

Volume 137/Number 9

Sept./Oct. 2024

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Day-by-day coverage of the



NALC 73rd Biennial Convention

GROW. RISE. TOGETHER.

—PAGES 19-40



DOHERTY & DONELON SCHOLARSHIPS

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

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2024.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2025. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2025.

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

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

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2024-25 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than Dec. 31, 2024, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

What's at stake in the election?



**Brian L.
Renfroe**

Every day, through enormous challenges at the bargaining table and beyond, I think about what is best for our members.

As I look toward what is at stake in next month's election, that is exactly what is top of mind.

That is why on the second day of our union's 73rd Biennial Convention in Boston, nearly 5,500 delegates from across the country voted overwhelmingly to pass a resolution endorsing Vice President Kamala Harris to serve as the next president of the United States. The endorsement came on the same day that Vice President Harris selected Minnesota Gov. Tim Walz as her running mate.

The resolution, which was submitted by the Executive Council, lays out Vice President Harris's pro-postal and pro-labor record and outlines her commitment to continuing these policies if elected president. The full text of the resolution is available on page 11, and you can read an in-depth background story on Harris and Walz on page 10.

Every election cycle, NALC carefully considers the candidates, their records, and how their leadership will affect letter carriers and the Postal Service. This year, we are faced with a consequential presidential election with two well-known candidates—Vice President Harris and former President Donald J. Trump. When evaluating the two candidates, it is evident who has the background, record and plan that we need in the White House in 2025 and beyond. Vice President Harris clearly provides NALC with the best opportunity to advance our legislative and policy agenda.

Make no mistake, every administration brings challenges for letter carriers, whether there is a Republican or a Democrat in the White House. It's easy to find fault in the three most recent administrations for failing to use their authority to properly and fairly calculate postal pensions. A fairer calculation would have a tremendous financial impact and result in a massive surplus in our pension account, which would also benefit our Postal Service Retiree Health Benefits Fund. A fairer calculation is widely supported in the stakeholder community, and it is desperately needed for the agency to invest in its workforce and network. It is the single most important action any administration can take to increase financial stability. Our only chance to accomplish this is to elect Kamala Harris as president.

Vice President Harris's commitments to the Postal Service, working families, strengthening our democracy, protecting

voting and civil rights, and upholding the rule of law stand in stark contrast to her opponent. As president and again as a candidate in this election, former President Trump has demonstrated his unrelenting hostility to the Postal Service and its employees.

As president, not only did he refuse to act on postal pensions, but he also proposed privatizing the Postal Service, repealing postal employees' collective-bargaining rights, and making deep cuts to federal employee pensions and health benefits. To date, he has continued to spread misinformation about the Postal Service and vote-by-mail, already working to cast doubt on the Postal Service's capabilities and the validity of the upcoming election. In fact, I am writing this just days after the recent presidential debate, where the former president refused to accept the 2020 election results and would not confirm that he would accept the results of this year's election.

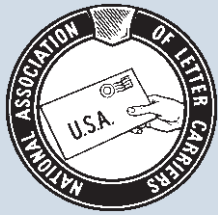
As this issue was going to print, the former president took to social media to call into question the Postal Service, its employees, and our ability to safely and securely deliver ballots. It is obvious that he is laying the groundwork for election-integrity doubters and deniers. This rhetoric is completely antithetical to our democratic system and extremely dangerous, especially for letter carriers who continue delivering to every community nationwide.

Any insinuation that our members are not ready or willing to meet the demands of this year's election is insulting and unacceptable. Such ideas are misguided and entirely false. Despite all the challenges letter carriers face, we proudly and successfully perform our duties, including ensuring safe and secure ballot access for millions of voters.

Letter carriers recall the events of Jan. 6, when the peaceful transfer of power was threatened. This day will forever be a dark and violent stamp on the history of our democracy, and the fact that one presidential candidate still refuses to say that the current election will be accepted as legitimate should alarm us all. Make no mistake about it, democracy is on the line.

