

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NATIONAL ASSOCIATION
OF LETTER CARRIERS

**Stamp
Out
Hunger**

FOOD DRIVE



CARRIERS OF THE COMMUNITY





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

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Collective bargaining, enforcement and compliance



**Brian L.
Renfroe**

Our union has a long and proud history of success in collective bargaining. In our 54-year modern era of collective bargaining, we have consistently had more success than any other union. Even in tough times for the Postal Service or in challenging economic periods, we have protected and advanced the standard of living for members of our union, while achieving work rule protections and rights that are unmatched in the American labor movement.

This sustained success is certainly a credit to my predecessors who have had the

privilege of serving as president of our union. But, as each of them would tell you, it also is a direct result of the democratic structure of our union and the active roles of our members. Much of what we have achieved in collective bargaining over the years started as an idea at the local or state level, was submitted as a resolution, and adopted as an official bargaining position of our union at a national convention. We also are fortunate to have had countless talented individuals who have played key roles in our process. Many of them remain in those roles today.

In this current round of collective bargaining, we have drawn upon our past experiences and successes. We have put forward our bargaining positions as adopted by delegates at previous national conventions, while seeking a wage and benefit package that recognizes our value and rewards us for our invaluable contributions to the Postal Service.

We are into the interest arbitration process with confidence and optimism. Our case is strong. Letter carriers are strong. We will succeed once again.

As we engage in the interest arbitration process to achieve our next collective-bargaining agreement, it is important to recognize that the negotiation and interest arbitration processes at the national level, and the local negotiation process at the local level, are only a part of what our union does in the entire collective-bargaining environment to represent our members. Enforcement of

that agreement also is at the very core of what we do as a union.

We have a similar history of success in enforcing the terms of our collective-bargaining agreement through our grievance-arbitration procedure set forth in Article 15 of the agreement.

We have never been better at enforcing our agreement through this process than we are presently. Our union is fortunate to have thousands of members who have taken on representational responsibilities at the local, regional and national levels. These individuals are dedicated to the members they represent. They are relentless in their pursuit of contract compliance and addressing harm done to our members when the Postal Service doesn't comply with the terms of agreement.

NALC representatives have always impressed me with their desire to continue to learn and improve their skills in all aspects of representation of our members. Our national business agents do an excellent job offering quality training to branches within their regions. From the Headquarters level, we continue to expand and develop new learning opportunities for NALC representatives. Education is the key to continuing to improve representation.

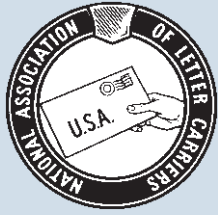
Finally, there is the ever-raging battle of getting the Postal Service to comply with the terms of our National Agreement. The egregious and repetitive violations that we see in some locations around the country are unacceptable. I am fed up with it.

Collective-bargaining agreements (CBAs) establish work rules, hours and more. The terms of a CBA are the way things are supposed to be. They are not optional for the employer.

I am tired of hearing managers complain about the remedies we request in grievances where they have repeatedly violated our agreement. Here is a suggestion for those managers who complain about remedies: Redirect the energy and time you spend complaining and do something to get your local supervisors and managers to follow the terms of the agreement.

Our union will continue to aggressively pursue justice for our members through the Dispute Resolution Process. We also will pursue every possible avenue to end the blatant failure by postal managers in many locations to comply with our National Agreement. We are demanding something very simple—do what you agreed to do in collective bargaining.

A handwritten signature in black ink, appearing to read 'Brian L. Renfroe', written in a cursive style.



National Association of Letter Carriers, AFL-CIO

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

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On the front cover, clockwise from left: A Cherry Hill/Haddonfield, NJ Branch 769 member collects a donation from a young patron; Lexington, KY Branch 361 members unload their generous collections; and a Columbia, SC Branch 233 member is all smiles as she inspects her haul.



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Prose and paint



Philip
Dine

Along with the typical materials they get at monthly branch meetings, Pittsburgh Branch 84 letter carriers have been receiving something else recently—stories from the route coupled with tips for the route, written by Penn Hills carrier Jonathan Belvin.

“Receiving” might be too nondescript a word; Branch 84 Executive Vice President Patrick Rothwell describes what’s been happening in the union hall on the fourth Thursday of each month: “We put them in the back along with whatever documents we’re passing out to the membership. People scarf them up. We put down 50 to 60 and they’re all gone.”

What strikes Patrick about the youngish carrier’s essays is “the way he interweaves the daily duties of a letter carrier with scenarios he creates, the way he puts it together,” whether he’s unexpectedly stepping into “a lagoon-sized puddle,” or having his soul do “a touchdown dance” when certain things go right vis-à-vis management.

“As a longtime carrier,” Patrick said, “it brought me back to the multiple times I’ve experienced whatever he’s writing about. It’s just spot-on. I can relate to it. I think that’s what most people get from it.”

Indeed, Jonathan deploys well-crafted, unique prose to deliver tales that are invariably entertaining and sometimes laugh-out-loud hilarious.

Wondering where this springs from, I went to the source. As it turns out, Jonathan’s been carrying mail for three years in Pittsburgh, following five years in his native New Jersey, but the spark goes back two decades.

“I could probably trace it back to school,” he said, recalling one day when students were tasked with writing about what was going on in the classroom at that moment.

The next day, his teacher told him his essay was “amazing,” prompting him to think, “Well, maybe I’m good at this.”

Five years ago, he and a friend established an independent publishing company to produce his paperback novels. They set up booths at conventions in the Pittsburgh area and sell the books.

That’s mostly for fun, Jonathan says, as are the stories he now provides to co-workers. “I just do it to boost the morale and to help them out with little tips I’ve picked up along the way,” he said.

“It’s funny, the guys come up to me after the story, want to know more, but it’s kind of like my thing to leave cliffhangers.”

Three weeks ago as I write this, Atlantic City Branch 370 retiree Gunn Lee donated a painting to the Longport Historical Society Museum, next door to city hall, in a ceremony with this New Jersey coastal town’s mayor.

Gunn’s captivating work of art has some history behind it. Thirty years ago, inspired by the dedication of a fellow postal worker who, on his final day at work, lowered the American flag outside the local post office so his replacement could raise it the next morning, Gunn titled his depiction “His Last Job on his Last Day.”

He submitted it to a USPS contest for the agency’s 1995 calendar—his first time entering an art contest—and he was astonished when his painting was among the dozen winners (one for each month) from entries submitted nationwide.

That post office was demolished earlier this year, and the historical society wanted to preserve its memory. Jeff Fusco, the branch’s director of retirees, arranged for his former co-worker—the pair had shared Longport’s two routes for many years—to donate his painting, taking care of all the logistics.

Painting has long been a source of pleasure for Gunn, who graduated from art college in South Korea before immigrating to the United States in 1982, seeking greater opportunity.

“Good thing I did,” Gunn said. “I worked in the post office 33 years. This is a good, decent job. I made a good decision living in this country. I’m a happy camper.”

He learned about his new land through his postal route: “You work outside, meet all different people, and no boss behind me. This is the best job you can have to learn about American people’s life. You talk to different people every day, in every situation. They talk to me. Really, I enjoyed every single day.”

Branch 370 President Gregg Kilar—who alerted me to this story—left his native Poland in 1992, during Eastern Europe’s challenging transition from communism. He eventually succeeded Jeff on a Longport route, and got to know Gunn well.

“Gregg, he’s a Polish guy. I like him,” Gunn said. “Before I retired, he worked next to me, for more than 10 years. He’s like a little brother to me.”

In this small town, for this tale, the *United States Postal Service* takes on, perhaps, an even broader significance.

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News from Washington

Senate introduces Protect Our Letter Carriers Act companion legislation (S. 4356)



Sen. Kirsten Gillibrand (D-NY)



Sen. Josh Hawley (R-MO)



Rep. Brian Fitzpatrick (R-PA)



Rep. Greg Landsman (D-OH)

On May 16, Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) introduced the Protect Our Letter Carriers Act (S. 4356) in the Senate, mirroring H.R. 7629.

“NALC appreciates Sen. Gillibrand and Sen. Hawley’s leadership in introducing the Protect Our Letter Carriers Act. Every employee has the right to be safe and protected on the job. Our hope is that this legislation will deter these violent crimes and keep letter carriers safe on the job,” NALC President Brian L. Renfro said.

“I urge Congress to pass this bill, which would protect the nation’s letter carriers who dutifully deliver medications, checks, ballots, packages and other essential mail that all Americans depend on.”

“Amid a concerning uptick in postal crime, I’m proud to be introducing this critical bipartisan legislation to protect our mail and those who deliver it,” Gillibrand said. “This bill will make long-overdue upgrades to mailboxes around the country to safeguard against the theft of Americans’ sensitive information. It will also strengthen penalties for assaulting a postal worker, helping ensure that the hard-working men and women who deliver our mail are not put in harm’s way because of their jobs. I look forward to getting this bill passed.”

“Postal carriers work day in and day out to fulfill critical needs, like package deliveries, that Americans often take for granted,” Hawley said. “The recent uptick in violent assaults against these men and women is unacceptable and inexcusable. Congress should protect our postal workers on the job, and that starts by increasing enforcement of the law for crimes committed against them.”

Carriers rally in Florida, Maryland

“Since 2020, we’ve seen about a 30 percent annual increase in the

number of violent crimes. Typically, the robberies are people trying to gain access to the mail,” President Renfro told a crowd of letter carriers, residents and community leaders gathered at a park in Port St. Lucie, FL. “The majority of these attacks involve some kind of weapon, often a gun, leaving our brothers and sisters shaken and fearful to simply do their job. This problem is growing across the entire country, including here in the state of Florida.”

The rally was held by West Palm Beach Branch 1690 on April 28, one of two rallies held by NALC branches at the end of April.

“At our branch alone, we’ve had 12 letter carriers robbed and one sexually assaulted in the last couple of years,” Branch 1690 President **Jeff Wagner** said. “A lot of carriers are looking over their shoulders. I know a lot of them personally that were robbed at gunpoint. They’re not the same. They’re afraid; they can’t sleep at night.”

Branch 1690 carrier **Delvin Ramos** told of his experience being robbed on his route in November 2017.

“I go drop off the mail and then when I come back, down from the house, the car approached me and one of the guys got out and came over. He was wearing a mask,” Ramos said. “He pulled out the gun and told me, ‘I’m not playing.’”

After the robbery, “I was pretty afraid for my life then,” Ramos said. “I never imagined that something like that would happen to me.” He said that he’s still dealing with the fear and shock.

“It needs to stop,” said Marybeth Libel, one of the rural letter carriers who attended the rally. “We are out there for the public. We are out there just doing our job day to day, and there’s no reason to be violent.”



President Renfro (above) leads the rally in Port St. Lucie, FL.





Two days later, on April 30, dozens of Baltimore, MD Branch 176 members held a rally outside the city's main post office, with rural letter carriers joining in support.

"They're out there doing their jobs, and people out there are pulling guns on them, taking the mail equipment, taking the mail, parcels and packages, and we're fed up. Enough is enough," Branch 176 President **Tony Vaughn** told the local Fox TV affiliate.

"Nearly every single day, we hear about another letter carrier who is a victim of a violent crime, targeted armed robberies, violence, assault, shooting—and yes, even murder," President Renfro told the Baltimore attendees. "I'm furious that our members, the very people who walk the streets and serve as the eyes and ears of communities, are the people being targeted for harm."

With the strong media presence at the two rallies, including local ABC, NBC and CBS TV affiliates, the *Baltimore Sun* and other news outlets, both events served to help raise public awareness about crimes against letter

carriers and the need to pass H.R. 7629/S. 4356.

On the day the House bill was announced, President Renfro said, "Today we are here to send a very clear message: Enough is enough."

"The next step is critical, and that next step is federal legislation that will deter these attacks from happening, prosecute every criminal who attacks one of our members, and protect letter carriers while doing their jobs," Renfro said.

This bipartisan legislation would provide \$7 billion in funding for the Postal Service to secure its infrastructure. Additionally, the legislation would increase federal prosecution rates for these crimes by requiring the U.S. attorney general to designate an assistant U.S. attorney in each judicial district to prioritize cases involving an assault or other crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these crimes.

The bill also would strengthen sentencing guidelines for these crimes,

ensuring that they are treated in the same manner as assaults on federal law enforcement officers.

Renfro called on NALC members to urge their House members to become co-sponsors of H.R. 7629 and senators to become co-sponsors of S. 4356. He encouraged letter carriers to ask supporters within their communities to do the same.

One goal is to surpass 290 co-sponsors to force the bill to be considered on the House floor. As of May 17, there were 71 House co-sponsors.

President Renfro said that passing the bill is NALC's legislative priority. Go to nalc.org/action to learn more.

Public Service Freedom to Negotiate Act introduced

The Public Service Freedom to Negotiate Act (H.R. 8426/S. 4363) was introduced in Congress on May 16. Sen. Mazie Hirono (D-HI) led the Senate bill with 30 original co-sponsors, and Rep. Matt Cartwright (D-PA) introduced the House version with 87 original co-sponsors.

The bill would guarantee public sector employees' rights to organize and collectively bargain in states that do not afford these protections. Currently, no federal law protects the freedom of public-sector workers to join a union.

"NALC is proud to be an open shop with more than 93 percent voluntary membership in our union," President Renfro said. "We do not take our organizing success or collective-bargaining rights for granted, and every public sector employee deserves the right to join a union. NALC supports this bill that benefits and protects our fellow public servants and urges Congress to pass it." PR

President Renfro (top) and members of Baltimore Br. 176 raise awareness about the increase of crime against letter carriers.



CARRIERS OF THE COMMUNITY



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

On May 11, letter carriers in virtually every community across the country shouldered the load by collecting food donations left by customers as part of the Letter Carriers' Stamp Out Hunger Food Drive. The food helps the hungry in those communities, with donations delivered by NALC members to local food banks.

Since NALC's first national food drive in 1993, active and retired letter carriers, with the help of volunteers, have collected a total of 1.9 billion pounds of food leading up to this year's drive. While the total for this year won't be announced until next month's issue of *The Postal Record*, preliminary results pointed to another great year.

"Letter carriers showed up again for their communities and helped ensure that the needs of the hungry are met in every city and town in the United States," NALC President Brian L. Renfroe said.

One in 8 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The May food drive helps to relieve shortages that food pantries experience in spring and summer after holiday donations have been depleted. And when summer arrives, most school meal programs are not available, so the need for food grows.

"This food drive comes at a critical time for your food bank, as our shelves are quite depleted heading into the summer months when we know the demand for food assistance will be high," said Mike Manning, the president and CEO of the Greater Baton Rouge Food Bank in Louisiana.

"When school lets out, those meals that they count on for breakfast and lunch, if they're part of that program, they're not able to get that meal when they're at school," said Sonya Warwick of Roadrunner Food Bank in Albuquerque, NM. "We're just so honored that the community continues to raise their hand and participate and do this event. These donations mean a tremendous amount of help to people who need that additional assistance right now."

In the days following the food drive, reports from branches and media outlets again demonstrated the dedication from postal employees and their customers to help alleviate hunger—and also showed that food banks and the people they serve appreciated their efforts.

"We've been doing this for 32 years, the National Association of Letter Carriers," said Honolulu, HI Branch 4682's



Levittown, PA Br. 4973



President Renfro (center) led a national kick-off at NALC HQ on May 8 with representatives from the national partners, including UFCW, CVS Health, Kellanova, United Way and NRLCA.

Adele Yoshikawa. “We always tell people we do more than just deliver the mail.”

“They see the neighborhoods, they see the need,” Jane McLaughlin, volunteer program manager for The Idaho Foodbank in Boise said of letter carriers. “They also see the appreciation of people that are giving food to us.”

Pittsfield, MA Branch 286 President **Amy Breault** prioritizes the food drive even above her own family. Her sister’s college graduation was on May 11, but Breault wasn’t there. “She’s sending me pictures because I told her it was [the] food drive, so I couldn’t come,” the letter carrier said. Instead, Breault brings her family to the food drive, with her daughter, husband and brother-in-law all serving as volunteers helping to sort the collections.

“Letter carriers see firsthand the communities that are struggling when we walk the streets and deliver the mail,” Corpus Christi, TX Branch 1259 President **Juan Munoz** said. “Most people donate at Christmas, Thanksgiving—the normal times. Right now, the food banks are starting to run low. This is a good way for us to replenish the food banks right when they need it most.”

“This food drive is so important,” said Middlebury [IN] Food Pantry Executive Director Pam Bingaman. “The shelves have gotten a little bare. We didn’t have quite as much money to buy food.”

“We get a ton of food, and it helps thousands of families in Kentucky fight food insecurity,” said Hanna Martin, volunteer and food drive coordinator for God’s Pantry Food Bank in Salem, IL. “It supports our pantries here.”

“We’re definitely seeing an increase of need over the past year, just with the

state of the economy, everybody is feeling the need for assistance,” said Brensy Thompson with Metropolitan Ministries in Tampa, FL. “It’s not just single people. We’re seeing people in two-parent homes coming to us who are needing assistance, an increase in seniors who are on a fixed income who are needing assistance, and so these donations really help us be able to serve those in the Tampa Bay area.”

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

Branches were asked to report their food drive totals to Headquarters by June 7. The total pounds of food collected, and top branch collections, will be announced in the July issue of *The Postal Record*. **PR**



Ann Arbor, MI Br. 434



Plantation, FL



Wheeling, WV Br. 66

Leadership Academy graduates urged to help carriers and spread unionism



Director of Safety and Health Manuel L. Peralta Jr.

NALC Director of Safety and Health Manuel L. Peralta Jr. presided over the graduation ceremony of the 29 members of NALC Leadership Academy Class 28. The ceremony was held on May 3 at the Maritime Conference Center in Linthicum Heights, MD, just south of Baltimore.

Peralta told the graduates that one of their roles going forward is to not just mentor letter carriers, but to help educate the next generations of trade unionists. He shared how when he was a boy and his family moved to Anaheim, CA, in 1964, one of his neighbors was a Teamster. “Papa Jim took all the kids in the neighborhood under his wing to teach them about the importance of unions in society. Well, that’s how I started as a unionist at the age of 8, being preached [to] by Papa Jim,” Peralta said.

“Your role, for the rest of your life, is to make positive the idea of unionism, to improve it with everybody, to understand the importance of it,” he told the graduates.

Peralta encouraged them to look at challenges they may face as opportuni-

ties to use their new skills to improve the lives of letter carriers.

“Use open arms and open ears,” he said. “Listen to what’s going on and apply what you’ve learned as best you can. Reach out to your mentors and your teachers, and spend the rest of your life improving this union.”

He also called on the graduates to pay forward the investment made in them by their mentors and teachers to the next generation of union activists. “It makes me ask you, ‘Who inspired you and who are you going to inspire?’ Guide them. Teach them. Help them be successful. Do everything you possibly can to make this union successful,” he told them.

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

The 29 participants (listed on the next page) now add their names to

Former National Business Agent Troy Clark (r) acted as the master of ceremonies.





an ever-lengthening list of graduates of the Academy. During their classes, students took part in often lively discussions on such subjects as the National Agreement and the union's legislative agenda. They also learned more about the Dispute Resolution Process, strategic planning, branch financial responsibilities, safety and health, retirement issues, route protection, workers' compensation, effective negotiation techniques, and the use of social media for branch communications.

NALC national officers, Headquarters staff members and President Brian L. Renfroe are tapped to teach classes on a wide variety of topics. The attendees

also were guided by daily class instructors: former National Business Agents (NBAs) Troy Clark and Chris Wittenburg; Region 1 NBA Keisha Lewis; Region 5 Regional Administrative Assistant Larrissa Parde; and Assistant to the President Ed Morgan.

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

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

Leadership Academy Class 28



Shanaya Benson receives her certificate from Peralta and Clark.

NALC Leadership Academy Class 28 graduates

Desiray Anderson
Douthern Delaware Br. 906

Joseph Baker
Columbia, SC Br. 233

Shanaya Benson
Chicago, IL Br. 11

Kenneth Best
Kansas City, MO Br. 30

Scott Bultena
Minneapolis, MN Br. 9

Cory Champagne
Houma-Thibodaux-Lockport,
LA Br. 2464

Andrew Chapa
Norman, OK Br. 1491

Jordan Costa
Morrisville, PA Br. 2572

Dustin DeCastro
Akron, OH Br. 148

DeMarcus Dial
Tyler, TX Br. 493

Laura Fahey
Boston, MA Br. 34

Andrew Grant
Anchorage, AK Br. 4319

Denna Hoskins
Hazelwood, MO Br. 5847

Anne Ibison
Centennial, CO Br. 5996

Molly Jackson
Madison, WI Br. 507

Sanjera Johnson
Texarkana, TX Br. 569

Dee Ann Johnstone
Snohomish Co., WA Br. 791

Patrick Kelly
Levittown, PA Br. 4973

Justin Landrum
Garden Grove, CA Br. 1100

Oswald Lecky Jr.
South Jersey, NJ Br. 908

Rob Lloyd
Charleston, WV Br. 531

Renee Maxey
Vicksburg, MS Br. 94

Jacqueline McGregory
Western Wayne Co., MI
Br. 2184

Rowan Riehm
Reno, NV Br. 709

Roberto Santini-Sierra
Ponce, PR Br. 826

Ryan Slusser
Cleveland, OH Br. 40

Lawrence Steward
Rockford, IL Br. 245

Michael Vazquez
Deland, FL Br. 2591

Zed Waltz
Lexington, KY Br. 361

Carriers and the mail make news online



The poster for the TV show

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.

'Mr Bates vs The Post Office' airs in the U.S.

In 1999, Britain's Post Office began using Horizon, a financial accounting computer system. Little did the state-owned private company's subpostmasters know that their use of the system would have dire consequences for their livelihoods, and for themselves, in the following decades. Their stories were dramatized in the TV program "Mr Bates vs The Post Office," which aired April 7 in the United States on PBS.

The local offices provide much more than mail services. They are often social hubs; offer a range of government services including financial, banking, and identification documents; and they, of course, accept parcels for delivery.

Subpostmasters are not employees of the Post Office, they are self-employed contractors, therefore liable for any lost money. So, when the computer system had a bug that showed thousands of pounds missing from many British post offices' accounts, but Horizon insisted there was no bug, the responsibility to pay back the lost money fell on the subpostmasters.

The four-part series featured the story of subpostmaster Jo Hamilton, who initially noticed a discrepancy equivalent to \$2,523. She didn't understand what the issue was, so she called the Horizon helpline and followed the company's instructions and in the process the discrepancy doubled. The

amount of money continued to rise, and Hamilton was eventually accused of stealing the equivalent of about \$45,000 from Britain's Post Office.

Hamilton was not alone in this; seven other similar stories also were featured in the series and there were thousands more British subpostmasters who underwent similar challenges. Over a 15-year period, a total of 3,500 subpostmasters were falsely accused, 700 were prosecuted, 200 went to prison and four died by suicide, according to *Variety*.

Another subpostmaster, Alan Bates, formed the Justice for Subpostmasters Alliance, and led a successful legal case against the Post Office on behalf of Hamilton and others.

Since that 2019 case, there have been no overarching court rulings to quash the wrongful convictions of the subpostmasters. However, in mid-March of this year—a few months after the show aired in the U.K.—British Prime Minister Rishi Sunak introduced legislation that would exonerate wrongfully convicted subpostmasters, according to the Associated Press.

Ghana debuts Africa's first crypto postage stamp

In a tweet, the Ashanti Kingdom in Ghana announced in early May that it had issued a new stamp honoring Otumfuo Osei Tutu II, the current monarch of the Ashanti Kingdom. During his silver jubilee (marking 25 years), the stamp was unveiled. Not only will the stamp be available to purchase physically, but a digital twin crypto postage stamp can be purchased alongside it—the first of its kind in Africa.

Crypto postage stamps are a form of non-fungible tokens (NFTs), a



The unveiling of Ghana's crypto postage stamp

unique digital asset that cannot be replicated, according to *Investopedia*. So, each stamp has its own distinct identification code that's created from metadata and stored by blockchain, a decentralized system used to store data in blocks by using cryptography. There is potential for crypto stamps to be traded and collected like physical stamps are, as each crypto stamp is unique.

Many other countries have introduced crypto stamps, including the Faroe Islands, Bhutan, France, Austria and the Netherlands, as well as the United Nations.

The Faroe Islands, for example, came up with a particularly interesting way to get the public involved in their crypto stamps. They used the weather during the time that the stamps are activated to influence the design that appears on the digital version of the stamp. This allows the rarity of the stamps to not be pre-defined, making an equal chance of getting a rare stamp for its buyers, according to *Forbes*.

Although Ghana is not using the Faroe Islands' method for its stamp, the Ghana Ministry of Communication and Digitization hopes that the crypto stamp will help enhance Ghana's history through modern technology, according to 3 News.

Royal Mail adds some 'spice'

The Royal Mail "spiced" up its stamp selection by featuring Sporty, Baby, Ginger, Posh and Scary Spice on 10 new stamps to celebrate 30 years of the girl group the Spice Girls. The Royal Mail had never featured a pop girl

band on a set of stamps until now, and it is only the sixth time a music group has been featured.

The group formed in 1994 and sold the most records of any girl group with 100 million sales of only three studio albums.

The stamps include images of the group's most memorable performances from 1997 to 2012, including performances at the 2012 London Olympic Games, the 1997 BRIT Awards and a performance at the 2008 Return of the Spice Girls Tour at Madison Square Garden in New York.

In a statement to *Rolling Stone*, the Spice Girls said, "When we formed the Spice Girls, we couldn't have dreamt that 30 years later we would be the first female group to be dedicated an entire stamp collection; that's Girl Power!"

In this country, musicians have been featured on U.S. Postal Service stamps—including Elvis Presley, Patsy Cline, Bing Crosby and Billie Holiday. One thing these musicians have in common is that they have all been dead for at least three years—one of the criteria the Citizens' Stamp Advisory Committee indicates in their stamp subject selection criteria. The Spice Girls would not be eligible, as all five members of the band are still living. Additionally, stamp subjects must either be American or have had a significant impact on American culture, which would be up to the committee to decide.

Fifth graders give safety whistles to Massachusetts letter carriers

Amid violence toward letter carriers over the past few years, two Medford,



One of the new Spice Girls stamps

Online news (continued)



STUDENTS MAKE WHISTLES FOR MEDFORD MAIL CARRIERS

A news report about the fifth graders' project to distribute safety whistles to local letter carriers

MA, fifth graders, Savannah McLaughlin and Adam Costello, took it upon themselves to distribute orange safety whistles to 70 letter carriers in their community in mid-April.

On Halloween night in 2023, a letter carrier in Medford was attacked. So, the elementary schoolers wanted to do something

to make their local letter carriers feel a bit safer on the job.

The two fifth graders are part of an afterschool program at the Center of Citizenship and Social Responsibility, which helped them brainstorm the idea of helping letter carriers.

"If you ever feel unsafe on the job, blow this whistle," McLaughlin told the letter carriers, according to Boston 25 News. "They had no right to put a finger on him. Mail carriers are very important and deserve to be treated with the highest degree of respect."

USPS honors Betty Ford, Henry 'Hank' Aaron

The Postal Service honored Betty Ford in early April by creating a Forever stamp with a portrait of the former first lady. Ford, the wife of former President Gerald R. Ford, was known for her women's rights advocacy and her openness about her health issues.

During her time as first lady, she was diagnosed with breast cancer and

underwent a mastectomy. At the time, breast cancer was a taboo subject and due to her frankness about her condition, there was a rise in awareness; subsequently more Americans were diagnosed and received treatment.

Ford also frequently voiced her opinion on women's rights, which often were in opposition to her husband's stance.

"I do not believe that being first lady should prevent me from expressing my views," Ford said.

For more than a decade of her life, Ford had a substance use disorder from taking pain pills for a pinched nerve. She also acknowledged this issue publicly, eventually founded a substance use clinic and gave it her name, hoping to further destigmatize and raise awareness about the disorder.

Another major figure joining the Forever stamp ranks is Hank Aaron, a Major League Baseball legend who played from 1954 to 1976. The stamp marks the 50th anniversary of his record-breaking 715th career home run on April 8, 1974, according to an USPS press release.

To this day, Aaron has the highest number of runs batted in (RBIs), with 2,297 in his career. He still holds the career record for total bases at 6,856, nearly 50 years after he played his last game.

He played for three teams during his 23-year career—the Milwaukee Braves, Atlanta Braves and Milwaukee Brewers.

Not only was Aaron highly regarded for his athletic accomplishments, he also was admired for his dignity and character. Muhammad Ali said Aaron was "the only man I idolize more than myself." **PR**



The new Hank Aaron and Betty Ford stamps



Unionists see progress in VW vote, Starbucks reversal in negotiations

Labor celebrated two victories in April. Employees at a Volkswagen (VW) plant in Chattanooga, TN, voted to join the United Auto Workers (UAW)—the first big win for the union at a foreign carmaker in the South. And Starbucks, which had fought union efforts at its stores tooth and nail, did a 180 and announced that it would bargain with the union that workers at several hundred stores have voted to represent them.

Following two previous losses, the UAW won the election in Chattanooga last month with 73 percent of the vote, winning representation for 3,600 workers. It's a big victory in the South, a region that often is hostile to unions.

"We actually now have a vested interest in this company as a partnership," VW worker Isaac Meadows told the Chattanooga Pulse news site. Meadows was a member of the organizing committee. "We get to negotiate our pay, our benefits, our working schedule, and then ultimately, demand the respect that we deserve in the workplace."

The victory boosted the confidence of UAW and other union organizers throughout the South. It is part of a drive to organize a dozen other foreign automakers' plants that employ nearly 150,000 U.S. autoworkers.

UAW is pointing to its success last year in winning favorable contracts with General Motors, Ford Motor Co. and Chrysler parent company Stellantis to convince workers to vote to unionize.

"This is likely to be contagious," Alex Hertel-Fernandez, a former Department of Labor official and current associate professor of international and public affairs at Columbia University, told CNBC. "Where workers see successes in organizing or strikes, it tends to inspire further action in

that industry and beyond it."

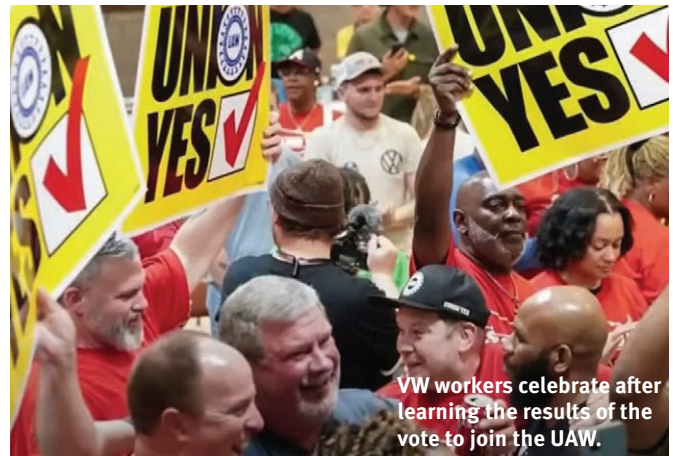
UAW's campaign hit a snag when it was announced that a unionizing vote was defeated at a Mercedes-Benz plant in Vance, AL, on May 18.

UAW President Shawn Fain vowed to continue the unionizing campaign efforts.

Owing to the strong acceptance of unions in Germany, home to VW, the company is expected not to resist bargaining for a contract with UAW.

That's not how it worked out at Starbucks when employees at its stores began voting for union representation three years ago. Workers at a Starbucks on Elmwood Avenue in Buffalo, NY, led the charge in December of 2021, and many followed. Almost 500 stores employing 10,000 workers have now voted for representation by Starbucks Workers United, a union affiliated with the Service Employees International Union.

For years, Starbucks fought the unions at every opportunity. The NLRB has said the company improperly obstructed union organizing efforts and then resisted bargaining with Starbucks Workers United. None of the stores has succeeded in negotiating a contract with Starbucks, owing largely to the resistance of former Starbucks CEO Howard Schultz, who reigned at the company over much of its history. In one of several complaints filed by the union with the NLRB, an administrative law judge ruled that Starbucks had engaged in "egregious and wide-



VW workers celebrate after learning the results of the vote to join the UAW.

spread misconduct."

However, Schultz handed the company to new CEO Laxman Narasimhan in March of 2023. The installation of new leadership might explain the company's reversal, along with the steadily growing number of victories by the union at Starbucks stores, a pressure campaign by workers for the company to stop resisting and start negotiating, and bad publicity over its anti-union activities. Starbucks and Workers United rekindled negotiations in April after nearly a year of stalemate.

