Service. For many years, Schwinn provided the team with new cycles specifically for their drill team and shipped them to and from the conventions by rail. We have pictures of the team performing in the parade at the 1954 NALC convention in Cleveland.

O.D. Elliott

Indiana

Most believe that education starts at home. How can we assume that one's home is in an atmosphere where education is healthy and a priority? How can we assume that one has/had a home in general? Is this when public education becomes the only atmosphere to learn? What about in our work environments? Do you as a veteran carrier or a veteran leader cultivate and procreate an atmosphere where education is healthy and a priority? Tuition is putting education out of reach. According to *Forbes*, the cost of college tuition increased 4.5 percent every year over a 40-year period. Those who want an education usually cannot afford it without scholarships and other programs.

Does Congress support an atmosphere where education is healthy and a priority? They will say that they do. According to states' book ban laws, including our own, Congress might soon be challenged with a federal book ban law. Do not ignore the actions of our Congress. Educate yourself in their actions, and start with letter carrier issues listed by our national office. Hold Congress accountable with emails, letters, visits and phone calls.

For those longing to educate themselves and descendants of an NALC member, NALC has several scholarship opportunities. The national office has two scholarships, Indiana State Association has one scholarship, and my branch has one scholarship. These scholarships are investments for the future of NALC, hopefully helping to cultivate and procreate a union atmosphere in their perspective fields. The 42nd POTUS stated that "if we want to invest in the (success) of our nation, we must invest in the education of our children so that their talents may be fully employed."

Next year's high school graduates should not wait. They should not hesitate to start

working to earn these NALC scholarships.

Kieaunta Roberson

Kentucky

While the summer of 2024 has Bluegrass State NALC members active in their branches as we pursue our legislative/political goals, your state association is looking forward to our next state convention in 2025. It is scheduled to be in Bowling Green June 8-9, 2025. That is a Sunday-Monday two-day event. Branch 468 President Ben Abrams and his officers are looking at some hotels in the Bowling Green area, and are putting in the work to make it a success. So please save those dates, as we will visit the fastest-growing city in the commonwealth.

Remember during this second half of 2024 to "Take Action" on the NALC website. It can be easy to contact your U.S. representatives and U.S. senators, as well as contribute to LCPF, our NALC PAC. All six Kentucky representatives are up for election in the fall on Nov. 5. We should continue to push Congress to back our NALC legislation. Call the U.S. rep where you live or use the electronic devices. Active carriers should do this off the clock and out of uniform, per Hatch Act restrictions. *The Postal Record* always has information about bills that we like and key talking points. President Renfro usually includes info in his article. The Legislative Department has all the resources you need to quickly make your voice heard. We support all who support us, regardless of party!

Bob McNulty

Michigan

Greetings from Michigan. Happy Independence Day, brothers and sisters, from the MISALC. Less than four weeks remain until the primaries and less than four weeks until the start of early voting here in the Great Lakes State. Sixteen years ago, the mantra was, "If like your health care, you can keep it..." Maybe this year's should be, "If you like your freedom, you can keep it..."

Notice

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.



The Wisconsin State Association of Letter Carriers held its state convention in Green Bay in May. WSALC officers posed at Lambeau Stadium (top) and guest speaker Green Bay Packers safety Benny Sapp III met with Wisconsin MDA ambassadors Josh and Holly Szymczak.

The Senate seat here in Michigan is open and up for grabs, and it should be a barn burner. We are no closer to knowing who the GOP will nominate for this seat.

If you're wondering which GOP congressional seats could be close, see which Republicans are supporting us—it's often a good indicator if they're trying to work with us.

We had a few great events in early June for our newer members in metro Detroit and sponsored a statewide baseball fundraiser in Lansing at the end of the month. Hope to be able to report more on these next month.

June came in pretty good, but July is set up for a scorcher. Keep cool and stay safe out there; your most important delivery is getting yourself home the same way you left each day.

John Serwach

Tennessee

Hello, brothers and sisters! Unionism is a fraternity among fellow brothers and sisters who spend more time working together than they do at home. This environment creates such a bonding that we come to work to relax, make money and complete the mission, but we go home to work.

Over a period of years, we have accidents and illnesses that affect our relationships. Invariably these situations can lead to death. A death of an active carrier is managed more expeditiously than a death of a retiree. Normally, when an active carrier dies, management will post a letter on the clock notifying all stations of the death. The branch president will be among the first notified. The chaplain will also be notified to provide additional spiritual support. Stations where the deceased worked will normally start a collection, and some carriers will make it a point to attend the service to pay respects to their fallen comrade.

Retirees are another story. Quite a few times, the branch is not made aware of a retiree's death unless someone sees it in the local obituary section, or the widow/widower calls the branch seeking guidance on where and how to report the death. The first step is report it to Office of Personnel Management (OPM) at 888-767-6738 or via an email (see servicesonline.opm.gov). So, if you hear of any death involving a retiree, please contact your steward, secretary and/or your president, who will get the ball rolling and notify the branch chaplain.

Some branches have bylaws addressing what to do in case of the death of an active or retired carrier, such as delivery of flowers and/or a Bible presentation to the relatives of the deceased.

In closing, let's take care of each other! Union strong!

Tony Rodriguez

Utah

The 2025 Utah state biennial convention will take place April 4-5 in St. George, as elected by the delegates at the 2023 convention. The contract has been finalized with the Hilton Garden Inn at 1731 S. Convention Center Drive, St. George.

If you are a letter carrier in Utah, please plan on attending. So much great training and information is disseminated at the state convention.

Elections for all executive council positions take place every other year at the convention, including in 2025. Letters have gone out to all branch presidents in Utah, with more information to follow.

Please begin thinking about a letter carrier

you know who goes above and beyond for their customers, their workplace and the union, and nominate them for Utah's Letter Carrier of the Year. Details on how to do so will be posted on the state association Facebook page.

Kimberly Mortensen

Wisconsin

The WSALC held its 71st biennial convention May 17-18, 2024, at the historic Lambeau Field!

I want to send my thanks and appreciation to the membership of Tittletown Branch 619 in Green Bay for the outstanding job at the WSALC convention. Your hard work, countless hours and efforts did not go unnoticed. This state convention will be talked about for years to come, as you are the first branch to hold the convention at a professional NFL stadium. Congratulations, Tittletown 619!

Thank you to NALC Secretary-Treasurer Nicole Rhine, Legislative and Political Organizer Anthony Mitchell and NBA Patrick Johnson for joining us and for your updates and assistance this weekend. Besides handling state business, there were several guest speakers; among them was Benny Sapp III, #48 Green Bay Packer at safety. Mr. Sapp joined us for our special guests Josh and Holly Szymczak, Wisconsin's MDA ambassadors. Josh and Holly are siblings who are afflicted with limb girdle muscular dystrophy.

Together we raised \$3,750. Thank you WSALC MDA team, Darius Holmes and Louis O'Neal III, for your hard work, efforts and dedication to this great cause. The golf outing raised \$1,000 for MDA. Congratulations to the scramble champions—you are the team to beat at the WSALC 72nd state convention in 2026 held in Fond Du Lac!

Dawn M. Ahnen

NALC Member App

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

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 and plaques

Carl M. Brenner	Central FL	Br. 1091
Clifford R. Eckart	Oak Brook, IL	Br. 825
Robert B. Hoem	Oak Brook, IL	Br. 825
Francis G. Harris	High Point, NC	Br. 936

70-year pins and plaques

Daniel B. Waibel	Wilmington, DE	Br. 191
Ronald P. Novak	Oak Brook, IL	Br. 825
Charles F. Leyh	Baltimore, MD	Br. 176
Charles A. Babineau	Boston, MA	Br. 34
Louis Durant Jr.	Worcester, MA	Br. 12
Leonard J. Wiczorek	Detroit, MI	Br. 1
Edward J. Svoboda	LongIsland Mgd., NY	Br. 6000
Roger F. Hottenstein	Fostoria, OH	Br. 279
John T. Fiegel	Racine, WI	Br. 436

65-year pins

George C. Fischbach	Wilmington, DE	Br. 191
Richard V. Schiavi	Wilmington, DE	Br. 191
Daniel B. Waibel	Wilmington, DE	Br. 191
Richard H. Haralson	Macon, GA	Br. 270
Joseph J. Alfe	Oak Brook, IL	Br. 825
Kenneth J. Endler	Oak Brook, IL	Br. 825
Wayne L. Fitzsimmons	Oak Brook, IL	Br. 825
James L. Haag	Oak Brook, IL	Br. 825
Ray E. Hoef	Oak Brook, IL	Br. 825
John P. Jones	Oak Brook, IL	Br. 825
Franklin J. Montgomery	Oak Brook, IL	Br. 825
James R. Sances	Oak Brook, IL	Br. 825
Jack B. Thurlwell	Oak Brook, IL	Br. 825
Jerome J. Ukrin	Oak Brook, IL	Br. 825
Frederick P. Wheeler	Oak Brook, IL	Br. 825
James A. Berling	Northern KY	Br. 374
Henry C. Gripshover	Northern KY	Br. 374
Thomas A. Kearns	Northern KY	Br. 374
Daniel B. Trame	Northern KY	Br. 374
James E. Boone	Baltimore, MD	Br. 176
Richard N. Hawver	Baltimore, MD	Br. 176
Burton J. Hemelt	Baltimore, MD	Br. 176
Joseph L. Portera	Baltimore, MD	Br. 176
William J. Szumanski Sr.	Detroit, MI	Br. 1
Thomas N. Tucker	Detroit, MI	Br. 1
Paul G. Yantus	Detroit, MI	Br. 1
Joseph J. Zacharias	Detroit, MI	Br. 1
Carmine Paolini	Flushing, NY	Br. 294
Dan C. Parente	Flushing, NY	Br. 294
Louis C. Schmitt	Flushing, NY	Br. 294
Edward J. Svoboda	LongIsland Mgd., NY	Br. 6000
William L. Smith	High Point, NC	Br. 936
Donald L. Staton	High Point, NC	Br. 936
Gary E. Goins	Hamilton, OH	Br. 426
Lewis W. Kardos	Charlottesville, VA	Br. 518

60-year pins

Ronald D. Haass	Wilmington, DE	Br. 191
Edward W. Lang	Wilmington, DE	Br. 191

Leonard E. McCartney Sr.	Wilmington, DE	Br. 191
Daniel B. Waibel	Wilmington, DE	Br. 191
James O. White	Wilmington, DE	Br. 191
John P. Williams	Wilmington, DE	Br. 191
Robert A. Andrews	Oak Brook, IL	Br. 825
Warren E. Boteler	Oak Brook, IL	Br. 825
Laurence H. Bruck	Oak Brook, IL	Br. 825
Edward R. Canady Jr.	Oak Brook, IL	Br. 825
John W. Dietrich	Oak Brook, IL	Br. 825
Gordon A. Dluhos	Oak Brook, IL	Br. 825
Edwin H. Fredricks	Oak Brook, IL	Br. 825
Daniel E. Hickey	Oak Brook, IL	Br. 825
Thomas R. Janda	Oak Brook, IL	Br. 825
Jackie D. Jarrell	Oak Brook, IL	Br. 825
Alfred J. Lamar	Oak Brook, IL	Br. 825
Richard A. Ney	Oak Brook, IL	Br. 825
Melvin L. Nix	Oak Brook, IL	Br. 825
Salvatore Occhipinti	Oak Brook, IL	Br. 825
David P. Oelert	Oak Brook, IL	Br. 825
Jack C. Orbell	Oak Brook, IL	Br. 825
Donald J. Orszula	Oak Brook, IL	Br. 825
Frederick J. Pienkos	Oak Brook, IL	Br. 825
Anthony J. Quattrochi	Oak Brook, IL	Br. 825
Jeremiah J. Reidy	Oak Brook, IL	Br. 825
Richard R. Schwarze	Oak Brook, IL	Br. 825
Albert R. Scott	Oak Brook, IL	Br. 825
Joseph D. Siefert	Oak Brook, IL	Br. 825
Kent J. Thompson	Oak Brook, IL	Br. 825
Nelson H. Markesbery	Northern KY	Br. 374
Gary L. Smart	Northern KY	Br. 374
David A. Lacaze	Alexandria, LA	Br. 932
Joseph T. Adam	Baltimore, MD	Br. 176
Gerald E. Brown	Baltimore, MD	Br. 176
Loy H. Creighton	Baltimore, MD	Br. 176
Bernard D. Fischer Jr.	Baltimore, MD	Br. 176
James R. Fultz Jr.	Baltimore, MD	Br. 176
Clyde D. Lyles	Baltimore, MD	Br. 176
Gerard F. Novak	Baltimore, MD	Br. 176
Joseph L. Zang	Baltimore, MD	Br. 176
Larry Mills	Flushing, NY	Br. 294
John T. Strong	LongIsland Mgd., NY	Br. 6000
Edward J. Svoboda	LongIsland Mgd., NY	Br. 6000
Anthony R. Tommasulo	LongIsland Mgd., NY	Br. 6000
William R. Yates	LongIsland Mgd., NY	Br. 6000
James J. Brennan	Yonkers, NY	Br. 387
Francis L. Coughlin	Yonkers, NY	Br. 387
William J. Morrissey	Yonkers, NY	Br. 387
George D. Powers	Yonkers, NY	Br. 387
J. R. Boyd	High Point, NC	Br. 936
Donald R. Dorsett	High Point, NC	Br. 936
Donald L. Staton	High Point, NC	Br. 936
Ervin D. Carter	Hamilton, OH	Br. 426
James L. Kohler	Lima, OH	Br. 105
Herbert N. Lanker Jr.	Lima, OH	Br. 105
Stephen R. Miller	Lima, OH	Br. 105
Glenn W. Scheufler	Lima, OH	Br. 105
Louis E. Elmer	Pasadena, TX	Br. 3867
Nolan S. Jones	Pasadena, TX	Br. 3867

John W. Miller	Charlottesville, VA	Br. 518
Willie E. Williams	Charlottesville, VA	Br. 518