When you cast your vote in this election, I encourage NALC members to keep all of this in mind. But most importantly, regardless of whom you support, please make sure you have a plan to vote.

On pages 13-15, you can find important voting deadlines for your state, and for more information, you can visit nalc.org/vote. There, you can access our voter guide, which includes deadlines, volunteer opportunities, and information on where current members of Congress stand on a sampling of NALC's issues. I encourage all letter carriers to use this resource before Election Day to educate themselves, get involved, ensure they are registered to vote, and have a plan to vote.



National Association of Letter Carriers, AFL-CIO

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

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All you need to know to catch up on what happened day by day at the 73rd Biennial National Convention in Boston

Upbeat notes from the postal beat, redux



Philip
Dine

Smallish branch, mega coverage. Southern Delaware Branch 906 has just 181 members and is the lone branch downstate, with the rest of Delaware's 1,000 NALC members divided among the three branches up near the large city of Wilmington. Yet, when Branch 906 held its Sept. 5 "Enough is enough" rally, news coverage abounded, including a network sweep of CBS, Fox, ABC and NBC affiliates, plus radio stations, local newspapers and Delaware's biggest paper, *The News Journal*, 85 miles north. Much of that reflected the efforts of Branch President Shawn Colleran, including his TV and radio interviews earlier that day, which helped alert the public and media to the rally. Shawn says he hadn't previously dealt much with the media, but "enjoyed the challenge." He still delivers mail while also serving as Delaware state association vice president, state AFL-CIO officer and more, confirming the adage that if you want something done, ask a busy person. His background as an Air Force staff sergeant surely didn't hurt either.

News and message. President Renfroe has done yeoman's work in recent weeks dealing with major outlets, including *The New York Times*, Associated Press, CNN, *New York Post* and the Fox affiliate in the nation's capital, on such topics as carrier safety, the new vehicles and mail voting in the fall elections. The engagement with the *Post* was noteworthy: It's the nation's sixth-largest newspaper, it has a conservative readership, and it wanted to know about public trust in ballot delivery after the union's presidential endorsement. Our president made an emphatic case invoking carriers' "integrity, responsibility and devotion to mission," then added a comment that served as the story's tagline (closer) and stood to resonate with the paper's audience and beyond: "To suggest that they would do anything less is to demean America's postal employees—many of whom, it's worth noting, are wearing their second uniform in service to this nation."

Local journalism. In our July magazine, we discussed how Carolyn, a retired carrier/St. Louis Branch 343 member, reads *The Postal Record* closely and so knew of our wish to be alerted to media errors. When she informed us that the local newspaper had quoted the mayor as saying that "tax dollars" fund the Postal Service, we raised the matter with the paper's editor, who fixed that online and committed to getting the point right moving forward. We also informed the mayor's office of the facts—and we thanked Carolyn for a

"win-win-win." Now, this has turned into a grand slam, with the paper running an op-ed discussing, among other things, postal funding via earned revenue. "I was glad to see that they followed up on this, and did what they should have," Carolyn says. And we, Carolyn, are glad that you continue to monitor postal coverage in your area.

Convention and conversation. Post-convention, I often note that the rest of the magazine will chronicle important, newsworthy events while I might highlight personally meaningful encounters with carriers. Boston offered no lack of such, partly because I didn't need to tour the city on off times, having spent most of the 1970s and '80s in Beantown, studying the labor movement, landing my first newspaper job, and getting to interact with Celtic legends like Red Auerbach, Bill Russell and Bob Cousy.

And so, on the weekend before the official proceedings got underway on Monday morning, I had a memorable conversation with Ron Holt of Boston Branch 34 about his seven years with the Coast Guard, including the 1980 Cuban boat lift when he was fresh out of boot camp, a peacekeeping mission in Haiti and drug interdiction efforts in South America; about, of course, his 27-year postal career; about his fatherly pride when his oldest son landed his dream job as a sports broadcaster for a professional hockey team in Los Angeles. And, about, well, Red and Russ and the Cooz—perhaps unsurprising given that Ron, who retired in June 2023, works as an usher at the fabled Boston Garden.