A few weeks later, the union and company issued a joint statement saying they already had made "significant progress" in negotiations, with the goal of reaching an agreement that would result in a contract for all the stores that voted for union representation.

"There's more to do, but we are committed to working together," the statement said.

Starbucks operates more than 9,000 stores in the United States; less than 5 percent have voted to unionize. Breaking the negotiation logjam might prompt employees at more stores to vote to unionize. **PR**



THINGS TO DO IN

You might not know this, but Boston was the site of NALC's first national convention, in 1890. It also has plenty of history you did know about, but in addition, "Beantown" boasts food, sports and entertainment for your enjoyment.

Speaking of food, Boston is world-famous for its seafood (particularly lobster and clam chowder), for its baked beans (hence the city's nickname), and for its many traditional Italian eateries in the North End (aka Little Italy).

In their spare time, delegates to the biennial convention Aug. 5-9 will have a chance to experience the abundance of attractions this unique city has to offer, many within walking distance of the convention center.

Boston Freedom Trail

Instead of walking your postal route, walk the 2.5-mile Boston Freedom Trail, a tour of 16 notable historical places and buildings around the city. The sites on the trail include Boston Common, Bunker Hill, the Paul Revere

House, Faneuil Hall, the Old South Meeting House, the historic Navy ship the *U.S.S. Constitution* and the site of Boston Massacre—see below for more details on some of these attractions.

The trail is marked by a red line on sidewalks linking the sites, but you can take whatever path you like, or walk only part of the trail. Guided tours are available, or you can explore on your own. Go to thefreedomtrail.org for more information.

Boston Common

The Freedom Trail begins (or ends, depending on which way you go) at Boston Common, the oldest public park in the United States. It was established in 1634 by Puritans who pitched in to buy the land from an earlier settler and then used it for livestock grazing. It also served as a public square of sorts for everything from public speeches to celebrations to executions. The most famous victim of hanging there was Mary Dyer, one of four Quakers condemned for their religious beliefs from 1659 to 1661. One of the city's old cemeteries, the Central Burying Ground, is located here—its burials date from as early as 1756. The Boston Public Garden, the first public botanical garden in the United States, is adjacent to the Common.

Faneuil Hall

Opened in 1742 and rebuilt in 1762 after a fire, this meeting place for commerce and debate stands as a symbol of American democracy. Revolutionaries like Samuel Adams met in Faneuil ("FANyull") Hall, a large building in the classic colonial architectural style, to discuss their feud with England. Many activists, including abolitionists, women's suffragists—and labor



The Boston Freedom Trail is marked by a red line on sidewalks linking the sites.

(Photo by Gerd A.T. Muller)

Boston Common (Photo by Kevin Gill)



Boston

unionists—followed in their footsteps. The hall now is a National Park Service site and is open to visitors. Guided tours are available. Go to nps.gov/bost/learn/historyculture/fh.htm for more information.

Next to the hall stand three other historic market buildings—including Quincy Market—which today are used as an indoor/outdoor shopping mall collectively called Faneuil Hall Marketplace. It features local vendors, eateries and daily street performances, including uniquely Boston souvenirs, gifts and food.

Check out faneuilhallmarketplace.com for more info.

Old South Meeting House

Built as a Puritan meeting house in 1729, the Old South Meeting House was the largest building in colonial Boston. A young Benjamin Franklin worshipped here, as did internationally acclaimed African American poet Phillis Wheatley, who published a book of her poems while enslaved. It was also the site of notable debates, including heated discussions about the taxes and tea that led to Boston's most famous historical event—the Boston Tea Party.

Boston Tea Party Museum

When Massachusetts was a British colony, the British Parliament tried to protect the East India Tea Company's monopoly by restricting trade in tea from other countries and by taxing the colonies to make up lost revenue from a tea tax cut in Britain. Colonists resented the unfair taxation—the first time a tax had been levied on the colonies by the mother country—and the restriction on tea trade. Instead of accepting tea shipments from the

East India Company, a band of rebels calling themselves the Sons of Liberty raided the ship and dumped the tea into the Boston Harbor.

This famous 1773 incident, which set the nation on the road to revolution, likely happened at a place called Griffin's Wharf. The location no longer exists because of landfill and new construction, but it happened close to the current location of the Boston Tea Party Ships and Museum at 306 Congress St., where visitors can learn about the event. The museum features a sailing ship, live reenactors, and the only known surviving tea chest from the rebellious act. Visitors can even throw a fake bale of tea into the harbor, or just sip real tea in the adjoining tea room.

Go to bostonteatpartyship.com to plan a visit.

Paul Revere House

Like letter carriers, Paul Revere worked hard to deliver a message to keep America united. He delivered many urgent messages as a patriot, but none more famous than his ride on April 18, 1775. That night, Revere and two other horsemen raced through the night to the town of Lexington to warn Samuel Adams and John Hancock that British troops were on their way and to alert local militia to meet them. Revere and the other riders were intercepted by the British and later freed, but not before delivering their warnings. The militia were ready when the British soldiers arrived, and the battle at Lexington Green transformed the conflict between the colonies and England into a war.

Revere's house at 19 North Square is open for tours and demonstrations. The house is open daily 10 a.m. to



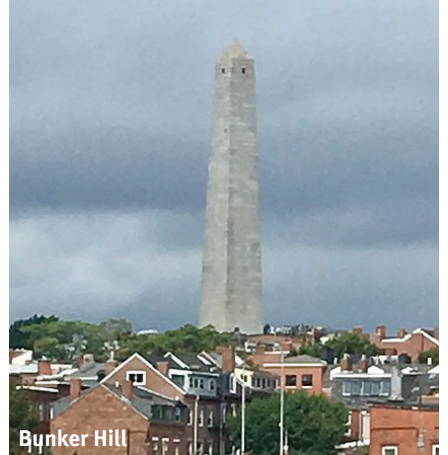
Faneuil Hall (Photo by Newton Hall)



The Boston Tea Party Museum



Fenway Park (Photo by Werner Kunz)



Bunker Hill



U.S.S. Constitution (Photo by Tony Hisgett)

5:15 p.m. The Old North Church, the launching point for Revere’s famous ride and the place where his compatriots lit two lanterns to signal the British were arriving by sea (“One if by land; two if by sea”), is a few blocks away at 193 Salem St. and also is open for visitors.

Go to paulreverehouse.org and oldnorth.com for more information.

Bunker Hill

In June of 1775, with rebellious Boston occupied by British soldiers and the Royal Navy blockading ship traffic, colonial forces learned that the British planned to take the hilly ground in Cambridge, north of Boston across the Charles River, which would tighten their control of the city and harbor. The colonials built fortifications overnight at Bunker Hill and nearby Breed’s Hill. The British attacked, and while they eventually took their objective, the fierce and brave colonial forces who fought back (mostly at Breed’s Hill) and the high casualties on the British side sent a message that the rebels were no pushovers.

The battlefield is now a National Park Service site with a monument at Breed’s Hill and a small museum.

To learn more, go to nps.gov/bost/learn/historyculture/bhm.htm.

U.S.S. Constitution

Once independence was won, the young country built a navy to protect it, with the *U.S.S. Constitution* as one of the six original frigates built. She was launched in 1797 and is still afloat today—the oldest active navy ship in the world. The *Constitution* is still manned by active-duty sailors and sometimes sails the seas, but she is usually berthed in Boston, north of the Charles

River near the Charlestown neighborhood, and open for tours along with an adjacent museum.

The *Constitution* helped to win several early battles, including the defeat of five British warships in the War of 1812, most famously the *H.M.S. Guerriere*. When that ship’s cannon shots bounced harmlessly off the American ship’s hull, *Constitution* earned her nickname “Old Ironsides.” (The hull has no iron—it was built partly using live oak, a very dense wood found only in the United States.)

The ship is open for tours Tuesday through Sunday from 10 a.m. to 6 p.m. The museum is open daily 9:30 a.m. to 5 p.m.

Visit ussconstitutionmuseum.org for more information.

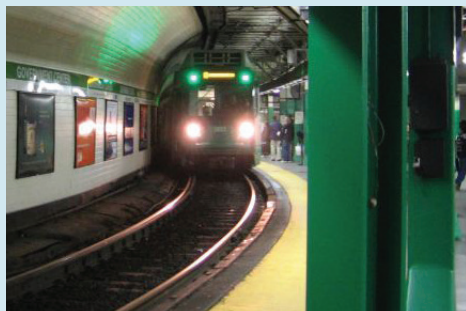
Fenway Park

Boston’s beloved Red Sox, with whom baseball great Babe Ruth got his start, have a home game on the last day of the convention—they host the Houston Astros on Friday, Aug. 9. You can check out Fenway Park, the team’s home since 1912, any day of the week, though. It’s located 3 miles from the convention center. Tickets for tours are available at mlb.com/redsox/ballpark/tours; for game ticket information, go to mlb.com/redsox/tickets.

Getting around the city

Downtown Boston is compact and walkable, and many convention hotels are within walking distance to the convention center. But there are other transportation options. The “T” subway system is easy and convenient—go to mbta.com/guides/boston-visitor-guide for complete information. The city also has a bike share network—bluebikes.com. **PR**

The “T” subway



CONVENTION NEWS AND DEADLINES

Several deadlines for the 73rd Biennial National Convention Aug. 5-9 in Boston are closing this month.

Delegate eligibility lists for the convention have been provided to every branch. The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 5 for branch representatives to be registered as convention delegates.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by June 5 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July's *Postal Record* for members to review.

Resolutions to be considered by convention delegates also must be received by the June 5 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 5 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 5 as well.

Accommodations for disabled attendees

Attendees at the convention who might require assistance due to a disability can avail themselves of the following accommodations in adherence with the Americans with Disabilities Act. If delegates with disabilities need special accommodations beyond what is mentioned here, contact the secretary-treasurer's office at NALC Headquarters.

Accommodations for deaf or hard of hearing delegates

General session video presentations, including podium and floor action, will be open-captioned so that deaf or hard of hearing delegates can sit with their delegations.

Accessible equipment rental

Electric mobility scooters and wheelchairs are available for rent from Scootaround. For reservations or for more information, call 888-441-7575 or go to scootaround.com/en/nalc-73rd-biennial-national-convention.

Parking

Accessible parking for people with disabilities is available in the Boston Convention and Exhibition Center (BCEC) South Parking Lot, located at the south end of the facility. The lot is linked to the facility via an accessible pedestrian pathway.

Shuttles

NALC is providing free shuttle bus service to/from the BCEC for hotels within the NALC block that are not within walking distance. A complete list will be available at a later date. Vehicles equipped with a wheelchair lift will be made available during all convention hours on an on-call basis. Requests for use of this service can be made directly by calling the operations manager on-site. The number will be listed on bus flyers available at all hotels where shuttle service is provided.

Airfare discount

Delta Air Lines is offering special discounts for NALC members traveling to Boston for the convention. To see if the discounts apply to you, call Delta

Meeting Network at 800-328-1111 and refer to meeting event code NY38N. You also can insert the meeting event code on Delta's website to search for a flight.

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.

Weapons of any type are strictly prohibited within the convention facilities. The BCEC strictly prohibits all persons from carrying a firearm or other prohibited item while on BCEC property, including those persons licensed to carry a firearm. Other prohibited items may include, but are not limited to, illegal drugs and drug paraphernalia, outside alcohol, Tasers or stun guns, and any other item that is deemed to be dangerous or a disruption to BCEC business and events.

Delegates are encouraged to plan ahead and build in extra time for this process.

Baseball tickets

NALC will not be hosting a baseball night during the Boston convention. However, the Boston Red Sox will be playing a home game at Fenway Park on the evening of Friday, Aug. 9, against the Houston Astros.

The Red Sox are making tickets available for convention delegates who are choosing to stay that evening. The tickets will be for seats in the same section and at a reduced rate. Delegates who wish to purchase tickets can do so at fevo-enterprise.com/NALC2024. The offer is good through June 12.

Go to nalc.org/convention for more convention news. **PR**

Proud to Serve

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

Honoring heroic carriers



Jodee Jones

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

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

Carrier calls firefighters to house on fire

Jodee Jones, a Clarksville, TN Branch 364 member, was driving along her delivery route in late February when she spotted smoke off to the side. It was coming from the attic of a single-family house.

"I kind of stopped, did a double take and realized that there actually was smoke, and I promptly called 911," Jones said. "Firefighters were there within minutes."

After she realized there was a fire, Jones said she initially "panicked, obviously, because I know the people that live there.

[The customer is] sweet. She's a mom [with] two boys. She's fought breast cancer. I believe she's in remission now. So, they had a hard enough time as it is."

Luckily, there was no one home when she knocked on the door, and no cars in the driveway or the garage. Jones found out later that a phone charger in the bedroom had started the fire.

The house has been under renovation since then. "They got the windows boarded up, so I assume [there was] quite a bit of damage," Jones said. The homeowners still have not returned to the house.

Jones said the homeowner had messaged her on Facebook the next day to thank her, saying, "If there was any more damage, then the house would have been a total loss."

The one-year carrier was just happy that she could help her customers. "I am glad to have been in the exact spot I was that day," Jones said. "It brings me great joy knowing I saved a family from losing everything."

Carrier saves 14 from explosive fire

Michael Waite, a five-year carrier and a New Haven, CT Branch 19 member, was driving his route one day in late December 2023 when he saw a man walk out of the front door of his townhouse. He wasn't wearing a shirt or shoes, and his body was covered in soot. A thick plume of smoke billowed out from above his head, hinting at the chaos from within.

Waite swiftly dialed 911 on his phone as flames erupted from the windows of the burning building. Urgently, he knocked on the neighboring doors, ensuring that all the residents in the vicinity were safely evacuated before the fire had a chance to engulf their homes.

(continued on page 20)

The fire Michael Waite spotted



Robin Allen (c) receives recognition from NALC and the local fire department for rescuing her patron (seated).



Eye on the elderly

Jamy Tucker, an Oklahoma City, OK Branch 458 carrier in Ardmore, sees one of her elderly customers nearly every day she delivers mail. The customer had broken her hip the prior year, so as a courtesy the two-year carrier knocked on the woman's door each day to give her the mail. The woman would either come to the door to get her mail or direct Tucker to come inside and drop it off.



Jamy Tucker

It was Feb. 5, which was a Monday, and Tucker hadn't worked all weekend. She knocked on the door as she always did, but this time the customer didn't open the door—the only thing the carrier heard from the woman was a mumble coming from inside the house. So, the carrier tried the door, and it was unlocked. She went in and saw the elderly woman on the floor of the living room.

"I could tell by the way she was laying that her other hip had been broken, so I called 911 and I stayed with her [until they got there]," Tucker said.

The first thing she heard the woman say was "water," so she fetched some water from the sink for her.

As they were waiting for emergency services to arrive, the customer told her that she was going on her third day of being unable to get up after falling out of her wheelchair.

"I was just terrified for her," Tucker said.

The customer lived alone, so there was no one around to notice that she had fallen. Tucker later found out from a neighbor that the woman had undergone hip surgery and was still in the hospital in mid-March.

Robin Allen has been a letter carrier for 25 years and has delivered on her current route for about seven years in Dayton, OH, so when something is out of the ordinary, she notices.

One of Allen's elderly customers picks up her mail from the mailbox every day and puts her mail on hold when she is out of town. The customer even got Allen's phone number when she had to go to the hospital for a knee surgery and was worried that if she had to stay at the hospital for longer than expected, she would need to continue to have her mail on hold.

However, one February

day, the Branch 182 carrier noticed that the customer hadn't picked up her mail for several days. She was concerned, so by the fourth day Allen called the police for a wellness check.

"It kind of made me nervous because she's not the type to do that," said Allen. "She usually has it out of the mailbox every day."

Police came about 45 minutes after Allen called, and responding officers were able to get the customer out of her house and to the hospital, where she stayed for 11 days. The elderly woman had fallen down the stairs and was unable to get up.

"She really thought that's where she was going to die," Allen said.

As a five-year carrier **Nathan Bowes** was walking up a house's stairs to deliver mail one day in winter 2023 in Geneva, NY, he looked down at his satchel to get out the mail that he was delivering. When the Rochester Branch 210 carrier glanced back up, through the glass door of the house he saw a woman in her 90s on the ground. She was calling out for help.

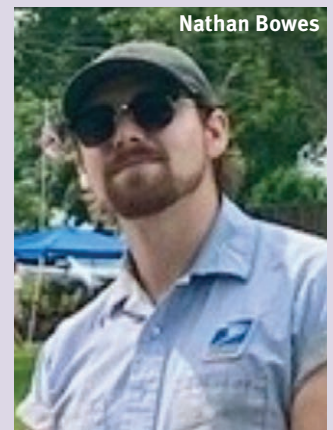
Bowes asked permission

to open the door, which the patron granted. He entered the home and asked if he could help her, and she said yes. So, Bowes called emergency services and stayed on the line to update them.

"I just kept letting her know, 'You'll be OK,'" Bowes said. "And she had mentioned that her legs just stopped working. She was just standing, doing her normal thing."

They had a conversation about their lives, while Bowes tried to distract her from the pain she was feeling.

"I just tried to keep her mind off of everything and I just sat in her doorway and talked to her for a bit, and then the ambulance showed up and they kind of took it from there," Bowes said.



Nathan Bowes

(continued from page 18)

The owner of the apartment where the fire started had medical oxygen tanks, which Waite said, “Once the fire got to those, they started exploding.”

All 14 townhomes were heavily affected, and “they’ve been vacant since that day, but luckily no one was injured,” Waite said.

The saved occupants included the family of a clerk at Waite’s station. “This man is my hero forever,” the co-worker, Monique Johnson, wrote in praise.

“It just feels good knowing that nobody was hurt,” Waite said.

Carrier points police to stolen goods

Waterloo, IA Branch 512 member **Kendra Bjork** was nearing the end of her route in Traer when she spotted two people—a woman and a man—whom she thought to be “shady.” The three-year carrier noticed that the woman was wearing a ski mask and had a hoodie on cinched tight around her face, and they were both wearing big coats despite the unseasonably warm November day.

As Bjork was looking at them, she noticed that the two suspicious individu-

als were attempting to hoist a motorbike into their vehicle through the side door. She said it was a “really nice Iowa neighborhood, so they stuck out.”

She approached them and said to them, “Are you stealing that?” The moment she did, the woman hopped into the car and sped off. The man attempted to start the motorbike to no avail. To avoid any further conflict, Bjork walked away from the man and called her supervisor, who in turn called police. The carrier had written down the make and model of the car as well as the license plate to help police identify the suspects.

“We were able to locate them in the vehicle a short time after it was initially reported,” Casey Schmidt, deputy sheriff of the Tama County Police Department, said.

Schmidt said that the department had obtained a search warrant for the car, where officers found thousands of dollars’ worth of items, including a leaf blower, power tools and packages stolen from the doorsteps of houses and businesses.

“We’re just thankful that the mail carrier called it in,” Schmidt said. “I mean, kudos to her. We wouldn’t be here without her.”

Carrier saves family from house fire

With his biggest fear being house fires, Garden State Merged, NJ Branch 444 carrier **Brian Timm** knew that when he saw smoke coming from a metal bowl on a customer’s porch that he had to intervene.

The customer bought and sold items on eBay, so there were a lot of items sitting on her porch. One of them was a shiny metal bowl with a small cardboard box and a small piece of Styrofoam inside—the perfect recipe for a fire on a sunny afternoon in February.

Kendra Bjork



The four-year carrier happened to be talking on the phone with a co-worker when he initially saw the smoke. Timm said to him, “You know, I see smoke coming from the front porch.” As he approached the porch, he saw a neighbor who lives down the street. She began to run over when he noticed the fire. Timm didn’t think that the homeowner was home at that time, so he asked the neighbor to tell the homeowner’s daughter—who happened to live across the street from her—about the fire.

In the meantime, he grabbed the bowl from the porch and took it off to the side to try to smother the fire. Timm flipped the bowl over on the sidewalk

and when he did, the fire grew, so he just started stomping on the bowl. As he did, the daughter came over and went into the house to get water. By then, the fire in the bowl was mostly out, but to be safe, they doused it with water when the daughter returned.

He later found out that both the homeowner and her son had been inside the house when this was all happening, but they hadn’t noticed the situation on the porch.

Timm was glad that he was able to keep the fire from spreading.

“It could have been worse,” Timm said. “The houses are so close together in that neighborhood.” **PR**



Eye on the elderly

It was a scalding hot day in Petersburg, VA, and **Cara Neri** had been back for only a few days after doing union work at NALC Headquarters, so she was getting used to her route again. It was above 90 degrees that summer day in 2023, and the Branch 326 carrier was on her normal 13-mile route.

“I was having a hard time breathing myself [because of the heat]; I’ve got asthma,” Neri said.

She noticed an elderly woman with a milkshake

in her hand lying on the ground in front of her house. She tried to talk to the woman, who was not able to

respond, and Neri thought that she might have a mini-stroke.

The carrier stayed with the woman, tried to give her water and called emergency services. As Neri waited with the homeowner, she saw a jogger and asked her to stay with the homeowner so she could get a hat and paper towels from her truck to make the woman more comfortable in the heat.

When Neri got back, she and the jogger tried to pick the woman up to take her into the house, but they were unsuccessful. After a few minutes, EMTs arrived and thanked Neri for calling, saying if the customer had been out there for just one more hour she could have died from heat exhaustion.

Jonathan Martin, a five-year letter carrier in Akron, OH, forged a friendship with a 100-year-old woman on his route, Mrs. Ramian. The Branch 148 member would hand deliver her mail and have nice conversations with her.

“She’s a treasure, you know?” Martin said. “It was wonderful talking to her. She just had so much to share.”

Martin said he had noticed that the resident was at home every day and didn’t often leave the house, so when she didn’t answer the door on Feb. 6, he knew “something was going on.”

He went around to the front of the house to look through the bay windows, but it was difficult to see in because she had no lights

on, and he was wearing prescription sunglasses. Eventually he spotted Ramian on the floor trying to crawl to the front door. The carrier went to the house of Ramian’s neighbor, who he knew had a key, but nobody was home, so he called 911.

After emergency services arrived, Martin called his supervisor to tell him what happened, then returned to his route. When his workday ended, he went back to Ramian’s house and spoke to her son, who told the carrier that she was OK.

This wasn’t the first time she had fallen, and Martin said she was afraid to fall again. She returned to her home long enough for Ramian to see her before she moved to an assisted living facility. **PR**



Cara Neri

Making a lasting impression



Vitale in his basement studio

some of his paintings done between 1978 and 1989.

“The artist’s maximalist abstractions feature elaborate compositions in which thousands of impasto brushstrokes are overlaid on fields of color, creating undulating layers of graphic instability that make one’s eyes dance—even ache,” the article stated. “Their optical effects cannot be properly photographed, but must be parsed in person for their dizzying illusionistic effects to emerge. An encounter with his work offers up a deeply physical experience, in sharp contrast to our virtual lives and the consumption of digital images to which we are now habituated.”

“That’s kind of an honor,” Vitale noted. “Not many people get in *Artforum*.”

To appreciate his work, it helps to understand what impressionism and abstract art are.

Impressionism is a practice begun by French painters in the late 1800s that involves showing the natural appearances of objects using dabs or thin strokes of colors to depict actual reflected light. Vitale said that as a youngster, his family would go to the Detroit Institute of Arts: “I remember studying paintings, and some of my favorites were the impressionists—like you look in and really study them.”

Then there’s abstract art, which doesn’t attempt to represent external reality, but seeks to achieve its effect using shapes, forms, colors and textures. In his teens, Vitale saw a quilt at his great-aunt’s farm where he spent summers that helped him see the power

“It’s kind of an abstract impressionism,” Carlo Vitale says of his unique style of painting, which has been a lifelong passion.

The South Macomb, MI Branch 4374 member’s artwork can be seen in many public institutions in his state, including the Blue Cross Blue Shield headquarters of Detroit; Henry Ford hospitals and medical centers throughout Detroit, Royal Oak and Macomb; Wells Fargo of Grosse Pointe; Wayne State University’s art collection; the Detroit Institute of Arts; and the University of Michigan’s museum.

His work has received critical acclaim, such as a writeup of a 2022 gallery exhibit in *Artforum*, an international monthly magazine focusing on contemporary art. The exhibit featured



of color and patterns. “I remember that she had an unfinished quilt that was my great-great-grandmother’s,” he said. “I used to see all these patterns, which are quite complicated in the intricacy of needle and thread and this and that. And, I will say, that that did play a big part in how I create my works of art.”

One shocking—literally—experience greatly affected the way he saw color. While in fifth grade, lightning struck a Dutch elm tree above the car he was in with his father and “took the car,” he said. The lightning had sent an electrical current under the car and shocked it into the air. “The experience was kind of like the negative of a photograph—there was no color. Everything which is light in color was bright as could be, and which was dark in color, this is dark.”

Art was an important focus in Vitale’s family, as his father and sister were into various types of dance, his mother did some amateur acting, and his brother was into sculpture. Growing up just 5 miles from Detroit, they’d frequent art exhibits. While visiting art museums in his late teens, Vitale found himself drawn to the experience of seeing certain paintings in person. “I discovered that they do optical things, like in minimal art,” he said. “If you take [20th-century abstract artist] Josef Albers and you stare at the squares, they’ll bounce back and forth and blend in to be one.”

He realized that some art is metaphorical. “Well, I kind of discovered mine was, and did this optical effect that was very similar to what I experienced as a kid in this accident,” Vitale said. “And so I thought, well, who in history did this happen to? And I noticed that [19th-century French post-Impressionist artist Georges Pierre]

Seurat’s paintings, when you stare at them, they do the same optical effect as mine. I don’t know if [my work is the] next step, but it’s a continuation of that work in the present day.

“Impressionism is about capturing the moment,” he adds, “and there’s different types of moments. Like, Jackson Pollock—they say that he knew something metaphysically about explosions. And that comes out of Monet. The drip paintings are the next step for Monet’s Water Lilies. Well, what I do comes kind of out of Seurat.”

After graduating from Wayne State University with a master’s degree in fine arts, Vitale found that there weren’t many jobs in the art field and so he turned to the Postal Service. “But I loved it, because it was outdoor work, and I was used to that working at my cousin’s farms,” he said.

Vitale, who can quote poems by Robert Frost and Emily Dickinson from memory, never gave up on his art. In the meantime, he said, “I painted at home, and I raised a family. I married an artist that I met downtown at the Detroit artists’ market.”

He soon had an opportunity to show a work in a local art gallery, the Museum of Contemporary Art Detroit. “It’s hard to get in there,” he said,



The artist with one of his paintings at an exhibit





Working on a painting in 1977



adding, “so, I put everything I could into it, and it took off.” Being part of that collection helped get his foot in the door of the Detroit art scene.

Vitale’s art eventually appeared in institutions such as Blue Cross Blue Shield, mostly as a result of word of mouth. An art collector with a connection to Wayne State’s art department supported the carrier’s art by including it in his collection. “He used to go to look around at the artists in Detroit, or Wayne State in particular, the students, and he would pick out who he was going to support, and he didn’t pick a lot of them,” Vitale said. And something caught his eye about what I was doing. He decided to support me, and I was in his collection. So that created a little name around town.”

Another man who owns a Wells Fargo branch bought a piece. That patron also donated a few pieces to a cancer research hospital. And then two other hospitals saw the work and representatives inquired about pieces as well.

Vitale gained acclaim in the Detroit area over the years, and along with selling some art around town, he’s had occasional shows in galleries and has had collectors put his pieces in art museums.

He has shipped artwork to buyers in New York and Los Angeles. The average price for his art is around \$5,000 for a 5-by-4 or 6-by-4 painting, though he’s sold pieces for more.

The carrier retired from the Postal Service last year after nearly four decades of delivering, and now paints

every day in his basement art studio, usually around five hours each day, but sometimes up to 11 hours. His paintings are mostly oil paint—“it’s a little bit more professional,” he says—but he does some acrylic and watercolor on occasion.

His pieces, on average, take a month and a half to create, though a recent one took nearly four months. “I don’t like a quick work of art,” he said. “I’m capable of doing that, but I chose to leave something that’s sort of like meat and potatoes. I like to show work. I remember how my aunt made the quilts—they’re tedious.”

Asked where he hopes to go from here, Vitale joked, “Well, I’d love to make the Whitney biennial, but a miracle happens every day,” referencing the exhibition of top contemporary American art organized by the Whitney Museum of American Art in New York City. Vitale is taking it day by day, painting as often as he can, hoping to reopen a gallery again soon, and waiting to see what opportunities pop up.

He’s also watching his family’s interest in art blossom and continue down the family line. “I’ve got three daughters that are artists,” he says, adding that they all went through the art department at Wayne State as well.

Vitale can’t quite put his finger on why art is his passion. “I just love it,” he says. “It’s natural, and something I’m good at, and I really love doing it. I think it’s in my blood.” **PR**

Charges against NALC president voted on by Executive Council

On May 5, the following was posted to the NALC website:

This is an update to the Jan. 31 notification concerning charges received by the NALC Executive Council proffered against President Brian L. Renfroe by Director of City Delivery Christopher Jackson.

After conclusion of the evidentiary hearings by the panel of three disinterested members, the panel submitted its report and recommendations on each of the four charges to the Executive Council in accordance with Article 10 of the *NALC Constitution*. On April 25 and 26, the Council met in Washington, DC, to review and discuss the panel's report and recommendations on each of the four charges. After review of the panel's findings, the Council voted on each of the charges as follows:

- For the charge alleging "Neglect of Duty," the NALC Executive Council found President Renfroe not guilty.
- For the charge alleging "Circulating False or Misleading Statements about a NALC Officer," the NALC Executive Council found President Renfroe not guilty.
- For the charge alleging "Conduct. Impaired driving after hours in a NALC owned vehicle," the NALC Executive Council found President Renfroe guilty.
- For the charge alleging "Abandoned Position and Dereliction/Neglect of duty," the NALC Executive Council found President Renfroe not guilty.

Article 10 of the *NALC Constitution* states:

If the Executive Council finds the officer guilty, it shall be empowered to remove them from office, or impose



The Executive Council appointed a panel to conduct hearings based on the evidence. That panel consisted of (pictured, from l) Brian Hellman, Barry Weiner and Myra Warren.

such other penalty as it may deem appropriate.

For the one charge in which the Council voted guilty, the Executive Council voted to revoke, for the period of one year, the driving privileges of President Renfroe in any NALC owned vehicle, in addition to any rental vehicles for conducting union business. President Renfroe will also record a public service announcement, in collaboration with the director of safety and health and director of health benefits about alcoholism and driving under the influence.

This decision of the Executive Council is subject to appeal to the National Convention in accordance with Article 10 of the *NALC Constitution*.

The following was previously reported on the NALC website:

On July 14, 2023, the NALC Executive Council received eight charges proffered against Renfroe by Jackson. In accordance with Article 10 of the *NALC Constitution*, the Executive Council appointed retired Branch 343 member Michael Weir—a member not involved in the charges—to investigate the charges and submit a report in

writing on his findings.

On Aug. 29, the Executive Council received that report. Per Article 10, the Executive Council was required to determine "whether a substantial charge is presented by the report." Of the original charges, two were withdrawn by Jackson. Four of the remaining six charges were determined by the Executive Council to be substantial (see above).

A finding that a charge is substantial triggers an evidentiary hearing in accordance with Article 10. The Executive Council then appointed a panel of three disinterested members to conduct hearings regarding the four charges. They were retired Branch 36 member Brian Hellman, retired Branch 9 member Barry Weiner, and retired Branch 132 member Myra Warren. The *NALC Constitution* states that the investigator cannot serve on the hearings panel.

The panel conducted evidentiary hearings at NALC Headquarters Dec. 13-15, Jan. 17-18 and Feb. 12. After conclusion of the evidentiary hearings, the panel submitted its report and recommendations on each of the four charges to the Executive Council, which then met on April 25 and 26. **PR**

NALC Building Corporation— Property acquisitions



**Paul
Barner**

The National Association of Letter Carriers and the United States Letter Carriers Mutual Benefit Association (USLC-MBA) are headquartered in Washington, DC, at 100 Indiana Ave. NW. The NALC Health Benefit Plan (NALC HBP) is located in Ashburn, VA. In addition, there are 15 regional offices around the country that are home to the national business agents. Over the years, several articles have been published in *The Postal Record* about the Headquarters building, but what about other real estate holdings, and how is this all structured? This is where the NALC Building Corpora-

tion comes into play.