55-year pins

Nelson Weber	Van Nuys, CA	Br. 2462
Richard J. Andrade	New Haven, CT	Br. 19
Albert A. Annunziata	New Haven, CT	Br. 19
Anthony P. Bellucci	New Haven, CT	Br. 19
Matthew A. Berardesca	New Haven, CT	Br. 19
Albert Capone	New Haven, CT	Br. 19
Clifford H. Cox	New Haven, CT	Br. 19
Louis M. Ferraro	New Haven, CT	Br. 19
Francis A. Gargano	New Haven, CT	Br. 19
Gabriel M. Gargano Jr.	New Haven, CT	Br. 19
Eugene H. Houston	New Haven, CT	Br. 19
Philip W. Kasperzyk	New Haven, CT	Br. 19
Earl F. Korngiebel Jr.	New Haven, CT	Br. 19
Bohdan Kozin	New Haven, CT	Br. 19
Roger J. Laroche	New Haven, CT	Br. 19
Anthony J. Martone	New Haven, CT	Br. 19
Salvatore D. Piccolo	New Haven, CT	Br. 19
J. E. Prokop	New Haven, CT	Br. 19
Vincent J. Sarsfield Jr.	New Haven, CT	Br. 19
Daniel T. Watson	New Haven, CT	Br. 19
Forrest D. Brownlowe	Wilmington, DE	Br. 191
James J. King	Wilmington, DE	Br. 191
Dennis L. Meixell	Wilmington, DE	Br. 191
Orlando Roman	Wilmington, DE	Br. 191
Leon J. Rostocki	Wilmington, DE	Br. 191
Thomas E. Webb	Wilmington, DE	Br. 191
Ellison Davison	Macon, GA	Br. 270
Lewis J. Gary	Macon, GA	Br. 270
Don T. Griggs	Macon, GA	Br. 270
James B. Lucas Jr.	Macon, GA	Br. 270
Jesse L. Miller	Macon, GA	Br. 270
Elijah Pointer	Macon, GA	Br. 270
Charles W. Spillers	Macon, GA	Br. 270
Larry A. Stephens	Macon, GA	Br. 270
Oliver Ware	Macon, GA	Br. 270
Robert D. Wright	Macon, GA	Br. 270
Arthur B. Wyatt Jr.	Macon, GA	Br. 270
James E. Broniec	Belleville, IL	Br. 155
Alan W. Stoecklin	Belleville, IL	Br. 155
Steven J. Amidei	Oak Brook, IL	Br. 825
Joseph S. Andrusyk	Oak Brook, IL	Br. 825
Carl M. Ano	Oak Brook, IL	Br. 825
Tina A. Antonson	Oak Brook, IL	Br. 825
William L. Baronti	Oak Brook, IL	Br. 825
Donald P. Barrett	Oak Brook, IL	Br. 825
John A. Bertone	Oak Brook, IL	Br. 825
Howard E. Biesterfeld	Oak Brook, IL	Br. 825
James M. Blalock	Oak Brook, IL	Br. 825
Thomas L. Bowman	Oak Brook, IL	Br. 825
Robert J. Brunson Jr.	Oak Brook, IL	Br. 825
Wallace W. Burkhardt	Oak Brook, IL	Br. 825
Peter W. Cahill	Oak Brook, IL	Br. 825
Lloyd E. Card	Oak Brook, IL	Br. 825
Nick F. Casaletto	Oak Brook, IL	Br. 825
Samuel Corapi	Oak Brook, IL	Br. 825
Lawrence F. Crone	Oak Brook, IL	Br. 825

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

Bernard W. Curran	Oak Brook, IL	Br. 825	Geo F. Vienna	Oak Brook, IL	Br. 825	Michael C. Zihal	Long Island City, NY	Br. 357
Henry L. Czyzewski	Oak Brook, IL	Br. 825	Lance W. Volk	Oak Brook, IL	Br. 825	John A. Pielack	Long Island Mgd., NY	Br. 6000
Lawrance A. Davis	Oak Brook, IL	Br. 825	Edward J. Wardach	Oak Brook, IL	Br. 825	Patrick A. Stines	Long Island Mgd., NY	Br. 6000
Kenneth A. DiIulio	Oak Brook, IL	Br. 825	Joseph B. Weber Jr.	Oak Brook, IL	Br. 825	R. E. Stubing	Long Island Mgd., NY	Br. 6000
Lawrence N. Dullinger	Oak Brook, IL	Br. 825	Maureen A. Wehrs	Oak Brook, IL	Br. 825	John S. Suppa	Long Island Mgd., NY	Br. 6000
Wayne H. Dworski	Oak Brook, IL	Br. 825	Mary E. Wernick	Oak Brook, IL	Br. 825	Edward J. Svoboda	Long Island Mgd., NY	Br. 6000
Dale E. Eppers	Oak Brook, IL	Br. 825	Harold U. White	Oak Brook, IL	Br. 825	James A. Trimble	Long Island Mgd., NY	Br. 6000
John M. Fischer	Oak Brook, IL	Br. 825	Arthur A. Williams	Oak Brook, IL	Br. 825	G. C. Tuttle	Long Island Mgd., NY	Br. 6000
Robert A. Fosse	Oak Brook, IL	Br. 825	James J. Wleklinski	Oak Brook, IL	Br. 825	R. A. White	Long Island Mgd., NY	Br. 6000
Michael Galliano	Oak Brook, IL	Br. 825	Arthur L. Wood	Oak Brook, IL	Br. 825	Nicholas V. Zarro	Long Island Mgd., NY	Br. 6000
John T. Gannon	Oak Brook, IL	Br. 825	Ronald B. Zieche	Oak Brook, IL	Br. 825	Floyd M. Davis	Fayetteville, NC	Br. 1128
Myrna D. Geduhn	Oak Brook, IL	Br. 825	Joan Ziethen	Oak Brook, IL	Br. 825	Geo S. Byrd	High Point, NC	Br. 936
Edwin C. Glissendorf	Oak Brook, IL	Br. 825	Raymond A. Zuziak	Oak Brook, IL	Br. 825	Ernest T. Collins Jr.	High Point, NC	Br. 936
Wayne C. Gray	Oak Brook, IL	Br. 825	Ronald V. Jordan	Sioux City, IA	Br. 69	Ted N. Connor	High Point, NC	Br. 936
Roger D. Grobe	Oak Brook, IL	Br. 825	Bernard M. Bleser	Northern KY	Br. 374	James A. Kirkman	High Point, NC	Br. 936
Thomas J. Guenther	Oak Brook, IL	Br. 825	Thomas E. Ewing	Northern KY	Br. 374	Henry H. Kivett Jr.	High Point, NC	Br. 936
William J. Hendrickson	Oak Brook, IL	Br. 825	John D. Griffith	Northern KY	Br. 374	Raymond F. McCrary	High Point, NC	Br. 936
Robert J. Herakovich	Oak Brook, IL	Br. 825	Gary S. Hansen	Northern KY	Br. 374	Larry D. Washam	High Point, NC	Br. 936
William M. Holmes	Oak Brook, IL	Br. 825	Michael A. Smith	Northern KY	Br. 374	Richard S. Dankirt	Lima, OH	Br. 105
Gary L. Holtz	Oak Brook, IL	Br. 825	Paul E. Williams	Northern KY	Br. 374	Alan R. Hefner	Lima, OH	Br. 105
Kenneth B. Hyder	Oak Brook, IL	Br. 825	William E. Wynn	Northern KY	Br. 374	Juan B. Lopez	Pasadena, TX	Br. 3867
Raymond H. Jumisko	Oak Brook, IL	Br. 825	Richard E. Nash	ME Mgd.	Br. 92	Robert L. Waldon Jr.	Pasadena, TX	Br. 3867
Nicholas Kallas	Oak Brook, IL	Br. 825	Richard A. Adams	Baltimore, MD	Br. 176	Charles V. Williamson	Pasadena, TX	Br. 3867
Albin J. Knapp	Oak Brook, IL	Br. 825	Clifton E. Baker	Baltimore, MD	Br. 176	Steven M. Battaglia	Charlottesville, VA	Br. 518
Darrell P. Kornfeind	Oak Brook, IL	Br. 825	Delano A. Bee	Baltimore, MD	Br. 176	Joseph Briggs	Charlottesville, VA	Br. 518
James H. Larson	Oak Brook, IL	Br. 825	Charles E. Chance	Baltimore, MD	Br. 176	William H. Dickerson	Charlottesville, VA	Br. 518
Fredrick G. Lauterburg Jr.	Oak Brook, IL	Br. 825	Robert P. Fischer	Baltimore, MD	Br. 176	Carl L. Gibson	Charlottesville, VA	Br. 518
Orland G. Leathers	Oak Brook, IL	Br. 825	David P. George	Baltimore, MD	Br. 176	J. W. Laconia	Charlottesville, VA	Br. 518
Eunice Lenoir	Oak Brook, IL	Br. 825	Frank V. Giordano	Baltimore, MD	Br. 176	Jerry C. Massie	Charlottesville, VA	Br. 518
Charles R. Lewis	Oak Brook, IL	Br. 825	Cleveland Hardy Jr.	Baltimore, MD	Br. 176	S. N. Propst	Charlottesville, VA	Br. 518
Neil E. Libberton	Oak Brook, IL	Br. 825	Luther H. Johnson	Baltimore, MD	Br. 176	Ronald W. Sheffey	Charlottesville, VA	Br. 518
Bruce W. Linsenmann	Oak Brook, IL	Br. 825	Walter R. Mason	Baltimore, MD	Br. 176	Steve E. Wharam	Charlottesville, VA	Br. 518
Christophe J. Lopresti	Oak Brook, IL	Br. 825	Alexander W. McCahon	Baltimore, MD	Br. 176			
Mark D. Madigan	Oak Brook, IL	Br. 825	Raymond A. McCain	Baltimore, MD	Br. 176			
Brenda J. Maggio	Oak Brook, IL	Br. 825	Robert D. McElwee	Baltimore, MD	Br. 176			
Joseph N. Maggio	Oak Brook, IL	Br. 825	Bud J. Morris	Baltimore, MD	Br. 176			
Michael F. Makar	Oak Brook, IL	Br. 825	Phillip C. Orem	Baltimore, MD	Br. 176			
Sharon D. Massman	Oak Brook, IL	Br. 825	Cedell C. Robinson Jr.	Baltimore, MD	Br. 176			
Dennis A. Mauck	Oak Brook, IL	Br. 825	Richard M. Schweiger	Baltimore, MD	Br. 176			
Leonrd L. McBride	Oak Brook, IL	Br. 825	William H. Trott	Baltimore, MD	Br. 176			
Tress P. McDinnes	Oak Brook, IL	Br. 825	James A. Vain	Baltimore, MD	Br. 176			
John H. Melcher	Oak Brook, IL	Br. 825	Ricardo R. Wallace	Baltimore, MD	Br. 176			
James F. Mickenbecker	Oak Brook, IL	Br. 825	Jessie R. Ward	Baltimore, MD	Br. 176			
Hedwig H. Migala	Oak Brook, IL	Br. 825	B. N. Freeman Jr.	MA Northeast Mgd.	Br. 25			
Paul N. Minx	Oak Brook, IL	Br. 825	Donald J. Meagher	Worcester, MA	Br. 12			
Curtis J. Misavage	Oak Brook, IL	Br. 825	Ernest Shine Jr.	Detroit, MI	Br. 1			
Glen D. Monette	Oak Brook, IL	Br. 825	Eugene Stafford	Detroit, MI	Br. 1			
David W. Myrum	Oak Brook, IL	Br. 825	Joyce J. Taylor-Murray	Detroit, MI	Br. 1			
George A. Neubert	Oak Brook, IL	Br. 825	Jerry F. Badini	Iron Mountain, MI	Br. 395			
Jeffrey J. Nuetzmann	Oak Brook, IL	Br. 825	James A. Flaminio	Iron Mountain, MI	Br. 395			
Raymond R. Occlair Jr.	Oak Brook, IL	Br. 825	Donald A. Gattrra	Iron Mountain, MI	Br. 395			
Donald H. Olsen	Oak Brook, IL	Br. 825	Joseph H. Groleau	Iron Mountain, MI	Br. 395			
Christophe R. O'Reilly	Oak Brook, IL	Br. 825	James A. Johnson	Iron Mountain, MI	Br. 395			
Harold D. Patterson	Oak Brook, IL	Br. 825	Donald G. Ross	Iron Mountain, MI	Br. 395			
John K. Peavler	Oak Brook, IL	Br. 825	Larry W. Atkins	Kansas City, MO	Br. 30			
Leroy Presley	Oak Brook, IL	Br. 825	Rodrick J. Audello	Kansas City, MO	Br. 30			
Ray M. Rice	Oak Brook, IL	Br. 825	Leroy Glover	Kansas City, MO	Br. 30			
Danny K. Ritchason	Oak Brook, IL	Br. 825	Frederick J. Meiners Jr.	Kansas City, MO	Br. 30			
Douglas D. Roark	Oak Brook, IL	Br. 825	Joseph M. King	NJ Mgd.	Br. 38			
Luis Rodriguez	Oak Brook, IL	Br. 825	Alexander C. Piccirillo	NJ Mgd.	Br. 38			
Peter P. Rodriguez	Oak Brook, IL	Br. 825	Luis E. Vargas	NJ Mgd.	Br. 38			
Edwin D. Runtti	Oak Brook, IL	Br. 825	Natty J. Biancoviso	Flushing, NY	Br. 294			
Victor H. Schmitt Jr.	Oak Brook, IL	Br. 825	James Bullock	Flushing, NY	Br. 294			
Gary E. Schnur	Oak Brook, IL	Br. 825	Vincent L. Contorno	Flushing, NY	Br. 294			
James P. Schowalter	Oak Brook, IL	Br. 825	Joseph D'Angelo	Flushing, NY	Br. 294			
Sue A. Schreiner	Oak Brook, IL	Br. 825	J. W. Hall	Flushing, NY	Br. 294			
Ronald F. Simik	Oak Brook, IL	Br. 825	J. C. Holden	Flushing, NY	Br. 294			
Steven J. Skidmore	Oak Brook, IL	Br. 825	G. M. Lehmann	Flushing, NY	Br. 294			
Richard J. Skillen	Oak Brook, IL	Br. 825	S. J. Leone	Flushing, NY	Br. 294			
Anton Smid	Oak Brook, IL	Br. 825	Michael A. Mandy	Flushing, NY	Br. 294			
Robert R. Sordyl	Oak Brook, IL	Br. 825	Larry Mills	Flushing, NY	Br. 294			
Walter M. Spain	Oak Brook, IL	Br. 825	Edgar T. Osborn	Flushing, NY	Br. 294			
Steven R. Sproul	Oak Brook, IL	Br. 825	W. R. Rehren	Flushing, NY	Br. 294			
Marjorie J. Sternad	Oak Brook, IL	Br. 825	John H. Seedorf Jr.	Flushing, NY	Br. 294			
Evelyn A. Sykora	Oak Brook, IL	Br. 825	Raymond W. Sellers	Flushing, NY	Br. 294			
John D. Thompson	Oak Brook, IL	Br. 825	Arthur J. Troisi	Flushing, NY	Br. 294			
William B. Thoms	Oak Brook, IL	Br. 825	Mark S. Outwater	Hudson Valley Mgd., NY	Br. 137			
J. F. Trestik	Oak Brook, IL	Br. 825	M. C. Tappy	Long Island City, NY	Br. 357			