On that same theme, a few days after the convention ended, I called Central Florida Branch 1091 President Byron Shelton about a local Fox affiliate's interview request. Business completed, our conversation turned to how Byron had outdone even the hometown Boston hosts by stating from the convention podium, before he gave Monday morning's invocation, "You can't convince me Larry Bird didn't build this city." The Hoosier native/Navy vet told me he'd done that because he grew up right next to Bird's Southern Indiana hometown of French Lick and the two families knew each other from early on.

Never a dull day on the postal beat.

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News from Washington

Congress moving toward discharging the Social Security Fairness Act

On Sept. 19, the discharge petition for the Social Security Fairness Act (H.R. 82) reached 218 signers, an important step to bring the legislation to the House floor for a vote. The bill would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits of federal annuitants, including letter carriers.

The milestone came on the same day NALC participated in a press conference on Capitol Hill to raise awareness about the issue. NALC President Brian L. Renfro spoke at the event that was cohosted by the leads of the bill, Reps. Abigail Spanberger (D-VA) and Garret Graves (R-LA).

“You know, this has been going on now for 40 years and the letter carriers serve every community in this country every single day. We do way more than deliver the mail; we look out for people and save lives on a daily basis,” President Renfro said at the rally. “What is most unfair is that the people who are victimized by this grossly unfair provision in the law are those, like my members and others that you have heard from and will hear from this morning, who are dedicated civil servants and public servants who look out for and serve their communities. They’re the very last people who should be impacted by something like this.”

While the discharge petition is closed after reaching 218 signatures, members can still co-sponsor the bill. H.R. 82 is now one of the most co-sponsored bills in Congress, with 327 co-sponsors.

Now, the petition will sit on the House calendar for seven legislative days. After that period, Spanberger and Graves, the filers of the discharge petition, can request a full House vote. According to



NALC President Renfro encourages the House to vote on the Social Security Fairness Act.

House rules, after that request, a vote will be scheduled within two legislative days. Sept. 20 counted as the first legislative day. With the current schedule of legislative days, the soonest action could be taken on the bill is mid-November.

With much in flux, including the House’s schedule and efforts to pass a continuing resolution to fund the government, it is unclear when the two

lawmakers will choose to call for a vote after the allotted time.

NALC will continue closely monitoring this legislation and will inform members when it is called for a vote.

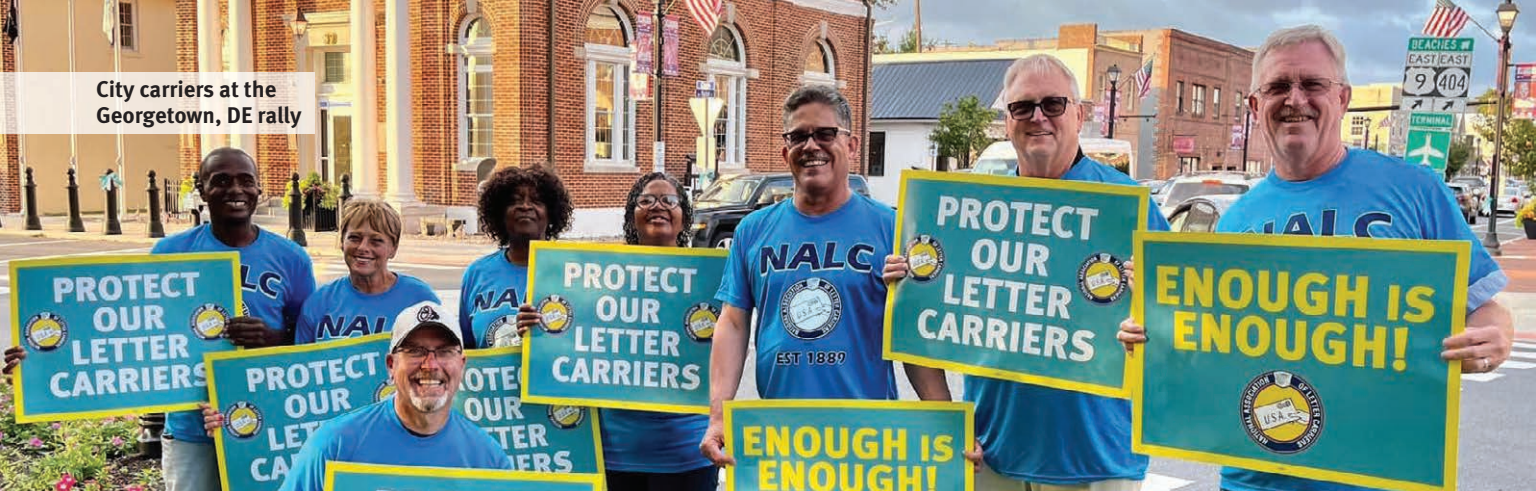
Letter carrier tells White House about working in extreme heat