The NALC Building Corporation is the owner of record of the Headquarters building in Washington, DC. The building has eight floors consisting of office space with two basement level floors. The union occupies the second floor as well as Floors 6 through 8, plus portions of the first and fourth floors. The USLC-MBA occupies the fifth floor of the building.

In addition, the NALC Building Corporation continues to engage in real estate acquisitions to better address the needs of NALC and its related entities. To this end, the NALC Building Corporation has acquired properties in several states using limited liability corporations (LLCs) to hold title to the properties, with the NALC Building Corporation being the sole member of the particular LLC. The following properties were acquired over the last few years.

NALC routinely brings members into Washington, DC, to work on projects at Headquarters in support of our members. As you may guess, hotel rooms go for a premium in the area. To effectively address the financial impact, DC Capitol Hill Properties, LLC was formed to acquire a residential property at which members stay while on temporary assignment to work at NALC Headquarters. The property, located at 612 3rd St. SE, Washington, DC, consists of two houses that provide rental income in addition to addressing the temporary housing need.

Loudoun Properties HB, LLC was formed to purchase a commercial property consisting of approximately

80,000 square feet. The property is home to the Region 13 national business agent's office. The remaining portion of the building is occupied by a tenant, resulting in additional rental income.

Marietta Cobb Properties, LLC was formed to purchase a commercial property in part, as home to the Region 9 national business agent's office. The property, located at 1101 Northchase Parkway SE, Marietta, GA, consists of approximately 40,000 square feet. In addition to the Region 9 national business agent's office and a large training facility used for regional and national training, the remaining portion of the building is occupied by a tenant, resulting in additional rental income.

In early 2023, Lorain Properties, LLC was formed to purchase a property located at 2500 West Erie Ave., Lorain, OH, as home to the Region 11 national business agent's office. The building consists of a little more than 7,000 square feet on approximately 1.5 acres of land.

The most recent real estate acquisition was made in the Dallas, TX, area. Denton County Properties, LLC was formed to purchase a commercial property for the Region 10 national business agent's office. The property, located at 2001 Lakeside Parkway, Flower Mound, TX, consists of just under 13,000 square feet. As with the Region 9 facility, this building is spacious enough for a training facility to be added in the future.

Another recent acquisition is a property located at 3296 A&B E. Guasti Road, Ontario, CA. Ontario SB Properties, LLC was formed to purchase this property to eventually serve as home to the Region 1 national business agent's office. At the time of purchase, the property was—and remains—100 percent occupied with tenants. However, the first lease expires in June, providing the space needed to house the NBA office. The remaining tenant leases will remain in effect for their terms and continue to provide rental income.

As you can see, the NALC Building Corporation has added to its real estate investment portfolio in recent years. This is just a quick rundown of properties owned through the NALC Building Corporation that add income to the organization, while the assets themselves also continue to increase in value. The NALC Building Corporation plans to continue to seek out property acquisition opportunities that will add value to the members of NALC by reducing leasing costs to NALC, as well as creating rental income opportunities.

Got union?



James D. Henry

If you're reading this, in all likelihood you're already a union member. However, I encourage you to take an active role in encouraging non-union members to join the NALC. We are stronger together! Strength comes with numbers.

Remember the enormously popular and successful ad campaign of yesteryear, "Got milk?" It had those who normally didn't drink milk buying milk. Similarly, we all should seek to organize and campaign for 100 percent union membership by asking our colleagues to join the NALC. Simply, "Got union?"

Sometimes it simply takes someone to ask to get another to join the NALC. If they are not already in the union, they need to be informed that union membership allows workers without four-year college degrees to earn more and achieve financial security for their families. Moreover, the NALC has been for decades, and remains, a leader in providing its letter carrier craft the aforementioned attributes.

Union workers benefit from collective bargaining in all sorts of ways: higher wages, better benefits, increased job stability, safer workplaces and more. These effects are especially prominent for the working class. Union membership offers a range of economic benefits for members of the working class as exemplified by the NALC, e.g., increased wages for members that spill over to non-union workers, job security, improved access to benefits, just to name a few.

Unions are key to the success of any policy intended to create and improve jobs for the working class, and Congress must take steps to make it easier to protect the rights of workers and provide a safe working environment, for letter carriers in particular. Perhaps the most well-known effect of union membership is higher wages. NALC members earn more, not only in wages, but also in benefits, compared with non-unionized industries. In fact, due to the union, letter carriers are twice as likely to have health insurance coverage and nearly twice as likely to have a retirement plan as their non-union counterparts. Being a letter carrier and member of the NALC means benefits abound in relation

to other sectors where crucial benefits are less common, meaning union membership offers substantial benefits for workers who otherwise would face economic insecurity.

The financial gains of unionization add up over a lifetime. Together, increases in income from union membership, both directly through higher wages and indirectly through better benefits and more on-the-job opportunities for wage growth, add up over our work lifetime—in some instances exceeding those with four-year degrees. These factors combined mean that the increase in wages, benefits, job stability and more lead to more wealth for union working-class families, which certainly has been the case through the efforts of the NALC for all letter carriers.

Unions do great things for the working class in terms of:

- Improving wages
- Covering expensive health care
- Increasing savings for a comfortable retirement
- Building wealth
- Helping members to pass down their hard-earned union gains to their children
- Promoting worker solidarity
- Providing the worker with a voice to be heard
- Redressing work imbalances



The NALC has done a phenomenal job in helping build power for the letter carrier craft. However, there is still work to be done, which requires all hands on deck! The essence of the NALC is its members. Therefore, each of you, reach out to one non-member to help us become 100 percent unionized. It's not impossible. Got union?

Important reminders



Nicole Rhine

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

Reporting to the DOL: Any branch or state association that has a fiscal-year end of Dec. 31 should have filed its labor-management (LM) report by March 30, as 2024 is a leap year. Additionally, any branch or state association that has a fiscal-year end of March 31 should file its LM report by

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

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

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

Service awards: Article 2, Section 5 of the *NALC Constitution* contains information on the years of service member-

ship pins available. The branch secretary must notify my office either through the new membership pin program in the Members Only section of the website, or in writing that a member will complete the necessary years of service. Should the branch be awarding a 50-year pin and gold card, please allow four to six weeks, as gold cards are a special order and must be engraved by an outside union vendor.

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

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

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

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

The supreme body



**Mack I.
Julion**

Recently during a visit to Headquarters, a member said something that made me laugh, but at the same time it reminded me of a time when I thought the same way. They said, “You know, you national officers are kind of like celebrities to us. So, to actually meet you all is pretty cool.” I smiled and said, “You know, we are really just letter carriers like you. In fact, if you ever come to Chicago through Midway, my routes are around the airport. I’m a T-6.”

The irony was that I viewed our national officers the same way at my first convention (and maybe a few conventions after that). But

it was that first convention that really pulled me into the NALC, and I am sure there are some of you who will have that same experience this summer in Boston. Although I can’t recall everything that happened during that convention, I do remember how it made me feel.

The sheer humanity of seeing thousands of city letter carriers from all over the country was mesmerizing for me. The debate on the convention floor and the many shared experiences gave me a sense of belonging because I could relate. Young, old, male, female, and every ethnicity I knew of was on the convention floor. I even saw men walking around in kilts (although I didn’t know they were “kilts” at the time), but none of that mattered, because we were all just letter carriers. We had a common bond and we understood each other. That’s all that mattered. It took a few more conventions, along with my involvement with my local branch, and my experience at the Leadership Academy, for me to begin to get a sense of what actually happens at the convention. In short, pretty much everything.

Every decision that our union makes is funneled through or comes directly from the convention floor. Article 1, Section 4 of the *NALC Constitution* refers to our biennial gathering and the delegates in attendance as the “supreme body.” Each delegate there in attendance represents 20 members from the workroom floor and our local branches. Together we chart the course for our union, present and future. The delegates decide which issues are important to us for collective

bargaining and our legislative priorities. They decide what goes into the *Constitution* or what comes out. And as for the *Constitution* itself, it tells us how, when and where to have the convention, elect our officers and delegates, and what we can have in our bylaws.

I teach this all the time to the classes at the Leadership Academy; in particular, the importance of the *Constitution* and the need to become familiar with its content. Most everything that happens at the convention, down to the day that it happens, is spelled out in our *Constitution*. From the resolutions to the nomination of officers, every element of our organization is in the *Constitution*. So, to really value what we are doing at the convention, I would suggest that you download a copy from our website to prepare yourself for Boston.

The other good thing about the convention, aside from meeting other members and friends you haven’t met, is the training classes. They are worth your time! If you invest in attending some of the training, you will go back to your branch feeling empowered. I have always believed that our stewards and officers should not be alone on the workroom floor, informing and educating our members.

So, for those who are attending for the very first time, I am confident that you will be impressed with your union. You will find that it is truly democratic,



because the gathering of delegates is the supreme body of our union. And of course, you will get a chance to see and meet your national officers. I did at my first national convention in Hawaii, when I took this picture with Gary Mullins, the director of city delivery at that time. His articles resonated with

me because they were so anti-management, and as a national officer of our union, that made him like a celebrity to meet.

Now, having attended many more conventions as a delegate, a branch officer and a national officer, it is even more important for me to never forget that I am just a letter carrier and a small part of our great union!

Updates to the MDD and COTS vehicle pilot



Christopher Jackson

This month, I want to discuss recent enhancements to the Mobile Delivery Device-Technical Refresh (MDD-TR) and provide an update on the Rivian Delivery 500 pilot test.

MDD-TR Test - PS Form 3999: In April, USPS notified me of its intent to conduct a test using the MDD-TR to collect a carrier's activity and transmit the data to Delivery Operations Information System (DOIS) to create a PS Form 3999, Inspection of Letter Carrier Route. USPS states that this will replace the use of the Data Collection Device (DCD) by a route examiner. During the test, an examiner will walk with carriers and

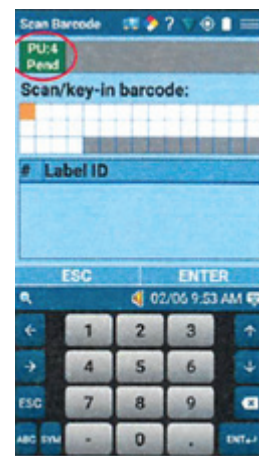
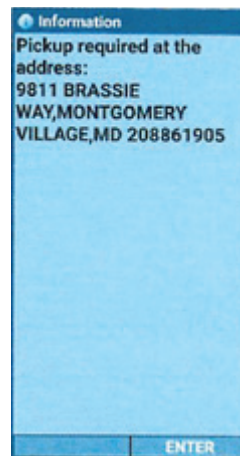
use the MDD-TR, loaded with new software, documenting the carrier's activity as they have with the DCD in the past. The two-day test was scheduled to begin April 1 and involved select carriers at four offices across the country.

MDD software update 7.95: Also in April, the Postal Service detailed the latest update to the MDD-TR, release 7.95. The software update includes several new features, including enhancements related to Edit Book and Change of Address (COA) update functions, package pickups and hazard alerts.

With software version 7.95, USPS states that all Edit Book features, including COA update, will be restricted from use on the MDD-TR unless a carrier is in the office. The features will be disabled when one of the following conditions is met: a carrier scans the Depart2Route barcode, a carrier's scanner exits the geofence of their delivery unit, or the 9 a.m. hour arrives. The Postal Service explains that disabling the function after 9 a.m. is done to ensure that the features are not available if no GPS and no Depart2Route scan is detected.

The Edit Book features will be enabled when one of the following conditions is met: a carrier scans the Return2DU barcode, the carrier's scanner enters the geofence of the delivery unit, a scanner is docked inside of an office cradle after 9 a.m., or the 6 p.m. hour arrives. The Postal Service explains that enabling the function after 6 p.m. is done to ensure that the features are available when no GPS and no Return2DU scan is detected.

Another feature included in the update is the Carrier Pickup Enhancement Alert. To avoid missed package



pickups, alerts and reminders have been implemented on the MDD-TR to notify carriers of pickups while on the route. Upon breaking the geofence of an address with a pending pickup request, the scanner will display an interactive popup message, "Pickup required at the address."

When package pickups have been scheduled, the scanner will display a green "PU" bar containing the total number of pickup requests for the route a carrier is currently logged onto. Selecting the "PU" bar will display details of a pickup request, including the barcode label and the address. As pickups are completed, the "PU" total will decrease.

Version 7.95 further provides the Map Display of Hazard Alert & Delivery Instruction feature. Currently, the MDD-TR triggers a dog hazard alert to identify the presence of an animal in a specific area. With the update, alerts are being expanded to be prompted when any device breaks the geofence of an identified hazard, regardless of the route the device is currently logged onto. In addition, a map display is provided to show the proximity of the carrier to the alert. USPS states that the map presents an overview of all hazard alerts or delivery instructions where identified hazards exist on the route.



I have concerns about the time frames applied to the Edit Book

(continued on page 32)

Assault victims deserve the best care available



Manuel L. Peralta Jr.

In the last few years, letter carriers have been victims of more than 2,000 robberies or assaults, often at gunpoint. The NALC began the “Enough is enough” movement to bring the public’s attention to the growing danger you face every day throughout the country, and to demand several policy changes to protect letter carriers.

The NALC’s March 13 website posting announced that the Protect Our Letter Carriers Act (H.R. 7629) had been introduced in the House by Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH).

At an outdoor event on Capitol Hill to announce the measure’s introduction, a letter carrier who had been the victim of an assault shared what he went through and explained the need for the law.

I had the opportunity to speak with this carrier following the press conference and learned that the only help that he connected with was with an Employee Assistance Program (EAP) counselor. I have since spoken with others, leading me to the topic of this month’s column.

When any letter carrier suffers an injury, including a post-traumatic stress injury, and initiates an OWCP claim, responsibilities fall on the shoulders of management, which is obligated to assist the employee and to advise the employee of their rights, including but not limited to the following (from the *Employee and Labor Relations Manual [ELM]*):

543.3 Medical Care - FECA guarantees the employee the right to an initial choice of physician. The employee is entitled to receive all medical services, appliances, or supplies that a qualified physician prescribes and OWCP determines necessary to treat the injury.

Management also has the following obligation once an OWCP claim is filed (*ELM* Section 544.111):

General - When a notice of traumatic injury or occupational disease is filed, the immediate supervisor is responsible for doing the following:

- a. Immediately ensuring that appropriate medical care is provided.
- b. Providing the employee a Form CA-1 or a Form CA-2.
- c. Completing the receipt attached to Form CA-1 or

- CA-2 and giving the receipt to the employee or the employee’s representative.
- d. Investigating all reported job-related injuries and/or illnesses.
- e. Immediately notifying the control office or control point of an injury, disease, or illness.
- f. Prompt completion and forwarding of Form CA-1 or CA-2 to the control office or control point on the same day it is received from the employee.

ELM Section 544.112 instructs that “In case of a traumatic injury, the supervisor must advise the employee of the following”:

- a. The right to select a physician of choice.

When an employee suffers an injury on duty, such as the one referenced above, and then decides to initiate an OWCP claim, management does not fulfill its obligation by referring the employee to an EAP counselor. This may be an initial helpful step; however, the EAP counselor will not be providing you with documentation that meets the standard required by OWCP. If you file a traumatic injury claim, you will have the right to select your physician, so explore who is available by reaching out to your doctor and discuss your needs.

“When any letter carrier suffers an injury, including a post-traumatic stress injury, and initiates an OWCP claim, responsibilities fall on the shoulders of management.”

Article 35 of the National Agreement provides for EAP counseling services at no cost to the employee. These services are identified as “short term,” which is recognized as up to 12 counseling sessions. It is possible that the above-identified traumatic injury would take more than the limit of 12 sessions. The EAP counselors cannot take you on as a client. Their services are paid for by their employer, which is under contract to the USPS through EAP. This would be an ethics conflict of interest.

In preparation for this month’s column, I have reviewed a series of seven columns (September, October, November and December 2023 and January, March and April of this year) written by Regional Workers’ Com-

(continued on next page)

Assault victims (continued)

(continued from previous page)

pensation Assistant Coby Jones on the subject of medical evidence required to support claims before OWCP. His column from November 2023 is directly on point, and I therefore quote from that column as follows:

Letter carriers who sustain emotional conditions as a result of assaults, in particular, have had a difficult time finding physicians to diagnose and treat these conditions. It often has taken months or even the greater part of a year before they can receive treatment for conditions that demand immediate attention. This is because OWCP's procedures have required that any causal explanation for acceptance of an emotional injury case must come from a psychiatrist or licensed clinical psychologist with a PhD. FECA Transmittal No. 23-04 changed this by revising FECA Procedure Manual Part 2, Chapter 805, regarding the requirements for a medical specialist needed to establish an emotional condition.

With the revision, only extended occupational disease claims for emotional conditions require a medical report from a psychiatrist or clinical psychologist in order to support the explanation of causal relationship required for the claim to be accepted. The revision allows physicians with other specialties or even family physicians to submit medical reports to establish initial claims and provide

treatment. This will be a huge boon for letter carriers who have been emotionally traumatized by assault and are ill-equipped to deal with jumping through bureaucratic hoops. Not only will their claims be accepted more quickly, but they also will receive more promptly the benefits they are entitled to under the FECA such as counseling and wage-loss compensation if they are incapacitated from working due to their condition.

According to the transmittal, the revision is intended to apply to "typically traumatic injuries where the event or events are very specific, unambiguous and are generally clearer to physicians outside the psychiatric specialty as incidents that may naturally result in an extreme emotional reaction." The revision does not apply to emotional conditions in CA-2 occupational disease claims—cases that often involve stress or abuse in the workplace (often with management). These cases will still require a causal explanation from a psychiatrist or clinical psychologist for the claim to be accepted.

Use the information in Coby's column to guide you in your discussions with your physician and your OWCP representative, if necessary.

And, if you haven't done so already, check to see if your congressional representative has signed on to the Protect Our Letter Carriers Act (H.R. 7629).

Director of City Delivery

Updates to the MDD and COTS vehicle pilot (continued)

(continued from page 30)

and COA functions introduced in this update. I also have questions regarding the pilot test conducted on the scanner to create PS Form 3999s. I have requested a meeting to discuss NALC concerns.

Rivian Delivery 500 pilot update

In my May article, I informed the membership of the Postal Service's intent to pilot test the use of the Rivian Delivery 500 vehicle on carrier routes at the Vienna Post Office in Vienna, VA. Test dates for the pilot have been changed since last month's column; USPS states that test dates for the pilot are now April 4 through May 16.

My staff visited the Vienna Post Office in May to receive additional feedback from the letter carriers involved in the pilot since our previous visit. In speaking with the carriers, my staff found that the biggest adjustments involved getting used to the vehicle's regenerative braking system when driving, and dealing with the vehicle's size in areas where streets might not accommodate the height and length of the vehicle. However, one of their previous concerns has been put at ease, as the carriers have found that mail placed on the cargo shelves has been secure and carriers have not encountered any issue with mail moving or falling over while the vehicle is in motion.

Enhanced annuity for FERS employees receiving compensation from OWCP



Dan Toth

The last column that I wrote about enhanced annuity for the Federal Employees Retirement System (FERS) was in the September/October 2022 issue of The Postal Record. The Retirement Department fields many inquiries regarding this topic, and in many instances, we have helped ensure that enhanced annuity was provided to the member. Our goal is to educate active and retired members so they will know if they are/were entitled to receive an enhancement to their annuities.

Many of you are hearing about enhanced annuity for the first time; therefore, we need to spread the word among our members. Annuity enhancement applies only to FERS employees who are injured on the job and receive wage-loss compensation from the Office of Workers' Compensation Programs (OWCP). While receiving wage-loss compensation, an injured employee is unable to contribute to Social Security and the Thrift Savings Plan (TSP). As FERS was designed around Social Security and TSP benefits, an employee who misses out on these two components would not get the full benefit that was intended when FERS was created. Fortunately, a 2003 law fixed this problem by providing additional, or enhanced, annuity to offset these Social Security and TSP losses. To be eligible, a FERS employee must have cumulative periods of leave without pay (LWOP) while performing no work and receiving OWCP benefits totaling two months or more. Continuation of Pay (COP) periods are not included in this total, because there is no loss to Social Security or TSP benefits when receiving full pay from the Postal Service.

No action is required by the retiring employee for the enhanced annuity to be added; it should be automatic. However, you can review your service records, such as your RTR employee detail, to identify any possible discrepancies.

If you have already retired and met the criteria above for entitlement to an enhanced annuity and want to ensure that you are receiving the benefit you're entitled to, start compiling relevant documents, then do the math.

Your Retirement Benefits Booklet, which would have been mailed to you from the Office of Personnel Management (OPM) when you retired, will tell you the amount of

your basic benefit (annuity), total federal service and high-3 average salary. If you no longer have your annuity booklet, you can request a duplicate via OPM's Services Online at servicesonline.opm.gov, by writing to OPM or by emailing retire@opm.gov.

FERS employees who retire with a full, immediate annuity receive 1 percent of their high-3 average salary per year of service (retiring after age 62 with 20 years of service yields 1.1 percent). Multiply your years of service, 1 percent (0.01), and your high-3 average salary listed in your annuity booklet to determine your annuity before applying the enhanced annuity. Now compare that result with the gross benefit listed in the Retirement Benefits Booklet. If they are the same, that indicates you are not receiving an enhanced annuity.

How much should you be getting? The enhanced annuity provides for an additional 1 percent for the aggregate time of qualifying periods.

For example, multiplying a qualifying period of exactly two months (two-twelfths of a year) by 1 percent (0.01) and a high-3 average salary of \$72,910 yields an additional benefit of \$121.51 per year, or about \$10.12 a month.

If you have determined that you are not receiving an enhanced annuity, you will want to establish your aggregate time receiving OWCP benefits. An easy way to do this is to register with OWCP Connect (go to owcpconnect.dol.gov/owcplogin for a Department of Labor web portal). OWCP Connect allows you to see all the hours of compensation paid in claims from 2002 onward. Confirm that your total time receiving wage-loss compensation equals or exceeds two months (approximately 347 hours).

Next, check Standard Form 3107-1, Certified Summary of Federal Service, to find out what service credit the Postal Service certified to OPM when you retired. If you received a completed copy of your retirement application, check there. Otherwise, write or email OPM to request a file copy of your completed Certified Summary of Federal Service. You should also request the worksheet used to calculate your annuity.

If you find that you have not received the enhanced annuity, or have received less than you are entitled to, please reach out to my office for additional guidance. The Retirement Department can be reached at 800-424-5186 Monday, Wednesday and Thursday from 10 a.m. to 12 p.m. and 2 p.m. to 4 p.m., or by calling 202-393-4695 Monday through Friday from 9 a.m. to 4 p.m. Eastern time.

Whole life insurance without payments for your entire life



**James W.
“Jim” Yates**

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

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

Many people like the idea of having insurance for their entire lifetime, but do not like the idea of paying premiums over the entire time. The MBA offers two whole

life policies that are designed to solve this problem in an affordable way. They are the Paid Up in 20 Years MBA Whole Life Insurance and Paid Up at Age 65 MBA Whole Life Insurance.

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

The best part of these plans is that the premiums remain the same for the entire premium payment period. At the plans' designated time, the policy is paid in full. The Paid Up in 20 Year policy is fully paid off 20 years after the issue date of the policy. The Paid Up at Age 65 policy is fully paid off on the policy anniversary date after the insured turns age 65. At that time, no further premiums are ever due on either of these policies and the coverage remains in force for the insured's entire lifetime. The premium is determined by the insured's age at the time the policy is purchased and the amount of life insurance requested, making these policies an excellent choice to purchase for your young children or grandchildren.

Premiums on either plan may be paid to the MBA through biweekly payroll deduction, through electron-

ic funds transfer or directly to the MBA office on an annual or monthly basis.

All our whole life policies are “participating plans of insurance.” This means that the policy owner will share in any divisible surplus of the MBA. The divisible surplus is called a dividend on the policy and is credited to the policy on each anniversary date. Policy owners have options on how they receive the dividends: cash dividends (receiving a check each year on the policy anniversary date); dividends on deposit (dividends remain with the MBA and earn interest); and Life Paid-Up additions (dividends are used to purchase additional life insurance for the insured). Each year, policy owners who opt for the latter two options are provided with a statement indicating the dividends on deposit or the Paid-Up Additional Life Insurance amount.

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

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

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

If you need further assistance, have questions, or want us to mail you an application, you also can call the MBA office Monday to Friday at 202-638-4318 from 8 a.m. to 3:30 p.m. Eastern time or Tuesday and Thursday at 800-424-5184 during the same business hours.

Take charge of your mental health



**Stephanie
Stewart**

Mental Health Awareness Month is observed in May, and many organizations take time to bring attention to emotional, psychological and social well-being. In connection with mental health, National Suicide Prevention Month is in September. Not only should we take charge of our mental health and help others during specified months of the year, but awareness should also exist every day, month and year.

According to the Centers for Disease Control and Prevention, mental illnesses are among the most common health conditions in the country, with more than 1 in 5 adults living

with some form of mental illness. Mental and physical health are equally important to overall health, and, like physical health, our mental health also can change over time.

Is someone close to you showing a sign of needing help? Perhaps they are embarrassed or afraid to speak up, or maybe they don't know where to turn or whom to ask for help. It could be a co-worker, friend, child, relative or even you.

From behavioral and eating disorders, anxiety, depression and panic attacks to substance use and many other diagnoses, it is so important to know that support is available, and that it's OK to ask for help.

Removing the stigma around mental health starts with getting educated and taking action.

Our partnership through Optum® provides support, information and resources to help address issues affecting your personal life, work and well-being. With more than 363,000 in-network clinicians and 3,796 in-network facilities, there is help for a wide range of mental health and substance use disorder conditions.

Virtual care: Need help, but want to speak with someone from the privacy of your home? The Plan offers convenient access to virtual visits for mental assessments and mental health treatment without going into a provider's office. Providers include psychiatrists, psychologists and social workers.

You can reach out to Optum at 877-468-1016 or visit liveandworkwell.com to find an in-network provider specific to your mental health needs.

Substance Use Disorder helpline: Another great resource available is Optum's Substance Use Disorder (SUD) Helpline, which is available 24/7 to our members. You always have im-

mediate access to a licensed clinician. The clinician can arrange for an almost immediate face-to-face evaluation with an in-network expert who can create a unique care strategy. Better treatment outcomes occur when you have a clear individualized treatment plan within your community.

Call Optum at 855-780-5955 to speak with a licensed clinician who can help guide you to an in-network treatment provider or treatment center.

Bend's Behavioral Health Coaching: We are excited to announce that the NALC Health Benefit Plan, in partnership with Optum, began offering Bend's Behavioral Health Coaching Program. This is a live video-based service program that takes a family-first approach to care, with coaches helping to understand and implement powerful techniques aimed at managing a better life. Find help with the smallest to the largest of issues facing kids, teens, young adults and caregivers. Along with age- and symptom-specific care programs, the coaching offers interactive content, resources, parenting tips, tools and peer community support (for caregivers) that members can access to support their progress.

Onboarding and assessment protocols ensure that clinically appropriate care programs are selected, and provide ongoing monitoring of progress, risks and clinical needs. In addition, coaches are supervised by licensed mental health providers at all times to ensure the appropriateness of services and the potential for a higher level of care.

You can expect:

- A 35- to 45-minute welcome and evaluation session
- An evaluation and management plan
- Up to four 30-minute sessions with your coach per month
- Unlimited secure chat messaging
- Monthly measurement of progress

And the best news of all is that Bend Health Coaching is available at no cost to you, with no referral needed. It is a coaching option to support whatever developmental stage in life fits your family's needs. As a member of the Plan, all you need to do is enroll in the Bend Health program online at bendhealth.com/nalc.

You must be enrolled in the High Option Plan to obtain benefits through Optum, the SUD Program or Bend Health Coaching; however, Consumer Driven Health Plan members are offered providers through the Cigna Behavioral Network who are ready to assist you with life's challenges and to provide mental health support. Reach an in-network provider by calling 855-511-1893 or by visiting mycigna.com.

Please don't hesitate if you need help; reach out to someone today.

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

Heat safety

“Each year, more people in the United States die from extreme heat than from hurricanes, lightning, tornadoes, floods and earthquakes combined.” That is the opening line that details the Postal Service’s Heat Illness Prevention Program (HIPP). Unlike some of those natural disasters, injuries from heat can be prevented. This month’s Contract Talk, which originally ran in the May 2023 *Postal Record*, will be repeated due to the importance and frequency of heat-related injuries as we head into the summer heat.

Article 14 of the National Agreement establishes management’s responsibility to provide safe working conditions and a safe working force. Article 14, Section 1 states in part:

Section 1. Responsibilities: It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility.

Article 14, Section 3.D provides that the Postal Service will comply with Section 19 of the Williams-Steiger Occupational Safety and Health Act (OSHA). The 2022 *Joint Contract Administration Manual (JCAM)*, page 14-3 explains the Postal Service is subject to the OSHA, stating:

OSHA: The Postal Employees’ Safety Enhancement Act of 1998 (PESEA) changed the status of the Postal Service as an employer under the Occupational Safety and Health Act (OSHA). Previously, the Postal Service, as a federal agency, was exempt from the private-sector provisions of the OSHA and was covered only by Section 19 of the Act and Executive Order 12196. When PESEA became effective, the Postal Service, unlike other federal agencies, became fully subject to the OSHA. This means that OSHA has jurisdiction over the Postal Service in matters relating to employee safety and health.

In addition to the express language of Article 14, Section 3.D, Article 5 incorporates management’s obligations under the law.

While OSHA has begun a process to consider the establishment of heat abatement rules and measures, they have not yet issued any specific heat-related provisions. However, OSHA does have a provision called the “General Duty Clause,” which requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” This provision is applicable to the Postal Service under its obligation to comply with the OSHA.

During the last 50-plus years, the National Institute of Occupational Safety and Health (NIOSH) has published updated materials in support of the need to establish heat safety rules. Some of the information compiled by NIOSH has been used by OSHA in its recommendations to employers on HIPPs.

The Postal Service, at the insistence of the NALC, and as a result of many OSHA citations throughout the country, has implemented its own HIPP that requires annual training for every single city letter carrier and their supervisors. The goal of this program is to keep letter carriers safe by helping them understand the early signs of heat stress to prevent serious injury and even death.

This program will not work if it’s not followed, so shop stewards should ensure that the program is put into practice. The HIPP can be found on the NALC website under “Safety and Health,” or through the USPS HERO portal. The HIPP will be in effect from April 1 through Oct. 31, and at any other time when weather reports issued by the National Weather Service for a particular work location indicate that the outdoor heat index temperatures are expected to exceed 80 degrees during the course of a workday or work shift.

The HIPP requires annual training for all employees, regardless of potential exposure to heat by April 1 of each year. Currently, the employer is required to conduct the training at work, on the clock, so that all letter carriers receive the necessary information. This training is also available through the Postal Service’s HERO platform, which can be accessed via LiteBlue. This training covers the effects of heat on the body, risk factors and treatments. The HIPP explains the deadlines to complete the training:

It is the responsibility of each installation head to ensure that employees complete the above-referenced HERO course. Employees must complete this training prior to April 1 each year. Employees who are absent when the training is provided are required to be provided with the training prior to returning to street duties, during the period April 1 through October 31.

Shop stewards and branch officers should ensure that all letter carriers are receiving this annual training, especially city carrier assistants, who often are subject to later start times and excluded from training and stand-up talks. New employees and employees returning from an extended absence must also be considered, as they are especially vulnerable to heat because they may not be acclimated.