50-year pins and gold cards

Kenneth L. Reust	Craig, CO	Br. 5236
Anthony J. Colicchio	Wilmington, DE	Br. 191
Patrick M. Connell	Wilmington, DE	Br. 191
Edmund B. Cruciano	Wilmington, DE	Br. 191
Alfred G. Ivone Jr.	Wilmington, DE	Br. 191
Samuel E. Jackson	Wilmington, DE	Br. 191
Joseph A. Kozak	Wilmington, DE	Br. 191
Daniel F. Mulshenock	Wilmington, DE	Br. 191
Steve S. Smith	Wilmington, DE	Br. 191
Clarence B. Carson	Clearwater, FL	Br. 2008
James E. Broniec	Belleville, IL	Br. 155
Alan W. Stoecklin	Belleville, IL	Br. 155
Glenn E. Biniewicz	Downers Grove, IL	Br. 1870
James A. Adame	Kankakee, IL	Br. 407
Leonard C. Hamlin	Kankakee, IL	Br. 407
Ronald P. Ravens	Kankakee, IL	Br. 407
Richard R. Thompson	Kankakee, IL	Br. 407
Ronald J. Wisniewski	Kankakee, IL	Br. 407
Geary L. Ziemer	Kankakee, IL	Br. 407
Thomas V. Anderson	Oak Brook, IL	Br. 825
Craig S. Carlson	Oak Brook, IL	Br. 825
David B. Carlyon	Oak Brook, IL	Br. 825
John M. Cullen	Oak Brook, IL	Br. 825
Brian M. Dupuis	Oak Brook, IL	Br. 825
James Gamlin	Oak Brook, IL	Br. 825
John R. Guzik	Oak Brook, IL	Br. 825
Robert E. Jankovsky	Oak Brook, IL	Br. 825
Charles A. Mancia	Oak Brook, IL	Br. 825
Russell L. Mosier	Oak Brook, IL	Br. 825
Raymond P. Spencer	Oak Brook, IL	Br. 825
Richard A. Stehlik	Oak Brook, IL	Br. 825
Larry C. Badger	New Albany, IN	Br. 367
Robert E. Hubler	New Albany, IN	Br. 367
Richard D. Robison	New Albany, IN	Br. 367
Jerry A. Ryland	New Albany, IN	Br. 367
Joseph R. Bechtold	Northern KY	Br. 374
Gregory A. Williams	Northern KY	Br. 374
Jackie R. Brouillette	Alexandria, LA	Br. 932
Steven P. Benson	Baltimore, MD	Br. 176
Anthony F. Bova	Baltimore, MD	Br. 176
Thomas G. Brooks	Baltimore, MD	Br. 176
Louis F. Eubank Jr.	Baltimore, MD	Br. 176
Tod D. Gaston	Baltimore, MD	Br. 176

Honor Roll

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

Wilbert L. Geigan	Baltimore, MD	Br. 176	Alexander J. Suskawicz	Long Island Mgd., NY	Br. 6000	K. G. Wenzel	Long Island Mgd., NY	Br. 6000
Paulette C. Griffin	Baltimore, MD	Br. 176	M. J. Suspenski Jr.	Long Island Mgd., NY	Br. 6000	John W. Willett	Long Island Mgd., NY	Br. 6000
William R. Griffner	Baltimore, MD	Br. 176	Edward J. Svoboda	Long Island Mgd., NY	Br. 6000	F. A. Williams	Long Island Mgd., NY	Br. 6000
Patrick J. Hamilton	Baltimore, MD	Br. 176	Robert D. Szczepanik	Long Island Mgd., NY	Br. 6000	R. K. Winge	Long Island Mgd., NY	Br. 6000
David E. Hendricks	Baltimore, MD	Br. 176	R. M. Tarnowski	Long Island Mgd., NY	Br. 6000	Vincent P. Wisniewski	Long Island Mgd., NY	Br. 6000
Ervin Hendrix	Baltimore, MD	Br. 176	Robert W. Telender	Long Island Mgd., NY	Br. 6000	James R. Wood	Long Island Mgd., NY	Br. 6000
Anthony J. Jackiewicz	Baltimore, MD	Br. 176	Roscoe V. Thomas	Long Island Mgd., NY	Br. 6000	J. T. Woodworth	Long Island Mgd., NY	Br. 6000
Mark C. Lehman	Baltimore, MD	Br. 176	Du Bois D. Tibbs	Long Island Mgd., NY	Br. 6000	O'Neal Wyche	Long Island Mgd., NY	Br. 6000
Vernon M. Peterson Jr.	Baltimore, MD	Br. 176	Cynthia I. Timpone	Long Island Mgd., NY	Br. 6000	Keith J. Zolobkowski	Long Island Mgd., NY	Br. 6000
Ronald M. Spence	Baltimore, MD	Br. 176	Paul J. Trefimovich	Long Island Mgd., NY	Br. 6000	R. J. Lutz	Yonkers, NY	Br. 387
Paul E. Uhler	Baltimore, MD	Br. 176	John A. Treiber Jr.	Long Island Mgd., NY	Br. 6000	J. G. Mattarazzo	Yonkers, NY	Br. 387
Mark A. Vermette	Baltimore, MD	Br. 176	D. Tribuzio	Long Island Mgd., NY	Br. 6000	J. J. Murphy Jr.	Yonkers, NY	Br. 387
Gerald P. Ledoux	Worcester, MA	Br. 12	Salvatore Trifaro	Long Island Mgd., NY	Br. 6000	Geo S. Byrd	High Point, NC	Br. 936
Paul S. O'Connor	Worcester, MA	Br. 12	Frank Trotta	Long Island Mgd., NY	Br. 6000	Shirly G. Gray	High Point, NC	Br. 936
Ronald G. Seiter	Detroit, MI	Br. 1	W. G. Underwood	Long Island Mgd., NY	Br. 6000	Richard R. Hilton	High Point, NC	Br. 936
Rose M. Zobl	Detroit, MI	Br. 1	James J. Usewick	Long Island Mgd., NY	Br. 6000	Dale C. Jones	High Point, NC	Br. 936
Larry J. Ball	Kansas City, MO	Br. 30	Carl J. Valentinetti	Long Island Mgd., NY	Br. 6000	Carl F. Lewis	High Point, NC	Br. 936
Alexander C. Piccirillo	NJ Mgd.	Br. 38	Kris Van Wicklen	Long Island Mgd., NY	Br. 6000	Betsy B. Walker	High Point, NC	Br. 936
Mark S. Outwater	Hudson Valley Mgd., NY	Br. 137	Richard J. Vanagas	Long Island Mgd., NY	Br. 6000	Gary Rockhold	Lima, OH	Br. 105
Carmen J. Recce	Hudson Valley Mgd., NY	Br. 137	Peter L. Vanzor	Long Island Mgd., NY	Br. 6000	Howard W. Curry	Charlottesville, VA	Br. 518
Josephine A. Gillespie	Jamaica, NY	Br. 562	Robert W. Vincenzi	Long Island Mgd., NY	Br. 6000	V. Ghazarian Jr.	Charlottesville, VA	Br. 518
Thomas J. Curran	Long Island City, NY	Br. 357	Jay K. Wallace Jr.	Long Island Mgd., NY	Br. 6000	Robert T. Marrone	Charlottesville, VA	Br. 518
George Stoffa	Long Island Mgd., NY	Br. 6000	Garrett A. Walsh	Long Island Mgd., NY	Br. 6000	Doris R. Overcash	Charlottesville, VA	Br. 518
W. D. Stovall	Long Island Mgd., NY	Br. 6000	James J. Walsh	Long Island Mgd., NY	Br. 6000	James A. Smith	Charlottesville, VA	Br. 518
John W. Streich	Long Island Mgd., NY	Br. 6000	Richard Waters	Long Island Mgd., NY	Br. 6000	David J. Straughn	Charlottesville, VA	Br. 518

Retiree Reports

Anchorage, Alaska

Retirees, do you happen to notice your letter carrier more than before?

One thing I've noticed, even before I retired, is how today's letter carriers dress for work. I remember the old days where the uniform was a sense of pride. And then slowly, it wasn't. Carriers show up to work in jeans, leggings, yoga pants and T-shirts. Gone was the postal hat, replaced with your favorite sports team. And the shoes were replaced with running shoes and, in some cases, sandals. Management didn't care how their employees dressed, as long as they showed up for work. I couldn't tell if they were carriers or the custodians. And some who did come to work in uniform looked like they slept in them or that they were the same uniform from the day before.

When was the last time you saw a carrier wearing a tie? The uniform regulations are just not enforced. Heck, have you seen the way some of the managers dress? And they deal with the customers looking like that. I recall once we had a manager come to work in stilettos and a skirt so short, it didn't leave much to the imagination.

I understand that uniforms are expensive (I sell them in retirement). But the allowance allows for some basic items that will identify you as a letter carrier. Our branch has an incredibly well-stocked uniform bank, and I encourage branches to start one if you don't have one. Senior carriers have extras after more than a few decades of doing this job. And when you retire, donate your clean uniforms to the branch or offer them to the CCAs.

Be proud of the job you do. A clean, professional uniform speaks volumes about the type of carrier you are and the way you perform the job.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

We had another great retiree luncheon at the Brownstone; we had more than 80 people who attended, which included 30 retirees. Two of them were 94 years old, George Wrocklage and Edward Mani.

NALC Director of Retired Members Dan Toth and Region 15 National Business Agent Bruce Didriksen were also there to speak to the group and help present a few gold cards, pins and watches to some of our new retirees.

Legislative and Political Organizer Marc Ashmon was there to talk about the Letter Carrier Political Fund and got a handful of members to sign up to contribute.

I can't wait till next October to celebrate our retirees and to welcome in new ones.

Follow the branch on our Facebook page and please attend the union meetings.

Yours in unionism—

Dennis Spoto, Branch 425

Centennial, Colorado

At our last union meeting, President Robles presented service pins for carriers who have been members for 25, 30, 35 and 40 years. It was a surreal moment when I received one—I remember sitting in a union meeting watching this being done for “the old timers.” Time sure flies! Thanks, NALC, for the recognition.

And as I said at the meeting, being a member has been a “no-brainer.” Where else can you do the same job as a man and get paid the same? Or not be worried about being singled out, because “the boss” doesn't like you? Or know that there's solidarity in numbers, so your safety is tantamount in getting the job done? And seniority gets you better routes, not “brown nosing” the boss. Being part of a union

of fellow carriers means there were people watching out for each other.

One of the highlights of being a “seasoned” carrier is being able to meet and listen to the newbies as they learn their craft along with the contract. What is encouraging is the number of new hires who show up for their first-ever union meeting. Some say they are from a family of union people, and some are looking to see what NALC is about. I applaud and congratulate them in taking this first step in what could be life-changing. Gaining the knowledge needed to continue the work of NALC is in the hands of another generation. I look forward to watching them succeed, stumble and learn.

See you in Boston, where the learning will continue.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Letter carriers, upon returning from their routes, must report any mail not delivered to their supervisors by filling out forms. Is management held to this standard? Carriers are advising that management instructs them about what mail to deliver and what mail not to deliver. Customers, including businesses, are reporting that even though a mail slot is present, sometimes they are not getting mail at all.

Are we working for the United States postal business, or are we the United States Postal Service? Management can find better ways to expand our mail delivery system by including the service that the American public deserves. This would include mail delivery on a consistent mail delivery system with no exceptions.

Joseph Murone, Branch 120



Veterans Group

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

Veterans' legislative update

More than 30 percent of letter carriers have served in our nation's military. NALC is proud to represent these service members and closely monitors policies related to veterans. Congress has oversight of the Department of Veterans Affairs (VA) and can introduce and pass legislation that affects veterans and their benefits.

Below is a sampling of recent bills introduced in Congress to address veterans' unique needs.

Senator Elizabeth Dole 21st Century Veterans Healthcare and Benefits Improvement Act—H.R. 8371

The leaders of the House and Senate Committee on Veterans' Affairs, Chairman Mike Bost (R-IL), Chairman Jon Tester (D-MT) and Ranking Member Jerry Moran (R-KS), introduced this bill on May 14. It is a comprehensive package of bipartisan proposals to reform and improve the delivery of health care, benefits and VA services for veterans and their families. The VA would receive additional pay flexibilities for its health care workforce, set new requirements for the VA before it resumes the rollout of a new electronic health record, and more.

Maternal Health for Veterans Act—H.R. 3303/S. 2026

This bill was introduced in May 2023 in the House by Reps. Lauren Underwood (D-IL), Gus Bilirakis (R-FL), Julia Brownley (D-CA) and Brian Fitzpatrick (R-PA), and in the Senate in June 2023 by Sens. Tammy Duckworth (D-IL) and Susan Collins (R-ME). The bill would help improve maternal care at the VA by authorizing new funding to ensure that the agency can provide more female veterans with the care they have earned. In April, the House version was marked up in the subcommittee but has yet to be considered by the

full House Committee on Veterans' Affairs.

Fiscal Year 2024 Veterans Affairs Major Medical Facility Authorization Act—H.R. 6324/S. 4176

This bill was introduced in the House by Chairman Bost and in the Senate by Chairman Tester and Ranking Member Moran. It would authorize 11 VA construction projects in Washington, Texas, Maryland, Oregon, Nevada, California, Puerto Rico, Missouri and Connecticut. The new infrastructure would help ensure that veterans can access the care and benefits they have earned. The House version advanced out of committee on May 1 and was reported to the full House. No committee action has been taken in the Senate.

1 million claims approved under PACT Act

In May, it was announced that more than 1 million PACT Act-related claims had been granted in the nearly two years since the law was enacted.

In August 2022, the Sergeant First Class Heath Robinson Honoring Our Promise to Address Comprehensive Toxics (PACT) Act was signed into law. It was the first law to provide care and benefits from the VA for millions of veterans who have been exposed to toxic exposure from burn pits. It improved the presumptive process by streamlining access to health care benefits for veterans, regardless of their disability status, who served in areas known for toxic exposure.

The law has helped veterans in every state and territory by screening for toxic exposure, prioritizing veterans with cancer, delivering benefits to survivors, and more. For more information on the PACT Act or to file a claim, visit va.gov/pact.

For updates on legislation and other congressional action that affects our veteran members, check the "Government Affairs" section on nalc.org.



Boston national convention

The NALC Veterans Group will host a booth at the Boston national convention. The following link is active to donate: p2p.onecause.com/nechvlettercarriers. Monetary donations will provide vital support to veterans via the New England Center and Home for Veterans.

Contact Assistant to the President for Community Services Christina Vela Davidson at 202-662-2489 or cdavidson@nalc.org with any questions.

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 their military service and membership in NALC.

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

Election Notices

Austin, Texas

This is official notice that nominations for delegates to represent Branch 181 at the 2025 Texas state convention in Austin will be taken at the Oct. 17 branch meeting.