On Sept. 14, Hattiesburg, MS Branch 938 President **Sam Hill** was a panel-



Hattiesburg, MS Branch 938 President Sam Hill (c) attends the White House Summit on Extreme Heat.

City carriers at the Georgetown, DE rally



ist at the White House Summit on Extreme Heat. He joined White House senior staff, other workers exposed to extreme heat, health care professionals, emergency responders, and researchers and innovators to talk about what it's like to work through the dangers of extreme heat.

The summit comes as the Department of Labor's Occupational Safety and Health Administration is proposing a rule to protect workers in the first-ever U.S. safety standard on heat. The proposed rule includes requirements for identifying heat hazards, emergency response plans, training for supervisors, and work standards, including breaks, access to shade and water, and heat acclimatization for new employees.

City and rural carriers rally for Protect Our Letter Carriers Act

Chanting "Enough is enough," city letter carriers and rural letter carriers held rallies in August and September to raise awareness about crimes against letter carriers and the need to pass the Protect Our Letter Carriers Act (POLCA), H.R. 7629 and S. 4356.

On Aug. 26, NALC President Brian L. Renfroe joined National Rural Letter Carriers' Association (NRLCA) President Don Maston and other delegates to the NRLCA national convention who rallied in Reno, NV. President Renfroe called on members of the community to report any suspicious activity they see involving letter carriers. "You know, your letter carrier is there to serve you every day," he told a reporter from the local NBC affiliate. "If you see anything out of the ordinary, the safe thing to do is contact law enforcement. You never know, that could be the difference in one of these crimes happening or not."

On Sept. 5, Southern Delaware Branch 906 members were joined by rural carriers as they rallied in Georgetown to support H.R. 7629. "What that would do is, basically, any crime committed against a postal employee would be just like a crime committed against law enforcement," Branch 906 President **Shawn Colleran** said. It would result in stiffer penalties, he said, and require that every district have an attorney put in charge of postal crimes. "So, you would have the accountability and the presence, which currently just isn't there."

NALC Director of Retired Members Dan Toth called on residents of Southern Delaware to "look out for us, the way we have always looked out for you."

Like the Reno event, the Delaware rally drew widespread media coverage, from network TV affiliates and radio to newspapers.

"Targeted robberies, assaults, and even murder have become part of our jobs," NALC President Renfroe said on the day the House bill was announced. "Think about that. Today we are here to send a very clear message: Enough is enough is enough."

"The next step is critical," Renfroe added, "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."

This bipartisan House legislation and its Senate counterpart would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes and the replacement of Arrow Keys with more secure electronic versions. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years

2025 to 2029. When key infrastructure is improved, letter carriers will be safer on their routes.