The HIPP training through HERO consists of a video with questions that take approximately 20 minutes and concludes with a short test. Letter carriers can verify whether

Figure 2

	Symptoms	First Aid*
Heat Stroke	<ul style="list-style-type: none"> • Confusion • Fainting • Seizures • Excessive sweating or red, hot, dry skin • Very high body temperature 	<p>Call 911</p> <p>While waiting for help:</p> <ul style="list-style-type: none"> • Workers should rest in a shady, cool area • Loosen clothing, remove outer clothing • Use a fan and place cold packs in armpits, if available • Wet worker with cool water, apply ice packs, cool compresses, or ice, if available • Drink fluids (preferably water) as soon as possible • Stay with worker until help arrives
Heat Exhaustion	<ul style="list-style-type: none"> • Cool, moist skin • Heavy sweating • Headache • Nausea or vomiting • Dizziness • Light headedness • Weakness • Thirst • Irritability • Fast heartbeat 	<p>Call 911</p> <p>While waiting for help:</p> <ul style="list-style-type: none"> • Sit or lie down in a cool, shady area • Drink plenty of water or other cool beverages • Use cool compresses or ice packs, if available • Do not return to work that day
Heat Cramps	<ul style="list-style-type: none"> • Muscle spasms • Pain • Usually in abdomen arms or legs 	<ul style="list-style-type: none"> • Have worker rest in shady, cool area • Worker should drink water or other cool beverages • Wait a few hours before allowing worker to return to strenuous work • Have worker seek medical attention if cramps don't go away
Heat Rash	<ul style="list-style-type: none"> • Clusters of red bumps on skin • Often appears on neck, upper chest, folds of skin 	<ul style="list-style-type: none"> • Try to work in a cooler, less humid environment when possible • Keep the affected area dry

*Remember, if you are not a medical professional, use this information as a guide only to help workers in need.
**Before an employee who has been absent due to heat-related illness may return to work, management may request medical documentation clearing the employee to work. ELM §§ 865.1 and 865.3.

they have received the training (or have been incorrectly recorded as having received the training) in the HERO portal. Safety messaging is required under the HIPP. From April 1 through Oct. 31, the Mobile Delivery Device (MDD) will be used to send messages from the national level regarding heat exposure and the prevention of heat illness. Additionally, a safety talk is required at the local level every week. The HIPP states:

Each week, the supervisor will give a safety talk addressing issues related to heat exposure and prevention of heat-related illness. These talks will be documented in HERO with certification of completion for all employees.

Various visual aids are to be provided to emphasize the importance of heat safety and to display symptoms of heat-related illness. One visual aid is shown (Figure 2) and contains symptoms and treatment steps. The HIPP instructs employees to call 911 if they are experiencing symptoms of heat stress as referenced in Figure 2, stating in part:

Employees working away from a Postal Service facility should immediately call 911 and then their supervisor, if able, when they experience signs or symptoms of heat stress, as referenced in Figure 2 below. Proper hydration and seeking prompt medical attention should be ensured at any time the below referenced symptoms arise during the course of a workday.

When in doubt, do not hesitate to call 911. Employees and supervisors may use personal cell phones and other mobile electronic devices to communicate or to contact 911.

Planning and responding to a heat-related emergency is another important component of the HIPP. The HIPP states that all employees are encouraged to take immediate action if they observe another employee exhibiting signs or symptoms of heat-related illness. Employees should err on the side of caution and immediately call 911 whenever an employee complains of or is observed exhibiting signs of heat-related illness and it is determined medical intervention might be necessary.

If there is a heat injury, shop stewards should investigate what, if any, knowledge supervisors had and any interaction they had with the injured employee. Supervisors have a responsibility to be trained and to recognize the symptoms of heat illness. Should the supervisor have been aware of the potential heat illness and either took insufficient action, or no action, in terms of seeking medical treatment? Additionally, the HIPP requires that employees with symptoms cannot be left alone, stating:

Employees observed by management exhibiting signs or symptoms of a heat-related illness will be mon-

itored and shall not be left alone or sent home without being provided with emergency medical service.

The above provision is very important. Heat-related illness can be worse than realized and can get worse even after exposure has ended. Sometimes supervisors either send employees home or let them go home without medical care, potentially putting them in harm's way. This can result in an employee passing out while behind the wheel of a vehicle, or while at home without supervision. **Remember that heat stroke can be fatal if not treated immediately.**

To provide letter carriers with the proper tools, the HIPP requires management to ensure that:

- Potable water sources are available in all facilities and are monitored during regular safety inspections.
- A postcard promoting heat stress awareness is mailed annually to all employees.
- Stickers are installed in every vehicle identifying the signs and symptoms of heat-related illness.
- Laminated cards containing information identifying the signs and symptoms of heat-related illness are provided to all carriers and supervisors for attachment to identification badges.
- An escalation process is put in place to prioritize all requests for HVAC repairs and temporary abatement efforts in postal facilities.
- Postal vehicle fans are included in all preventive maintenance inspections and any necessary repairs are made.

(continued on next page)

Heat safety (continued)

(continued from previous page)

- When the HIPP is in effect, supervisors, while performing required street observations, will include HIPP-related conversations with employees, paying particular attention to those who are newly hired or returning from an absence of seven or more consecutive days, if known.

Shop stewards who perform investigations related to heat safety have many factors to consider. Stewards can look to OSHA's *Using the Heat Index: A Guide for Employers* (found on the NALC website under Safety and Health), as well as other OSHA guidance, to provide some key considerations, such as, did management:

- Receive training on the HIPP and can recognize heat symptoms?
- Track and communicate the heat index daily?
- Check in on any employees, and if so, how frequently?
- Take any action to assist carriers experiencing symptoms, and if so, when and what?
- Provide or encourage workers to wear sunscreen?
- Establish a buddy system or instruct supervisors to watch workers for signs of heat-related illness?
- Schedule frequent breaks in cool, shaded areas?
- Establish and enforce work/rest schedules?
- Create an emergency response plan and consider the availability of local medical services?
- Provide potable water?
- Designate a person well-informed on heat-related illness to determine appropriate work/rest schedules?
- Remind workers to drink plenty of water—about 8 ounces—every 15 to 20 minutes?
- Establish who will provide first aid until an ambulance arrives?
- Provide workers with personal cooling measures (such as cooling vests, cool mist stations, water-dampened clothing, etc.)?
- Assign new and unacclimated workers lighter work and longer rest periods? Were these employees monitored more closely?

Every post-incident investigation should include a review of the heat index during and leading up to the incident. Remember that the heat index values by the National Weather Service and OSHA are devised for shady, light wind conditions. Exposure to full sunshine can increase heat index values by up to 15 degrees.

In accordance with Article 14, Section 2.c of the National Agreement, stewards may file grievances that allege an employee is being required to work under un-

safe conditions at the Formal Step A within 14 days of notifying the employee's supervisor. PS Form 1767, Report of Hazard, Unsafe Condition or Practice, is a great way to notify a supervisor in writing of a hazard or unsafe condition prior to initiating a grievance directly at the Formal Step A. The use of PS Form 1767 is always a good idea to give management the opportunity to immediately rectify the situation.

Safety grievances can still be filed at the Informal Step A if desired. *JCAM*, page 14-2 explains:

Safety Grievances Filed at Formal Step A. Article 14.2.(c) provides that safety and health grievances may be filed directly at Formal Step A of the grievance procedure. However, if a health or safety grievance is filed at Informal Step A instead, it is not procedurally defective for that reason.

The Postal Service has received multiple citations from OSHA alleging violations of the OSHA's general duty clause mentioned earlier. At a hearing by the Occupational Safety and Health Review Commission (OSHRC Docket Nos. 16-1713, 16-1872, 17-0023, 17-0279), the Postal Service had an expert witness (Dr. Conibear) testify. The OSHRC noted:

These inconsistencies raise questions about the credibility of Conibear's medical opinions, such as that one of the San Antonio carriers' profuse sweating was "not related in any way" to his having walked five miles while carrying a thirty-pound satchel when the heat index was above 100°F, and her claim that he would have started profusely sweating that same afternoon even if he had been sitting at home in air conditioning.

This comment by the OSHRC regarding the Postal Service's expert witness should remind letter carriers that we cannot rely solely on management to maintain safety. Letter carriers must look out for each other and make safety a priority. As Article 14, Section 1 explains, "the Union will cooperate with and assist management to live up to this responsibility."

During the same hearing, the Postal Service stated that it provides unlimited comfort breaks. The OSHRC decision states:

The Postal Service also maintains that it already gives carriers 'rest, lunch, and unlimited comfort breaks' and acclimatizes new carriers through its on-the-job training program...

In addition to a grievance, if management does not take steps to keep letter carriers safe, shop stewards and affected letter carriers should consider the need to file a safety and health complaint with the U.S. Department of Labor through [osha.gov](https://www.osha.gov). Employees or their rep-

representatives have a right to file a confidential complaint and request an OSHA inspection of the workplace if they believe that there is a serious hazard or if they believe the employer is not following OSHA standards. The complaint should be filed as soon as possible.

Carriers injured in the heat should file a workers' compensation claim to ensure their medical care and that any lost wages are covered appropriately.

Heat safety is of the utmost importance as we head into the hottest months of the year. Shop stewards are vital in this quest to ensure that management follows its own program and actively works to reduce and mitigate heat injuries. This becomes more and more important as letter carriers spend more time on the street (more exposure), even as our world continues to warm and we experience more extreme weather conditions.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, 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 retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

If the spouse of a retired letter carrier dies, call the NALC Retirement Department for instructions on how to restore annuity to full amount, switch health coverage from family to self (unless you have dependent children) and change beneficiaries.

NALC, we have a problem



Chief of Staff
Kori Blalock Keller

The NALC membership is as diverse as the communities we serve. It's a point of great pride I take in working for this union. Every race, creed, age and political belief system is represented in this second-largest bargaining unit in the country. At the very core of this union is a commitment to working in solidarity to protect one another. We do so by ensuring that we have a healthy employer and network in order to provide good jobs to all of our members,

no matter what they look like, whom they love or what they believe. Full stop.

Currently, there are more than 100,000 female members of our union. In the Postal Service, women make up nearly 40 percent of the overall workforce. This number continues to grow, which is encouraging. However, general attitudes toward, treatment of and behaviors toward women by some are still stuck in the past.

In my 20-plus years working with elected members of Congress, I've seen and experienced some things that are deeply offensive and without question were sexist, misogynistic, harassing and ageist (see Merriam-Webster definitions below). In my early non-NALC days working with the "old boys club," I actually had a member of Congress from Texas ask me to fetch him a cup of coffee at a fundraiser, despite my being there as a guest representing the union I worked for at the time. While a seemingly small, but significant, slight, I did not get that guy a cup of coffee. While this is probably the least offensive interaction of this type I have experienced as a woman in Washington, it has stayed with me. These types of behaviors take many forms, all of which are absolutely unacceptable, especially now at this pivotal and contentious time for our union.

These days, as I engage more NALC members than members of Congress, I've been shocked by how many members of this union (of all genders) have experienced similar behaviors by fellow members, many in positions of authority. It is equally hard to hear about women pulling up the ladder behind them to the detriment of other women trying to grow and rise together. It is easy to see how this results in talented potential leaders deciding that limiting their involvement in the union is better.

With this in mind, silence is not an option when a vocal minority seeks to undermine the very rights this union vows to protect. As the first female chief of staff of NALC, it is my duty to call out the assumptions, insinuations, comments and general disrespect I've witnessed and experienced directly, as distasteful as it is. This tells me we have a major problem, even in 2024, that must be brought to light and resolved.

There is a necessary evolution that can only begin with the leadership of this union. Assumptions based on race, gender, appearance, personal preferences, age and weight have no place here. To be clear, if you are reading this and are in a position of authority, you must be cognizant of your words and actions to create space free of inappropriate behavior. Do not ask someone who reports to you for coffee, a date, or anything that creates an unbalanced power dynamic. Imbalance creates discomfort, violates boundaries, and poisons a healthy work environment.

I never viewed NALC as a union divided until I witnessed and experienced the worst among us since April 2023, when supporting President Renfroe's recovery from alcoholism. I never fathomed the malicious actions, accusations and derogatory comments I would endure just by virtue of my gender and my role as a professional for this union. We have to put into practice what we preach.

Sexism: "prejudice or discrimination based on sex, especially: discrimination against women: behavior, conditions, or attitudes that foster stereotypes of social roles based on sex"

Misogyny: "hatred of, aversion to, or prejudice against women"

Harassment: "aggressive pressure or intimidation"

Ageism: "prejudice or discrimination against a particular age-group"

Racism: "a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race; the systemic oppression of a racial group to the social, economic, and political advantage of another"

No member should ever be targeted for putting their health first, particularly not by their own union. It takes courage and strength to stand where our president stands. Yet some of our members find it appropriate not only to disparage him, but to ridicule his recovery by sending a "care package" with sugar purporting to be drugs, a bottle of alcohol, and a note. It left me wondering where our humanity has gone. This is not who we are. We can and will do better.

This year, President Renfroe launched NALC's Emergency Response Team (ERT), which will train our members to support other members in distress or crisis. The ERT is at the core of who we are. I am excited and encouraged to see the replication of this support via development of a long-overdue women's committee and a diversity, equity and inclusion program. We have so much to learn together as a union, and I intend to use my time here to ensure that we are a union free of discrimination, harassment, sexism, ageism and misogyny. It's beyond time.

Medical evidence and OWCP, Part 8: What the attending physician should understand in responding to medical reports from OWCP-directed exams (continued)



Regional Workers' Compensation Assistant Coby Jones

This column continues the discussion on providing guidance to the attending physician on how to effectively respond to adverse SECOP (second opinion) reports.

Last month's column ended with a discussion on the importance that OWCP claims examiners (CEs) place on the medical history in medical reports. *FECA Procedure Manual (PM) 2-0810.5* puts it this way:

a. History. A medical opinion is only as good as the 'frame of reference' on which it is based. It should be based on an adequate factual and medical background. In other words, the record should show whether the history obtained by the physician is substantially in accord with the facts of the accident or accepted employment conditions... the physician's opinion relating a condition to an injury at work lacks probative value [if] there is no indication that the physician is basing the opinion on an accurate history.

After considering the medical history, the next criterion that CEs follow in weighing a medical report is how well reasoned or well rationalized the report is. According to *FECA PM 2-0810.6.2*: "A medical opinion consisting solely of a conclusive statement regarding disability, without supporting rationale, is of little probative value."

The medical rationale or explanation in a report can vary tremendously depending on the issue involved. While OWCP schedules most SECOP exams to resolve issues in accepted cases, in recent years we have seen OWCP sometimes send claimants to SECOPs in occupational disease (CA-2) cases where the initial acceptance is still being adjudicated.

Typical issues to be resolved by SECOPs in accepted cases may include the necessity of various proposed medical treatments including surgery, the extent of permanent impairment in applications for schedule awards, the need for durable medical equipment, etc. The most common reason by far for a SECOP, however, is to determine the existence or extent of disability (including work restrictions) for purposes of wage-loss compensation, returning to work, or vocational rehabilitation.

It should be understood that "disability" for OWCP is an economic concept: the inability to work or earn a wage due to the conditions accepted by OWCP. Disability can be either partial or total, temporary or permanent. When the injured worker and attending physician disagree with a SECOP's findings regarding the nature and extent of disability, the attending physician should respond to the SECOP with a medi-

cal report that provides a rationalized explanation for the disagreement.

Whenever OWCP sends a claimant to an OWCP-directed exam, such as a SECOP, it must prepare a Statement of Accepted Facts (SOAF) and medical questions for the selected physician to answer. Claimants can find both the SOAF and the questions to be answered in the SECOP scheduling documents in their ECOMP file. The SOAF and questions define and limit the scope of the independent medical exam or SECOP. They provide the framework within which physicians form an opinion regarding a particular medical issue or question. The SOAF is also the mechanism that separates factual findings from medical findings and opinions. Common errors include a CE's failure to list all of the accepted conditions, or to provide a complete medical history in the SOAF.

The questions can cover a range of issues:

- the history of the injury,
- the diagnosis, prognosis,
- clinical findings,
- causal relationship of work factors with injury,
- the nature and extent of disability,
- the status of the claimant's recovery,
- the specifics of the treatment plan,
- projected date of return to work,
- reasons for the length of disability,
- recommendations for work restrictions,
- the appropriateness of medical care,
- the possibility of vocational rehabilitation,
- and in cases involving pre-existing conditions, whether or not the work-related worsening is temporary or permanent.

The injured worker and their physician should scrutinize both the SOAF and questions to be answered carefully for accuracy, completeness and appropriateness. The attending physician should then also answer the questions that were posed to the SECOP and state any disagreements they might have with the SECOP physician's responses to the questions.

In order to rationalize their opinion, the attending physician should base their answers and disagreements on recent clinical encounters summarizing any clinical observations, physical findings, and/or diagnostic testing done during these encounters. If the clinical encounters took place after the SECOP exam or if the SECOP physician did not consider recent medical findings done prior to the SECOP, the attending physician should stress these facts in their report.

FECA PM 2-0810.6.2 summarizes what CEs are to look

(continued on page 43)

Next Generation Delivery Vehicle



Special Assistant to the President Doug Lape

Since the beginning of the 20th century, the Postal Service has relied on many different vehicles to move and deliver the nation's mail. One of the first motorized vehicles was an electric automobile used to transport mail from the Buffalo, NY, Post Office to the Pan-American Exhibition held in that city from May through October of 1901.

Throughout the 20th century, numerous vehicles were used both for mail transportation and delivery. These included cars, trucks, bicycles and horse-drawn wagons. One thing most of the vehicles had in common was the fact that they were cars produced for other reasons and not built specifically for mail delivery.



Electric car (Courtesy of the Smithsonian Postal Museum)

One exception was the Mailster, a three-wheeled vehicle produced during the 1950s for the Post Office Department.

While almost a third of the delivery fleet would be comprised of Mailsters by the 1960s, the design of the vehicle made it unsuitable for use in colder climates.

There also were safety concerns, due to its tendency to tip over when making hard left and right turns. Coinciding with the deployment of the Mailster in the 1950s was the introduction of the Jeep on city delivery routes. This iconic vehicle was a variation of the Jeep used by the U.S. armed forces immediately before World War II.



Mailster (Courtesy of the Smithsonian Postal Museum)



Jeep (Courtesy of the Smithsonian Postal Museum)

The Postal Service's first large-scale project to acquire a vehicle specifically meant for mail delivery began in the 1980s when it solicited companies to submit design ideas. Ultimately, three manufacturers designed and built



Long Life Vehicle (Courtesy of the Smithsonian Postal Museum)

prototype vehicles for testing by the Postal Service. In 1985, the three prototypes built by Grumman and General Motors, Poveco (a partnership between Fruehauf and General Automotive Corporation) and American Motors were tested in Laredo, TX. Following these tests, the Postal Service selected the vehicle built by Grumman and General Motors, and the Long Life Vehicle (LLV) was born. In 1986, the first LLV was produced and from 1987 to 1994, more than 140,000 LLVs were built and delivered to the Postal Service. Though the LLV was intended to be used for only 20 years, it has been the main delivery vehicle used by city letter carriers around the country for almost 40 years, living up to its name. Currently, there are more than 135,000 LLVs being used on both city and rural delivery routes.

The next vehicle designed specifically for mail delivery was the Flex-Fuel Vehicle (FFV). This vehicle was built by Ford and Utilimaster and around 22,000 were deployed in 2000 and 2001.

On June 3, the future of city delivery began with the production and deployment of the Next Generation of Delivery Vehicle (NGDV). The development of the NGDV has been a long road that started back in 2014 when the Postal Service asked the NALC for its input on designing a delivery vehicle to replace the aging fleet of LLVs.

Just as when the LLV was being planned, the Postal Service solicited manufacturers to submit design ideas for the NGDV. This time around, six companies were selected to build prototype vehicles based on the criteria issued by USPS. The manufacturers chosen were Oshkosh/Ford, Mahindra, VT Hackney/Workhorse, Karsan and AM General. When testing began, vehicles from each company were subjected to various tests, including on-street delivery by letter carriers from around the country. After all testing was complete, the Postal Service awarded the contract to build the NGDV to Oshkosh Defense, which is a contractor with an extensive history of building purpose-built vehicles.

After the contract was awarded in February of 2021, Oshkosh built a prototype vehicle according to the design specifications laid out by the Postal Service. In July of that year, a group of 20 letter carriers from various parts of the country traveled to Oshkosh, WI, to review the NGDV.

After reviewing the vehicle, each one sat down with the group of engineers from both the Postal Service and Oshkosh Defense to give their opinion of the vehicle. They also offered suggestions to improve the NGDV, based on their knowledge of mail delivery and their experience driving the LLV and FFV. Based on this feedback, the Postal Service and Oshkosh made several changes to improve the vehicle. These modifications not only helped improve the safety of the vehicle, but they also had a positive impact on the comfort of the letter carriers who will operate the NGDV.

The changes in the cab area of the vehicle include an improved driver's-side door window handle to make it more comfortable to open and close the window; the addition of a third window shade to bridge the gap between the two shades on the right and left of the windshield; and the movement of the driver's-side seat controls from the left to the right of the seat, which allows letter carriers to adjust the seat while standing outside of the vehicle when necessary. In the cargo area, these changes include the addition of a long handle on the inside of the curb-side cargo door to aid in the opening and closing of the door; the addition of a strap on the inside of the rear cargo door to make it easier to open from the cargo area; and, the redesign of the locking mechanism for the shelves in the cargo area to make them similar to the shelves in the Promaster van. Between the cab and cargo areas, the position of the partition door between the cab and cargo areas has been reconfigured. Originally, the opening of this door was situated behind the driver's seat. Now, the opening is behind the mail trays in the cab area, to make it easier for letter carriers to move mail trays from the back of the NGDV. Other improvements based on the feedback from letter carriers



include the addition of anti-slip material to the surface of the footwells located at the driver's-side and curb-side doors; the addition of a "porch light" above the driver's-side window to help illuminate the area around curb-side boxes during low light conditions; and the redesign of the rear lights to replicate the lights on the LLV.

As 2024 continues, more NGDVs will be produced at the Oshkosh manufacturing plant in Spartanburg, SC. As of now, the Postal Service plans to purchase at least 60,000 NGDVs for implementation across the country. Of this total, 45,000 will be battery electric vehicles while the remainder will be operated by an internal combustion engine. Both variants will be a mixture of front-wheel and all-wheel drive; however, the exact numbers of each are not known as of right now.

Once the NGDVs are produced and delivered to the Postal Service, they will be deployed throughout the delivery network. Though the deployment schedule has not yet been announced by the Postal Service, the current plan is to have all 60,000 NGDVs produced and deployed within the next six years.

As NALC learns more about which offices and routes will receive the NGDV, we will keep the membership posted on the NALC website and through articles in *The Postal Record*.

Medical evidence (continued)

(continued from page 41)

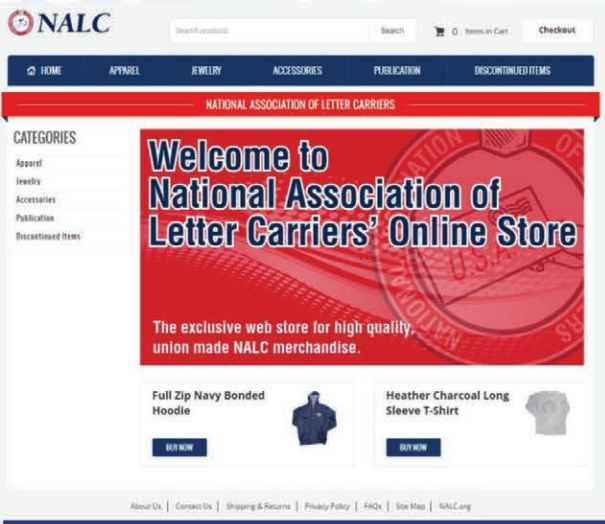
for in determining whether or not a medical opinion is well rationalized:

[The] explanation and discussion are what constitute medical 'reasoning' or 'rationale.' Sufficient objective data (findings on examination, test results, etc.) should be present so that a reviewer can determine on what specific evidence the medical conclusions were based. A well-reasoned medical

opinion should also be consistent with the findings upon examination. Findings may be noted during physical examination, laboratory testing, and diagnostic procedures. Sufficient objective data (findings on examination, test results) should be included in the report to support the medical conclusions.

Next month's column will continue the discussion of the criteria CEs employ when weighing one medical report against another.

NALCSTORE.ORG



Placing an order online is very simple!

- Register by clicking on **Login/Register** on the top right corner. Fill in the necessary fields.
- Once you're registered, you can start adding items to your basket.
- When you're finished, click **Checkout** on the top right. Proceed by filling in the necessary fields. All orders ship via USPS.
- The store accepts Visa, MasterCard and American Express.
- Once you've completed your order, you will receive an order confirmation email.

July Branch Challenge and MDA Summer Camp

Just a small history lesson: The NALC selected the Muscular Dystrophy Association as its official charity in 1952, thereby becoming the first official national sponsor of MDA, which had been founded in 1950. The union's first nationally coordinated campaign to raise funds for MDA was in 1953 during the week of Thanksgiving. In that week, NALC members raised nearly \$4 million.

Making the Impossible Possible

“I never thought I’d see, in my lifetime, such a turnout in outcome and outlook for patients who now have hope and a better quality of life.”
— Dr. Charles A. DiStasio, MDA Care Center Director
*Clinical research focused on spinal muscular atrophy (SMA) clinical trial.



Science & Research

- \$1.6B+** Invested in research since MDA's inception
- 3,200+** Clinicians and professionals providing care
- 20+** FDA approved treatments in the last 12 years
- \$19M+** MDA committed funds to neuromuscular disease research in 2022
- 50+** Active MDA sites with 18K+ individual clinic visits entered

Care & Community

- 150+** multidisciplinary clinics in the MDA Care Center Network, including 40 NALC Care Centers
- 70K+** Individuals living with neuromuscular disease receiving care each year from an MDA Care Center
- 15K+** inquiries into MDA Resource Center annually
- 6K+** MDA volunteer opportunities in 2022

Recreation & Education

- 20K+** MDA Advocates
- 19** in person MDA Summer Camp sessions held in 2022
- 3** virtual MDA Summer Camp sessions held in 2022
- 35+** free community education programs annually
- 300K+** members of Client Media, the adaptive lifestyle platform



Now a days, branches use scores of techniques to raise money for MDA—such as raffles, pancake breakfasts, cornhole tournaments, canister collections at roadblocks, and backyard carnivals with dunk tanks.

NALC thanks these branches

for their continued support for MDA. Such efforts help MDA accelerate research, advance care and advocate for the support of MDA families. Below you will find the new 2024 incentive program developed by MDA. To help your branch raise a record amount of funds, the top fundraising branch in each category for 2024 will receive a trip for one person to MDA Summer Camp in 2025.

Here is the link to the 2024 NALC/MDA website: mda.donor-drive.com/event/NALC2024.

If your branch plans to participate in the July Branch Challenge, please register your branch


if it's not already registered. If you need help, call Tawny Saunders, account director of community events, at 312-392-1100 or email nalc@mdausa.org.



Below you will find MDA's mission and learn how our partnership makes the difficult possible. Part of this mission involves allowing children to attend MDA Summer Camp. In the eyes of these children, summer camp is a magical place where kids can be kids with no worries for one week. And not only do the children enjoy camp, but parents also value the camp program and the effect it has on their children. Children attending the camp have become more independent and confident.

MUSCULAR DYSTROPHY ASSOCIATION

MDA MISSION
Muscular Dystrophy Association (MDA) is the #1 voluntary health organization in the United States for people living with muscular dystrophy, ALS, and related neuromuscular disorders. For over 70 years, MDA has led the way in accelerating research, advancing care, and advocating for the support of our families.
MDA's mission is to empower the people we serve to live longer, more independent lives.



CARE
Caring for kids and adults from day one of diagnosis and throughout their life's journey

CHAMPION
Empowering families across America through service, support and advocacy for access, inclusion, and independence

CATALYST
Funding research breakthroughs with \$1 billion invested, second only to the National Institutes of Health

COMMUNITY
Engaging our community by creating connections, fostering established relationships, and deepening MDA's impact

STRONGER TOGETHER
Volunteer | Give | Advocate

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MDA Muscular Dystrophy Association
mda.org

Those who prefer to experience the joy of camp from the comfort of their home can choose

to attend the Virtual Summer Camp, which was created during the COVID-19 pandemic.


The average cost for one camper to attend MDA Summer Camp is \$3,000. Branch fundraising helps these children be children when they attend these camps. Please share the mission, and the provided numbers, with your members for camp to help increase the donations or participation at the branch functions. As MDA states, “No matter the location or activities, what matters most about MDA Summer Camp is the community and sense of belonging campers feel just by being there.” The MDA camp link for branches or members who want to participate and volunteer at a local camp is mda.org/summer-camp.

—Christina Vela Davidson

Deliver the Cure with MDA


NALC/MDA Incentive Program
Thank you for your continued support for MDA. Your efforts help MDA accelerate research, advance care, and advocate for the support of our families. We are excited to offer the following branch incentives for the total they raise in 2024.

- \$2,500**
10 t-shirts and 5 reusable bags
- \$5,000**
20 t-shirts, 10 reusable bags, and 5 stadium cups
- \$10,000**
30 t-shirts, 15 reusable bags, and 10 stadium cups
- \$15,000**
40 t-shirts, 20 reusable bags, 15 stadium cups, and 100 bracelets
- \$20,000**
50 t-shirts, 25 reusable bags, 20 stadium cups, and 200 bracelets



2025 MDA Summer Camp Trip
The top fundraising branch in each category for 2024 will receive a trip for one person to MDA Summer Camp in 2025. This includes airfare, hotel, and transportation.
*Incentive levels are not cumulative and prizes are awarded at one level only.

Please contact your MDA rep with any questions and additional information at USALC@mdausa.org or call (312) 392-1100.
Items are subject to change.





Preference-eligible veterans— Discipline process and MSPB

Through the Veterans' Preference Act of 1944, certain military veterans can qualify to be preference-eligible employees of the Postal Service. To qualify, veterans must be discharged under honorable conditions and meet the criteria for one of the preference categories. Veterans must have either sustained a service-connected disability, served during the specific periods listed in *Handbook EL-312, Employment and Placement*, or qualified under the "sole survivorship discharge" criteria in Section 483 of *Handbook EL-312*.

The Veterans' Preference Act of 1944 was originally intended for war veterans; however, this has been subsequently expanded to protect other employees with veterans' preference, provided they have served one year of current, continuous service. A break in service of one workday during the year disqualifies an employee from these rights. This means city carrier assistants would not be protected unless they worked at least 365 days without a break in service.

Federal law grants preference-eligible employees the right to appeal adverse actions, including suspensions of more than 14 days and removals, to the Merit Systems Protection Board (MSPB). Although a preference-eligible employee has this benefit, it does not affect the rights granted to them in the National Agreement, as stated in Article 16, Section 9:

Article 16, Section 9. Veterans' Preference

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

In accordance with this language, a preference-eligible employee may file a grievance under Article 15 of the

National Agreement and/or an appeal through the MSPB. Although a preference-eligible veteran may appeal the disciplinary action in both forums, a choice between them must be made by the date the Article 15 grievance is scheduled for arbitration.

Page 16-10 of the USPS-NALC *Joint Contract Administration Manual (JCAM)* explains dual filing as follows:

The Veterans' Preference Act guarantees preference eligible employees certain special rights concerning their job security. (Federal law defines a preference eligible veteran at Title 5 United States Code Section 2108; see EL-312, Section 483). A preference eligible employee may file both a grievance and an MSPB appeal on a removal or suspension of more than fourteen days. However, Article 16.9 provides that an employee who exercises appeal rights under the Veterans' Preference Act waives access to arbitration when they have an MSPB appeal pending as of the date the grievance is scheduled for arbitration by the parties. The date of the arbitration scheduling letter is considered "the date the arbitration is scheduled by the parties" for the purposes of Article 16.9.

As a grievance progresses through the Dispute Resolution Process, it is often handled by more than one designee. To notify each grievance handler, Item 12.a on the PS Form 8190, the USPS-NALC Joint Step A Grievance Form, asks if there is a companion MSPB appeal. Although this should be answered by the shop steward and all parties should be aware of the dual filing, it is still the grievant's responsibility to adhere to the time limit to declare which appeal process they will pursue.

Veterans should note that the MSPB appeal process is not part of the contractual grievance procedure,

so NALC does not represent employees in MSPB appeals. Information on appeal rights and time limits for filing an MSPB appeal are found in Sections 1201.21 and 1201.22 of Title 5 of the Code of Federal Regulations (CFR):

1201.21 Notice of appeal rights.

When an agency issues a decision notice to an employee on a matter that is appealable to the Board, the agency must provide the employee with the following:

- (a) Notice of the time limits for appealing to the Board, the requirements of § 1201.22(c), and the address of the appropriate Board office for filing the appeal;
- (b) A copy, or access to a copy, of the Board's regulations;
- (c) A copy, or access to a copy, of the MSPB appeal form available at the Board's Web site ([http:// www.mspb.gov/](http://www.mspb.gov/)), and
- (d) Notice of any right the employee has to file a grievance or seek corrective action under subchapters II and III of 5 U.S.C. chapter 12, including:

- (1) Whether the election of any applicable grievance procedure will result in waiver of the employee's right to file an appeal with the Board;
- (2) Whether both an appeal to the Board and a grievance may be filed on the same matter and, if so, the circumstances under which proceeding with one will preclude proceeding with the other, and specific notice that filing a grievance will not extend the time limit for filing an appeal with the Board;
- (3) Whether there is any right to request Board review of a final decision on a grievance in accordance with § 1201.155 of this part; and
- (4) The effect of any election under 5 U.S.C. 7121(g), including the effect that seeking corrective action

under subchapters II and III of 5 U.S.C. chapter 12 will have on the employee's appeal rights before the Board.