Members wishing to be considered for the position of delegate do not have to be present to be nominated. Nominations will be taken from the floor. Members wishing to be nominated must be in good standing with Branch 181 to be nominated.

Delegates will be elected by either: 1) Consent of the body if the number of nominations made do not exceed the branch's authorized number of delegates, or 2) In the event that the number of nominations exceeds the authorized number of delegates, election will be by secret ballot at the Nov. 21 branch meeting.

William Reynolds, Sec., Br. 181

Beaumont, Texas

This is the official notice to all members of Branch 842 that nominations for officers and the 2025 state convention delegates will be held on Oct. 17. The nominations will be held at the regular meeting place, 2315 North St., Suite 110. On Nov. 21, you will be able to vote on officers and the 2025 state convention delegates.

Any member in good standing is eligible for nomination. Members need not be present at the meeting to be nominated. All nominees must indicate their acceptance of the nomination to the branch secretary; this should be done prior to the branch meeting. You should provide a written notice indicating a desire to accept a specific nomination.

Kawana Hebert, Sec., Br. 842

Beckley, West Virginia

This is the official notice of nomination and election of officers of Branch 2420.

Nominations for the election of officers of Branch 2420 will be held at the regular branch meeting at 7 p.m. on Sept. 24 at the union hall, 2306 S. Fayette St., Beckley. Candidates must accept nominations at the time made or, if absent, in writing. Nominations made in writing must be received by the branch secretary-treasurer no later than Sept. 24. Mail nominations to P.O. Box 1975, Beckley, WV 25802.

Nominations will be held for the following branch offices/local shop stewards: president, vice president, secretary-treasurer, sergeant-at-arms, three trustees and shop stewards. The terms of office will be three years, in accordance with branch bylaws. The term will begin on Jan. 1, 2025. Candidates may accept nominations for only one office.

The election will be conducted in person at 7 p.m. on Oct. 29 at the union hall, located at 2306 S. Fayette St., Beckley.

Danny Cooper, Sec.-Treas., Br. 2420

Brownsville, Texas

This is an official notice to all members of Branch 1456 in good standing. We will hold nominations and elections for two-year terms at Golden Corral's meeting room at 4555 North Drive, Brownsville, for all officer positions. Nominations will be held on Oct. 16 during the monthly union meeting

starting at 6 p.m.

We will have elections on Nov. 20 at the same location at 6 p.m.

William Garza, Sec., Br. 1456

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for the fall training seminar in Charlotte Oct. 25-26 will be held at the regular stated monthly branch meeting on Aug. 20 at The Cutting Board, 2699 Ramada Road, Burlington.

Elections will be by secret ballot, if needed, at the regular stated monthly branch meeting on Sept. 17 at The Cutting Board, 2699 Ramada Road, Burlington.

Mark Bare, Pres., Br. 2262

Elizabeth, New Jersey

In accordance with Article 5 of the NALC Constitution and bylaws, this is the official notice to all members of John Enz Branch 67 that nominations for the following positions will be made at the regular October branch meeting: president, vice president, recording secretary, secretary-treasurer, financial secretary, sergeant-at-arms and three trustees. The terms of office will be Jan. 1, 2025, to Dec. 31, 2027.

Any member who is in good standing and is current with their dues may run for these positions. All candidates must be present at the time of their nominations, or signify their willingness in writing to accept if elected. Candidates, upon nomination, must certify that they have not served nor applied for a supervisory position within the past 24 months. Nominations will be held at 7:30 p.m. at the American Legion hall, 115 Grove St., Roselle, on Oct. 3.

Election will be by secret mail ballot. Ballots will be mailed out no later than Oct. 20 and must be returned no later than Nov. 30. Results of the election will be announced at the regular branch meeting at 7:30 p.m. on Dec. 5 at the American Legion hall, 115 Grove St., Roselle.

Jeffrey Polo, Rec. Sec., Br. 67

Escondido, California

This is official notice that nominations for the election of officers of Branch 2525 will take place at our Sept. 5 meeting. This starts at 7 p.m. at our union office, located at 1535 South Escondido Blvd. in Escondido. Candidates must accept their nomination at the meeting or, if absent, in writing within 10 days.

Nominations will be held for the following officers for two-year terms beginning Jan. 2, 2025: president, executive vice president, vice president, secretary, treasurer, health benefits rep, Mutual Benefit Association rep, workers' compensation rep and sergeant-at-arms. Nominations will also be held for one trustee position for a three-year term beginning Jan. 2, 2025.

The election will be held by secret mail ballot. Ballots will be mailed to the home addresses of branch members in October. Ballots must be mailed back to our post office box and received by 5 p.m. on Nov. 7. The election committee will collect the ballots, bring them to our union office to be counted, and announce the results at that night's meeting.

Karina Rojas, Sec., Br. 2525

Flushing, New York

This is official notice to all members of Branch 294 that nominations for president, vice president, secretary, financial secretary, treasurer, assistant secretary treasurer, director of city delivery/compensation, director of retirees/health benefits representative, editor, sergeant-at-arms and three trustees will be held at the branch meeting at 6 p.m. on Oct. 9 at the Knights of Columbus Hall, 3579 160th St., Flushing. All terms are for three years. The balloting will be done by mail, and the ballots will be counted after the November branch meeting.

Nominations for delegates to the 2025 New York state convention, to be held in Syracuse, will also be held at the October meeting.

Keith Bates, Sec., Br. 294

Hamilton, Ohio

This is notice to all members of Branch 426 that nominations for convention delegates for the 2025-2026 convention cycle may be given to committee representatives (appointed at August branch meeting) or submitted on the floor at the regular September branch meeting. The September meeting will be held on Sept. 10 at the branch property.

If there are more nominations for delegates than the branch is authorized, an election will be conducted at the regular November branch meeting by members in attendance at that meeting by a secret ballot. The November meeting will be held at 7:30 p.m. on Nov. 19 at Amvets Post 1983, located at 914 Ross Ave., Hamilton.

Donald Zimmers, Rec. Sec., Br. 426

Hattiesburg, Mississippi

This is official notice to the members of Hattiesburg, MS/Pine Belt Merged Branch 938 that nominations for delegates to the 2025 state convention, all branch officers, and one board of trustee will take place at the Oct. 17 regular meeting.

The elections will take place on Nov. 21 at the regular meeting.

Both the nominations and elections will be held at the Jackie Dole Sherrill Community Center, 220 West Front St., Hattiesburg.

Sam T. Hill, Pres., Br. 938

Jackson, Mississippi

Branch 217 is having nominations of officers on Oct. 10 at its regular meeting. The meeting will be held at 7 p.m. at 196 Lakeshore Road, Jackson. The officers to be nominated are president, vice president, secretary, treasurer, sergeant-at-arms, OWCP representative, mutual benefit officer and three trustees. These officers will be elected for the years 2025-2026. The state convention delegates for the 2025 and national convention delegates for 2026 also will be nominated at this time.

Nominations shall be made from the floor, and all candidates must be present at time of nomination or shall have signified, in writing, to the election committee their willingness to accept the nomination.

Ballots will be mailed to all eligible members. All ballots will be picked up by the election committee in the presence of observers at 5 p.m. on Election Day and counted as soon as possible.

Election of officers shall take place at the regular meeting on Dec. 12, with the installation of officers at the regular meeting on Jan. 9, 2025. These guidelines are in accordance with Article 5, Section 2 of the NALC Constitution.

Glenn E. Greer Sr., Sec., Br. 217

Jamaica, New York

This is official notice to all members of Jamaica Letter Carriers Merged Branch 562 that nominations for branch officers will take place at the branch meeting on Oct. 8.

Elections will be by mail in accordance with Article 5 of branch bylaws. Ballots are to be opened and counted at the Nov. 12 branch meeting.

Gregory Klopfer, Sec., Br. 562

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for delegates to the 2025 state convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in before and results announced at the regular meeting in December.

Todd J. Friemoth, Sec., Br. 105

New Bern, North Carolina

This will serve as the official notice of nomination and election of officers of Branch 780.

Nominations for the election of officers of Branch 780 will be held at 6:30 p.m. at the regular branch meeting on Oct. 22 at the United Steelworkers union hall, 1711 Racetrack Road, New Bern. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following Branch offices: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, steward, health benefits representative and one trustee. Nominations will also be accepted for delegates to the 2025 North Carolina State Association of Letter Carriers convention.

In accordance with the branch bylaws, the candidate elected president in the forthcoming election shall be a branch delegate to the 2025 NCSALC convention, which will take place during their term of office.

The trustee term of office will be three years. All other officer terms of office will be two years. Terms will begin Jan. 1, 2025.

The election will be conducted by secret ballot at 6:30 p.m. at the regular branch meeting on Nov. 26 at the United Steelworkers union hall, 1711 Racetrack Road, New Bern.

Lloyd Coffey, Rec. Sec., Br. 780

New Jersey Merged

This is official notice to all members of Branch 38 that nominations for the election of officers will be held at the regular branch meeting on Oct. 2 at the Elks hall in Woodbridge.

Nominations will be held for the following branch offices: president, executive vice president, treasurer, corresponding secretary, director of city delivery, health benefit representative/full-time area representative, recording secretary, director of retired members,

sergeant-at-arms, and a board of trustees composed of five members.

Members having their names placed in nomination for any of these offices must verify that they have not served in a supervisory capacity for the 24 months preceding the nomination, as per Article 5, Section 2 of the *Constitution for the Government of Subordinate and Federal Branches*.

Each candidate shall be nominated at the October branch meeting. Nominations may be made in writing to the corresponding secretary and will be accepted if received prior to the October branch meeting.

Elections will be conducted by mail-in ballot with the results announced at the Dec. 4 branch meeting.

Christine A. Strasser, Sec., Br. 38

Newport, Rhode Island

This will serve as official notice to all members of Branch 57 that nominations for the following positions will be held at the regular branch meeting on Sept. 18 at the Cup Defender's hall in Bristol: one trustee who will serve for a three-year term.

The election will be held by mail ballot during the month of October.

Ronald Augustus, Pres., Br. 57

Pasadena, Texas

This is the official notice to all members of Branch 3867 for nominations and election of offices for the 2025-2026 term and delegates to the 2025 state convention. Nominations will be held for president, vice president, secretary, treasurer, three trustees, health benefits representative, MBA representative, sergeant-at-arms and union stewards. Any member in good standing and current in their payment of dues may run for office.

Nominations will be held during the regular monthly meeting at 7 p.m. on Sept. 17 at the union hall at 130 S. Munger St. in Pasadena. Nominations may also be made in writing but must be received by the branch secretary no later than start of meeting. If a nominee is not present at the meeting, written acceptance is permissible. Nominees must certify that they have not served, accepted or applied for any supervisory po-

sition within two years. Candidates may accept nominations for only one office.

Election will be held by secret ballot, if necessary, at the regular monthly meeting at 7 p.m. on Oct. 15 at the union hall. Any member who, for any reason, will be unable to vote on Oct. 15 may obtain absentee ballots by writing to: Election Committee, Branch 3867, 130 S. Munger St., Pasadena, TX 77506. Requests for absentee ballots must be received by the election committee postmarked no later than Oct. 1. Write-in votes are not permitted.

Lydia Amador, Sec., Br. 3867

Reading, Pennsylvania

Nominations will be held at the Oct. 9 monthly branch union meeting at 1251 N. Front St., Reading, for the following positions (all are two-year terms, unless noted): president, vice president, recording secretary, treasurer, health plan representative, sergeant-at-arms, labor council representative and one trustee (three-year term), as well as delegates to the 2025 Pennsylvania state convention.

Members must be present to accept the nomination or have a notice of acceptance in writing to the branch secretary prior to the start of the October branch meeting.

If an election is necessary, such election will be held at the Nov. 13 monthly branch meeting.

Paul Purcell, Sec., Br. 258

Rockville, Maryland

This is official notification to all members of Branch 3825 that nominations of all branch officers for the 2024-2025 term, as well as delegates to the 2025 state convention, will take place at the regular monthly union meeting Sept. 4 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

Nominations will be taken for the office of president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, health benefits rep, editor, director of retirees, distributor, mutual benefits rep and five trustees. All officers nominated and elected will serve a one-year term.

Members of the executive board shall automatically be delegates to the state and national conventions by

virtue of their elected positions if they choose to attend said conventions.

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to the members' last known addresses and will be counted at the Nov. 6 union meeting. The installation of elected officers will be conducted at the Dec. 4 branch meeting.

Kenneth Lerch, Pres., Br. 3825

Saginaw, Michigan

This shall serve as official notice to all members of Branch 74 that nominations for the following will be held beginning at 7 p.m. on Oct. 1 at the general membership meeting at the branch office, 3262 Cabaret Trail S., #210, Saginaw: all branch offices, including president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, three trustees and health benefits representative; for steward(s) to represent each station; and for delegates to attend the national and state conventions. (The president is a convention delegate by virtue of their office.)

The election will be held by secret mail ballot in accordance with the provisions of Article VI of the branch bylaws.

Any person nominated for office shall either be in attendance at said meeting or will have placed in writing with the branch secretary their wish to accept nomination.

Patricia Sedlock, Sec., Br. 74

Southeast Pennsylvania Mgd.

This is official notice to all members of Branch 725.

In accordance with Branch 725 bylaws, Article V, Section 4, and Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 725 that nominations will be held at the regular branch meeting on Sept. 4. Nominations will be for all officer positions.

Officer positions are as follows: president, vice president, recording secretary, financial secretary, treasurer, director of education and public relations, director of hospitalization and MBA, sergeant-at-arms, director of retirees, and three trustees as members of the board of trustees.

In accordance with Branch 725 bylaws, Article V, Section 1. (a): "Nominations for Office shall be made triennially at the regular meeting in September. Nominations must comply with Article IV Section 2 of The Branch By-Laws."

In accordance with Branch 725 bylaws, Article V, Section 5: "Candidates for Office must either be present at the time of the nomination or signify their assent in writing within five (5) days of their nominations to the Election Committee."

In accordance with Branch 725 bylaws, Article V, Section 3: "Elections will be by Mail Ballot, to be mailed to members three (3) weeks prior to the November Branch meeting. Ballots will be counted the Tuesday prior to the November Branch meeting."

Rick Murphy, Rec. Sec., Br. 725

State College, Pennsylvania

This serves as an official re-notification to all members of Branch 1495 that during the July 9 union meeting at 5 p.m. at the State College Borough building,

voting on the proposed bylaw changes will commence once they are taken off the table. All members in good standing may attend the meeting to cast a vote.

Kevin M. Sommers, Pres., Br. 1495

Toms River, New Jersey

This is to serve as official notice to all members of Branch 2128 that we will hold nominations for the election of officers at the regular branch meeting at 6 p.m. on Sept. 10 at the Toms River Elks Lodge, 600 Washington St., Toms River. Candidates must be present to accept nominations. If a candidate seeking nomination is unable to be present at the meeting, they must signify in writing their desire to be placed in nomination for the office and a signed letter must be received by the branch secretary by Aug. 10.