Additionally, the legislation would increase prosecution rates for these crimes by requiring the attorney general to designate an assistant U.S. attorney in each judicial district to prioritize cases involving an assault or 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.

"I urge Congress to pass this bill that would protect the nation's letter carriers who dutifully deliver medications, checks, ballots, packages, and other essential mail that all Americans depend on," President Renfroe said.

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job, reflecting a mass targeting of letter carriers that previously did not exist. Many of these attacks involve a gun or another weapon. Last year alone, the numbers of carriers injured in robberies doubled from the prior year, according to the United States Postal Inspection Service.

Renfroe called on NALC members to urge their members of Congress to become co-sponsors of H.R. 7629 and S. 4356. As of Sept. 19, there were 125 co-sponsors in the House and two co-sponsors in the Senate.

President Renfroe said that passing POLCA is NALC's legislative priority. He encouraged letter carriers to contact their members of Congress, and to ask supporters within their communities to do the same. Go to nalc.org/action to learn more.

News from Washington (continued)

Biden to nominate Gordon Hartogensis to USPS BOG

On Sept. 9, President Biden announced his intent to nominate Gordon Hartogensis to serve on the United States Postal Service Board of Governors (BOG). If confirmed by the Senate, Hartogensis, a Republican nominee, would serve a term that expires on Dec. 8, 2029.

He started his career on Wall Street. In 1993, he built a supply chain and logistics startup, Petrolsoft Corporation, that was later acquired by Aspen Technology, where Hartogensis served in a leadership role until 2002. He then founded a customer relationship management software company, Auric Technology, which was sold in 2011. Hartogensis then served as an investor and advisor to startups in cybersecu-

riety, immunotherapy, streaming video, fintech and artificial intelligence. Most recently, he served as the director of Pension Benefit Guaranty Corporation from 2019 until 2024.

Three other Biden BOG nominees have yet to be considered by the Senate: former House of Representatives member Val Demings, former BOG member William Zollars and former U.S. Secretary of Labor Marty Walsh.

Senate introduces bill to allow USPS to ship alcohol

On Sept. 17, Sens. Jeff Merkley (D-OR) and Kirsten Gillibrand (D-NY) introduced the USPS Shipping Equity Act (S. 5069). The bill, which is identical to legislation introduced in the House in May 2023, would allow the Postal Service to ship beer, wine, and other alcoholic

beverages directly from licensed producers and retailers to legal customers.

Current law prohibits the Postal Service from shipping alcoholic goods, making private shippers such as FedEx and UPS the only option for wineries, breweries and other producers to have goods delivered directly to customers. This bill would allow USPS to ship these beverages and would generate an estimated \$190 million annually in new revenue for the Postal Service.

If passed into law, USPS would have two years to develop regulations ensuring that the Postal Service is prepared to safely deliver alcoholic beverages to adult consumers with appropriate identification checks. The bill also would expand access for direct-to-consumer alcoholic shipments.

Unlike private shippers, USPS delivers to every address in the nation. The current ban on the Postal Service from shipping alcohol limits access to these products for many Americans, especially in rural areas.

“NALC applauds Sen. Merkley and Sen. Gillibrand for introducing the USPS Shipping Equity Act,” NALC President Brian L. Renfroe said. “The bill is an important step toward meeting the growing needs of our customers while generating revenue for the Postal Service, expanding the agency’s service opportunities, and supporting small businesses nationwide.”

The House version of the bill (H.R. 3721), introduced by Reps. Dan Newhouse (R-WA) and Jennifer Wexton (D-VA), currently has 22 co-sponsors.

Visit nalc.org/action to ask your members of Congress to co-sponsor the legislation. **PR**



Gordon Hartogensis

President Renfroe and other city carriers join the NRLCA rally in Reno, NV.