(e) Notice of any right the employee has to file a complaint with the Equal Employment Opportunity Commission or to grieve allegations of unlawful discrimination, consistent with the provisions of 5 U.S.C. 7121(d) and 29 CFR 1614.301 and 1614.302.

(f) The name or title and contact information for the agency official to whom the Board should send the Acknowledgment Order and copy of the appeal in the event the employee files an appeal with the Board. Contact information should include the official's mailing address, email address, telephone and fax numbers.

[As amended at 77 FR 62364, Oct. 12, 2012; 78 FR 21518, Apr. 11, 2013]

1201.22 Filing an appeal and responses to appeals.

(a) Place of filing. Appeals, and responses to those appeals, must be filed with the appropriate Board regional or field office. See § 1201.4(d) of this part.

(b) Time of filing. (1) Except as provided in paragraph (b)(2) of this section, an appeal must be filed no later than 30 days after the effective date, if any, of the action being appealed, or 30 days after the date of the appellant's receipt of the agency's decision, whichever is later.

Additional information regarding the MSPB appeal process is available at mspb.gov.

In most cases, once a disciplinary removal grievance has reached impasse at Step B, the Postal Service will remove the employee from a pay status until the case is decided by an arbitrator. These employees are then required to make reasonable efforts to obtain other employment to recover back pay in

the event the removal is overturned. However, this is not always the case for preference-eligible veterans. The instructions of the PS Form 8038, Employee Statement to Recover Back Pay, clarify that a preference-eligible veteran who appeals the action through MSPB is not required to seek other employment.

Preference-eligible veterans also receive an additional, informal benefit regarding emergency suspensions imposed in accordance with Article 16, Section 7 of the National Agreement, which states:

An employee may be immediately placed on an off-duty status (without pay) by the Employer, but remain on the rolls where the allegation involves intoxication (use of drugs or alcohol), pilferage, or failure to observe safety rules and regulations, or in cases where retaining the employee on duty may result in damage to U.S. Postal Service property, loss of mail or funds, or where the employee may be injurious to self or others. The employee shall remain on the rolls (non-pay status) until disposition of the case has been had. If it is proposed to suspend such an employee for more than thirty (30) days or discharge the employee, the emergency action taken under this Section may be made the subject of a separate grievance.

Due to the immediate nature of an emergency suspension, no advance notice is possible. Without 30 days' advance written notice, it would be a violation of the Veterans' Preference Act to retain a preference-eligible veteran in a non-pay status longer than 14 days under this provision. Usually this causes management to return veterans' preference-eligible employees to a pay status after 14 days in a non-pay status. The phrase "pay status" should not be confused with

the preference-eligible veteran being returned to work.

If a preference-eligible veteran is suspended under Article 16, Section 7 of the National Agreement without 30 days' advance notice and is *not* returned to a pay status before 14 days have elapsed, the veteran should consider filing an MSPB appeal in addition to a grievance.

Preference-eligible veterans who receive discipline should be sure to notify their shop steward of both the discipline and their veterans' preference eligible status so the steward can ensure that proper procedures are followed.

A special thanks goes to all the veterans who are a part of this union. NALC, and this country, are thankful for your service and sacrifice. Thank you for your bravery.

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

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.

State Summaries



Members of the Arizona State Association meet with Rep. Debbie Lesko (R-8) to encourage her to sign on to H.R. 7629, the Protect Our Letter Carriers Act. Pictured (l to r) are CD 8 LCCL Shirley Hise, Lesko, CD 9 LCCL Chris Arnone, and Sun City Branch 6156 member Ed O'Donnell.

Arizona

Greetings from sunny Arizona! With summer right around the corner, we are turning the heat up on our members of Congress! LCCLs Shirley Hise and Chris Arnone met with Rep. Debbie Lesko to discuss H.R. 7629 on April 24. LCCL Tom Paul and I met with Rep. Biggs's office on May 13, and LCCL Mary Halford and I met with Rep. Stanton's office on June 3. Please continue to contact Congress and encourage your representative to co-sponsor the Protect Our Letter Carriers Act! Now is the time to act, and we must ensure the safety of our brothers and sisters.

We are less than a year away from our 2025 state convention in Yuma, as voted on by the delegates to the 2023 convention. Please be on the lookout for information about venues, as well as proposed bylaw changes.

In unity—

Tim Fisher

Colorado

Do you want to stay updated on legislative issues as well as other topics across Colorado? The Colorado State Association started a Zoom session last year, held every other Thursday. With the ever-changing concerns with legislation and issues on the workroom floor that concern letter carriers, we moved these sessions to every Thursday from 7 a.m. to 8 a.m. (Mountain time).

While we are in Colorado, please feel free to join us if you want to take an active part in your branch or state association to stay updated on a regular basis.

You can join us by emailing coffee@cosalc.org to be added to the email thread for reminders and the weekly session link. After each session, we also send out an email with attachments that discuss what we spoke about during the call. We also have a Facebook page, "Coffee with COSALC." Please follow us and join us every Thursday morning to get great information on being a union activist.

Richard Byrne

Florida

FSALC History, continued: Following establishment of the NALC in 1889, cities across America began establishing "branches" and having them chartered by National. Similarly, states began forming state associations. The FSALC was char-

tered on Sept. 23, 1913. At that time, there already 11 chartered branches in Florida, including Jacksonville (53), Pensacola (321), Tampa (599), St. Augustine (689), Key West (818), Gainesville (1025), Miami (1071), Orlando (1091), Ocala (1103), Tallahassee (1172) and St. Petersburg (1477).

Although chartered in 1913, the first record of a convention was 1923 in Tampa. From 1923 through 1968, the FSALC held yearly conventions. In 1968, the bylaws were changed due to a statewide referendum to have conventions only in odd years.

At the 1969 convention, the issue of only having biennial conventions was reshaped with charges that the original referendum vote was improper. The issue was discussed with the NALC Committee of Laws and then with NALC President Rademacher. It was decided to redo the referendum. It was mailed out and again passed overwhelmingly. Since 1969, the conventions have been held biennially each odd year.

During the 1920s through 1934, many of the conventions were held jointly with the National Federation of Post Office Clerks, Association of Postmasters, National Association of Postal Supervisors and the National League of District Postmasters. (This was generally at the request of the Post Office.)

By 1928, the NALC had become aware of the growth of the FSALC and began assigning national officers to attend our state conventions. At the 1933 convention in Ocala, due to the increased growth and need for organizing assistance, the delegation voted to create five districts patterned after the then-five existing congressional districts.

O.D. Elliott

Indiana

The total solar eclipse brought many people from around the world to Indiana. CBS News reports that the United States will not experience it again until 2044. Indiana is that exclusive! Next up, the Stamp Out Hunger Food Drive and later the Indy 500 race. Most importantly, by the time you read this, Indiana will have already held our primary elections. All of this during the month of May. We can always use these venues and events as opportunities to relate and converse about letter carrier issues.

During the state convention, we swapped our kickoff event with the letter carrier congressional liaison training. This training prepares members with current bills and persuasive techniques to get letter carrier issues heard in the battle of congressional legislation. Afterward, all will be confident and ready to visit our congressional representatives' offices at any given moment. Letter carriers should imitate the total solar eclipse by passing between congressional D.C. offices and their district offices, blocking out all other issues but for letter carrier issues.

We want to speak on issues that affect our working environment and a bill that can positively alter it, H.R. 7629, Protect Our Letter Carriers Act. We want to speak on issues that affect our wages and a bill that can support future wages for most of us, H.R. 5995, the Federal Retirement Fairness Act. We want to speak on issues that affect our benefits and how these changes will support our families, H.R. 82/S. 597, the Social Security Fairness Act. Politicians have less than five months to make letter carriers priorities their own. If not, vote "no" in early November.

Kieaunta Roberson

Kentucky

As a follow-up to LCCL and LCPF training from ALPO Matt Tanner for our KYSALC LCCLs, officers and e-board: Remember at your monthly meetings to give a legislative/political report. You should also give a LCPF report for your branch, and efforts to increase those who contribute. For the present and future, NALC—with the leadership of our national officers and the Legislative Department—will point to our bills in Congress. All other union letter carriers should lobby our congressional reps and senators. Do this through nalc.org or calls/contacts to federal office holders.

Of all the NALC activities, one of the most rewarding is Letter Carriers' Stamp Out Hunger Food Drive. It helps our customers in local communities through food banks address hunger for elders, children and parents who need help providing meals. When NALC started the food drive, it was timed to assist feeding kids as they approached summer vacation. Now food insecurity affects all ages, all the time. Here in the commonwealth, we have faced floods, polar cold spells and tornadoes that created instant food deserts. So, our locally collected and donated food assists all communities where food is collected by letter carriers, and other partners like rural carriers. Some of our own letter carriers and their extended families have faced hunger in their lives. Postmasters and managers should also support this effort. Now is not the time to be a foe of the union, whether it be in Lexington or any other postal installation. We are getting some good media exposure, but USPS management should do even more to stamp out hunger.

Bob McNulty

Louisiana

Politics, politics, politics. In the state of Louisiana, that phrase is rife with passion—with 2024 being no different. I, along with members of the state executive board, have been meeting at the Capitol in Baton Rouge to oppose numerous anti-union, anti-worker bills. The Louisiana legislature is gerrymandered in a way that both the House, as well as the Senate, has a supermajority of Republican members. Our new governor, Jeff Landry, is eager to sign these draconian bills that will set the state back 50 years when it comes to working families.

For those who don't know, Louisiana is a

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.

right-to-work state, meaning no one can be forced to join a union. This means that most of the union-busting bills being submitted aren't necessary. Workers' compensation is under attack, the right to organize is under threat, the full-frontal assault on the teachers union has begun, and our allies are outnumbered. We sent a delegation to oppose several of these bills being proposed; with overwhelming opposition to these bills, they passed out of committee anyway. Guys, elections have consequences.

Some members say, "Well, we're federal, what does this have to do with us?" Well, all politics are local. That state senator might run for Congress next, and they will be pushing the same agenda. A Holocaust survivor once said, "When they came for the Communists, I said nothing. When they came for the infirmed, I didn't speak up. When they came for the Jews, I said nothing. Then they came for me; there was no one left to speak up for me."

Shreveport Branch 197 invited me to speak at their Old Timers' Night. I, along with Nicole Rhine, Steve Lassan and Matt Tanner, shared the NALC's vision with all of the attendees.

Troy Scott

Massachusetts

Letter carriers are under attack. It is imperative we pass H.R. 7629, better known as the Pro-

tect Our Letter Carriers Act. This bipartisan bill provides funding to help change Arrow Key locks, and to hire more postal inspectors and federal prosecutors for the sole purpose of protecting letter carriers and prosecuting those who attack us. As of writing this article, only one Massachusetts representative, Stephen Lynch, has co-sponsored it. Please reach out to your representative and ask them to co-sponsor this critical legislation (or thank them if they already have). This can be easily done on nalc.org using the Legislative Action Center, where a pre-generated message can be used and sent with just a few clicks.

Most importantly, take precautions to stay vigilant and safe out there. If you are threatened, give them whatever they want. At the end of the day no letter, parcel or key is worth your life.

Looking ahead to conventions, I want to inform our members to save the dates of May 16-18 for the 2025 Massachusetts state convention. As for the national convention, I look forward to seeing a good turnout from our Massachusetts delegates in Boston this August. Let's show the country that route is pronounced *root*, not *rowt*.

In solidarity—

Joe Desrosiers

Tennessee

Hello, sisters and brothers!
In honor of the men and women who

have worn the uniform of this country, our government established two separate holidays. People have asked, "Why?" and have a misunderstanding that it is the same event.

Memorial Day was originally set aside as a day for remembering and honoring military personnel who died in the service of their country, particularly those who died in battle or because of wounds sustained in battle.

Veterans Day is intended to thank and honor all those who served honorably in the military—living and dead—whether in wartime or peace. In fact, Veterans Day is intended to thank living veterans for their service, to acknowledge that their contributions to our national security are appreciated, and to underscore the fact that all those who served—not only those who died have sacrificed and done their duty.

In 2000, Congress and the president passed a National Moment of Remembrance Charter, which encourages citizens to pause wherever they are at 3 p.m. local time on Memorial Day for two minutes of silence to remember and honor those who have died in service to the nation. Also, in 2016, President Obama signed the Veterans Day Moment of Silence Act, which calls on citizens to observe a two-minute national moment of silence on Veterans at 2:11 p.m. Eastern time. We must never forget these fallen heroes! See news.va.gov to learn more.

Tony Rodriguez

Anchorage, Alaska

I just finished reading an article that 1 in 4 adults over 50 who aren't retired expect to never retire. Some reasons are that far too many people don't have access to retirement savings options.

If you're reading this, you should count yourself lucky for the job you have, because there are options available for retirement savings. First off, our jobs provide a pension. Only 15 percent of private-industry workers have access to a pension.

And another benefit of the FERS retirement plan is the TSP. If you contribute 5 percent, the USPS matches that amount. How much is the 5 percent of your paycheck, you might ask? If you are top step (\$75,299 per year), your gross paycheck for 80 hours is \$2,896. If you contribute just 5 percent, that's \$144.80 for each paycheck. Geez, the two 10-minute breaks you'll get in a paycheck is nearly \$121. And if you get just one hour of OT, that pays you \$54.30 an hour.

Do you know what fund you have your TSP money in? If you've been around more than 20 years, you were automatically placed into the TSP G fund. They claim it's the safe fund because you'll never lose money, as it earns 1 to 3 percent. You also won't make much money. Then somewhere around 20 years ago, they started placing new career hires into the Lifecycle fund based on your projected retirement date. This earned you more money, but there might be times where you lose money. Usually, you always come out better by the time you retire. And even in retirement, you can move the money in the TSP around to the funds.

Don't lose out on opportunities to maximize your TSP funds by sitting on the sidelines. Get educated on one of your best benefits to have

a comfortable retirement.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Don't you love it when you get back from vacation and your customers complain to you about the terrible service that they received when you were gone? Some of your answers can be that they probably put a new carrier on the route and they are not familiar with the area. Or you can tell them that maybe they did not cover the route and then you find yourself explaining pivoting to the customer, or just tell them to call customer service and let a supervisor explain what happened.

Management's answers could be that you don't care and take too many vacations or that they did not have enough carriers to cover all of the routes because of all of the sick calls that they received while you were gone. It is never their fault, but we know better. They will say anything to cover their you-know-what! If for some strange reason they are actually the culprit for the terrible delivery, they will get promoted or moved to another office where they will do the same thing until they are made them a postmaster. It is a vicious cycle, but that is just the way it is.

So don't take vacation or call in sick so your supervisors won't look so bad—words no one ever said.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Our branch had the pleasure of hosting this year's state convention at the DoubleTree

Retiree Reports

in Greenwood Village. Beautiful hotel and amenities, and it was well attended with delegates from all over Colorado. Jim Yates was the national officer who gave an update on the contract negotiations. Also in attendance were representatives from the Health Benefit Plan, LCPF, EAP, state officers and the NBA's office. Hearing from Matt Crane about Colorado's all mail-in ballot voting was educational, considering letter carriers are an integral part of this important process. Another Matt (Tanner) gave the delegates an update on the current legislation that affects our craft. And the evenings were filled with opportunities to socialize and raise money for MDA. Thank you to Branch 5996 for helping the state association organize such an important event. Knowledge is power!

I'd like to take a moment of personal privilege to share an event that happened recently. Brother John Fechisin ("Fech") passed away suddenly last January. He served the branch as a vice president, steward, director of retirees, and trustee at both the local and state level, and was always willing to volunteer his help where needed. His favorite saying was "I know a guy," and he was instrumental in securing a loan when we bought our building. At the January meeting, he had his head shaved in solidarity for a fellow brother going through chemotherapy. His wife and daughter put a "celebration of life" together at a small mountain town that is two hours away, and a dozen retired carriers showed up to share their memories with friends from an earlier life. There were funny, heartfelt, tearful stories told by a variety of people. I'm so proud to say "I knew a guy." He will be missed.

In unity—

Barb Larson, Branch 5996

Branch Items

Albany, New York

Learning is a lifelong process that we must never take for granted. As NALC activists, not only must we be constantly on the lookout for learning opportunities, but we must also share the knowledge we already possess with other activists.

I was recently given the opportunity to help teach our traveling Region 11 NBA shop steward school, held this time in Cleveland, OH. This is a three-day school taught by our NBA's office representatives on a variety of topics shop stewards will face. The NBA office hosts the school throughout the region, bringing the training to the local branches. Branch 29 has sent our stewards previously to this steward school twice when it was in our area, and we saw the benefit almost immediately when they completed it. I jumped at the opportunity to help spread that type of knowledge and have a positive impact on newer shop stewards.

The class held in Cleveland was full of shop stewards from all different experience levels who all shared the common goal of becoming better stewards to be able to represent their members to the best of their ability. It was three days packed full of excellent training, learning and camaraderie, and we even managed to have some fun in there along the way. I'm thankful for each and every shop steward in attendance and their willingness to open their minds and learn everything they could from a fantastic group of instructors. We as instructors are not only teaching, but we are learning as well—from each other, and from the shop stewards we are teaching.

One thing I think the NALC does better than most other organizations is share knowledge and prioritize training of our members. After all, as Benjamin Franklin said: "An investment in knowledge pays the best interest."

Norris Beswick, Branch 29

Anchorage, Alaska

Recently, the issue of the holiday schedule has become a problem in the Anchorage installation. Management didn't like that our holiday pecking order forces them to work our full-time regular volunteers on the non-scheduled day or holiday when making the holiday schedule before working CCAs. Apparently, the Service would prefer to work people who don't want to work on the holiday before working people who actually want to work the holiday.

Since management chose to ignore our local holiday pecking order, we filed multiple grievances, which were resolved as pre-arbitration settlements when the former labor representative realized he didn't have a case. He then retired, and management decided about a month later to violate the contract again by failing to work our holiday volunteers.

The new labor representative decided that because he didn't like the grievance settlement, that he'd go to hearing and convince an arbitrator it was wrong. Thankfully, the arbitrator told management that they should have read the pre-arbitration settlement they'd just signed and awarded annual leave to the

regulars who had volunteered for Juneteenth in 2023.

If you are a full-time regular in the Anchorage installation, you have a right to volunteer for the holiday schedule, and management should post a sign-up sheet at each unit. If management works CCAs before they work you, let your shop steward know so that a grievance can be filed within 14 days.

Andrew Grant, Branch 4319

Atlanta, Georgia

Due to the national convention being held Aug. 5-9, Branch 73 will change the regular membership meeting from Aug. 8 to Aug. 15.

Yours in unionism—

Velma Worthy-Lindley, Branch 73



Akron, OH Br. 148 honors retirees (seated, l to r) Angel Kouzelos, John Cliff and Jeff Cooper.

Baton Rouge, Louisiana

Greetings, brothers and sisters of the satchel. Spring is here in full bloom. The weather is pleasant now, but summer is on its way—get ready, get ready. Speaking of spring, it's also graduation season; the branch would like to congratulate all members who have children or grandchildren graduating from high school or college this year. School will be closing around May 23 this year; please be on the lookout for loose dogs and loose kids. Most of our accidents and dog bites occur when kids are out of school, so be vigilant.

The leadership team participated in a labor-management meeting with the new postmaster, Angela San Miguel, and her team of managers. The meeting went well; she has some ideas, we listened, but we will take a wait-and-see attitude on her actions, not her words.

For those of you who are retired, you'd be surprised at the amount of BS that the current carriers have to put up with today. Carriers have to check their time daily to ensure that no one has stolen any time from them, or added an extra lunch break, stealing 30 minutes. Constant tracking of time on the street—GPS on the scanner, GPS on the truck, frequent questioning about lunch breaks, on and on. We've been able to shield them from serious discipline, but management is making a hell of an effort to get something to stick in their files. If you see them on the street, give them an encouraging word—they could use it.

By the time you receive this, the Stamp Out Hunger Food Drive will be over. Hopefully, we had a record year. The branch will be hosting its annual crawfish boil and picnic on Sunday, May 19, at 3 p.m. at the union hall. You are invited.

Troy Scott, Branch 129

Bozeman, Montana

Our installation here in Bozeman has a bit of a reputation these days. There's no denying it. COVID-19 turned our office upside down. All the effects of the pandemic seemed to coalesce in our office. Retirements, resignations, labor shortages, inflation. It all hit us hard. Then came the revolving door of management personnel, each with their own new "ideas." Never in my 16 years with the USPS has it been more evident to me that management is objectively a failure, by any measure. A big thanks goes out to the carriers who have come here on detail assignments, especially our friends from Las Vegas and Oregon. Your help is worth its weight in gold.

It seems that we may be reaching the end of all this. Our staffing has improved through hiring directly to PTF. We've also had several transfers. A few more on the rolls, and things should hopefully get back to pre-2020 normalcy.

One good thing that came from the past four years has been a renewed sense of solidarity among the membership. More carriers understand their rights and contractual provisions now. Carriers are not only willing to stand up for themselves, but also stand up for their co-workers. This mindset has helped lead us to a truckload of precedent-setting B team decisions that will continue to deliver for carriers well into the future.

I'll close this out by sharing an update on grievance settlements. I often tell the membership that there is a monetary number that will stop the violations. I am determined to find that number. As of time of writing/year to date, that number is not \$70,000.

Travis Miller, Branch 1028

Brick Town, New Jersey

Anyone can have a bad day. This is a truism that has been used to excuse behavior for all of human history. When does the behavior of a manager go from a bad day to willful harassment and intimidation? The answer lies with the carriers who face this behavior on the workroom floor. If you come to work anxious, if you are always on the lookout for the next explosion, it is time to step up and unite with your union brothers and sisters, to forget your fear and protect each other.

Recently, I was told that managers are never held accountable. I see the stewards and representatives in our branch facing down difficult issues and difficult managers. I see the success we have in the grievance process. We hold managers to account when they break the contract. But we cannot hold management accountable without the membership. A witness statement is often the difference.

We have strong language in our contract to protect employees from out-of-control supervisors. If you witness behavior that you believe is unprofessional, disrespectful or bullying, contact your steward. When you are asked to write a statement, take the opportunity to stand up in defiance and say what you saw was wrong. No one should get away with treating a carrier badly.

I have heard of carriers spoken down to, and of supervisors swearing and yelling at carriers. I have heard of supervisors who are dismissive and insulting to woman while buddying up with the men. I have heard of supervisors who not only believe, but tell their CCAs that they are worthless and slow. I want to fight that behavior—and to hold supervisors accountable. Without the voice of the members, the battle is lost before it begins.

Michael Dalelio, Branch 5420

Camden, New Jersey Merged

This past month, our branch held its annual retiree brunch. As always, it was a great day. Good food, good people, and a good opportunity to honor not only our newest, but also all our retirees. It's also a good opportunity to remind our members about the risks that were taken by our brave retirees who put their jobs on the line, and faced the risk of jail, in order to stand up for themselves and try to make a better life for their families. Those letter carriers who went on strike made it possible for all of us to have a career with good pay and benefits, and thanks to our retirement benefits, to live out our golden years with dignity.

Region 12 NBA Brian Thompson and his RAAs were in attendance. Honorary members of the branch, Sue and (former NALC Executive Vice President) Tim O'Malley also made it out again this year. We thank the O'Malleys for their generous donation to the branch, which we put toward MDA. My biggest thanks of the day go to our director of retirees, Bob Cooper, and his committee: (Former Branch Director of Retirees) Rich Coniglio and (our recording secretary) Karen Sweerus.

I would like to congratulate this year's graduating class (our new retirees). Our honorees were Donna Manuel (21 years), Devie Newton (23 years), Rob Whittington (28 years), Eric Pfluger (30 years), Gregory King (36 years), Donato Sammartino (37 years), Jeffrey Gifford (39 years) and Jimmy Rivera (40 years). We also honored our newest lifetime gold card member, Joseph Milelli.

As I mentioned in my speech at the brunch, I am not far behind you all. My own retirement will be coming soon, and I can't wait! Thank you to all our retirees!

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy summer. Please remember to hydrate and take care of yourselves while at work and at home. Please have a wonderful summer and enjoy yourselves. We also want to take this time to wish all the fathers a very

happy Father's Day. We all know all the sacrifices each and every one of you make to provide for your families and then find the time when you get home to spend time with your children. We want all of you to know that everything you do does not go unnoticed, and we want to show our appreciation to each and every one of you for being such wonderful dads and great role models.

The union leadership would like to let all 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

As my wife and I make our way back to New Jersey for my youngest son's last regatta of the spring season, I'm catching myself reflecting on the last 18-plus years of his life and what kind of father I have been. I know I have made plenty of mistakes, just like I have in my short postal career, but I have always tried to do the best that I can every day. To all the fathers out there in Branch 43, happy Father's Day. Please take the time and enjoy your day, especially with the job we have. I know having a family makes everything better when we walk into our homes and see what we have helped develop into great people. June 19 is also a day of reflection, and celebration in the ending of emancipation and slavery.

Our station again went through a few weeks of 3999s, and for the most part, the carriers did a great job in showing how bad some of our routes have been overburdened. For the stations that have both LLVs and the Mercedes Metris, I hope you see the difference in times using one from the other, because it adds another 30 minutes to an hour when using the Metris on any route.

Thank you, carriers, for being the backbone of this company, and doing a great job every day. Meetings are every second Thursday of the month.

Union strong!

Chris Rought, Branch 43

Emerald Coast, Florida

Recently, I had a conversation with a supervisor that didn't go well. I was trying to give them a piece of advice not to catch an EEO because of some of their actions toward carriers. I don't like naming names, because sometimes it can leave a carrier open for retaliation and could cause the carrier not to want to discuss their concerns with me again.

The supervisor told me that they could do whatever they wanted. They then began to tell me that I was "the problem with this s---thole office," and that I was "always protecting them." That I was "telling them to slow down," and that I "don't tell them when they are wrong."

In response to their statement, I informed them that protecting them was part of my job, and that maybe he should do his job. It is not the union's job to get carriers, but to keep them out of trouble. No, I would never tell a carrier in front of management that they were wrong, ever. I have and will continue to tell a carrier when they are wrong, but never in front of management.

I believe that is the problem with management—they don't want to do their job. For every action, there is a reaction. When management acts, we will react. It's that simple. I must say that the carrier(s) can be their own worst enemy at times, but it's not the union's responsibility to correct them. Maybe they should start reading the contract, *JCAM*, and their own *M-39*, Section 115. We have to; maybe they should, too.

We will work with management, but at the detriment of the carriers' rights. I think they've got me mixed up with somebody in management. I'm in the union!

Percy Smith Jr., Branch 4559

Fresno, California

Eleven times I have lobbied Congress on various postal issues. All important to the survival of our jobs, benefits and the Postal Service. I have attended with National, my state and many other letter carrier congressional liaisons.

H.R. 7629, the Protect Our Letter Carriers Act, was introduced on March 12 by Rep. Fitzpatrick. This particular bill is a personal subject with me. It is long overdue. In 1980, I was assaulted on the route. I am passionate about letter carriers' safety on the route. Since then, many carriers have also been assaulted, robbed, kidnapped, groped, and even killed. It's not a laughing matter, as some co-workers thought of it in my case.

H.R. 7629 addresses these issues. Robbers and assailants do not care what happens to you. We need stronger sentences for them. When I was assaulted, I had to have two operations. The attacker had a rap sheet two pages long. Mostly assaults, and five failures to appear in court. His sentence was eight weeks in jail. He was not tried in a federal court. This bill would require that. The penalty would be much more. Not a slap on the wrist.

All of you need to encourage your representatives to co-sponsor H.R. 7629. Robberies and assaults happen quickly and without warning. It can happen to any of you. So far, the number of co-sponsors is moving slowly. Contact your congressmen.

Jesse Dominguez, Branch 231

Branch Items

Kansas City, Missouri

I'm starting with the man in the mirror / I'm asking him to change his ways / And no message could have been any clearer / If you wanna make the world a better place / Take a look at yourself and then make a change. Beautiful lyrics and words of encouragement from the King of Pop. What are you waiting for?

Coming into the middle of the year, it has become apparent that not only has PMG NoJoy's Disaster for America plan sincerely hampered the nation's postal service, but the impact on the "last mile" has resulted in catastrophic results. We are constantly shown in an unfavorable light across the nation. With no testing of any kind, any and everybody has the opportunity to make a bad situation worse. What once was a career position working for the Post Office, which proudly operated on *attentiveness* to the *business of customer service*. Has now only become a job, where *attendance*, *b*tching* and *complacency* are now the norm. How does the NALC garner support on H.R. 7629 from the legislators without more support/participation from a membership reluctant to get involved?

HBR Anita Franklin successfully attended and completed Emergency Response Team (ERT) training, which also earned International Critical Incident Stress Foundation (ICISF) certification. The training prepares letter carriers to offer peer-to-peer support with critical events. With the rise in street crime against letter carriers ever increasing, suddenly we all are susceptible at any time, any day. Anita also stressed the importance of knowing your casemates. It is comforting knowing that your co-workers care.

Branch 30 retirees are still getting it done. Ed Bruehl was presented with his 40-year service pin, while Bert Robinson was presented with his 65-year pin.

Brothers/sisters, we have seriously got to do better. Or else.

In unionism—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters! One of the low points of being steward is when one receives an unfavorable Step B or arbitration decision. It is similar to incurring a wound, except it's an emotional wound. Consider it a temporary setback, but to avoid a repeat, a steward should review the decision and take steps to correctively address the issue.

So, the questions are: What did the Step B team or the arbitrator reference in the denial? Look at the decision finding and read each sentence line by line and address the deficiency. The bread and butter of all grievances are the witness statements. We had a recent unfavorable decision where the arbitrator highlighted the discrepancies between witness statements. A steward should give a grievant guidance on statement preparation. Statements are 95 percent of a grievance! The remaining 5 percent are your issues and contentions. Issues have to be supported by "spot on" Step B and national-level arbitrations. Regional arbitration decisions don't carry the weight that

national decisions do, unless they're on point and within your district.

So, lick the wound and continue to march and be more diligent in all of your grievances. Do not *assume* anything, because it makes an axx out of you and me. Treat *all* grievances as if they're going to arbitration. Continue the mission!

Tony Rodriguez, Branch 419



Naples, FL Br. 4716 member Willajeane Smith receives the Million Mile Safe Driver's Award. Pictured (l to r) are Branch President Matt Naufel, Smith and Smith's postal supervisor.

Lima, Ohio

Hello, Lima! Nationally, our president, Brian Renfroe, in the March *Postal Record*, has spoken out again about the violent attacks on the letter carriers. So, he has helped to push the Protect Our Letter Carriers Act, H.R. 7629, which will help the Postal Service modernize its infrastructure to better secure our safety, by ensuring that crimes against letter carriers are prosecuted federally. Any attack on a federal employee is considered a federal crime!

Contract negotiation—we have now selected Arbitrator Dennis R. Nolan to serve as one piece of the three-person panel. As final preparations are made, the NALC and the Postal Service will continue to negotiate a tentative agreement, and updates will be given as the process moves forward.

Locally, the food drive was a great success! Thanks to all of the letter carriers and all of the volunteers who came out and supported our food drive. No results of poundage at time of print, but we will post results next month.

Finally, union meetings are held every second Tuesday of the month at Rigali's Pizza Village at 7 p.m. Thank you!

In solidarity—

Jeffery Steegman, Branch 105

Minneapolis, Minnesota

A few Saturdays ago, Branch 9 closed down and took over the New Hope Bowl (outside of Minneapolis) so that we could have an exclusive Branch 9 night out and annual MDA bowling event.

This year's participation in the event was outstanding! Carriers came together from across Minneapolis with one goal in mind: raise money so that kids with muscular dystrophy can go to summer camp and be kids!

We occupied most of the lanes in the bowling alley with teams from each of our local stations. In addition to the bowlers, many more

came just to hang out and be part of the fun of this annual event.