Nominations will be held for the following branch offices: president, 1st vice president, 2nd vice president, secretary, treasurer, sergeant-at-arms, letter carrier political fund organizer, three trustees, seven executive board members, health benefit representative, MBA representative, director of retirees, three shop stewards in Toms River and one shop steward in Lakehurst. No person may accept a nomination for more than one office. The terms of office will be three years, beginning Jan. 1, 2025. The candidates elected to the office of president, 1st vice president and 2nd vice president in the forthcoming election shall be automatically chosen as delegates to the national and state conventions that will take place during their terms in office.

The election will be conducted by secret ballot. Ballots will be mailed to the home address of eligible members. Ballots will be mailed back to the election committee and must be received by Oct. 31. The election committee will collect the ballots, bring them to the November union meeting on Wednesday, Nov. 13, and begin the tally. Write-in votes are not permitted.

Edward Sedillo, Sec., Br. 2128

Wilmington, Delaware

This is official notice to all members of Branch 191 that nominations for the following offices and positions will be held at the regular branch meeting on Wednesday, Nov. 13, at the branch hall, located at 409 Old Dupont Road, Wilmington: president, vice president, secretary, treasurer, sergeant-at-arms, two trustee positions and all shop steward positions. All positions are a two-year term.

By virtue of their office, the president and vice president are delegates to the national convention, provided that they meet the criteria put forth by the branch bylaws. Upon nomination, every nominee must certify that they have not served in a supervisory position for the 24 months prior to being nominated. As per the Branch 191 bylaws, the nomination form must be filled out and received at the union office within 14 days following the date of nomination.

Elections will be held by secret ballot at the regular branch monthly meeting from 4 p.m. to 8:15 p.m. on Dec. 11 at the union office, located at 409 Old Dupont Road, Wilmington, and results will be announced at the end of the Dec. 11 branch meeting.

Write-in votes are not permitted.

Donna Staring, Sec., Br. 191

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., July's deadline is for the August publication.

To submit items by mail: Mail to The Postal Record, 100 Indiana

Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by email: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the email or as an attachment in Microsoft Word. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your email was received, please call *The Postal Record* at **202-662-2851**.

Branch Items

Albany, New York

Stationary events, one-hour office time, one trip to truck, 20-minute loading.... These little gems are sweeping across the nation like wildfire and have found their way into our neck of the woods. None of these new “instructions” have any basis in the National Agreement. Just because your supervisor is telling you it’s coming from the POOM, district, area or HQ does not make it a rule, guideline, or even a goal. This is all a ploy to make carriers work faster, do more with less, abolish routes, and ultimately save money at the expense of your safety. A fair day’s work for a fair day’s pay is all we are required to do.

Please don’t get caught up in the mayhem of these new programs management is trying to implement. There is no contractual provision that says we must give a minute-by-minute accounting of what we are doing when our scanner is not moving; we are working. Office time is calculated by the procedures spelled out in the *M-39* and *M-41* handbooks and is volume-driven, which is then added to the fixed office time for your route. There is no set number of trips to get your workload for the day to your truck. On a light day you may be able to do it in one trip, and on a heavy day it might take four trips. Do not overload equipment and risk injury to try to pile everything into one trip. There is absolutely no time allowance for loading your truck either—it takes whatever it takes.

Knowledge is power, my friends, and you know who is trying to share an abundance of knowledge with you? Your local branch leaders at your upcoming union meeting. Make it a point to attend!

Norris Beswick, Branch 29

Boston, Massachusetts

First, Boston Branch 34 would like to officially welcome all delegates of the 2024 NALC national convention to Boston. If you’re looking for a city that walks, runs, jumps, climbs and breathes unionism, you’re coming to the right place. Boston itself was built by organized labor and proudly houses 500-plus unions ranging from electrical workers right through to our brave men and woman who protect this city daily. For those who don’t know, Boston is a multicultural city with many different sections all within walking distance of the convention center. For people looking to adventure out, our subway system has access to some of the best colleges in the world along with our world champion professional sports teams. Unfortunately, with the Red Sox not in town, the NALC will not be hosting a baseball night during the convention. But if people are looking to take a tour of old Fenway Park, they do have tours daily. One note of caution: If you ask a local where the Red Sox play, you may be sent in the wrong direction. Around here, they’re simply called the Sox!

On a final note, if any delegate needs directions, great places to eat or some tourism advice, please do not hesitate to ask. As host branch, Boston is here to serve our brothers and sisters throughout the week.

In closing, I would be remiss if I didn’t give a big shout-out to Boston Branch 34 *Clan* editor Cathy Cooper and her entire family, whose hard work and dedication over the last two months helped produce fundraising of \$7,530 for MDA, as well as being the food drive coordinator, of which the drive collected just under 200,000 pounds of food for families in need.

Tom Rooney, Branch 34

Bozeman, Montana

First off, I want to give a big thanks to everyone who attended the annual summer cookout. This is always a fun event and a great way for our newer carriers to meet our retired members.

With that out of the way, I just want to give a reminder to everyone that management’s decisions are just that: *management’s decisions*. And when they make a bad decision, our recourse needs to be directed at management. A city carrier is never at fault for following instructions, no matter how bad of an idea it is. Our fight is *always* with management. Never with the letter carrier. When we allow management to sow dissension between us, we only strengthen their position on the workroom floor.

We often hear the phrase “management is allowed to mismanage.” And to an extent, this is true. There is a hard line, however, when it comes to a letter carrier’s contractual rights. Any bad decision that violates a contractual provision will be met with a grievance. Remember, every grievance is evidence, no matter how small it may seem. There may come a time when seemingly small, isolated incidents paint a larger picture of habitual behavior in need of an escalated remedy.

By the time this issue is in the hands of our members, our new postmaster should have arrived. It will be interesting to see how their management strategy plays out. While I’m sure we will see some of the classics, every manager has their own unique style. Thankfully, the grievance procedure isn’t concerned with who is in charge. We have precedent-setting decisions for our most common violations. Any new “bad decisions” that violate letter carrier rights will be met with a PS form 8190.

Travis Miller, Branch 1028

Camden, New Jersey Merged

I am looking forward to the 73rd national convention in Boston. I missed the last convention in Chicago due to Covid. Yeah, that thing. It was the first convention I’ve missed since I started going to these things back in 2000 (in Chicago, no less). Boston is a great town and, as always, it’s good to see some of the friends I’ve made over the years.

I’ve been doing this stuff for a lot of years—that makes a lot of friends. But they’re all more than friends. They’re all my brothers and sisters. And there will be thousands of my brothers and sisters gathering in August. The ones I look forward to seeing the most are my fellow “cadets” from Leadership Academy. We were Class 9. Yup, single digits. That’s how old I am.

Some of my classmates are no longer activists. Some have been selected to hold positions at the national level. And some are still grinding it out on the work floor day after day. But at the core, we have the same goal: to represent the members of this great union to the best of our ability.

I see some of the younger members from my branch going off to hang out with the friends they’ve made from around the country. It gives me a sense of pride to see this next generation of activists growing. I watch them learn and grow. That’s why I have faith in the NALC. It’s because of the passion and efforts of the members. This is a very democratic organization. It’s run from the bottom up. And the national convention is where that all happens. There will be a lot to learn at this upcoming convention, and I’m glad I won’t be missing this one.

Chuck Goushian, Branch 540



Centennial, CO Br. 5906 Branch Vice President Danny Chavis (l), who is battling cancer, watches as Roy Zuniga shaves Karen Patterson’s hair in solidarity.

Centennial, Colorado

I am writing to celebrate our fantastic vice president, Danny (D.E.) Chavis. Danny has been a very important veteran (USMC) in our branch and is currently battling prostate cancer. He has taken a medical leave as our vice president while the treatments wreak havoc on his mind and body, but I am happy to report that his white blood cell count is looking so much better!

He is the type of guy who encourages and shows appreciation to everyone. He is selfless when raising money for MDA, scholarships, and the food drive. He is always the life of the party and is there for others when needed. He is an amazing union advocate and a steward who will stand up for all his members. He regularly speaks at orientation to new carriers about the importance of the union. He attends nearly every retiree breakfast (twice a month). I am honored to call this man not just my union brother, but my friend and my family.

At our January meeting, when members learned of Danny’s battle, many lined up to shave their heads in solidarity.

Here’s some more:

“I met Danny at the Aurora Main Post Office in August 1998. He is my best friend in the whole wide world. We have gone through very difficult times and have supported one another

during them. That is what true friends do. I am fortunate to have brother Big Pappy in my life.” —John Robles

“Danny shows so much compassion and thoughtfulness in a tough job. His hard work and humility shines as he brings humor to everything he does. The January meeting showed just how much the members appreciate his presence, and we all hope he gets back to being our vice president soon.” —Barb Larson

Marcie Miller, Branch 5996

Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy Fourth of July, and we hope everyone is having a wonderful summer. We want to thank everyone who was able to attend the branch outing for MDA at the Charlotte Knights baseball game. We want to thank the Knights Organization for partnering with us for this great cause. The branch is also planning more events in the future for MDA, and one of those will be a golf tournament on Oct. 24. We will be announcing the details as soon as they are finalized, with all being welcome to participate for this great cause.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out. Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

Justin Fraley, Branch 545

Cincinnati, Ohio

Happy Fourth of July, everyone, from the Queen City.

As I sit here on this gorgeous Sunday night in June and write this article, the birds are chirping, the squirrels are playing tag, pollen is very high and most of the ancient LLVs are now equipped with tracking devices. Holy crap, are you kidding me? We waste the time and Lord only knows how much money into these vehicles. Especially when the new vehicles are now slowly making their way into the fleet.

Aww, wait, I get it; we need something else to talk about during our morning briefings from management. They work extremely hard staring at a computer all day; let's have something else to stare at. It's hard work also taking calls from customers, because their package that was mis-thrown or forgotten about that day and was scanned by supervision after 3 p.m. in the post office. And Lord have mercy if we scan it after 3 p.m. back at the post office because it was forgotten on the street. That is considered an integrity scan and comes with a written warning: We scan, but not you, management.

For the PTFs and CCAs working Sundays, please take your time and deliver all packages correctly. We are a hub on Sundays at Sha-



Region 15 NBA Bruce Didriksen, Flushing, NY Branch 294 President Tony Paolillo and Branch Director of Retirees Clara Sarmiento (standing, l to r) visit former Branch President and New York State Association President Frank Gallo to honor his 65 years as a member.

ronville, and every Monday I see turn-by-turn printouts that have times on top of them that state the length of the route. As is the saying, “it takes what it takes,” not what a computer says. Always be safe and courteous with the packages; we are all paid by the unit, not by management rushing us.

Meetings are every second Thursday of the month in Forest Park. Come gain some more knowledge, which is power.

In solidarity—

Chris Rought, Branch 43

Cleveland, Ohio

For this submission, I went through a litany of ideas. I settled on “Cancer sucks.”

I will take a leap and state that those of you reading these words know someone, a family member, a friend, or perhaps even yourself, who has been affected by this disease.

Most of the active carriers who read this spend an average of an hour in the office; of course, that varies daily with your volume of mail (it's a 3996—use it). You may get frustrated with management when you attempt to explain your position, plead your case, and get no satisfaction. If you fall into this trap, then you've lost. You are a professional letter carrier, and you alone should dictate to management the time you require on any given day.

It's the a.m., you've got a route to carry, and you don't need the aggravation, so submit a 3996, get a copy, and make a call in the afternoon to reiterate your position. They have three choices: send you help, continue to carry, or bring it back. There is no unauthorized overtime if you communicate with them.

So back to “Cancer sucks.”

Management, for the most part, doesn't care about what you may be dealing with at home. Your job and its benefits allow you to provide for you and your family with tools such as FMLA, Sick Leave for Dependent Care, and workers' compensation, in case you sustain an injury, as examples.

With only 300 words, it's impossible to delve into all the resources available to you, but the NALC website is a good start. Your branch and MBA can also assist you, and I would hope the senior carriers can share their wisdom and guide you.

For Danny: Rest, brother.

Nestor J. Chaves, Branch 40

Flushing, New York

On a beautiful afternoon in May, Region 15 NBA Bruce Didriksen, Branch 294 Director of Retirees Clara Sarmiento and I had the privilege of visiting Brother Frank Gallo at his home in Whitestone. Accompanied by Frank's lovely wife, Virginia, his daughter Suzanne, and granddaughter Kimberly, we celebrated a remarkable milestone: Frank's 65 years of dedicated membership with the National Association of Letter Carriers.

Frank's journey with the NALC began in Flushing, NY, where he delivered mail at the Whitestone Post Office. In an ironic twist of fate, one of his customers during those early days was a young man named Fredric V. Rolando. This young man would later become the NALC president, a position he held for 14 years.

Frank's career is both long and impressive. He was among the brave letter carriers who participated in the Great Postal Strike of 1970. We are forever grateful to these heroes who risked it all. Today we continue to enjoy the rewards from their hard-earned victory.

Among the many positions Frank held were president of Branch 294, Flushing Letter Carriers, from 1984 to 1997, and president of the New York State Association of Letter Carriers.

Congratulations, Brother Gallo. Thank you for your leadership, friendship, and unwavering dedication to the NALC. Your legacy is an inspiration to us all.

Stay strong—

Tony Paolillo, Branch 294

Fresno, California

Postal management says one thing. Turns around and does another. We are told to hand over the mail if robbed. Your life is more important than the mail. So true.

Then you are having heat stroke symptoms on the route. They instruct you to complete the route—which could lead to your death. This is a very serious health condition. What happened to your life being more important? Telling you that you still have mail to deliver. *Wrong!* The post office has mail, you have an emergency. Having a heat stroke, your body is unable to cool. It no longer can control its temperature. Reaching 106 to 109 degrees is extremely serious. Call 911—the hell with management. Live to deliver another day.

You will have to miss some workdays, and should file an OWCP claim. Your family will be thankful. We go to work to make a living, provide for our family. Not to lose our life to a demanding supervisor. Extreme sweating and fatigue are signs of heat exhaustion. Body cramps, even your jaw. Get medical attention. Management giving you a bottle of water on

Branch Items

hot days does not guarantee anything. Not when they demand you work faster and harder on hot days. We know there is no escape from working in extreme heat, but we can work at a safe pace. Despite management's unsafe demands.

Jesse Dominguez, Branch 231

Green Bay, Wisconsin

From May 17-18, the 71st Biennial Convention of the WSALC was held at none other than legendary Lambeau Field, home of the 13-time champion Green Bay Packers! Titledown Branch 619 (Green Bay) was honored to host and coordinate this unique and rare opportunity, to conduct our business within these hallowed grounds.