The bowling was complemented by an endless buffet of pizza, multiple 50/50 drawings, silent auctions and raffles. Two young ambassadors from MDA came out especially for this event. These ambassadors are just two of the children who we will be helping this year. Both took time to address the attendees. It was inspiring to hear all of the hope and joy in their voices as they told us what our contributions mean to them.

The overall mood of the evening was very upbeat. In fact, I can't even remember talking once about station issues. This was a huge contrast from last year! If you didn't make it to the event, I hope that you will consider joining us next year.

During the course of the evening, most everyone scored some well-deserved strikes and spares, but the only score that mattered at the end of the night were the dollars that we raised for MDA!

If you're encouraged by the efforts of Branch 9, please allow us to encourage you to go to mda.org right now. Send them some of your treasure. You'll be glad that you did.

Together, we are unstoppable!

William Mathes, Branch 9

Monterey, California

Boy, how things have changed. When I started my career in 1973, everyone helped each other. If you were new on a route, the T-6 came over and helped you finish casing, pull down and get out on the street. They would come by your route and see where you were and if they needed to carry a swing to catch you up, they did. That is part of the job of a T-6—that is why they get more money than a regular. I sure miss those days.

I wonder how many violations of 115.4 of the *M-39* we need to file to get someone out of the office to pay attention. I wouldn't be able to look myself in the mirror if I were abusive to any of my co-workers.

What is with the denial of a 3996 when a carrier believes they won't be able to complete their duties in eight hours and requests assistance? The rules are clear: The carrier tells the supervisor they won't be able to make eight hours, the supervisor gives the carrier a 3996, the carrier fills it out and the supervisor makes a decision—either curtail mail, grant overtime or someone else carries the swing. Additionally, you are entitled to a copy of your 3996, if requested.

It seems management hasn't seen the arbitration decisions regarding the use of the copy machine. We grieved it and won! It's too bad management would rather treat employees disrespectfully and refuse to abide by previous decisions.

We have a directive from former Labor Relations Director Howard Gibbs regarding the use of cell phones. You don't have to provide your cell phone information to management. Communication should be done using the scanner.

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Montgomery, Alabama

Arteus Felder's experience as a letter carrier in Alabama sparked a change that not only aimed to protect him, but all letter carriers in the state from similar experiences. Despite the hostile encounter he faced, including being attacked with a wooden stick by a disgruntled customer, the initial legal proceedings were unsatisfactory. The lack of evidence—such as pictures, witness statements or postal inspectors present in the courtroom—resulted in the assailant receiving only six months of probation.

This outcome ignited a passion within Felder to push for changes in the law. After reviewing Alabama's criminal code, he found that although other public servants such as peace officers and firefighters were protected by law, letter carriers were not included. Felder took action to amend Alabama Criminal Code 13A-6-21 to include "letter carriers" among the public servants protected from assault while performing their duties.

Through his determination and advocacy, Arteus Felder succeeded in his mission. On May 8, at 10:30 a.m., Gov. Kay Ivey signed into law H.B. 75, officially amending Alabama Criminal Code 13A-6-21. This amendment added "letter carriers" to the list of individuals protected by the law, making any assault against a letter carrier in the state of Alabama a federal offense, or a Class C felony.

Felder's efforts have not only paved the way for greater safety for letter carriers, but have also established a precedent for other states to consider similar protections for their postal workers. His dedication has ensured that future letter carriers in Alabama can carry out their duties without fear of unpunished assault.

We are proud of you.

Carmen Penny, Branch 106

Norristown, Pennsylvania

When you care and when you don't care. You go to a restaurant and the food and service is fantastic—they care. When they don't: The server is inattentive and the food is terrible—they don't care. Would you go back there? Surely I would think no. Why would you, when you can go somewhere else and get great food and service?

Our job is the same way; our job is about accuracy and consistent service. But over the years, we have gone the way of the bad restaurant—it starts at the top and rolls down! We used to have our mail at the case at 6 a.m., but because of technology, that does not expedite service. We are starting later and later, which in turn gets our product to our patrons later and later—especially businesses that need mail early so they can do their jobs. The PMG thinks that one truck can do what several trucks did for years, and moving routes away from where they deliver, which makes them later and later.

I have to talk about Sunday Amazon delivery, 'cause they changed the starting time to two hours later, from 8 a.m. to 10 a.m. for no reason other than having carriers out later.



Philadelphia, PA Br. 157 holds a luncheon to honor its former branch president, former Region 12 NBA and former NALC Executive Vice President Timothy C. O'Malley. The branch named its building for O'Malley.

It's at a building that is the size of six football fields, and they make us number the packages out in the rain (which a magic marker does not work on, and a pen is just as bad), so the boxes are getting wet and our product is not looking good. And who has to deliver it? Yup, us—sad!

And another peeve I have is Informed Delivery. People ask about letters they say I should have, and I have to tell them that it is scanned a hundred miles away—you probably won't get it for days!

Joel Stimmler, Branch 542

North Florida

Leading up to this year's food drive has been one snafu after another. FSALC President and Region 9 Food Drive Coordinator Al Friedman has been inundated with calls about the food drive. Most branches were short on the amount of postcards they requested with no explanation as to why. Finally, Al was told that someone at HQ made a decision that NDCBU boxes would not get cards. Apparently, no one thought to realize that the direction of all new housing developments is to have central delivery boxes. Having had many years of experience with the annual food drive, here in Florida, customers leave food at those boxes. Too bad the branches weren't notified in advance so they could make adjustments to the distribution plan.

Branch 53 ordered 1.6 million cards, and we ended up only getting 397,000—not enough to cover our own offices. HQ does not realize that some branches like mine cover many associate offices with rural and city carriers under the direction of Al Friedman and me. Today, as I write this, May 9, we still have 17 branch offices without postcards. We can only hope that the media helps send the message out and that Headquarters works to ensure that it doesn't happen again. Thank you to all who participated in this year's event, no matter what the outcome.

Congratulations to Branch 53 past President Maceo George on his election to the position of 1st vice president of the North Florida Central Labor Council. I know he will do a great job.

Bob Henning, Branch 53

Pittsburgh, Pennsylvania

In case you haven't heard, there's been a tremendous management push to have city carriers' scanner GPS leave the office geofence within one hour and 22 minutes (one hour total office time and 22-minute load). Most of their approach is questionable at least, and a violation at most. With 1838-c counts occurring every Monday, we all need to "brush up" a bit. I'm going to assign you all some homework. Sound good? All of the handbooks and manuals mentioned are available as PDFs on nalc.org.

Every morning, your scanner asks if you've completed your *expanded* vehicle safety check. The checklist is actually 27 items long, which includes looking under the vehicle for leaks. Please refer to Notice 76 in the *M-41* on page 84 for everything this entails.

A.m. fixed office time is 28 minutes (38 if you have an office break), and five minutes of p.m. office time, for a total of 33 minutes daily (43 with office break). What you may not be aware of is that some items are *minimum* and could require more. The aforementioned vehicle check? *Base allowance* is three minutes. Personal needs could also take longer. Please refer to time allowances in the *M-39* on page 98 for more information.

Lastly, some of my brothers and sisters have been given deceitful instructions on loading parcels. They've been told things like they're "wasting time" and "just throw them in and organize as you go." These are downright lies and violations. *Handbook M-39*, Section 125.1 (page 23) and *M-41*, Section 322.31 (page 46) both confirm that parcels are to be *loaded in delivery sequence*. Read for more details.

The more you learn, the better your career will be. Knowledge is power, and we work to the volume. It takes what it takes.

John Conger II, Branch 84

Portland, Oregon

Here at Branch 82, we have a uniform closet. It's actually a room filled with uniforms. We encourage all new carriers to come by to see if they can find a few things. We know it goes a long way toward looking official and feeling like part of the team. Not to mention the safety factor. We believe it is vitally important for each carrier to be instantly recognizable in uniform when they are on a stranger's porch, walking down the street with packages, or even being seen getting into a postal vehicle.

Vice President Betty Nash does an excellent job petitioning all our members to donate uniforms. When you get something new, why not donate the shirt you aren't wearing anymore? Retired? You don't need to mow the lawn in those mailman pants! Not only do we welcome all new Branch 82 members, but we open our closet to every new carrier in the state who comes through Portland for their new employee training. That's a lot of uniforms!

Recently, my co-worker, Barbara Schuky, donated her entire allotment to a new carrier. Thanks, Barb! We could use a lot more of that spirit all around. When I was a new carrier, Molly at Multnomah bought me my first mail-

Branch Items

lady skirt. I was thrilled. Before that, Janet at Lents passed along two pairs of pants. For a long time, that was all I had.

Uniforms are expensive, and it's challenging to come up with everything needed to be successful on the street. After 10 or 20 years, though, you end up with a lot of stuff.

Thank you to all the folks who are looking out for the new carriers. If you have any uniforms you'd like to donate, we're always happy to have them at Branch 82.

Suzanne Miller, Branch 82

Providence, Rhode Island

As the weather becomes warmer, that means a spike in road observations. Supervisors won't be seen outside during the winter or in the rain, but are out almost daily. Please make sure you're doing everything you're supposed to do. Things like the five-point parking procedure, wearing your seat belt correctly, carrying your satchel when doing walking splits, and not wearing Bluetooth devices. You guys know how to do the job and how to do it safely. Also, they are clamping down on the uniform policy. Just kind of the annual push by management, a spring cleaning of sorts.

Old timers' brunch will be held on Oct. 27 this year. Invitations will be mailed out shortly. Also, for retirees, please be on the lookout for a letter regarding the special enrollment period for Medicare Part B. If you have any questions, please call the branch office for assistance.

Be safe out there and until next time—

Anthony Turcotte, Branch 15

Racine, Wisconsin

Apologies for my tardiness; April 29 was National Zipper Day. I hope you partied responsibly and didn't get too crazy.

Every postal generation rightfully lays claim to their contribution for future generations. Previous generations toughed it out in the Great Postal Strike, which resulted in an influx of modern-day benefits: the transition from Jeeps to LLVs, and the re-branding of the Postal Service from the Post Office Department to the modern-day USPS. It includes the iconic postal eagle emblem to the new sleeker eagle we identify with today. With respect and gratitude, previous generations have given us all the ability to have long and successful careers.

Our generation had a technological explosion. The dawn of the internet. Scanners were born, we learned to drive our new vehicles, the LLVs. Letters were automated creating the current DPS system. (I know—that's a whole new article.) No automated or 1-800 number or a quick log into LiteBlue to call in sick. You call in and you actually talked to a boss, who would try to convince you to come in and "just case." Ironic how quickly and efficiently this system was automated and streamlined, seeing how today we can't even forward anybody's mail. We had *TV Guides*, JCPenney and Sears catalogs, cereal samples, and the fan favorite AOL internet trial disk samples. Business cells in our cases were a foot long. Today, three busi-

ness cells are crammed into two cells. The first of the month, everybody was home for Social Security checks, welfare checks and food stamps. The rest of the month, it was crickets and tumbleweeds. Today it's all direct deposit.

What will I and my generation leave behind



St. Louis, MO Br. 343 honors three 50-year gold card members and three 60-year members at its annual Ole Timers Day celebration.

after more than a throuple decades at the P.O.? Time stops for no one; change and progress are inevitable. Time will tell.

Chris Paige, Branch 436

Rockville, Maryland

We had our regional officers' training May 5-7 in Huntington, WV. This was the best regional training I can remember, and we have had some great training over the last 40 years! I want to thank RAA Hugh McElroy, RAA Tonya Detrick, RWCA Kristin Williams and RGA Alton Branson for their outstanding seminars. They each have a unique ability to teach and connect with the letter carrier activists in attendance for these meetings. We also had an S&DC (Sorting and Delivery Center) training session conducted by Michelle McQuality (from NALC HQ) on Sunday at 4 p.m. Her training was also superb, and I learned a lot from her presentation. The book that was put together for the training was tremendous and will allow us to use this information in our upcoming grievances.

NALC Headquarters has reported an increase in delayed Step B's nationwide. Our branch has been hit particularly hard by this. Currently, we have about 100 cases pending Step B and more than 200 grievances pending arbitration! At our current rate of one arbitration per month, we have a 17-year backlog awaiting arbitration! *This is totally unacceptable!* Management has a strategy to clog up the grievance system, which frustrates our members. Justice delayed is justice denied! National needs to have a counter-strategy to deal with management's strategy to delay grievances for years! We could stop participating in Customer Connect, where NALC members have generated more than \$3 billion for the USPS. We could picket district headquarters, or L'Enfant Plaza. We could go to the media with our "friends" in Congress. We must think outside of the box and not rely solely on grievances.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

Branch 343 held our 95th Annual Ole Timers Day celebration at the union hall on May 4. This year we recognized eight new gold card members, 16 60-year members and one 70-year member. We were honored to have NALC Vice President James Henry in attendance as our guest speaker.

The first reference to our Ole Timers Day appeared in the union branch minutes from September 1930. The recording secretary noted that "a homecoming dinner" would be held at the next branch meeting to honor retired members of the union. Minutes from the October meeting noted that it was such a success that it was determined that the "homecoming dinner" would be an annual event.

I'm still delving into our minutes to determine exactly when the moniker "Ole Timers Day" was adopted, but our union branch publication, the *Mound City Carrier*, which first published in 1950, refers to Ole Timers Day in our earliest publications.

I am also trying to determine exactly when the NALC began issuing gold cards and service pins, but our annual event has been our opportunity to present or retired brothers and sisters with their awards for their dedication to our great union.

Our celebration began with a meet-and-greet from 11 a.m. to 12:30 p.m., followed by a delicious catered lunch. Our program began with a welcoming address from yours truly as the chairman of the retirees. Branch 343 President John McLaughlin followed with acknowledgments of our attendees, and NALC V.P. James Henry followed by sharing his own personal stores of his involvement with the union and his gratitude to all those members who paved the way for all of us to follow.

The ceremony concluded with the awarding of three gold cards and three 60-year pins to members who were in attendance.

Tom Schulte, Branch 343

Seattle, Washington

The phrase "tickle the peter" sounds naughty, and it is. It's "Down Under" slang that means stealing from the till, or misappropriating funds, or maybe creative accounting, but not robbing Peter to pay Paul. No, it's more like robbing both Peter and Paul, and all their pals and anybody else they can get their hands into the paycheck pockets of. Some shady goings on over at Westwood Station My mole tells me that allegedly someone has tickled the peter there.

Call it what you want—embezzling, theft, robbery. The "alleged" one may say, "Well, I'm not stealing money; I'm just shifting money around by making overtime hours disappear and replacing it with regular time hours."

If you're not tracking your work hours (and yes, there's an app for that: NALC Track Hours), then I feel sorry for you. Sorry, because your manager may be short-sheeting your pay-

check. You may be getting mando'd to work your day off and then being paid straight-time money instead of overtime pay.

In case you're interested, the NALC has written a guide. It's called *Identifying Intentional False Editing of Clock Rings*. The operative word there, I would think, is "intentional"! What? Identifying these time bandits, and then filing a grievance so that they have to stop doing something they should never have been doing in the first place? What's next, a severe slap on the wrist? Do you draw a circle on a chalkboard and make them stick their nose in it?

Honestly—I'm appalled. What happens here? Basically, people who falsify and alter a person's pay record is stealing money from that person—they're crooks. We shouldn't be filing a grievance; we should be calling the cops. Arrest that man or woman and toss them in the clink.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

"My dog ate the homework." This phrase is synonymous with the worst of bad excuses. However, while most of our members do a great job at work and in exercising their rights, too many of us are still not getting the "memo." NALC is set up to provide information and training for the *benefit* of our members. It appears that now, many are seeking no advice or are seeking the advice of the "jailhouse lawyers" to base their decisions on.

The result is that too many carriers are losing their jobs. In some cases, management puts their proverbial arms around a carrier and says (words to the effect of), "This letter is just to let you know...Don't worry, we will work with you." After a notice of removal, it's brought to the attention of the branch. However, it's our worst nightmare, because the union only has 14 days to file a grievance. This scenario is becoming far too common!

For many reasons, the union fights all discipline, because if discipline is not challenged, it stays in the carrier's file for two years. Typically, that term is entirely too long for the discipline to stay in the carrier's file. How many times do we have to say management is not your "friend"? Currently, management seems bent on intimidating our membership by any and all means. The only way to meet their actions is through representation of the NALC.

But while management is acting their typical foolish ways, we are basically sending our stewards to a gun fight with a water pistol. Some of the excuses we are getting now from our members for their actions don't even rise to the pathetic level of "my dog ate the homework."

Let's be the best version of ourselves, because management won't!

#ThankYouToAll98%OfYouWhoLeadBy Example

Eric Jackson, Branch 725

Springfield, Ohio

A big topic at union meetings across the nation seems to be contract negotiations. With the last contract expiring in May 2023, many newer carriers are wondering what is taking so long. This is simply par for the course. It's becoming a rare thing to have a negotiated contract without going to binding arbitration.

With the UAW and UPS unions winning major concessions for their latest contracts, there seems to be great expectations for the NALC to do the same. Higher pay would definitely help with employee retention. One thing we have to remember, though, is that both the UAW and UPS unions represent private businesses. The USPS has never been a private business. We don't take taxpayer money and we have never answered to shareholders. Unlike private companies, our No. 1 goal is not to make a profit. UAW used a crippling strike to get a better contract. UPS's union used the threat of a strike to get a better contract. NALC, by federal law, is not allowed to strike. The NALC has to negotiate in good faith and hope the USPS does the same.

Much like the ongoing contract talks, TIAREAP is still alive and kicking in our office. Three out of four city carrier zones comprising 39 routes have made it through the minor adjustment process. Our largest zone, with 25 routes plus an aux route, is to be worked on next week. Though this route adjustment process has taken much longer than anyone expected, as a TIAREAP rep, I am pleased with the results so far. As an older carrier once told me, the routes are not ours, they belong to the post office. Anything I can do to help someone else make it to retirement is worth the effort.

Jerry Martens, Branch 45

Staunton, Virginia

On May 2, carriers from Delaware, Maryland and Virginia hit the Hill lobbying for NALC priority legislation. Our emphasis was H.R. 7629, the Protect Our Letter Carriers Act. During the four meetings I attended, including one with Staunton's Rep. Cline staffer, all indicated support for protecting letter carriers. Some needed education on the current lack of prosecution and appropriate sentencing. As of the writing of this article, no Virginia represen-

tatives have co-sponsored, but I have faith that they will join the 67 who have.

We need you to lend your voice to the ask. Unsure who your representative is? Go to ziplook.house.gov and enter your ZIP Code. Your representative and contact information will pop up. Send them an email. No need to be eloquent. Simply share that you are a letter carrier and a constituent, and tell them why H.R. 7629, the Protect Our Letter Carriers Act, is important to you. Close with an ask to co-sponsor and to respond. Easy-peasy to help protect your letter carrier family.

A couple days later, we attended the Region 13 officer training. The new format with break-out choices was excellently done. We heard from President Renfro and HQ staff about a broad range of pressing NALC issues, including the contract. Ask an attendee to share the training materials, etc., at your branch meeting.

This year's Food Drive Day was amazing! In Staunton, we fundraised locally to buy bags. We don't have the final total yet, but based on the amount of food we helped pick up and sort, we are going to exceed our total from last year. So many to thank—our sponsors, letter carriers and our whole post office team, our volunteers, the Blue Ridge Area Food Bank, our local newspaper, the city council, social media groups and our generous customers. #StampOutHunger rocks!

Cindy Connors, Branch 513

Toledo, Ohio

Beginning May 1, strict enforcement of postal uniform requirements was initiated in the city branches. As seems to always be the case, because of a few, everyone must strictly comply. There are always those who take it too far.

In December of last year, I wrote that we were current on a majority of our grievance cases. By February, we had a 200-grievance backlog in the associate offices. Thankfully, those grievances have been addressed, and all but one station is current. In the city, it's been a different situation. For some curious reason, Toledo management suddenly began to contest every grievance, even though previously they were resolving cases at Formal A, or Informal A, for the very same matter. It's like an "all

COLA: Cost-of-living adjustment

- *The 2025 projected COLAs for the Civil Service Retirement System (CSRS) is 2.2 percent, and for the Federal Employees Retirement System (FERS), 2.0 percent, following the release of the April 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 2.4 percent following the release of the April CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.*
- *Visit nalc.org for the latest updates.*

Wichita, Kansas

Wichita just finished hosting training for the state of Kansas. It was the first time hosting for many of our officers and stewards. I would like to thank all those members who helped out and all those who also attended the training. Robert Goss, Julianna Burton and Michael LeBlanc put in a lot of time and effort to help pull it all together. We were able to raise some money for scholarships, visit with our brothers and sisters from around the state, and receive some excellent training from the Region 5 office as well as Branch 104's Andy Tuttle. Business Agent Dave Teegarden was also able to attend a ceremony celebrating Alan Cunningham's 55 years of safe driving. Brother Cunningham is still going strong.

Finally, as summer starts to hit us, I would like to encourage members to get out to a branch meeting or a local event if you can. Branch events are a great way to meet other carriers, have some fun and possibly raise some money for a good cause. An added benefit is that you will likely be around regional or local leaders and express your thoughts and concerns with your workplace. We are all in this together and should lean on each other as we fight to move the city letter carriers forward. Your voice is important.

Dustin Saville, Branch 201

Wilmington, Delaware

This is official notice to all members of Branch 191 that there will be voting for the proposed bylaw changes at the regular branch meeting on Sept. 11 at 409 Old Dupont Road, Wilmington. Voting will be held by secret ballot at the regular monthly meeting on Wednesday, Sept. 11, from 4 p.m. to 8:15 p.m., and results will be announced at the end of the Sept. 11 meeting.

Donna Staring, Branch 119

stop" button was pushed. Impasse every case, push them off into the future, and wait forever for an arbitrator's ruling. Our Formal A representatives are spending precious time writing contentions for needless impasses. Whatever happened to settling at the lowest level?

Then there's the B team, which was created to increase the efficiency of the grievance procedure. We have more grievances awaiting scheduling for arbitration than ever before. Our branch advocates have had a full slate of arbitration cases. Considering our arbitration record, that strategy of delay may not pay off in the long run. But maybe it will be someone else's problem if we delay long enough. Something's rotten in Toledo, OH; I mean Denmark.

Our Charles Cohen Golf Scrambles for MDA is scheduled for Sunday, June 23. As with almost anything we do, we are planning a bigger and better event this year. We just have to hope for great weather. Being located on Lake Erie's shore, what could be better?

Ray Bricker, Branch 100

Tri-Valley, California

It would be wonderful if the world distributed goods according to needs. Although many of the wealthiest people try to help those who have little or nothing, others seem to just want. It's really a matter of attitude. Some people think that those who are poor choose to be poor, and those who have wealth earned it. The truth is far from reality. Most of the poor work hard every day to provide for their families and still live in poverty.

Generosity begins with participation in NALC's Stamp Out Hunger Food Drive. Many Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. Letter carriers have helped meet the need by collecting food that postal patrons leave near their mailboxes on the second Saturday of each May since 1993.



Shreveport, LA Br. 197 members celebrate at the branch's old timers' night.

NALC branches deliver the food to local food banks, which often face shortages in spring and summer because holiday donations have been depleted. Most school meal programs are not available during the summer months, making the timing of the letter carrier food drive crucial.

I can't name all of you who went above and beyond the call of duty during food drives, but I must give a special thanks to our branch food drive coordinators, Mary Stanley and Walter Williams, as well as to volunteers Rochelle Harvey, Marisol Chavira, Ethan Hernandez, Lisje Limpo, Eddy Tjandra, Matthew Marquez and Debobroto Goswami for dispatching food drive cards to our local installations. A heartfelt thanks go to each and every one of you who has participated in this yearly event at any time over the past 30 years; without all of your stellar efforts throughout the years, the annual food drive could not succeed like it has for more than the last quarter-century.

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 July issue, the deadline is Monday, June 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.

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

Alex J. Ortiz	Br. 1902	AZ Mgd.	Max J. Cunningham	Br. 122	Lansing, MI	Raymond F. Christman	Br. 84	Pittsburgh, PA
James B. Reece	Br. 6156	Sun City, AZ	Doris J. Stark	Br. 256	Mid-MI	Louis E. Cimarolli	Br. 84	Pittsburgh, PA
Gerald D. Sanders	Br. 399	Fort Smith, AR	Gary P. Mansfield	Br. 775	Niles, MI	Theodore H. Colcombe	Br. 84	Pittsburgh, PA
Edward J. Osborne	Br. 782	Bakersfield, CA	Claud E. Maynard	Br. 3126	Royal Oak, MI	Duane L. Combs	Br. 84	Pittsburgh, PA
Armando Sonora Jr.	Br. 2086	Burbank, CA	Elizabeth M. Pierce	Br. 3126	Royal Oak, MI	T. J. Fabbrini Jr.	Br. 84	Pittsburgh, PA
David Romero	Br. 2605	Calexico, CA	Cindy M. Knollmaier	Br. 28	St. Paul, MN	James D. Filbert	Br. 84	Pittsburgh, PA
Gloryetta Brown	Br. 1100	Garden Grove, CA	Kenneth C. Knudson	Br. 28	St. Paul, MN	John U. Fitzgibbon	Br. 84	Pittsburgh, PA
Placido S. Castillo	Br. 1100	Garden Grove, CA	Felicia Jamison	Br. 4839	Florissant, MO	Harvey M. Freeman	Br. 84	Pittsburgh, PA
Delfina Escobedo	Br. 1100	Garden Grove, CA	Joseph J. Brusati	Br. 621	Butte, MT	D. W. Geisler	Br. 84	Pittsburgh, PA
Pasquale R. Forte	Br. 1100	Garden Grove, CA	Richard L. Scherer	Br. 8	Lincoln, NE	Robert L. Greenhalgh	Br. 84	Pittsburgh, PA
Patrick A. Villacres	Br. 1100	Garden Grove, CA	C. E. Lewis	Br. 44	NH Mgd.	Thomas S. Gumpf	Br. 84	Pittsburgh, PA
Don S. Spalding	Br. 1111	Greater E. Bay, CA	James W. Duerkes	Br. 444	Garden State Mgd., NJ	Edward L. Holmes Jr.	Br. 84	Pittsburgh, PA
Christopher J. Legaspi	Br. 411	San Bernardino, CA	Deborah A. Bizzell	Br. 3994	Alamogordo, NM	Donald E. Hudec	Br. 84	Pittsburgh, PA
Gerald S. Duenas	Br. 70	San Diego, CA	Ernest M. Chavez	Br. 504	Albuquerque, NM	Carl L. Huehn Jr.	Br. 84	Pittsburgh, PA
Howard M. Bacon	Br. 193	San Jose, CA	Lyman E. Baker	Br. 333	Binghamton, NY	Robert G. Irving	Br. 84	Pittsburgh, PA
Douglas F. Abbitt	Br. 2902	Tri-Valley, CA	Ernest S. Mauro	Br. 333	Binghamton, NY	Winfield S. Jamison Jr.	Br. 84	Pittsburgh, PA
Felix M. Rivas	Br. 2902	Tri-Valley, CA	Ivan G. Lockett	Br. 3	Buffalo-Western NY	Joseph A. Kensing Jr.	Br. 84	Pittsburgh, PA
Andrew J. Lopez	Br. 1742	Turlock, CA	Ronald C. Miller	Br. 3	Buffalo-Western NY	John E. Koch	Br. 84	Pittsburgh, PA
Jay N. Roth	Br. 2462	Van Nuys, CA	Joseph E. Berg	Br. 137	Hudson Valley Mgd., NY	Leo R. Korey	Br. 84	Pittsburgh, PA
Stephanee L. Stewart	Br. 204	Colorado Springs, CO	Everett A. Evans	Br. 137	Hudson Valley Mgd., NY	David L. Letchford	Br. 84	Pittsburgh, PA
Philip J. Carney	Br. 47	Denver, CO	William J. Hunt	Br. 137	Hudson Valley Mgd., NY	Kenneth B. Martin	Br. 84	Pittsburgh, PA
James D. Dutton	Br. 47	Denver, CO	John A. Keahon	Br. 137	Hudson Valley Mgd., NY	Raymond D. McMurdy	Br. 84	Pittsburgh, PA
Frank J. Vittone	Br. 229	Pueblo, CO	Albert J. Knipling	Br. 137	Hudson Valley Mgd., NY	Frank P. Milko	Br. 84	Pittsburgh, PA
John B. Sporko	Br. 32	Bridgeport, CT	Edward J. Makowski	Br. 137	Hudson Valley Mgd., NY	R. E. Nolla	Br. 84	Pittsburgh, PA
Albert J. DiPrato	Br. 86	Hartford, CT	R. G. Perry	Br. 137	Hudson Valley Mgd., NY	Edward A. O'Hara Jr.	Br. 84	Pittsburgh, PA
James J. Dipisa	Br. 147	Norwalk, CT	Frederick R. Pullman	Br. 137	Hudson Valley Mgd., NY	Gabriel J. Pagliaro	Br. 84	Pittsburgh, PA
William L. Fickett	Br. 147	Norwalk, CT	Louis Bastone Jr.	Br. 6000	Long Island Mgd., NY	Albert M. Punturo	Br. 84	Pittsburgh, PA
James E. Porter	Br. 147	Norwalk, CT	G. L. Genitempo	Br. 6000	Long Island Mgd., NY	Charles A. Rebrick	Br. 84	Pittsburgh, PA
Arthur E. Scott Jr.	Br. 147	Norwalk, CT	Stephen R. Meade	Br. 6000	Long Island Mgd., NY	Harry W. Reukauf	Br. 84	Pittsburgh, PA
Edward Williams	Br. 147	Norwalk, CT	Curtis Abney	Br. 36	New York, NY	David J. Rusch	Br. 84	Pittsburgh, PA
Frank J. Klum	Br. 1091	Central FL	Enrico B. Nardone	Br. 36	New York, NY	Ronald E. Serafini	Br. 84	Pittsburgh, PA
Lawrence G. Musiol Jr.	Br. 1091	Central FL	L. B. Farrell	Br. 210	Rochester, NY	W. B. Sims	Br. 84	Pittsburgh, PA
Kenneth E. Stephens	Br. 2008	Clearwater, FL	James M. O'Brien	Br. 210	Rochester, NY	Otis D. Smith	Br. 84	Pittsburgh, PA
Robert A. Brave	Br. 2550	Fort Lauderdale, FL	Peter W. Rees	Br. 134	Syracuse, NY	Peter A. Spino	Br. 84	Pittsburgh, PA
Tomas J. Arce	Br. 1779	Lakeland, FL	Frederick A. Washburn	Br. 375	Utica, NY	Lawrence P. Stickney	Br. 84	Pittsburgh, PA
Charles H. Buschmeyer	Br. 3367	Panama City, FL	Bob Moore	Br. 545	Charlotte, NC	F. W. Stinebiser	Br. 84	Pittsburgh, PA
Elizabeth A. Muench	Br. 5480	Venice, FL	Cletus R. Snyder	Br. 461	Winston-Salem, NC	Harry W. Sweeney	Br. 84	Pittsburgh, PA
Gail S. Carr	Br. 1068	Dublin, GA	Walter L. Broxmeyer	Br. 957	Bismarck, ND	Edwin A. Szewczyk	Br. 84	Pittsburgh, PA
Travis S. Williams	Br. 1119	Marietta, GA	Dennis M. Easton	Br. 957	Bismarck, ND	Clyde N. Trent	Br. 84	Pittsburgh, PA
Junich C. Uno	Br. 4682	Aiea-Pearl City, HI	Freddie L. Freier	Br. 957	Bismarck, ND	Gordon F. Webster	Br. 84	Pittsburgh, PA
Richard Y. Uchima	Br. 4837	Wahiawa, HI	Frank P. Heinz	Br. 957	Bismarck, ND	Scipo J. White	Br. 84	Pittsburgh, PA
Tamiko L. Cook	Br. 11	Chicago, IL	Frederick E. Ziemann	Br. 957	Bismarck, ND	John A. Yevick	Br. 84	Pittsburgh, PA
Walter P. Kriss	Br. 11	Chicago, IL	Al Laker	Br. 43	Cincinnati, OH	John H. Youk Sr.	Br. 84	Pittsburgh, PA
Charles A. Pilny	Br. 11	Chicago, IL	Edward L. Welch	Br. 43	Cincinnati, OH	James M. Smugerski	Br. 17	Scranton, PA
Andrew C. Tapas	Br. 11	Chicago, IL	Paul Hurl II	Br. 40	Cleveland, OH	Richard J. Henriques	Br. 15	Providence, RI
Adison A. Turner	Br. 11	Chicago, IL	William R. Kelly	Br. 78	Columbus, OH	Laurie A. Moses	Br. 1416	Florence, SC
Marvin L. Abramson	Br. 825	Oak Brook, IL	Jeffrey L. Metcalfe	Br. 182	Dayton, OH	Donald B. Dotson	Br. 27	Memphis, TN
Gabriel Quinones	Br. 825	Oak Brook, IL	Jerry E. Wheeler	Br. 182	Dayton, OH	J. B. Haynes	Br. 27	Memphis, TN
William H. Sheldon	Br. 825	Oak Brook, IL	Timothy A. Mistrik	Br. 84	Pittsburgh, PA	Jesse Rembert	Br. 27	Memphis, TN
Charles Thalman Sr.	Br. 825	Oak Brook, IL	Robert L. Stein	Br. 340	Lancaster, OH	James P. Bedingfield	Br. 950	Abilene, TX
Paul O. Hale	Br. 245	Rockford, IL	Donald W. Stump	Br. 340	Lancaster, OH	Arthur R. Larivee	Br. 181	Austin, TX
Robert Kingery	Br. 245	Rockford, IL	Toby P. McPherson	Br. 458	Oklahoma City, OK	Shedrick O. Callaway	Br. 132	Dallas, TX
Jay P. Larson	Br. 245	Rockford, IL	Bobby J. Dearman	Br. 883	Shawnee, OK	Thomas E. Guziak	Br. 226	Fort Worth, TX
Maurice W. Knocke	Br. 784	Urbana, IL	Robert C. Strong	Br. 883	Shawnee, OK	Newt M. Johnson Jr.	Br. 283	Houston, Texas
Robert E. Spear	Br. 888	Carmel, IN	William R. Talley	Br. 883	Shawnee, OK	Orlando M. Quinones	Br. 421	San Antonio, TX
Erik E. Mast	Br. 547	Elkhart, IN	Armand L. Lardizabal	Br. 1358	Tulsa, OK	Charles D. Green	Br. 1227	Wichita Falls, TX
Mark W. Riley	Br. 753	Valparaiso, IN	Robert D. Hofmann	Br. 284	Erie, PA	Jeremy C. Compton	Br. 688	Ogden, UT
Larson D. Woelk	Br. 201	Wichita, KS	Melissa Stinsman	Br. 500	Harrisburg, PA	Russell B. Cassada	Br. 595	Danville, VA
Donnie R. Marcum	Br. 2242	Cumberland Falls, KY	Alton L. Berkey	Br. 451	Johnstown, PA	Harold R. Lighty	Br. 496	Richmond, VA
Kevin D. Rutherford	Br. 197	Shreveport, LA	Lloyd R. Mull	Br. 273	Lancaster, PA	Thomas S. Assaid	Br. 524	Roanoke, VA
Robert E. MacWilliams	Br. 92	ME Mgd.	Edwin T. Atwood	Br. 84	Pittsburgh, PA	Donald Friedenson	Br. 524	Roanoke, VA
David M. McHugh	Br. 92	ME Mgd.	Robert J. Aubele	Br. 84	Pittsburgh, PA	D. L. Hall	Br. 524	Roanoke, VA
Laurence A. Gahan	Br. 176	Baltimore, MD	David J. Aul	Br. 84	Pittsburgh, PA	James L. Parker	Br. 524	Roanoke, VA
Ronald R. Grauer	Br. 176	Baltimore, MD	Andrew L. Baldesberger	Br. 84	Pittsburgh, PA	Ginny G. Lawson	Br. 247	Tidewater, VA
Wardie J. Jarvis Jr.	Br. 902	Eastern Shore, MD	Frank Barbaro	Br. 84	Pittsburgh, PA	Robert D. Cheney	Br. 2819	Virginia Beach, VA
Jonathan R. Cephus Sr.	Br. 4819	Lanham, MD	Philip C. Bickel	Br. 84	Pittsburgh, PA	Deloris C. Hargrow	Br. 2819	Virginia Beach, VA
Joseph E. Morris Jr.	Br. 34	Boston, MA	T. A. Broderick	Br. 84	Pittsburgh, PA	Teresa L. Danning	Br. 79	Seattle, WA
Richard Botelho	Br. 51	Fall River, MA	Nicholas P. Burgard	Br. 84	Pittsburgh, PA	John A. Sacchetti	Br. 910	Fairmont, WV
Oliver P. Sansoucie Jr.	Br. 18	Southeast MA Mgd.	Robert D. Carlins	Br. 84	Pittsburgh, PA	James L. Warnick	Br. 910	Fairmont, WV
Norwood Johnson	Br. 1	Detroit, MI	C. B. Carman	Br. 84	Pittsburgh, PA	Robert S. Foster	Br. 66	Wheeling, WV
Sarah Sarnowski	Br. 438	Escanaba, MI	Stanley Chop	Br. 84	Pittsburgh, PA	Milton E. Rodrian	Br. 619	Green Bay, WI