The weekend began on Thursday, May 16, with delegates and guests hitting the links at Royal St. Patick's golf course, raising \$1,000 for MDA. Later that night and during registration the following day, everyone was enjoying the Titledown District prior to the opening ceremony at 1 p.m. To our knowledge, this may have been the first NALC event of this magnitude held at a professional sports stadium. Any gameday butterflies quickly faded as the day progressed.

On Friday night, delegates and guests attended our "Gameday in Titledown Tailgate" inside the Miller Lite Lounge overlooking Lambeau Field. The festivities included DJ/karaoke, tailgate food and plenty of liquid! The night skies and interior bowl lights created the perfect backdrop and conclusion for Day 1.

The second day began with our memorial service and last letter delivery, honoring the deceased members since our 2022 convention. This emotional tribute is one of the most profound gestures we can offer to our fellow brothers and sisters who are no longer with us.

We later heard from our NBA, Patrick Johnson, and NALC Secretary-Treasurer Nicole Rhine. Both shared a wealth of information centered around contract updates and regional news. Our last surprise was Packer player Benny Sapp III welcoming our group and our MDA ambassador family. This was a real highlight for the children!

Our convention concluded with the officer installation, along with dinner and a band.

Suffice it to say, this was truly historic!

Patrick Van Egeren, Branch 619

Hagerstown, Maryland

I would like to formally congratulate Kareem, Pascal, Terriq and Lee each on their conversion to career as unassigned regular. This is a huge accomplishment for each of them and hopefully for each of them it won't be too long before they have their own assignments. I highly recommend taking this time to review your newly earned benefits and rights. If you have any questions regarding your new status, please don't hesitate to ask and learn more.

As we are moving into the hottest months of the year, I urge everybody reading to ensure that you are doing everything possible to stay safe during the long, hot working hours. While

it is beyond outrageous that we still don't have working air conditioning in every postal vehicle, it is an unfortunate reality. As such, please make sure that you have adequately hydrated before, during and after each shift and do not hesitate to take any heat breaks you may need to recuperate from the heat. If at any point you believe that you are overheating and are beginning to experience heat exhaustion, get yourself into air conditioning to cool down. If



Green Bay, WI Br. 619 hosted the Wisconsin State Association convention at Lambeau Field. Pictured (l to r) are Josh Quarfoot, Jodi Rogers, Jack Mannion, Mick Kiehl, Jesse Marks, Garrett Kugel, Tim Voelker, NALC Secretary-Treasurer Nicole Rhine, Marcia Welninski, Pat Van Egeren, Branch President Todd Wiegman, Region 7 NBA Patrick Johnson and Region 7 RAA Joel Malkush.

at any point you believe you are past the point of being able to safely get inside, please do not hesitate to call emergency services. We all have the absolute right to safety while we work, and the heat is one of the biggest hazards that we face daily.

If at any point management attempts to bully you into not taking heat breaks, please contact a shop steward so that the appropriate grievance can be filed. Our safety is the most important right we have, and we will not allow management to bully it away from us.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

I have used practically every experience, words of warning, truths and wisdom I've encountered in my entire career (good, bad or indifferent) to be able to "go with the flow." From Ruby Davis's telling me not to bring shame on myself, my family or my employer; to Mr. Argean Sanlin's take on the Scout motto, "Be prepared for anything"; to Johnnie Fields's, "You can't put an unprepared person in a prepared situation." Today, I'm paying attention to being prepared (and alert) more than ever.

In the past month, Branch 30 NALC carriers have joined the list of victims in the ever-increasing crimes against NALC carriers. Postal vehicles were broken into in Independence, while in Kansas City, a gun-toting coward accosted a few carriers. It's terrible when it happens somewhere else, but when trouble is at your door, it becomes personal. Thankfully, no one was injured.

We've all been told in one way or another that our *personal* safety is our responsibility. Chico McGrew says, "Stop, look and listen, 'cause we don't want you missin'." Yet we also shoulder the responsibility to pursue initiatives that will hopefully assist us in our efforts.

H.R. 7629, the Protect Our Letter Carriers Act, must have the support of the entire membership rather than those who dutifully attend branch monthly meetings. There is more to being a member of the NALC than paying dues; participation gets you involved. For the most part, our customers do look out for us. Home surveillance cameras and Ring doorbells should provide law enforcement the evidence necessary to put these criminals away. Calling your legislator and getting our voice heard on H.R. 7629 helps more, because it is *us* who will or won't make a difference.

Support the Letter Carrier Political Fund.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers!

Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). If you understand the definition of this, then you might be a postal expert. Initially, this program was agreed upon between the NALC and USPS (M-01982) and extended until May 31, 2024 (M-01998). So, who knows what the NALC and the USPS will do. It is an unanswered question.

At this writing, branch TIAREAP team representatives are concluding their evaluations and city delivery route adjustments. One cannot speculate what will happen in the future. For 20 years, I had to undergo the six-day route evaluation and I was not a fan of Chapter 2 of the *M-39 Handbook*. From discussions with current carriers, some like it and some do not like it. With the summer months coming up, one can expect a decision sometime in the late summer. Let's see what the roll of the dice will look like.

Union strong!

Tony Rodriguez, Branch 419

Lima, Ohio

In the last issue, National President Brian Renfroe wrote about NALC's annual Heroes of the Year Awards. He expressed that one thing these carriers had in common was that they all felt that anyone would have done what they had done. This demonstrates the spirit of service and their humility when talking about their incredible deeds, while they represent only a small portion of heroic acts that letter carriers across the country perform daily.

In the same article, he brought up how the pandemic has taken a toll on our food drive and how the numbers have been down. Our local totals have been down in past years but have stayed steady, with us picking up a respectable 14,573 lbs. I would like to thank all the letter carriers and supervision whose families helped make it a success. I also wanted to put out a special mention for George and Carol Jefferies. George works at the Lima tank plant

(UAW). Carol and George canvassed six open city routes and one in Elida. After that, they stayed and unloaded vehicles until the last one came in. This was at least the second year they have helped us—much appreciated!

Now that summer's here and kids are home, it's even more important to be alert on your route, and stay aware of your surroundings. Be alert to strange people on your route. You now will have more kids on porches and in yards. While all this is happening, you don't notice the dog that snuck up behind you. Dog bites are on the rise! Keep spray handy, earbuds off, cell phone off, tap key secure, keep your eyes and ears focused!

Finally, the union meetings are held at Rigali's Pizza Village every second Tuesday of the month at 505 W. North St., Lima, at 7 p.m. Did I mention *free pizza*?

Jeffery Steegman, Branch 105

Monterey, California

The long-awaited route-inspection fiasco should soon be over. Heartfelt thanks go out to Chris Calica, James Henry, Jeff Frazee, yours truly and Louis Hill. Sadly, some might have their route eliminated. Every day you carry your route, it should be done as if you are on an inspection.

When I started in 1973, we had an inspection every year and we learned our job well. I always felt learning your rights is one of the most important things you can do. The best of-fense is a good defense.

There have always been runners at the Post Office, those who are willing to take chances, leave the vehicle engine running, forget to fasten your seat belt, close your door, failing to set the parking brake, porching parcels instead of following the instructions in the *M-41*. You aren't supposed to leave a package unless it has a release, or you are sure it can be left in a safe area. With all the porch pirates out there, and mailboxes being broken into, make sure you do the right thing.

There are always management-pleasers, thinking that if they run, run, run their route, they might get a special favor. Seniority is the basis of your job as a letter carrier, and there is no venue to circumvent that. We all had to work the best and worse routes—it's part of the job.

Now that TIAREAP has been canceled, I wondered how it was working across the country. Every rule that could have been broken in Monterey was. What's with calling carriers on the street *on their cell phones* to question where they are or how long it's taking? Why answer? There are *no* street standards; it takes what it takes.

United we bargain—divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

Congratulations to the winners of Branch 38's four \$1,500 scholarships. Jessica Caldwell, the daughter of Old Bridge letter carrier Lisa Caldwell, was awarded the Michael J. McTigue Scholarship. Isabella Gabbirazio, the daughter of Belford letter carrier Melissa

Picariello, has been awarded the Gil Hampton Scholarship. Jonathan Santiago, the son of Wyckoff letter carrier Johanna Espinal-Santiago, has been awarded the Richard P. O'Connell Scholarship. Brianna Singleton, the daughter of Union letter carrier Harvey Single-



New Jersey Merged Br. 38 awarded scholarships to four students. Pictured (l to r) are winners Brianna Singleton, Jessica Caldwell, Isabella Gabbirazo and Jonathan Santiago.

ton, has been awarded the Tony Massa Scholarship.

All the applicants presented extraordinary scholastic records and have been of valuable service to their schools and communities. Best wishes to all the applicants and scholarship winners. You have made your families proud, and Branch 38 is honored to help as you go forward with your education. Special thanks to Bruce Didriksen, Region 15 national business agent, for joining us for the presentation of the scholarships.

Michael J. O'Neill, Branch 38

Norristown, Pennsylvania

I had to laugh when I heard our supervisor telling our union president about goin' by the contract! That is something that they do when they feel like; if they did, we wouldn't be filing any grievances, but you know.... After a long battle by our super-duper union reps, they started maxing out our ODL at 12/60 before using nos! But instead of starting them earlier to provide better service, they have to deliver at 9 o'clock at night. (Didn't our PMG say we would be getting our mail earlier with his fleet of one truck a day to every office?)

With me almost out the door, my wife asks me, "Why do you care about the P.O. so much?" And I say, "I don't look at numbers when I deliver; I see the smiles of my customers when I get there early and the frowns when I am late. And they are not upset about getting mail late; it's because they see us working all day in the heat, cold, rain, wind! They care about us 'cause they see us every day, and we are a constant in their lives. They see us as humans, not machines. I care cause I'm proud of my job and the excellent service I give to my customers!"

But some of our management team is unable to do their jobs correctly. I can't believe after decades of doin' the job, they still have no clue. It doesn't take much thought to make a plan and stick with it. Stop trying to squeeze every second out of people—all you do is cost more minutes of mayhem and frustration.

Everyone, have a great summer and enjoy life as much as you can. We're only on this earth for a short while!

Joel Stimmler, Branch 542

North Florida

After the March Committee of Presidents meeting in Jacksonville, Branch President Jim Thigpenn contacted city council member Rahman Johnson to have the council form a resolution to send to local congressional representatives to support efforts to stop violence against letter carriers. After going through committee votes, it was passed at the May city council meeting. Jim, Past President Maceo George and I attended meetings to ensure that the resolution passed.

As I write this article, for the House Resolution 7629 (Protect our Letter Carriers Act), 85 representatives in Congress have co-sponsored the resolution—70 Democrats and 15 Republicans have signed on. This is important not only for your safety but for the future of the Postal Service itself. Please contact your representative to ask them for their support. The Senate version is S. 4356, so contact them, too.

Branch 53 collected 101,000 of food this year, and thanks go out to former NBA Matty Rose and Branch 53 members Frank Marrinacci, Mike Saveriano, Lonnie Guillory, Bob Broecker and Jim Thigpenn for their efforts during this event.

Let's remember to stay hydrated and safe out there!

Bob Henning, Branch 53

Portland, Oregon

Branch 82 recently awarded its Judith Hyde Scholarship winner for 2024. Congratulations to Owen McNary-Sprague, stepson of Molly McNary from Creston Station!

Judith Hyde was a Portland carrier who vowed to walk from Portland to Washington, DC, to educate people about HIV/AIDS. At the time, it was still a very taboo subject. She walked all the way to Ohio and then learned she had liver cancer and had to stop her journey. Although she was never able to finish, her spirit of community service lives on with her namesake scholarship. We felt that Owen exemplified this fierce passion to make the neighborhood and the world a better place.

Thank you to my fellow Branch 82 members on the committee for taking the time and interest to study all the applications. Thank you to all the seniors who made the effort to apply. All of the applicants were more than worthy; it's always a difficult decision. I wish each of you the best with your bright futures.

Speaking of bright futures, Branch 82 is excited about the national convention. See you in Boston!

Suzanne Miller, Branch 82

Providence, Rhode Island

The results for the food drive are in. We were able to collect 3,000 pounds for Doorways

Branch Items

food pantry in Seekonk, 1,952 pounds for the Bread of Life food pantry in East Providence, 23,128 pounds for the Rhode Island food bank, 3,454 pounds for North Kingstown food pantry, 2,100 pounds to Johnnycake center in Westerly. The total is 33,634 pounds. A special thanks to Jeremy Johnston for spearheading the food drive for Branch 15, and another thank-you to everyone who helped collect the food!

Unfortunately, some branch members have observed that some carriers have worked off the clock in at least one office. Carriers are doing small things like grabbing their scanners, Arrow Keys, emptying the hot case, and similar things to be ready when they officially clock in. It is important not to work for free, and it is also illegal. Also, everyone should use their fixed office times to check vehicles, withdraw mail, etc.

We all work hard for this company each day. We deserve compensation for everything we do. Management has demonstrated that if you show your route is under consistently, they will add to it. Their job is to reduce carrier jobs/routes so that they won't have to pay someone benefits, sick leave and a pension. I'm not suggesting that anyone deliberately wastes time or does anything that would get them disciplined, but to take the time allotted necessary to do the job as intended.

Work smarter and be safe. Until next time—

Anthony Turcotte, Branch 15

Racine, Wisconsin

All Generation Z's or X's, you may have to break out your encyclopedia. What am I thinking? Gear up your Google bar. We're about to take a trip back in time. Growing up, it wasn't a Sunday morning without an episode or two of Ma and Pa Kettle.

Usually when things happen, it starts with a slow fuse. You then have your flash point, the "trigger moment," if you will. For example, cable eventually took a back seat to streaming and YouTube, Atari paved the way for PlayStation, Donkey Kong and advanced gaming systems. Your super-cool Timex watch that was waterproof *and* had a calculator bowed to a Galaxy super mega-watch navigational system, complete with phone, GPS and games all tucked neatly on your wrist. Phil Donahue and Merv Griffin (talk-show hosts, Gen Z's) made it possible for Oprah, Jenny Jones, Springer, Ricki Lake and Maury to flourish. Niecy Nash's "Clean House" fostered "Hoarders," while 8 tracks and vinyls surrendered to CDs. "Adam-12," "Emergency!" and "Rescue 911" spawned "World's Wildest Police Videos" and "Cops."

The fuse being our current contract. Whatever the hangup, putting an end to the CCA experiment is necessary. A misfire from the start. CCAs and career carriers wear the same uniform, do the same job, day in and day out. Problem is, CCAs were mercilessly dogged. Creating tension and animosity with their peers. So, they quit. They were so far down the ladder, they couldn't see up or a way out. I'm all for paying your dues, no question there. Let's end the CCA model and attract quality, career-minded career employees complete with a 90-day probationary period. The USPS needs

to make it so people *want* the privilege and responsibility of having this job.