Nalcrest Update



From the Trustees

The Nalcrest community consists of 486 apartments that are available with annual leases to retired NALC members in good standing. Additionally, there is a waiting list of almost 400 NALC members who plan on moving to Nalcrest as apartments become available. Many of those on the waiting list have visited Nalcrest by renting one of the 14 additional apartments that are available for short-term rental. Around 40 percent of the long-term residents split their time between Nalcrest and where they came from for such reasons as spending time with friends and family back home, or just to escape the hot summer months. Most of these residents leave by May, then return around October.

Last year, Nalcrest began a tradition of hosting a “Going Away Residents Party” in April,

and a “Welcome Back Residents Party” in October. This year, the going-away party was held in the Nalcrest auditorium on April 3. More than 300 residents and guests attended the party, which included lots of great food and entertainment. The Nalcrest softball team cooked the hot dogs and hamburgers, and many of the Nalcrest residents assisted the Nalcrest staff with serving and the cleanup.

As usual, everyone looked forward to the event and had a great time. Thanks to all those who attended and to those who volunteered to help. We wish those who hit the road safe

travels and look forward to seeing you at the welcome-back party in the fall.

Fred Rolando

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz



Nalcrest resident Joey T. performs.



Residents dance and enjoy the party.



The 300 party attendees eat delicious food.

Arlington Heights, Illinois

This is the official notice to the members of The Chris Malinowski Branch 2810 for nominations for delegates to the 2025 Illinois State Association convention and the following board positions: president, vice president, financial treasurer, recording secretary, assistant secretary (financial/recording), sergeant-at-arms, health benefits representative, Mutual Benefit Association representative and three trustee positions.

Nominations shall be held at the regular branch meeting Sept. 5 at 600 Landmeier Road, Elk Grove Village. The meeting will begin at 6:30 p.m. Any member in good standing is eligible for nomination. Candidates must accept nominations at the time made or, if absent, in writing. Accepting nominations in writing must be received by the recording secretary within two weeks after nominations have occurred.

Patrick McDonough, Pres., Br. 2810

Cape Girardeau, Missouri

This is to serve as official notice to the members of Branch 1015 that nominations for all officers will be held at the regular branch meeting in October.

If an election occurs, ballots will be mailed to the members after the meeting, and election results will be announced at the November regular branch meeting.

Ashley Blattel, Sec., Br. 1015

Fredericksburg, Virginia

This is official notification to all members of Branch 685 that nominations of all branch officers for the 2025-2027 term will take place at the regular monthly union meeting at 7 p.m. on Sept. 10 at Castiglia's, 10705 Court-house Road, Fredericksburg.

Nominations will be taken for the offices of president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefit representative, shop steward, MBA representative, OWCP representative, and a board of trustees composed of three members. All officers nominated and elected will serve two years. This includes candidates for officers' positions or as delegates to union conventions (national or state). It is the duty of all officers to attend all regular and special meetings.

The election will be conducted in accordance with the bylaws of Branch 685. If necessary, ballots will be mailed to members' last known addresses and will be counted at the Nov. 5 union meeting.

William Nightingale Jr., Pres., Br. 685

Greenville, South Carolina

This will serve as official notice to all active and retired members of Branch 439 that nominations for president, vice president, secretary, treasurer, director of retirees and three trustees, as well as delegates to the state convention, will take place Oct. 3 at the regular branch meeting held at 4003 Old Buncombe Road, Greenville. The election will be at the same location on Nov. 7.

The officers will serve a two-year term, from 2025 to 2026. Every regular

member shall have the right to nominate a candidate for any office. The candidates for office or convention delegates must either be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, candidate must notify election committee by telephone and follow up with written acceptance. The ballot will show that the president, vice president, secretary, treasurer and director of retirees are automatic delegates to state and national conventions. They shall be the first five delegates.

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

Michelle Harlow, Sec., Br. 439

Joliet, Illinois

In accordance with Article 5 of the *NALC Constitution*, this is official notice of election for the officers and delegates of Branch 305.

Nominations will be held for the offices of president, vice president, secretary, treasurer, health benefits representative, three trustees, sergeant-at-arms and delegates for the state convention. (The president, vice president, secretary, treasurer and health benefits representative will go by virtue of their office.)

Nominations will be held at the Oct. 3 meeting. You must be present to accept nomination or accept in writing, giving your letter to the secretary before the meeting.

The election will be conducted by secret ballot. Members will receive ballots at the addresses of record. Update your address now. Ballots will be counted at the Nov. 7 meeting, held at the Croatian Club, 1503 Clement St., Joliet.

Brenda Smith, Sec., Br. 305

Linden, New Jersey

Branch 2876 will be holding an election of officers in June. The following positions up for elections are as follows: president, vice president, secretary/treasurer, health benefits representative, MBA representative, sergeant-at-arms, Trustee #1, Trustee #2 and Trustee #3.

Please check with local officials for the names of nominees and the election date.

Stacy Garvin, Pres., Br. 2876

Massachusetts Northeast Mgd.

Nominations for delegates to for the 2025 Massachusetts state convention shall be held at 8 p.m. at the Oct. 8 regular monthly meeting for Branch 25 at the Knights of Columbus in Wilmington.

Election for delegates will be held by secret ballot at the Nov. 12 regular monthly branch meeting, also at 8 p.m. at the Knights of Columbus in Wilmington. Expenses for elected delegates shall be voted on at the November meeting.

All elected delegates must have

attended 60 percent of the regular monthly meetings, held from the previous state convention election meeting through and including current year's state convention nomination meeting, to be a paid delegate. Any member who has not been a member for the prior two years will have their attendance prorated from the date of membership.

In addition to the provisions of Article 5 of the Branch 25 bylaws, which designates the president and the executive vice president as automatic delegates for these functions, Article 5 of the *NALC Constitution* shall prevail.

Joe Stearns, Sec., Branch 25

Petersburg, Virginia

Nominations for the election of officers of Branch 326 were held at the regular branch meeting at 7:30 p.m. on May 9 at the union hall, 29 Franklin St., Petersburg. 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: vice president, shop steward and trustee. The terms of office will be six months beginning June 15.

The election will be conducted by secret ballot at the regular branch meeting at 7:30 p.m. on June 13 at the union hall, 29 Franklin St., Petersburg.

Any member who, for any reason, will be unable to vote on June 14 may obtain absentee ballots by writing: Election Committee, Branch 326, P.O. Box 321, Petersburg, VA. Requests for absentee ballots must be received by the election committee no later than May 30. Write-in votes are not permitted.

Dennis Cherry, Pres., Br. 326

Syracuse, New York

This is the official notice of nomination and election of officers in Branch 134.

Nominations for the election of officers in Branch 134 will be held during the regular branch meeting at 7:30 p.m. on Wednesday, Oct. 2, at the union hall, 7145 Henry Clay Blvd., Liverpool. Candidates must accept nomination at the time made or, if absent,

within five days in writing to the union hall. Candidates may only accept nomination for one office.

Nominations will be held for the following branch offices: president, executive vice president, vice president, secretary, treasurer, financial secretary, sergeant-at-arms, mutual benefits representative, health benefits representative, director of retirees, three trustee positions, and delegates to state and national conventions.

All regular members of the branch in good standing shall be eligible to hold any office or position in the branch, except a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or a fraction thereof. Such a situation precludes any member from running for office for a period of two years after the termination of the supervisory status. Upon nomination, any candidate must verify that they have not served in a supervisory capacity for the 24-month period. The position of director of retirees must be a retired member. The position of health benefits representative must be in the *NALC Health Benefit Plan*.

Elections shall be by mail via secret ballot referendum voting. Ballots will be mailed to members' last known current addresses on file at the union hall.

Tom Dlugolenski, Pres., Br. 134

Willoughby, Ohio

This serves as official notice to all members of Branch 3688 that nominations for president, vice president, secretary, treasurer and three board of trustee positions (with one alternate) will take place at the regular branch meeting scheduled for 5:30 p.m. on Wednesday, Oct. 16, at the Eastlake VFW, Eastlake. Members willing to serve must be present to be nominated, unless they signify their intentions in writing to the branch secretary prior to the meeting. All positions are for two-year terms.

If an election is warranted, such election will take place by secret ballot at our regularly scheduled union meeting on Nov. 20.

Michael Ramacciatti, Sec., Br. 3688

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., June's deadline is for the July 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.

Auxiliary Update



Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the Treasurer

Family and friends: Summer is just around the corner, and what an exciting summer this is going to be! Not only will there be the local union events, but we have a national convention in Boston. I hope to see many of you there!

Cynthia, Crystal and I are hoping to have an informative, energetic and eventful agenda for Boston. Boston is so beautiful, and there us so much to do.

But...before we meet for the national convention, there will be lots to do in June and July! Some branches will be doing golf tournaments for MDA. Some branches raise money by having baseball games against other branches or stations. Some will even do bowling tournaments. Whatever your local branch is doing, be a part of it!

The easiest way to help is to have a raffle of some sort. Some NALC auxiliaries will have bake sales during the local events. Some auxiliaries have said they have craft sales after the meetings. These are all great ideas.

The one thing I want you all to remember is why we do all of this. Our union brothers and sisters embraced MDA as our official charity in

1952. This is who we are. So, if you try out a new idea and it doesn't work, it's ok. Not every idea works in every location. But keep trying!

Please remember, you can always reach out to Cynthia, Crystal or me should you have any questions. We are here to help you help your branch.

On a different note, if you ever get to Washington, DC, the Postal Museum is amazing! It has so much information, you could spend hours going from room to room. The stamp collections, the airplanes, the train, the Pony Express—it's incredible. It is definitely worth the trip.

And, if you find yourself wondering what else there is to do (besides monuments to visit), there is one other place: the one and only NALC Headquarters. If you love history, you will love this building! Or rather, what is *in* this building. Records from the first convention in 1890 all the way through today. Pictures. Plaques. Memorabilia...it is stunning. Call ahead—you may get a guided tour.

Enjoy your summer. Hope to see you in Boston!

The caterpillar works hard to become the butterfly.

Samantha Yerg

AUXILIARY OFFICERS

Cynthia Martinez, President

3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
camslm@yahoo.com

Crystal Bragg, Secretary

835 Westland Drive
Mt. Zion, IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer

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

NALC 73rd Biennial Convention

Boston

August 5-9, 2024
Boston Convention & Exhibition Center

Registration for the NALCA 73rd Biennial Convention in Boston

Aug. 5-9, 2024

Name _____ Auxiliary# _____

Contact # (____) _____

The fee for delegates registering for convention prior to June 21 will be \$30. After June 21, the fee will increase to \$35.

I plan on attending the convention, and a registration fee of \$_____ is enclosed.

I am ***interested*** / ***not interested*** (circle one) in attending a Boston Duck Tour.

Return form by mail to:

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.

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

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

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

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



Additionally, the national secretary-treasurer's office handles

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

80-year pins

William K. Soon	Honolulu, HI	Br. 860
Frank J. Miars	Chicago, IL	Br. 11
Roland W. Pain	Fall River, MA	Br. 51

75-year pins and plaques

Gilbrt R. Migliano	West Coast FL	Br. 1477
Lloyd C. Char	Honolulu, HI	Br. 860
Paul S. Hachida	Honolulu, HI	Br. 860
Minoru C. Kondo	Honolulu, HI	Br. 860
Kiyshi H. Maeda	Honolulu, HI	Br. 860
Masato M. Muraoka	Honolulu, HI	Br. 860
Edward S. Cablk	Chicago, IL	Br. 11
Knud E. Nielsen	Chicago, IL	Br. 11
Joseph E. Salvatore	Chicago, IL	Br. 11
William H. Wiedenheft	Chicago, IL	Br. 11
Howard W. Sundberg	Galesburg, IL	Br. 88
Edward J. Pietras	Detroit, MI	Br. 1
Anthony W. Donato	Paterson, NJ	Br. 120
Joseph W. Unger	Paterson, NJ	Br. 120
Orlando A. Riccio	Long Island Mgd., NY	Br. 6000
John E. Ryan	Columbus, OH	Br. 78
Robert W. Muntz	Tacoma, WA	Br. 130
James R. Curnutte	Huntington, WV	Br. 359

70-year pins and plaques

Edsel D. Jones	West Coast FL	Br. 1477
Joseph V. Marchiselli	West Coast FL	Br. 1477
David A. Meier	West Coast FL	Br. 1477
Katsumi Tanigawa	Honolulu, HI	Br. 860
Ivory L. Chapple	Chicago, IL	Br. 11
William H. James	Chicago, IL	Br. 11
Robert M. Jones	Chicago, IL	Br. 11
James D. Juliano	Chicago, IL	Br. 11
Ira C. Thomas	Chicago, IL	Br. 11
Joseph W. Truty	Chicago, IL	Br. 11
Robert C. Zwicker	Melrose Park, IL	Br. 2183
Robert J. Moran	Framingham, MA	Br. 334
Victor A. Larm	Long Island Mgd., NY	Br. 6000
Alexander J. Memole	Long Island Mgd., NY	Br. 6000
Ray Ormand	Long Island Mgd., NY	Br. 6000
Gerald V. Lee	Minot, ND	Br. 1152
Vincent E. Tadei	Astoria, OR	Br. 295
John G. Miller	Sioux Falls, SD	Br. 491
Nathaniel Finley	Racine, WI	Br. 436

65-year pins

Donald R. Arendell	AZ Mgd.	Br. 1902
Donald M. Fincher	AZ Mgd.	Br. 1902
James T. Harris	Santa Ana, CA	Br. 737
Roy F. Conrad	Panama City, FL	Br. 3367
Thadds E. Kozlowsky	Panama City, FL	Br. 3367
Joseph Martini	Panama City, FL	Br. 3367
Warren E. Earle	West Coast FL	Br. 1477
Willet O. Noon	West Coast FL	Br. 1477
Herbert H. Nakagawa	Honolulu, HI	Br. 860

Ukichi Wozumi	Honolulu, HI	Br. 860
Allan J. Ambrose	Chicago, IL	Br. 11
Ernest J. Bell Sr.	Chicago, IL	Br. 11
James G. Blaszyński	Chicago, IL	Br. 11
John P. Carrico	Chicago, IL	Br. 11
Charles W. Collins	Chicago, IL	Br. 11
Eugene E. Houghton	Chicago, IL	Br. 11
Howard Jacobson	Chicago, IL	Br. 11
Ronald A. Johnson	Chicago, IL	Br. 11
Eugene S. Karłowicz	Chicago, IL	Br. 11
Carroll L. Killion	Chicago, IL	Br. 11
Nick J. Labellarte	Chicago, IL	Br. 11
Ernest M. Magnetta	Chicago, IL	Br. 11
John M. McDonald	Chicago, IL	Br. 11
Jimmie L. Patterson	Chicago, IL	Br. 11
Emmett B. Reilly	Chicago, IL	Br. 11
Reginald A. Richardson	Chicago, IL	Br. 11
Calvin Sibert	Chicago, IL	Br. 11
Robert R. Vitacco	Chicago, IL	Br. 11
Salvatore Vitacco	Chicago, IL	Br. 11
James T. Wilson	Chicago, IL	Br. 11
Clement C. Blackburn	Decatur, IL	Br. 317
John D. Vanfleet	Galesburg, IL	Br. 88
Robert H. Hellrigel	Peoria, IL	Br. 31
James F. Symborsky	Peoria, IL	Br. 31
Glen W. Sheirbon	Shenandoah, IA	Br. 851
Calvin F. Bickford Jr.	ME Mgd.	Br. 92
Philip P. Foley	ME Mgd.	Br. 92
Thomas J. Foley Jr.	ME Mgd.	Br. 92
Joseph M. Slaney	Framingham, MA	Br. 334
Willie L. Milhouse	Detroit, MI	Br. 1
Joseph Overall	Detroit, MI	Br. 1
Walter Powell Jr.	Detroit, MI	Br. 1
David M. Collis	South Macomb, MI	Br. 4374
Thomas L. Maloney	Kansas City, MO	Br. 30
Joseph J. Caltagirone	Long Island Mgd., NY	Br. 6000
Frank H. Cook	Long Island Mgd., NY	Br. 6000
George J. Dardia	Long Island Mgd., NY	Br. 6000
Frederick I. Ellis	Long Island Mgd., NY	Br. 6000
Raymond E. Hetzler	Long Island Mgd., NY	Br. 6000
Victor A. Larm	Long Island Mgd., NY	Br. 6000
Warren D. McDougall	Long Island Mgd., NY	Br. 6000
William F. Ritchie	Long Island Mgd., NY	Br. 6000
William A. Schoppman	Long Island Mgd., NY	Br. 6000
Everett E. Hefelfinger	Dayton, OH	Br. 182
Arthur B. Henry Jr.	Dayton, OH	Br. 182
Richard B. Hollman	Dayton, OH	Br. 182
Kenneth D. Krimm	Dayton, OH	Br. 182
Walter D. Bright	Tulsa, OK	Br. 1358
Kenneth O. Hughes	Tulsa, OK	Br. 1358
Bevely M. Haynie	Anderson, SC	Br. 1871
Robert L. Long	Amarillo, TX	Br. 1037
Jimmie K. Perkins	Amarillo, TX	Br. 1037
Gerald R. Johnson	Racine, WI	Br. 436
Pedro V. Salinas	Racine, WI	Br. 436

60-year pins

Clifford R. Fehdrau	Bakersfield, CA	Br. 782
Bruce E. Sluss	Bakersfield, CA	Br. 782

J. L. Stigall	Bakersfield, CA	Br. 782
Victor M. Delacerda	San Jose, CA	Br. 193
Wilbur E. Mauck	Longmont, CO	Br. 1105
Wendell Owenby	Panama City, FL	Br. 3367
Russell J. LaChapelle	West Coast FL	Br. 1477
Henry Mcalean	West Coast FL	Br. 1477
William B. Owens	West Coast FL	Br. 1477
Edmund J. Sharek	West Coast FL	Br. 1477
Donald C. Smith	West Coast FL	Br. 1477
Larry D. Vantilburg	West Coast FL	Br. 1477
Gary A. Carmichael	Honolulu, HI	Br. 860
Tsutomu Ihara	Honolulu, HI	Br. 860
Alvin T. Sato	Honolulu, HI	Br. 860
Richard H. Tsuruda	Honolulu, HI	Br. 860
Donald Brown	Chicago, IL	Br. 11
Jerome A. Dale	Chicago, IL	Br. 11
Michael Divello	Chicago, IL	Br. 11
Gerald B. Jones	Chicago, IL	Br. 11
Willie J. Jones	Chicago, IL	Br. 11
Joseph C. Lodi	Chicago, IL	Br. 11
Joseph M. Loiacano	Chicago, IL	Br. 11
George N. Mouzakiotis	Chicago, IL	Br. 11
Joseph G. Stout	Chicago, IL	Br. 11
Donald R. Hammer	Peoria, IL	Br. 31
Lloyd E. Brumback	Anderson, IN	Br. 489
Jackie G. Hallgarth	Anderson, IN	Br. 489
Rex E. Smith	Anderson, IN	Br. 489
James R. Lacey	Boone, IA	Br. 611
Gerald T. Knapp	ME Mgd.	Br. 92
William E. Mcgonagle	ME Mgd.	Br. 92
Daniel J. Bache	Framingham, MA	Br. 334
William J. Slamin	Framingham, MA	Br. 334
Richard E. Stockwell	Framingham, MA	Br. 334
Kenneth R. Mitchell	Detroit, MI	Br. 1
Laurence D. Graus	South Macomb, MI	Br. 4374
Thomas L. Maloney	Kansas City, MO	Br. 30
Pete N. Estrada	Alamogordo, NM	Br. 3994
John T. Laganaro	Hudson Valley Mgd., NY	Br. 137
William H. Behm	Long Island Mgd., NY	Br. 6000
Joseph L. Berta	Long Island Mgd., NY	Br. 6000
Giacomo Capicchioni	Long Island Mgd., NY	Br. 6000
Joseph Carbonette	Long Island Mgd., NY	Br. 6000
R. P. Cernillo	Long Island Mgd., NY	Br. 6000
B. F. Costello	Long Island Mgd., NY	Br. 6000
Thomas A. Donnelly	Long Island Mgd., NY	Br. 6000
Ulysses Dozier	Long Island Mgd., NY	Br. 6000
Gustav C. Durels	Long Island Mgd., NY	Br. 6000
Robert W. Farley	Long Island Mgd., NY	Br. 6000
Henry J. Fiorillo	Long Island Mgd., NY	Br. 6000
Vincent A. Giancana	Long Island Mgd., NY	Br. 6000
Anthony Giordano	Long Island Mgd., NY	Br. 6000
Gregory H. Hansen	Long Island Mgd., NY	Br. 6000
R. J. Hessler	Long Island Mgd., NY	Br. 6000
Matthew Illicete	Long Island Mgd., NY	Br. 6000
James Kenney	Long Island Mgd., NY	Br. 6000
Joseph La placa	Long Island Mgd., NY	Br. 6000
Louis J. Lafandra	Long Island Mgd., NY	Br. 6000
Robert F. Lambe	Long Island Mgd., NY	Br. 6000
F. Lorenzo	Long Island Mgd., NY	Br. 6000

Honor Roll

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

Nick J. Losurdo	Long Island Mgd., NY	Br. 6000	Lowell V. Elliott	West Coast FL	Br. 1477	Frank Borrino	Chicago, IL	Br. 11
Edward J. McEvoy	Long Island Mgd., NY	Br. 6000	Leonard B. Erickson	West Coast FL	Br. 1477	Julian L. Brandt	Chicago, IL	Br. 11
Thomas J. McHugh	Long Island Mgd., NY	Br. 6000	Donald G. Ferre	West Coast FL	Br. 1477	William L. Brown	Chicago, IL	Br. 11
Robert E. Porfidio	Long Island Mgd., NY	Br. 6000	Scott L. Fogo	West Coast FL	Br. 1477	Joseph P. Bruns	Chicago, IL	Br. 11
Lawrence R. Rossi	Long Island Mgd., NY	Br. 6000	Michael F. Galway	West Coast FL	Br. 1477	Gregory D. Burks	Chicago, IL	Br. 11
Donald H. Rothe	Long Island Mgd., NY	Br. 6000	Orland H. Gennette	West Coast FL	Br. 1477	Sadie Butler	Chicago, IL	Br. 11
William A. Schoppman	Long Island Mgd., NY	Br. 6000	Robert E. Gibson	West Coast FL	Br. 1477	Joseph P. Casaletto	Chicago, IL	Br. 11
Arvel O. Belton	Greensboro, NC	Br. 630	Donald L. Goble	West Coast FL	Br. 1477	Chauny D. Clarke	Chicago, IL	Br. 11
Grover W. Chaney	Winston-Salem, NC	Br. 461	Henry M. Goettelman	West Coast FL	Br. 1477	Tim J. Corkery	Chicago, IL	Br. 11
Douglas G. Amundson	Minot, ND	Br. 1152	Rosetta Gordon	West Coast FL	Br. 1477	Glenn T. Cunningham Sr.	Chicago, IL	Br. 11
James A. Balke	Minot, ND	Br. 1152	William M. Gray	West Coast FL	Br. 1477	Vernon L. Danridge	Chicago, IL	Br. 11
Roscoe G. Rhodes	Minot, ND	Br. 1152	Peter Grob	West Coast FL	Br. 1477	Nick J. Delmonico	Chicago, IL	Br. 11
Karl D. Behnke	Dayton, OH	Br. 182	Carolyn L. Hall	West Coast FL	Br. 1477	Peter A. DiChristofano	Chicago, IL	Br. 11
James R. Benton	Dayton, OH	Br. 182	Charles E. Harris	West Coast FL	Br. 1477	Roy Dickerson	Chicago, IL	Br. 11
Raymond E. Perkins	Tulsa, OK	Br. 1358	Ronald G. Hearon	West Coast FL	Br. 1477	John E. Dickson	Chicago, IL	Br. 11
John H. Bullock Jr.	Great Valley Mgd., PA	Br. 4317	Robin E. Hood	West Coast FL	Br. 1477	Juanita Dixon	Chicago, IL	Br. 11
Harley E. Feltman Jr.	Anderson, SC	Br. 1871	Jack M. Hopkins	West Coast FL	Br. 1477	Robert H. Ebert	Chicago, IL	Br. 11
Wayne H. Buescher	Amarillo, TX	Br. 1037	Richard G. Huggins	West Coast FL	Br. 1477	Richard S. Figge	Chicago, IL	Br. 11
David Salinas	Corpus Christi, TX	Br. 1259	Donald A. Hyde	West Coast FL	Br. 1477	Ida B. Frazier	Chicago, IL	Br. 11
Carlos Saucedo	Corpus Christi, TX	Br. 1259	Richard E. Konnen	West Coast FL	Br. 1477	John T. Gasparaitis	Chicago, IL	Br. 11
Gary A. Engelke	Vancouver, WA	Br. 1104	Donald R. Kosior	West Coast FL	Br. 1477	Joseph H. Giannelli	Chicago, IL	Br. 11
Ralph L. Christiansen	Racine, WI	Br. 436	Edmund L. Latour	West Coast FL	Br. 1477	Edward J. Grieco	Chicago, IL	Br. 11
Robert J. Hansen	Racine, WI	Br. 436	Mary L. Lindsey	West Coast FL	Br. 1477	Arthur R. Had	Chicago, IL	Br. 11
Pedro V. Salinas	Racine, WI	Br. 436	David M. Lipesky	West Coast FL	Br. 1477	Jerome Halas	Chicago, IL	Br. 11
David L. Ligman	Stevens Point, WI	Br. 381	R. F. Loeffler	West Coast FL	Br. 1477	John L. Harris	Chicago, IL	Br. 11
Ernest E. Sniadajewski	Stevens Point, WI	Br. 381	William F. Loomis	West Coast FL	Br. 1477	Burt E. Hayden	Chicago, IL	Br. 11
			Philip W. Mantzke	West Coast FL	Br. 1477	Ronald D. Hedman	Chicago, IL	Br. 11
			Steven M. Marking	West Coast FL	Br. 1477	William E. Heyden	Chicago, IL	Br. 11
			Kenneth L. McBeth	West Coast FL	Br. 1477	Charles Hicks	Chicago, IL	Br. 11
			Robert J. McFadden	West Coast FL	Br. 1477	Robert A. Horvath	Chicago, IL	Br. 11
			Robert F. McKenna	West Coast FL	Br. 1477	Mabel L. Jackson	Chicago, IL	Br. 11
			James S. McSmith	West Coast FL	Br. 1477	Harold N. Johansen	Chicago, IL	Br. 11
			Albert R. Miller	West Coast FL	Br. 1477	Gainell Johnson	Chicago, IL	Br. 11
			Alvin J. Nelson	West Coast FL	Br. 1477	Bernrd B. Joseph	Chicago, IL	Br. 11
			David G. Nelson	West Coast FL	Br. 1477	Stephen J. Kahlina	Chicago, IL	Br. 11
			James L. Noble	West Coast FL	Br. 1477	Michael R. Kallaus	Chicago, IL	Br. 11
			D. H. Olsen	West Coast FL	Br. 1477	George W. Kalus	Chicago, IL	Br. 11
			Bernard H. Osofsky Jr.	West Coast FL	Br. 1477	John J. Kania	Chicago, IL	Br. 11
			Edward W. Paine Jr.	West Coast FL	Br. 1477	Daniel W. Kelly	Chicago, IL	Br. 11
			Winton N. Petersen	West Coast FL	Br. 1477	Lewis C. Kenney	Chicago, IL	Br. 11
			Gary R. Proulx	West Coast FL	Br. 1477	Barbara Kirby	Chicago, IL	Br. 11
			Kenneth L. Richey	West Coast FL	Br. 1477	Michal A. Kotlarz	Chicago, IL	Br. 11
			Conrad J. Ross	West Coast FL	Br. 1477	James R. Kurowski	Chicago, IL	Br. 11
			Edwin J. Schenk	West Coast FL	Br. 1477	Anthony J. Kuzminski	Chicago, IL	Br. 11
			Gerald I. Schmeer	West Coast FL	Br. 1477	Mozelle Kyles	Chicago, IL	Br. 11
			Bruce J. Schnorr	West Coast FL	Br. 1477	Louis E. Landry	Chicago, IL	Br. 11
			Stanley A. Sczurek	West Coast FL	Br. 1477	Theodore P. Latimore	Chicago, IL	Br. 11
			Melvin L. Shipley	West Coast FL	Br. 1477	Von zett Lillard	Chicago, IL	Br. 11
			Jerry R. Sinkler	West Coast FL	Br. 1477	Martin C. Lofersky	Chicago, IL	Br. 11
			Terry J. Skinner	West Coast FL	Br. 1477	Raymond J. Mahoney	Chicago, IL	Br. 11
			David J. Smith	West Coast FL	Br. 1477	Henry J. Marberger	Chicago, IL	Br. 11
			T. E. Smith II	West Coast FL	Br. 1477	Edith M. Marin	Chicago, IL	Br. 11
			William O. South Jr.	West Coast FL	Br. 1477	Kennth A. Marshall	Chicago, IL	Br. 11
			Richard G. Spencer	West Coast FL	Br. 1477	Chas J. Mauch	Chicago, IL	Br. 11
			J. F. Tessa	West Coast FL	Br. 1477	Rory D. McCluskey	Chicago, IL	Br. 11
			Lawrcn C. Tokar	West Coast FL	Br. 1477	Shirley McVay	Chicago, IL	Br. 11
			Alexander N. Toth	West Coast FL	Br. 1477	Carl J. Meyer	Chicago, IL	Br. 11
			Charles E. Travers	West Coast FL	Br. 1477	John W. Minehan	Chicago, IL	Br. 11
			Leonard J. Trommel Jr.	West Coast FL	Br. 1477	Edward S. Olszewski	Chicago, IL	Br. 11
			Henry F. Turrisi	West Coast FL	Br. 1477	David J. Parker	Chicago, IL	Br. 11
			Roy A. Vanderveer	West Coast FL	Br. 1477	Simon L. Pearlman	Chicago, IL	Br. 11
			Joseph S. Vermette	West Coast FL	Br. 1477	Anthony P. Peternel	Chicago, IL	Br. 11
			Leonard J. Vivolo	West Coast FL	Br. 1477	Dorsey M. Porter	Chicago, IL	Br. 11
			John G. Wagner	West Coast FL	Br. 1477	Nathaniel N. Pryor	Chicago, IL	Br. 11
			Roythel Watson	West Coast FL	Br. 1477	Rasmus A. Rasmussen	Chicago, IL	Br. 11
			John Watters	West Coast FL	Br. 1477	Michal J. Rawski	Chicago, IL	Br. 11
			Curtiss H. Williams	West Coast FL	Br. 1477	Alan R. Rogers	Chicago, IL	Br. 11
			Robert R. Williams	West Coast FL	Br. 1477	Raymond A. Rosy	Chicago, IL	Br. 11
			Jamie Wilson Jr.	West Coast FL	Br. 1477	Gerard T. Rowan	Chicago, IL	Br. 11
			Larry A. Murdock	W. Palm Beach, FL	Br. 1690	Harold E. Sandberg	Chicago, IL	Br. 11
			Harley A. Mayer	Bloomington, IL	Br. 522	Pearline Sanford	Chicago, IL	Br. 11
			Cynthia F. Acox-Webb	Chicago, IL	Br. 11	Edward A. Schmaus	Chicago, IL	Br. 11
			William A. Aitken	Chicago, IL	Br. 11	Ronald P. Seidel	Chicago, IL	Br. 11
			August F. Anderson	Chicago, IL	Br. 11	Armando V. Silva	Chicago, IL	Br. 11
			Laryl E. Beck	Chicago, IL	Br. 11	Henry L. Simon	Chicago, IL	Br. 11
			Harry M. Berman	Chicago, IL	Br. 11	Richmd V. Smith	Chicago, IL	Br. 11

55-year pins

Gene D. Bazzel	Decatur, AL	Br. 1314
Samuel H. Gossett	Decatur, AL	Br. 1314
Ernest M. Mahaffey	Decatur, AL	Br. 1314
Robert D. Hughes	San Francisco, CA	Br. 214
Michael W. Carter	Santa Ana, CA	Br. 737
Eugene Osaw	Santa Ana, CA	Br. 737
Darryl M. Dick	Van Nuys, CA	Br. 2462
Ronald H. Freed	Van Nuys, CA	Br. 2462
Kenneth R. Gregg	Van Nuys, CA	Br. 2462
Gaylord L. Hendricks	Van Nuys, CA	Br. 2462
Edward F. McAndrew Jr.	Van Nuys, CA	Br. 2462
Michal C. Monaco	Van Nuys, CA	Br. 2462
J. Pasillas	Van Nuys, CA	Br. 2462
Leroy F. Paulos	Van Nuys, CA	Br. 2462
Jay N. Roth	Van Nuys, CA	Br. 2462
David A. Swire	Van Nuys, CA	Br. 2462
John F. Eckert	Longmont, CO	Br. 1105
Dennis R. Hester	Longmont, CO	Br. 1105
Richard A. Kylo	Longmont, CO	Br. 1105
Dennis T. Lutz	Longmont, CO	Br. 1105
Gerald D. Meyer	Longmont, CO	Br. 1105
Victor V. Montoya	Longmont, CO	Br. 1105
Melvin D. Paxton	Longmont, CO	Br. 1105
William H. Strong	Longmont, CO	Br. 1105
Robert L. Thompson	Longmont, CO	Br. 1105
Henry Zamora	Longmont, CO	Br. 1105
Ernest R. Moss	Panama City, FL	Br. 3367
Paul S. Abdalian	West Coast FL	Br. 1477
Spiros C. Andraktos	West Coast FL	Br. 1477
Guy W. Ateniese	West Coast FL	Br. 1477
Donald E. Babcock	West Coast FL	Br. 1477
Gilbrt R. Boulton	West Coast FL	Br. 1477
Lynda L. Bryant	West Coast FL	Br. 1477
William F. Butler Jr.	West Coast FL	Br. 1477
Joseph M. Casalvieri	West Coast FL	Br. 1477
Ronald R. Cherry	West Coast FL	Br. 1477
B. B. Cisco	West Coast FL	Br. 1477
Johnni M. Clark	West Coast FL	Br. 1477
Raymond J. Connors	West Coast FL	Br. 1477
John L. Coyman	West Coast FL	Br. 1477
James J. Culotta	West Coast FL	Br. 1477
Steven E. Curtis	West Coast FL	Br. 1477
Richard D. Di Iena	West Coast FL	Br. 1477
J. Diaz	West Coast FL	Br. 1477
Philip M. Doherty	West Coast FL	Br. 1477
Rollin S. Dunbar	West Coast FL	Br. 1477
Wayne N. Dustin	West Coast FL	Br. 1477

Honor Roll

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

Jack M. Hopkins	West Coast FL	Br. 1477	Jerold Alpert	Long Island Mgd., NY	Br. 6000	Edward A. Francis	Long Island Mgd., NY	Br. 6000
Donald A. Hyde	West Coast FL	Br. 1477	Vincnt T. Antonelli	Long Island Mgd., NY	Br. 6000	James F. Fremgen	Long Island Mgd., NY	Br. 6000
Terry W. Johnson	West Coast FL	Br. 1477	Wilbert Armstrong	Long Island Mgd., NY	Br. 6000	Stanley J. Friedman	Long Island Mgd., NY	Br. 6000
Rufus B. Johnson Jr.	West Coast FL	Br. 1477	C. L. Arnold	Long Island Mgd., NY	Br. 6000	Raphael Fuentes	Long Island Mgd., NY	Br. 6000
Randall W. Keys	West Coast FL	Br. 1477	Lawrence M. Baldasare	Long Island Mgd., NY	Br. 6000	John F. Funk	Long Island Mgd., NY	Br. 6000
Mary L. Lindsey	West Coast FL	Br. 1477	A. M. Balter	Long Island Mgd., NY	Br. 6000	Rudolph M. Funn Jr.	Long Island Mgd., NY	Br. 6000
Philip W. Mantzke	West Coast FL	Br. 1477	Randolph E. Balzer	Long Island Mgd., NY	Br. 6000	Gary M. Gainer	Long Island Mgd., NY	Br. 6000
Robert F. McKenna	West Coast FL	Br. 1477	R. S. Barnard	Long Island Mgd., NY	Br. 6000	Lawrence C. Galterio	Long Island Mgd., NY	Br. 6000
Francis A. Mikulis Jr.	West Coast FL	Br. 1477	Michael J. Barton	Long Island Mgd., NY	Br. 6000	Joseph K. Garappolo	Long Island Mgd., NY	Br. 6000
Alvin J. Nelson	West Coast FL	Br. 1477	Michal U. Belifore	Long Island Mgd., NY	Br. 6000	G P. Garczynski	Long Island Mgd., NY	Br. 6000
James L. Noble	West Coast FL	Br. 1477	Ronald F. Bendjy	Long Island Mgd., NY	Br. 6000	Daniel E. Gardner	Long Island Mgd., NY	Br. 6000
Walter R. Novell Jr.	West Coast FL	Br. 1477	Stephen A. Bevil	Long Island Mgd., NY	Br. 6000	James A. Garner	Long Island Mgd., NY	Br. 6000
James A. Quale	West Coast FL	Br. 1477	George A. Blanthorn	Long Island Mgd., NY	Br. 6000	Michael J. Gavin	Long Island Mgd., NY	Br. 6000
Paul S. Rountree	West Coast FL	Br. 1477	Jose R. Bracero	Long Island Mgd., NY	Br. 6000	B. K. Geertsema	Long Island Mgd., NY	Br. 6000
Gerald I. Schmeer	West Coast FL	Br. 1477	Edward T. Brady	Long Island Mgd., NY	Br. 6000	William D. Geiss	Long Island Mgd., NY	Br. 6000
Bruce J. Schnorr	West Coast FL	Br. 1477	Terrence W. Brady	Long Island Mgd., NY	Br. 6000	Howard G. Gelling	Long Island Mgd., NY	Br. 6000
Seward E. Sinclair	West Coast FL	Br. 1477	Robert H. Breden	Long Island Mgd., NY	Br. 6000	Joseph T. Genovese	Long Island Mgd., NY	Br. 6000
Jerry R. Sinkler	West Coast FL	Br. 1477	R. T. Burke	Long Island Mgd., NY	Br. 6000	Ronald Germano	Long Island Mgd., NY	Br. 6000
T. E. Smith II	West Coast FL	Br. 1477	Robert S. Busse	Long Island Mgd., NY	Br. 6000	James F. Gersbeck	Long Island Mgd., NY	Br. 6000
Michael A. Smolik	West Coast FL	Br. 1477	Michael G. Calderone	Long Island Mgd., NY	Br. 6000	T. E. Giordano	Long Island Mgd., NY	Br. 6000
William O. South Jr.	West Coast FL	Br. 1477	Jerry T. Caliendo	Long Island Mgd., NY	Br. 6000	Philip W. Gohn	Long Island Mgd., NY	Br. 6000
Alexander N. Toth	West Coast FL	Br. 1477	W. M. Campbell	Long Island Mgd., NY	Br. 6000	Robert E. Grau	Long Island Mgd., NY	Br. 6000
Leonard J. Trommel Jr.	West Coast FL	Br. 1477	Alfons K. Candela	Long Island Mgd., NY	Br. 6000	Thomas A. Graves	Long Island Mgd., NY	Br. 6000
Roy A. Vanderveer	West Coast FL	Br. 1477	W. S. Cannie	Long Island Mgd., NY	Br. 6000	A. M. Green	Long Island Mgd., NY	Br. 6000
Roythel Watson	West Coast FL	Br. 1477	Dominick J. Capobianco	Long Island Mgd., NY	Br. 6000	Robert Grimaldi	Long Island Mgd., NY	Br. 6000
Alvin L. Cantrell	Roswell, GA	Br. 4862	Roger T. Caraway	Long Island Mgd., NY	Br. 6000	Paul J. Grogan	Long Island Mgd., NY	Br. 6000
Simeon S. Facuri	Honolulu, HI	Br. 860	John E. Carlson	Long Island Mgd., NY	Br. 6000	Jeremiah J. Hallissey	Long Island Mgd., NY	Br. 6000
Roy T. Fujimoto	Honolulu, HI	Br. 860	Angelo Catalano	Long Island Mgd., NY	Br. 6000	Thomas W. Harris	Long Island Mgd., NY	Br. 6000
James M. Ellison	Chicago, IL	Br. 11	Paul F. Caviglia	Long Island Mgd., NY	Br. 6000	William J. Hartmann	Long Island Mgd., NY	Br. 6000
Salvatore J. Fioretto	Chicago, IL	Br. 11	Joseph S. Centenni	Long Island Mgd., NY	Br. 6000	Robert Healy	Long Island Mgd., NY	Br. 6000
James L. Flannigan	Chicago, IL	Br. 11	Sam Cernieux	Long Island Mgd., NY	Br. 6000	M. J. Henderson	Long Island Mgd., NY	Br. 6000
George J. Mascio	Chicago, IL	Br. 11	Rocco J. Cipriano	Long Island Mgd., NY	Br. 6000	James C. Hendrickson	Long Island Mgd., NY	Br. 6000
Carol A. McCluskey	Chicago, IL	Br. 11	Dominick Cirigliano	Long Island Mgd., NY	Br. 6000	Ronald G. Herel	Long Island Mgd., NY	Br. 6000
Robert E. Ankrom	Peoria, IL	Br. 31	Daniel W. Collura	Long Island Mgd., NY	Br. 6000	Joseph R. Hertik	Long Island Mgd., NY	Br. 6000
Carl W. Harvey	Peoria, IL	Br. 31	Richard F. Connolly	Long Island Mgd., NY	Br. 6000	E. A. Hickey	Long Island Mgd., NY	Br. 6000
Paul W. Mormann	Peoria, IL	Br. 31	Robert A. Considine	Long Island Mgd., NY	Br. 6000	Dennis T. Higgins	Long Island Mgd., NY	Br. 6000
Dennis W. Quimby	Peoria, IL	Br. 31	Frank V. Consiglio	Long Island Mgd., NY	Br. 6000	Philip J. Hnetinka	Long Island Mgd., NY	Br. 6000
Mary B. Runyon	Peoria, IL	Br. 31	C. E. Cook	Long Island Mgd., NY	Br. 6000	Christophe B. Hoitt	Long Island Mgd., NY	Br. 6000
Edward F. Mielchen	Galesburg, IL	Br. 88	Dimitrie Cordista	Long Island Mgd., NY	Br. 6000	Vincent J. Ierardi	Long Island Mgd., NY	Br. 6000
Randall E. Fite	Anderson, IN	Br. 489	Robert P. Cuccia	Long Island Mgd., NY	Br. 6000	Joseph J. Imperiale	Long Island Mgd., NY	Br. 6000
Esther I. Johnston	Anderson, IN	Br. 489	Alexander Cyhun	Long Island Mgd., NY	Br. 6000	E. M. Janson	Long Island Mgd., NY	Br. 6000
Susan L. Draper	Fort Wayne, IN	Br. 116	Barbara A. Daly	Long Island Mgd., NY	Br. 6000	Thomas J. Jaycox	Long Island Mgd., NY	Br. 6000
David G. Merkle	Fort Wayne, IN	Br. 116	Luis E. De Jesus	Long Island Mgd., NY	Br. 6000	Raynard J. Jensen	Long Island Mgd., NY	Br. 6000
Charles C. Apple	New Albany, IN	Br. 367	Michael A. Debonis	Long Island Mgd., NY	Br. 6000	Donal V. Jewell	Long Island Mgd., NY	Br. 6000
Francis D. Griffin	Boone, IA	Br. 611	Joseph P. Dechiaro	Long Island Mgd., NY	Br. 6000	Raymond Joseph Jr.	Long Island Mgd., NY	Br. 6000
Michael L. Wisler	Lawrence, KS	Br. 104	Nicholas R. Delarosa	Long Island Mgd., NY	Br. 6000	E. J. Kanyuk	Long Island Mgd., NY	Br. 6000
Charles R. Brewster	Monroe, LA	Br. 136	Richard A. Delnero	Long Island Mgd., NY	Br. 6000	Eugene Karwoski	Long Island Mgd., NY	Br. 6000
Alfred L. Rea	Monroe, LA	Br. 136	Joseph G. Depinto	Long Island Mgd., NY	Br. 6000	R. M. Kaznoska	Long Island Mgd., NY	Br. 6000
Audrey S. Fortier	ME Mgd.	Br. 92	Robert R. Desantis	Long Island Mgd., NY	Br. 6000	Joseph R. Kinnaman	Long Island Mgd., NY	Br. 6000
David K. Oregon	Framingham, MA	Br. 334	Charles J. Destefanis	Long Island Mgd., NY	Br. 6000	Denis D. Klaus	Long Island Mgd., NY	Br. 6000
Richard M. Slamin	Framingham, MA	Br. 334	Lawrence Dibona Jr.	Long Island Mgd., NY	Br. 6000	William O. Knigge	Long Island Mgd., NY	Br. 6000
Thomas S. Haberek	South Macomb, MI	Br. 4374	Dominick Dinoa	Long Island Mgd., NY	Br. 6000	Thomas J. Kogler	Long Island Mgd., NY	Br. 6000
Robert D. Labadie	South Macomb, MI	Br. 4374	Robert H. Dittmeier	Long Island Mgd., NY	Br. 6000	Douglas M. Koleada	Long Island Mgd., NY	Br. 6000
Kevin L. Morris	South Macomb, MI	Br. 4374	Frank Divergilio	Long Island Mgd., NY	Br. 6000	George W. Koster	Long Island Mgd., NY	Br. 6000
Elizabeth A. Russell	South Macomb, MI	Br. 4374	M. Dixon	Long Island Mgd., NY	Br. 6000	P. Krajewski	Long Island Mgd., NY	Br. 6000
Gregory P. Frank	Minneapolis, MN	Br. 9	Richard Donaruma	Long Island Mgd., NY	Br. 6000	Walter Krempasky	Long Island Mgd., NY	Br. 6000
Richard A. Kelly	Minneapolis, MN	Br. 9	Edward Doyle	Long Island Mgd., NY	Br. 6000	Kenneth R. Krumenacker	Long Island Mgd., NY	Br. 6000
Michael T. Ryan	Minneapolis, MN	Br. 9	Walter A. Easterbrook	Long Island Mgd., NY	Br. 6000	Wayne A. Kurz	Long Island Mgd., NY	Br. 6000
John S. Leto	NJ Mgd.	Br. 38	Richard K. Eaton	Long Island Mgd., NY	Br. 6000	Roman C. Kwarta	Long Island Mgd., NY	Br. 6000
Robert K. Orriss	NJ Mgd.	Br. 38	Steven W. Edwards	Long Island Mgd., NY	Br. 6000	V. G. La Motta	Long Island Mgd., NY	Br. 6000
William C. Snell	NJ Mgd.	Br. 38	J. O. Ervin	Long Island Mgd., NY	Br. 6000	Frank J. Lacascia	Long Island Mgd., NY	Br. 6000
Sam R. Thompson	Paterson, NJ	Br. 120	Nicholas G. Ezzo	Long Island Mgd., NY	Br. 6000	Robert P. Laiken	Long Island Mgd., NY	Br. 6000
Richard J. Bornn	Hudson Valley Mgd., NY	Br. 137	Peter C. Failla	Long Island Mgd., NY	Br. 6000	Theodore J. Lalonde	Long Island Mgd., NY	Br. 6000
Charles E. Budetti	Hudson Valley Mgd., NY	Br. 137	William Falcone	Long Island Mgd., NY	Br. 6000	Louis F. Lampione	Long Island Mgd., NY	Br. 6000
Steven A. Hopper	Hudson Valley Mgd., NY	Br. 137	Brian J. Farrell	Long Island Mgd., NY	Br. 6000	Raymond E. Landers	Long Island Mgd., NY	Br. 6000
Kenneth K. Hurlie	Hudson Valley Mgd., NY	Br. 137	J. W. Farrell	Long Island Mgd., NY	Br. 6000	Michael C. Lane	Long Island Mgd., NY	Br. 6000
Wayne Jacaruso	Hudson Valley Mgd., NY	Br. 137	H. E. Fatscher	Long Island Mgd., NY	Br. 6000	Edward A. Langone	Long Island Mgd., NY	Br. 6000
Michael G. Miressi	Hudson Valley Mgd., NY	Br. 137	Kenneth W. Feeley	Long Island Mgd., NY	Br. 6000	Clarence H. Leder	Long Island Mgd., NY	Br. 6000
Joseph P. Rice	Hudson Valley Mgd., NY	Br. 137	Louis Ferguson	Long Island Mgd., NY	Br. 6000	Janet E. Lee Grau	Long Island Mgd., NY	Br. 6000
Reese T. Royce	Hudson Valley Mgd., NY	Br. 137	Richard Ficke	Long Island Mgd., NY	Br. 6000	John F. Leone	Long Island Mgd., NY	Br. 6000
Nicholas P. Salamone	Hudson Valley Mgd., NY	Br. 137	Edward L. Finn	Long Island Mgd., NY	Br. 6000	John J. Lever	Long Island Mgd., NY	Br. 6000
John J. Smith	Hudson Valley Mgd., NY	Br. 137	Kevin B. Fitzgerald	Long Island Mgd., NY	Br. 6000	Joseph Livolsi	Long Island Mgd., NY	Br. 6000
Stephen F. Teter	Hudson Valley Mgd., NY	Br. 137	W. A. Flockerke	Long Island Mgd., NY	Br. 6000	D. E. Lloyd	Long Island Mgd., NY	Br. 6000
Orazio R. Agnello	Long Island Mgd., NY	Br. 6000	Louis J. Fontana	Long Island Mgd., NY	Br. 6000	John R. Lusardi	Long Island Mgd., NY	Br. 6000
Paul M. Albanese	Long Island Mgd., NY	Br. 6000	Joseph R. Forsy	Long Island Mgd., NY	Br. 6000	R. E. Malinowski	Long Island Mgd., NY	Br. 6000
James J. Albert	Long Island Mgd., NY	Br. 6000	Donald B. Foy	Long Island Mgd., NY	Br. 6000	Lawrence Mangiaracina	Long Island Mgd., NY	Br. 6000

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

Efrain Martinez	Long Island Mgd., NY	Br. 6000	Gennaro J. Petronella	Long Island Mgd., NY	Br. 6000	J. C. Spaargaren	Long Island Mgd., NY	Br. 6000
Stanley J. Marzagalli	Long Island Mgd., NY	Br. 6000	Harold W. Pickwick	Long Island Mgd., NY	Br. 6000	H. Speedling	Long Island Mgd., NY	Br. 6000
N. S. Masters	Long Island Mgd., NY	Br. 6000	R. W. Pine	Long Island Mgd., NY	Br. 6000	Gary E. Spong	Long Island Mgd., NY	Br. 6000
Michael Mattera	Long Island Mgd., NY	Br. 6000	Louis A. Piscitelli	Long Island Mgd., NY	Br. 6000	William R. Stahley Jr.	Long Island Mgd., NY	Br. 6000
John M. McCarthy	Long Island Mgd., NY	Br. 6000	Vincent Piscopo	Long Island Mgd., NY	Br. 6000	F. E. Stalzer	Long Island Mgd., NY	Br. 6000
James A. McCormick	Long Island Mgd., NY	Br. 6000	Walter J. Planz	Long Island Mgd., NY	Br. 6000	C. A. Stanco	Long Island Mgd., NY	Br. 6000
D. McGlinchey	Long Island Mgd., NY	Br. 6000	Stuart N. Popish	Long Island Mgd., NY	Br. 6000	Donald F. Steimle	Long Island Mgd., NY	Br. 6000
James R. McGrath	Long Island Mgd., NY	Br. 6000	James E. Posey	Long Island Mgd., NY	Br. 6000	Rudolf C. Stein	Long Island Mgd., NY	Br. 6000
William J. McManus	Long Island Mgd., NY	Br. 6000	Victor J. Pravato	Long Island Mgd., NY	Br. 6000	Ronald J. Stepnowski	Long Island Mgd., NY	Br. 6000
Roger J. Menzel	Long Island Mgd., NY	Br. 6000	Charles W. Presley Jr.	Long Island Mgd., NY	Br. 6000	D. S. Stevenson Jr.	Long Island Mgd., NY	Br. 6000
John Meola	Long Island Mgd., NY	Br. 6000	Santiago Ramos Jr.	Long Island Mgd., NY	Br. 6000	Edward A. Collins	Westchester Mgd. NY	Br. 693
G. Merced Jr.	Long Island Mgd., NY	Br. 6000	D. F. Randolph	Long Island Mgd., NY	Br. 6000	Richard J. Moore	Westchester Mgd. NY	Br. 693
Richard P. Merkel	Long Island Mgd., NY	Br. 6000	Richard L. Rawlins	Long Island Mgd., NY	Br. 6000	Edgar Moore Jr.	Westchester Mgd. NY	Br. 693
Thomas J. Micieli	Long Island Mgd., NY	Br. 6000	John M. Re	Long Island Mgd., NY	Br. 6000	Alex C. McMillian	Greensboro, NC	Br. 630
Donald L. Mikkelsen	Long Island Mgd., NY	Br. 6000	R. D. Redman	Long Island Mgd., NY	Br. 6000	Brent L. Nett	Minot, ND	Br. 1152
James P. Miley	Long Island Mgd., NY	Br. 6000	James C. Reilly	Long Island Mgd., NY	Br. 6000	Joseph R. Dietz	Columbus, OH	Br. 78
Robert T. Milone	Long Island Mgd., NY	Br. 6000	Edward P. Rein	Long Island Mgd., NY	Br. 6000	Thomas B. Black	Lancaster, OH	Br. 340
Raymond Mitchell	Long Island Mgd., NY	Br. 6000	G. P. Reinhardt	Long Island Mgd., NY	Br. 6000	Robert E. Clum Jr.	Lancaster, OH	Br. 340
Wayne O. Moller	Long Island Mgd., NY	Br. 6000	Chester L. Rhodes	Long Island Mgd., NY	Br. 6000	Raymond L. Fox	Lancaster, OH	Br. 340
Douglas L. Montville	Long Island Mgd., NY	Br. 6000	Thomas A. Ritchie	Long Island Mgd., NY	Br. 6000	Arthur E. Henderson	Lancaster, OH	Br. 340
Joseph Moores	Long Island Mgd., NY	Br. 6000	Richard A. Ritorce	Long Island Mgd., NY	Br. 6000	Terry L. Lynn	Lancaster, OH	Br. 340
J. T. Moran	Long Island Mgd., NY	Br. 6000	Charles A. Ritschel	Long Island Mgd., NY	Br. 6000	Eugene H. Mulroy	Lancaster, OH	Br. 340
Thomas F. Morreale	Long Island Mgd., NY	Br. 6000	Doreen A. Rizzo	Long Island Mgd., NY	Br. 6000	Freddy L. Hunter	Tulsa, OK	Br. 1358
Vincent A. Morrow	Long Island Mgd., NY	Br. 6000	R. F. Robinson	Long Island Mgd., NY	Br. 6000	Michael P. Jackson	Tulsa, OK	Br. 1358
Gaspar J. Mucaria	Long Island Mgd., NY	Br. 6000	Irving A. Robles	Long Island Mgd., NY	Br. 6000	Paul C. Dudjak Jr.	Pittsburgh, PA	Br. 84
Richard E. Muller	Long Island Mgd., NY	Br. 6000	William Rolon	Long Island Mgd., NY	Br. 6000	Gary R. Boyer	Reading, PA	Br. 258
E. J. Mushorn	Long Island Mgd., NY	Br. 6000	S. M. Romano	Long Island Mgd., NY	Br. 6000	Richard A. Cavanna	Reading, PA	Br. 258
Joseph A. Napolitano	Long Island Mgd., NY	Br. 6000	Charles P. Ruege	Long Island Mgd., NY	Br. 6000	Carl R. Thomas	Anderson, SC	Br. 1871
Arthur H. Nelsen	Long Island Mgd., NY	Br. 6000	Frank P. Russo	Long Island Mgd., NY	Br. 6000	George R. Sturtz	Corpus Christi, TX	Br. 1259
D. A. Nelsen	Long Island Mgd., NY	Br. 6000	S. Russo	Long Island Mgd., NY	Br. 6000	Theodore L. Lettich	Salt Lake City, UT	Br. 111
W. E. Nesbitt	Long Island Mgd., NY	Br. 6000	Ronald A. Ryan	Long Island Mgd., NY	Br. 6000	Paul L. Smith	Vancouver, WA	Br. 1104
A. C. Nicholson	Long Island Mgd., NY	Br. 6000	Robert J. Salerno	Long Island Mgd., NY	Br. 6000	Charles H. Smithline	Vancouver, WA	Br. 1104
Donald A. Nogiewich	Long Island Mgd., NY	Br. 6000	Fred Saluto	Long Island Mgd., NY	Br. 6000	Jeanette Acker	Racine, WI	Br. 436
Daniel O'Brien	Long Island Mgd., NY	Br. 6000	G. D. Santos	Long Island Mgd., NY	Br. 6000	Dean E. Creuziger	Racine, WI	Br. 436
F. P. O'Brien	Long Island Mgd., NY	Br. 6000	Stanley G. Saperstein	Long Island Mgd., NY	Br. 6000	Franklin R. Eser	Racine, WI	Br. 436
C. C. Olearchick	Long Island Mgd., NY	Br. 6000	James A. Savoca	Long Island Mgd., NY	Br. 6000	Robert R. Kaisler	Racine, WI	Br. 436
Angelo R. Olivio	Long Island Mgd., NY	Br. 6000	P. A. Scrandino	Long Island Mgd., NY	Br. 6000	David A. Klimek	Racine, WI	Br. 436
Alberto V. Orlando	Long Island Mgd., NY	Br. 6000	Harry R. Schock	Long Island Mgd., NY	Br. 6000	Harvey P. Kost Sr.	Racine, WI	Br. 436
Mario Panepinto	Long Island Mgd., NY	Br. 6000	Nancy J. Scholz	Long Island Mgd., NY	Br. 6000	Gary A. Martin	Racine, WI	Br. 436
Warren D. Paro	Long Island Mgd., NY	Br. 6000	Richard M. Seltzer	Long Island Mgd., NY	Br. 6000	Robert A. Matson	Racine, WI	Br. 436
Kenneth G. Passafaro	Long Island Mgd., NY	Br. 6000	Keith Semeran	Long Island Mgd., NY	Br. 6000	Michael K. Rasmussen	Racine, WI	Br. 436
Mark Patterson	Long Island Mgd., NY	Br. 6000	Terry D. Shaffer	Long Island Mgd., NY	Br. 6000	John W. Sanders	Racine, WI	Br. 436
R. J. Pelchuck	Long Island Mgd., NY	Br. 6000	Robert M. Sheffield	Long Island Mgd., NY	Br. 6000	Gary P. Schwarm	Racine, WI	Br. 436
Gino Pellicone	Long Island Mgd., NY	Br. 6000	Roger J. Smith	Long Island Mgd., NY	Br. 6000	Larry A. Spaulding	Racine, WI	Br. 436
Faust J. Petrone	Long Island Mgd., NY	Br. 6000	Joseph Sorise Jr.	Long Island Mgd., NY	Br. 6000			

Mutual Exchanges

CO: Grand Junction (1/17) to Bay City, MI or surrounding areas. No. 30 out of 69 regulars on seniority list. Mike, 970-270-1333 (text or call) or michaelhall72@msn.com.

NY: Brooklyn (5/04) to any location in PR. Lydia, 646-271-1736 (call or text).

NY: Selden (8/21) to Charlotte, NC; Fort Lauderdale, FL or surrounding ar-

eas. Seeking mutual exchange. Route is all curbside mounted. Thomas, 516-782-5355 or tommybahama1996@gmail.com.

OH: Strongsville (4/22) to any south-east FL station. Zack, 440-983-3986 (call or text).

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., June's deadline is for the July publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**