Chris Paige, Branch 436

Rockville, Maryland

We recently won an arbitration out of Rockville concerning management taking a carrier off an opt in violation of Article 41. We



Fort Dodge, IA Br. 645 raised \$510 for MDA at its annual Rhonda Peterson Memorial Steak Fry in June.

believe this may be the largest settlement in arbitration for a one-day removal from an opt in the history of our union. We won an additional 100 percent pay for the 6.68 hours off the opt, plus a lump sum of \$500! Management was also ordered to cease and desist violating the opting rules found in Article 41 of the National Agreement.

We won an arbitration out of our Frederick office concerning a removal alleging unacceptable attendance. The back pay would have been worth more than \$100,000 if not for the language in the *ELM* stating "minus outside earnings." I hate that provision. Management also took hundreds of hours of leave from the grievant, even though the carrier did not request that leave. We are trying to get this carrier reimbursed for that leave.

We also won an arbitration out of Rockville where management issued an emergency suspension. The arbitrator found the discipline was not for just cause and the carrier to be made whole. This amounted to approximately \$5,500!

We wish to thank Maine Merged Branch 92 for an arbitration win dated Feb. 21 for an additional 400 percent for the CCAs and PTFs working over the maximum for one day (11.50 paid hours). Additional 400 percent! That was not a typo! The Portland, ME, branch also won an arbitration dated April 10, paying ODLs an additional 300 percent due to management working the ODLs past the 12/60 maximum-hour limits (12 paid hours in one day and/or 60 hours in one week).

All of the aforementioned arbitrations can be found on our website at nalc3825.com. Next month, Chicago arbitration wins!

Kenneth Lerch, Branch 3825

St. Louis, Missouri

There is no disputing the fact that President Joe Biden has been one of the most proac-

tive union supporters since Franklin Roosevelt's administrations in the '30s and '40s.

"I intend to be the most pro-union president leading the most pro-union administration in American history," Biden stated at a White House meeting back in 2021 that brought together ordinary workers, labor leaders and government officials.

In 2022, Biden used executive orders to improve conditions for work on federal projects, including the use of project labor agreements for federal construction projects, which requires the hiring of unionized workers. His administration also created new rules around pay equity for federal workers.

In 2023, he became the first president to walk a picket line, which happened during the most effective United Auto Workers strike in decades. The historical record indicates that no prior president had ever even considered taking such action.

In 2024, he expanded eligibility for overtime pay for people making up to \$58,656 a year, up from its current cap of \$35,568, and pushed pension funds to only invest in companies that adhere to high labor standards.

Most recently, President Biden vetoed a Congressional Review Act measure that sought to overturn the National Labor Relations Board rule preventing corporations from hiding behind subcontractors or a staffing agency when workers want to bargain collectively. Biden stated, "By hampering the NLRB's efforts to promote the practice and procedure of collective bargaining, Republicans are siding with union-busting corporations over the needs of workers and their unions. Since day one, my administration has fought to strengthen workers' rights to organize and bargain for higher wages, better benefits, and safer working conditions."

President Biden's commitment to organized labor is more than mere lip service.

His actions speak louder than words.

Tom Schulte, Branch 343

St. Paul, Minnesota

Midway through May, Branch 28 received the news that our branch president, Luke Kane, was moving on to the regional office as the new regional grievance assistant. The branch is proud to have Luke join another Branch 28 member and former president, Joel Malkush, in working to support our brothers and sisters in all of North Dakota, South Dakota, Minnesota and Wisconsin.

With the departure of Luke means that our executive vice president, Chad Lemm, will now be stepping into the presidency. If you've visited our union hall, you've surely run into Chad. He's been the stalwart leader of our Formal A team for a while now, and has been tireless in the pursuit of enhanced remedies in order to keep management in check. Chad will continue in the legacy of excellent leadership here in Branch 28. So, congratulate him and Luke when you see them. This also means that nominations for the office of executive vice president will take place at a general membership meeting in the coming months. Members

should watch our newsletter for more info on the nomination dates and process.

May also saw the return of the NALC food drive as a branch-wide event. We don't have the final numbers for how much was donated, but from what has come in so far, it was a success. A special "thank you" goes out to Matt Schussler for stepping up to organize and run the food drive for the branch. The food drive is a ton of work, and he did an excellent job setting everything up, especially after it was dormant for the years during the COVID-19 pandemic. It's such an important event that cements us carriers as important members of the communities we live in and serve.

Solidarity forever!

Kaylee Valerius, Branch 28

San Diego, California

Hello once again from beautiful and sunny San Diego, CA. Hope everyone is ready for a great summer.

Things have been busy here at our branch, as usual. We got our first PTFs in the city of San Diego in March. CCAs in the city have been making regular before they've reached two years, when they would make PTF. However, nearly every CCA in the city who made PTF have already been converted to full time. Our county offices have been just the opposite. CCAs there were not getting converted into UAR positions, so, consequently, they made PTF at the two-year mark. Once again, though, our county offices had a few conversions to full-time UAR this year as well. We do have a high turnover rate, but also have a number of ORNA (on rolls not available) carriers, hence the many UAR conversions in the city of San Diego.

Our food drive was a huge success, with the numbers near 500,000 pounds so far. Still waiting on the official count. We have our annual summer picnic coming up in June at beautiful Santee Lakes. Our annual MDA golf tournament will be in July, then it's off to convention. We had our retirees luncheon in April, and it was a huge success. Lowen Julio was our Retiree of the Year. Our MDA bowllathon in April was also another huge success.

Our branch committees do a fantastic job organizing and making sure all of our events are top-notch. Our food drive committee consisted of Mike Nalus, Carrie Gutierrez, David Hoffman, Frank Cantu, Barry King and Kevin Nance. Our MDA committee consists of Raquel "Rocky" Acasio, Frank Barrios Jr. and Melissa Guerrero. Our entertainment and welfare committee members are Chairwoman Melissa Guerrero, Tony Burnell, Barry King, Lowen Julio and Javier "Javi" Jauregui.

George Elias, Branch 70

Seattle, Washington

My time with the USPS is spent, my concern is constant, but my knowledge of managerial mischief on the workroom floor is like one of those frozen embryos from "Jurassic Park." Looking back is almost a prehistoric event for me. I knew it was getting nutty when I left a decade back. I could see how things were

sinking, so I jumped ship. But I got a guy on the inside, and so what I know of current events I get from him, my "mole."

Imagining what is going on in those annex stations is honestly unimaginable. Sounds like a "Little Shop of Horrors" on steroids. Feed me! Grievances galore. Stewards doing their best to stem the flow...file, file, file...but the recidivism by management is unconscionable. Violate, violate, violate. Then refuse to settle. It sounds like a clog that not even Roto-Rooter could handle. Step A...Step B...step right this way. It's heartless. National tells us it's now working on holding management accountable for continual and constant violations. But adherence to the contract seems to have fallen by the wayside, and unless it's somehow written into the next bargaining agreement, I'm not sure it will be able to retrieve it.

Speaking of things gone missing, the sanctity of the mail seems to have become an archaic event. It appears to have hit the history bin, swept up in the detritus of contractual violations. Essentially, this essential—formerly sacrosanct—pillar of our postal creed is being constantly sacrificed at the altar of efficiency. It has become a casualty of management's *laissez-faire* policy concerning non-adherence to anything other than their all-important algorithms. I suppose not delivering the mail gets the job done so much faster, and what could be more important than faster? Customer service?

Don Nokes, Branch 79

South Jersey, New Jersey

Bye-bye, TIAREAP! It appears the Postal Service has no desire to continue with this route evaluation process, and if history is any gauge, we will once again be filing tons of grievances due to management's violation of the *M-39* when it comes to doing route inspections.

I know there are a lot of carriers and union officials who are glad to see this process go, but I always say I like to know the devil that's in front of me, since I can keep an eye on him, and watch his every move. I know this type of route evaluation system isn't the most popular because of the way it uses technology, but let's be real in that this is the future of the Postal Service in doing their adjustments and evaluations. I know they think they don't need our

input on these processes, but time always tells how much they do need our help, as they always come back for our help when their incompetent managers screw up the process and costs the Service a lot of money in grievance expenses.

It is obvious our union is best in making these type of adjustment and evaluation programs work for everyone involved, so for them to not want to have us as a partner blows my mind. I am still hopeful they will reconsider their position and incorporate some sort of joint process in the next agreement. It is best for everyone involved to have us help them make a program that is fair and reasonable, without the worry of grievances to fix their mistakes. We shall see!

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

We are many things, but we will never be fools. Yet, it seems management's actions say so. To quote former NALC President Vincent Sombrotto, "Either they will be right, or you will be right."

Postal management has reverted to a time long ago where carriers were routinely intimidated, misinformed and disrespected daily. This process has been hastened by the current generation of management. But you can't blame them for their ignorance. They will accept anyone to become a supervisor and mold them into their way of thinking. However, the USPS provides them with all the training they need, but the supervisors lack the wherewithal to absorb this training. The result is that they rely on daily phone calls to their superiors. But in the moment, they just employ the old tactics to satisfy their edicts from their bosses.

Our biggest challenge is the "divide and conquer." Remember when we were kids and we would say, "We can talk about one another, but don't let anyone else do it"? We cannot let management treat us like fools. We have the rights to sick leave, injured-on-the-job claims, etc. But we can't buy into management thinking that they can bully our carriers by peer pressure or actions that result from the peer pressure.

Many people think it's us against the front-line supervisors. But management has recently cut supervisor's tea (management working

COLA: Cost-of-living adjustment

- The 2025 projected COLAs for the Civil Service Retirement System (CSRS) is **2.3 percent**, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following the release of the May consumer price index (CPI). The 2025 COLAs will be finalized with the publication of the September 2024 CPI in October 2024.
- The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **2.5 percent** following the release of the May CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.
- Visit nalc.org for the latest updates.

Branch Items

more than their eight hours). This is so crazy because they waste so much money with contract violations. They can't see the forest for the trees.

Management has been directed to do at least two driver observations per week. Please be careful and take time to do the job right! Earbuds, seat belts and safe-driving practices are essential.

Check the PS Form 4584s for accuracy when you receive your copy.

Eric Jackson, Branch 725

Springfield, Ohio

Once upon a time, or maybe twice, there was an advertising company called Advo. Depending on where you look in its history, it was also known as Valassis, Shopwise, Blairs, Red-Plum, and our current configuration, Mspark. When I was first hired, I was told that one piece of bulk-rate mail generated five pieces of first-class mail. Of course, I would think the internet changed that equation. Yet we still deliver the different-shaped, horribly stuffed advertising flyers once a month—or more, depending on your office. Sometimes they come with marriage mail and other times they are addressed. Recently, we had partially addressed advos... some were, some weren't. One thing is for certain—they always take extra time.

Speaking of time, the USPS has unilaterally decided that a.m. office time should be one hour regardless of mail volume. We all know that all routes are created equal, *wink, wink*. No matter what a supervisor tells you, just remember that your a.m. leave time is based on fixed office time, mail volume, and in our office, clerk staffing. I've yet to see the column on the printout that gives carriers credit for waiting on parcels.

Multiple settlements over the years have concluded that "DOIS projections are not the sole determinant of a carrier's leave or return time or daily workload." Recently, I made an eight-hour day with a 900-plus DPS count. The following day, I had 1,300-plus DPS and about 20 more parcels and was told I should have 15 minutes down time. And the survey said,

"XXX." I record my counts and volumes from day to day so I can make comparisons. Management only sees one projection at a time and forgets about the day before.

Union meetings are the second Thursday of the month. Pizza at 6:15 p.m.

Jerry Martens, Branch 45

Toledo, Ohio

We were successful in reaching our goal for the 2024 Letter Carriers' Stamp Out Hunger Food Drive by surpassing 250,000 pounds of donated food. Thanks to all involved for your time and effort to make the food drive so beneficial in Northwest Ohio. Several of our members went above and beyond anyone's expectations. Their efforts were a substantial contribution to the total pounds provided to the food banks in our area. Again, thanks to everyone who helped with the food drive. The generosity of the business owners, unions and citizens of Northwest Ohio is greatly appreciated.

Back to business. We just passed 1,100 grievances filed so far this year. Add to the hours needed to process grievances, and the preparation for numerous arbitrations, and you have plenty for everyone to keep busy. We have been exceptionally busy with arbitrations. At the last rap session, we learned that Branch 100 had conducted the most arbitrations of any branch in Region 11 in 2023. With the schedule we've had in 2024, it looks like another busy year.

A bottleneck has been created by the Toledo postmaster/designee by refusing to settle any grievances. We've seen this before. None of those guys got what they wanted. They all left town before the payouts were made. Maybe that's this guy's plan? You can only kick the can so far!

Again, our ethnic food specialist, Rachele Roy, arranged for food at our June branch meeting in celebration of Juneteenth. A variety of food was provided by a food truck from Big Shatz's and Smith's BBQ.

We have 23 committed delegates to the national convention in Boston this August. We

are looking forward to our trip to this historic city and look forward to an historic convention.

Ray Bricker, Branch 100

Tri-Valley, California

As Director of City Delivery Christopher Jackson reported, the USPS announced its long-term strategic plan to stabilize mail delivery. This plan, called the Delivering for America Plan, includes the creation of large delivery units called Sorting and Delivery Centers (S&DCs) across the country. The establishment of these S&DCs involves moving city letter carriers from their current work location to a large facility that can accommodate hundreds of routes.

Recently, during the implementation of this plan, management removed the flat racks from all letter carrier cases on the workroom floor in the Oxnard S&DC Installation. Management claims that the decision to remove the flat racks from all carrier cases was from the S&DC Plan, to standardize all S&DC sites.

To my knowledge, the flat racks are not obsolete; there is no instruction or *Postal Bulletin* stating that flat racks are obsolete and must be removed. Moreover, not all flat-size mail is machined. Furthermore, what happens if the machines break down? Where will this mail be placed? Management answered my questions.

Since the flat racks have been removed, flat-size mail has been placed into the parcel tub hampers or on the floor.

Moreover, 775 tubs of chunks, SPRs, and mail of other sizes are being placed on the workroom floor and trays of residual mail are also placed on the floor or on upside down tubs. All this mail on the floor causes potential slip, trip and fall accidents, and potential ergonomic issues from working from the floor or lower level, right? Wrong.

According to management, this is not a safety hazard because ADVO coverages have always been placed at the case on the floor. Go figure; now I know what "S&DC" really stands for: Standardized Dumb Crap! Needless to say, we filed a grievance. Stay tuned.

James C. Perryman Jr., Branch 2902

How to submit items

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

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

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

Items received after the deadline will be held for the next issue.

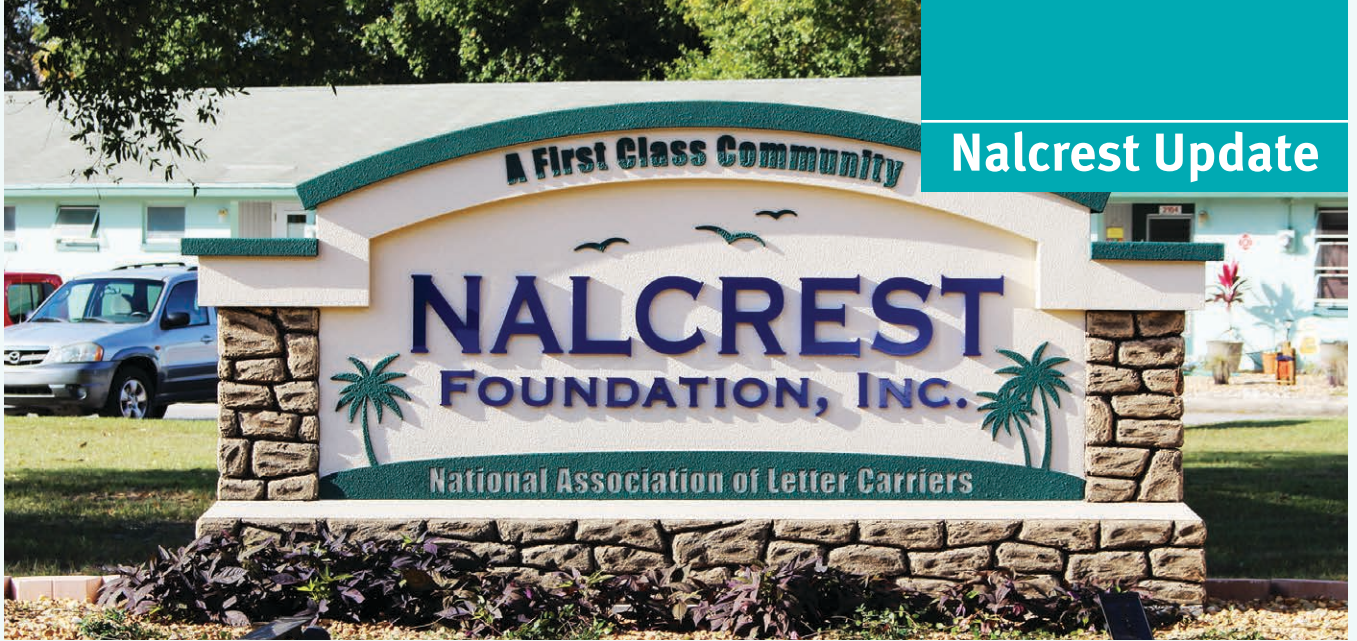
Word limit: The *NALC Constitution* (Article 9, Section 1.b) limits items to 300 words. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

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

To submit items by email: Send to postalrecord@nalc.org with the branch city

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

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



From the Trustees

The waiting list to become a resident at Nalcrest has now pushed up to 384. There has been a steady increase over the past several months. Why the surge in popularity for the only union-sponsored retirement community in the United States?

Well, my theory is that since the weeklong Nalcrest 60th anniversary celebration earlier this year, our “little place in paradise” is no longer a secret. The weeklong celebration introduced all the national business agents from the 15 regions, who had never paid a visit to paradise. In addition, the rest of the NALC Executive Council had several officers who had not previously visited. The Executive Council members I spoke to that week all loved the property, the facilities, and the activities Nalcrest has to offer. Returning home, this word has spread to the members in the regions they represent. I believe this has prompted the surge we are seeing. Again, if you are contemplating retirement and are looking for the opportunity to live in a beautiful community, sign up now.

The Nalcrest Memorial Day celebration was a huge success. It began with a Memorial Day Service at 9:30 a.m. at the Veterans Memorial, presented by American Legion Post 339. The softball team cooked the hot dogs and ham-

burgers for the residents, as they always do, and this group is led by Chef JJ. The lunch was held inside the William Doherty Auditorium from noon until 3 p.m. Entertainment was provided by DJ Duane Anderson. In addition, there were salads, assorted desserts and beverages. A good time was had by all.

A few updates:

1. The community pool is being resurfaced with new decorative tile, along with upgraded decking. The pool is a big gathering place for our residents and is an integral part of Nalcrest. The pool looks

beautiful, and the upgrades were necessary. It has been 10 years since the pool was last completely overhauled.

2. The community laundry room had some much-needed plumbing work completed dealing with drainage issues. Our Nalcrest maintenance staff completed the work.
3. The bocce ball court was upgraded. This is an activity that is very popular with our residents.

Stay tuned—improvements are ongoing.

Tony Diaz



U.S. flags line the roadway.



The auditorium is set for the celebration.

Apply to live at Nalcrest

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

Nalcrest Trustees

- NALC Executive Vice President Paul Barner
- NALC Secretary-Treasurer Nicole Rhine
- NALC Assistant Secretary-Treasurer Mack I. Julion
- NALC Director of Retired Members Dan Toth
- Nalcrest Trustees President Matty Rose
- Nalcrest Trustees Vice President Fred Rolando
- Nalcrest Trustees Vice President Tony Diaz



Nalcrest residents attend the Memorial Day celebration in Doherty Auditorium, complete with food and entertainment.

Auxiliary Update



Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Dear sisters and brothers: Summer is here. It was 111 degrees yesterday as I write this. Try to stay cool.

The convention is almost here. I am so excited, and I know everyone else is, too.

The Auxiliary is planning a Duck Tour in Boston for Wednesday, Aug. 7, at 12:30 p.m. The cost will be approximately \$40 each. We need a count of people planning on going. The first part of the tour is in the water, followed by a sightseeing trip on land. Please send in your reservations. Family is welcome.

Cynthia Martinez

Now we have a treat: We are featuring a guest columnist this month, Karen Heil, from Elk Ridge, MD. Their local auxiliary, Baltimore, MD Auxiliary #47 was founded in 1905, for which she serves as president.

The month of February at the NALC Auxiliary #47 had a theme of gratitude, support and appreciation for their letter carriers.

Feb. 4 was National Thank a Mail Carrier Day. It's a day to remember that no matter the weather, someone is out there making sure your mail makes its way to your front door. Community residents chose to honor their local mail carriers by displaying a sign in their window, door or mailbox with a message of support and thanks.



Thank a Mail Carrier Day

Letter carriers are more than the people that deliver our mail. They are members of our community. They are the face of the United States Postal Service. Living in an aging community, many of our residents look for the mail delivery, not because they are looking for the bills but because they are looking for that moment to interact with the mail carrier.

Community residents shared, "We appreciate the opportunity to share a story and a smile."

Community members of all ages created

a poster with special messages for Loch Raven Post Office. The local residents also provided pastries and coffee for all to enjoy before they headed out on a cold winter day in Baltimore.

During the NALC Oriole Branch meeting on Feb. 13, the Auxiliary members shared a small token of appreciation to their letter carriers



The April Baltimore rally

riers by handing out bags of candy with a note of thanks for their hard work.

In April, mail carriers (city and rural) came together with their local auxiliaries gathering in Baltimore to share their concerns about the safety of their carriers. Members raised their signs and their voices, chanting "Enough is enough."

Karen Heil



Registration for the NALCA 73rd Biennial Convention

Boston, MA—Aug. 5-9, 2024



Name _____ Auxiliary# _____

Contact # (_____) _____

Registration may be submitted by sending this form and payment of \$35 (check made payable to "NALC Auxiliary") to Secretary Crystal Bragg at the address below:

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

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.



Join NALCA for a Boston Duck Tour

Wednesday, Aug. 7, at 12:30 p.m.



Join your Auxiliary friends for an exciting Duck Tour around Boston! Attendees will cruise around Beantown on both land and water in an amphibious vehicle.

Name _____ Auxiliary or branch # _____

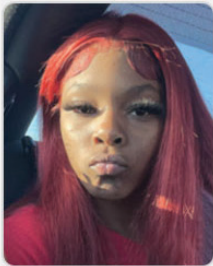
of tickets: _____ x\$40: _____

Tickets are \$40 per person and may be purchased by sending this form and payment (checks made out to "NALC Auxiliary") to Secretary Crystal Bragg at the address below. Tickets will be available for pickup in Boston:

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

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.

MISSING CHILD



Tyleah Pruitt

NCIC# M337897708

Missing Since: May 8, 2024

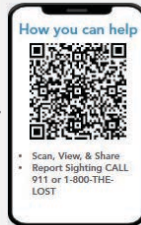
Laveen, AZ

Age Now: 14 Years Old

Female



NCMEC: 2020744



Phoenix Police Department (Arizona)
1-602-262-6151

EXTRA PHOTOS



Both photos shown are of Tyleah. She was last seen on May 8, 2024.

NY: Hampton Bays (11/94) to Fruitland Park, Leesburg, Orlando, Ocala, Gainesville, Tampa, Clermont, Ocoee, Winter Garden, Dade City, Plant City, Brooksville, Zephyrhills, FL. City carrier. Mounted routes in suburbs. Short drive to NYC. Strong local union. Good supervisor/PM. Jackie, 631-478-2257 (call or text).

NY: Selden (8/21) to Charlotte, NC; Fort Lauderdale, FL or surrounding areas. Seeking mutual exchange. Route is all curbside mounted. Thomas, 516-782-5355 or tommybahama1996@gmail.com.

TX: San Antonio (6/06) to Phoenix, AZ or surrounding areas. Call with any questions. Dan, 210-853-8046.

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., July's deadline is for the August publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

In Memoriam

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

Gene D. Bazzel	Br. 1314	Decatur, AL	Richard J. Dube	Br. 18	Southeast MA Mgd.	Peter J. Visser	Br. 1028	Bozeman, MT
Beckie A. Edwards	Br. 1314	Decatur, AL	Thomas J. Jenkins	Br. 18	Southeast MA Mgd.	Karl H. Wheeler	Br. 294	Flushing, NY
Samuel H. Gossett	Br. 1314	Decatur, AL	Louis R. Mobark	Br. 18	Southeast MA Mgd.	Justin T. Puglisi	Br. 6000	Long Island Mgd., NY
Ernest M. Mahaffey	Br. 1314	Decatur, AL	Roy S. Edwards Jr.	Br. 1	Detroit, MI	Abraham D. Fishbein	Br. 36	New York, NY
Willard G. Tapscott	Br. 1314	Decatur, AL	Edward S. Habratowski	Br. 1	Detroit, MI	Dennis J. Wojcik	Br. 375	Utica, NY
Herman M. Tyus	Br. 1314	Decatur, AL	Warren L. Ruprecht	Br. 654	Mount Clemens, MI	Jude E. Folk	Br. 134	Syracuse, NY
Karla A. Medlock	Br. 576	Phoenix, AZ	Donald R. Bobo	Br. 3126	Royal Oak, MI	Krystal L. Matthews	Br. 461	Winston-Salem, NC
Chester L. Sutton Jr.	Br. 782	Bakersfield, CA	Alf V. Mork	Br. 9	Minneapolis, MN	Oliver A. Overmier	Br. 279	Fostoria, OH
John C. Fries	Br. 231	Central CA	Michael S. Burd	Br. 5050	Ballwin, MO	Ronald G. Wilkerson	Br. 105	Lima, OH
Brian D. Farris	Br. 1100	Garden Grove, CA	Joseph C. Pelloquin	Br. 5050	Ballwin, MO	John Oleksa Jr.	Br. 385	Youngstown, OH
John K. Janocha	Br. 1100	Garden Grove, CA	Joseph F. Sapienza Jr.	Br. 5050	Ballwin, MO	James N. Wright	Br. 458	Oklahoma City, OK
Sharon S. Seims	Br. 2200	Pasadena, CA	Earl W. Armstrong Sr.	Br. 343	St. Louis, MO	Merdick Mitchell	Br. 284	Erie, PA
Edward Shensys Jr.	Br. 86	Hartford, CT	Charles E. Baer Sr.	Br. 343	St. Louis, MO	Gregory S. Boyer	Br. 274	Lehigh Valley, PA
Harry R. Hamilton Jr.	Br. 11	Chicago, IL	James E. Barbee	Br. 343	St. Louis, MO	John A. Marinelli Jr.	Br. 157	Philadelphia, PA
Charles Keturoskey	Br. 11	Chicago, IL	Columbus C. Batt	Br. 343	St. Louis, MO	Jerry A. Zmolik	Br. 132	Dallas, TX
James M. Callam	Br. 825	Oak Brook, IL	Lucian E. Bird	Br. 343	St. Louis, MO	Carl J. Karnath	Br. 1259	Corpus Christi, TX
Thomas W. Jacobs	Br. 245	Rockford, IL	William T. Foley	Br. 343	St. Louis, MO	Marcello A. Ramirez	Br. 1259	Corpus Christi, TX
Dennis E. Swanson	Br. 245	Rockford, IL	August W. Frank	Br. 343	St. Louis, MO	Wayne L. Whittington	Br. 1259	Corpus Christi, TX
Karen D. Embry	Br. 367	New Albany, IN	Robert W. Harvey	Br. 343	St. Louis, MO	Eugene J. Dell Jr.	Br. 79	Seattle, WA
Regis E. Campbell Jr.	Br. 10	Topeka, KS	William Johnson	Br. 343	St. Louis, MO	Gary J. Kartes	Br. 79	Seattle, WA
Glenn A. Gilbert	Br. 10	Topeka, KS	Dick C. Leong	Br. 343	St. Louis, MO	Kenneth L. Nelson	Br. 79	Seattle, WA
Michael E. Horton	Br. 10	Topeka, KS	Michael J. Martise	Br. 343	St. Louis, MO	Ray B. Jones	Br. 791	Snohomish Co., WA
Ron D. Neis	Br. 10	Topeka, KS	Ermon M. Puckett	Br. 343	St. Louis, MO	Robert M. Krufal	Br. 791	Snohomish Co., WA
Gerald W. Self	Br. 10	Topeka, KS	Charles D. Scanlon	Br. 343	St. Louis, MO	James H. Turpin	Br. 791	Snohomish Co., WA
Allan T. Pico	Br. 3825	Rockville, MD	Gordon J. Smith	Br. 343	St. Louis, MO	James H. Lien	Br. 572	Janesville, WI
John M. McDonough	Br. 34	Boston, MA	Victor R. Thomas	Br. 343	St. Louis, MO	Henry C. Schoeberle	Br. 572	Janesville, WI
Richard E. Stockwell	Br. 334	Framingham, MA	Louis P. Venegoni	Br. 343	St. Louis, MO	Clifford W. Verrill Jr.	Br. 572	Janesville, WI

CARRYING THE LOAD

NATIONAL ASSOCIATION OF LETTER CARRIERS
Stamp Out Hunger
FOOD DRIVE

—PAGES 8-17