Open Season coming for new Postal Service Health Benefits Program

Open Season for health benefits is almost here again. It will run from Nov. 11 through Dec. 9. But it'll look a little different than in previous years, because this is the first Open Season under the new Postal Service Health Benefits (PSHB) Program that was created as part of the Postal Service Reform Act (PSRA) of 2022.

PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program. Coverage under the PSHB Program will be effective Jan. 1, 2025, for 1.9 million postal employees, annuitants, and their eligible family members.

Enacted by Congress in 2022, PSRA ended the requirement to pre-fund retiree health benefits decades in advance, which cost USPS an average of \$5.2 billion annually; codified six-day mail delivery into law; and created PSHB to reduce health care costs for USPS and its employees and annuitants by fully integrating their federal health coverage with Medicare. The new law also allowed Medicare-eligible annuitants and their family members who were not enrolled in Medicare Part B previously to enroll in Part B without paying the normal late enrollment penalty during a special enrollment period that ended on Sept. 30.

Most major insurance plans now offered by FEHB in 2024 (NALC HBP, Blue Cross Blue Shield, Kaiser, etc.) have opted to offer those same plans under PSHB in 2025. The Office of Personnel Management (OPM) will be automatically enrolling all Postal Service members into a PSHB plan that corresponds to their current FEHB enrollment. So, postal employees and annuitants who do not wish to change plans do not have to take any action as long as their current FEHB plan is



creating a plan in PSHB. The table on pages 8-9 lists the plan options into which individuals/families will be automatically enrolled.

However, Postal Service enrollees, annuitants, and their family members who are currently enrolled in any FEHB plan that has chosen not to participate in the PSHB in 2025 will need to select a new health insurance plan in the PSHB Program during the 2024 Open Season period. Otherwise, such participants will be automatically enrolled by OPM in the PSHB nationwide plan option with the lowest self-only premium that is not a high-deductible health plan and does not charge a membership fee.

Postal participants needing to select a new plan—either because their current plan is no longer available or because they do not like their current insurer—will be able to review all their options and learn about each option's coverage details before making a new selection during this year's Open Season.

All NALC members should check the table on pages 8-9 to make sure their current plan is still available and to make sure they will be placed in the plan they want. If you're happy with the plan you're placed in, you don't have to do anything. But if you're not, make sure you enroll in the plan of your choice.

We strongly encourage everyone that isn't currently enrolled in the NALC Health Benefit Plan to take a close look at it during this Open Season—regardless of in which plan you are currently enrolled in. The NALC Health Benefit Plan is owned by letter carriers and built for letter carriers. We believe you will find that it will offer the best benefits at the most affordable cost.

Instructions on how to enroll or make changes will be mailed to every participant. Participants without computer access will be able to make enrollment selections by mail.

"I encourage all members—active and annuitants—to check and select the plan they're being enrolled into

Postal Service Health Benefits Program (continued)

to make sure it best fits their needs,” NALC President Brian L. Renfroe said. “I think it is the NALC’s Health Benefit Plan. But no matter what you choose, make sure you check and select.”

All NALC members will be receiving

mailings and other communications from NALC, USPS and OPM. In the coming weeks, be on the lookout to make sure you understand the process and get enrolled in the plan of your choice.

The FEHB enrollment codes listed

in the table below may be found on a member’s insurance card and the cover page of the plan’s FEHB brochure. These codes correspond to the following enrollment types: (self-only, self and family, and self plus one). **PR**

Carrier	2024 FEHB Plan Option	2024 FEHB Enrollment Codes (Self-Only / Self and Family / Self Plus One)	2025 PSHB Auto-Enrollment Plan Option	2025 PSHB Enrollment Codes (Self-Only / Self and Family / Self Plus One)
Aetna: CDHP and Value	Aetna HealthFund CDHP	EP1 / EP2 / EP3	Aetna HealthFund CDHP	KDA / KDB / KDC
	Aetna Value Plan	EP4 / EP5 / EP6	Aetna Value Plan	KDD / KDE / KDF
	Aetna HealthFund CDHP	F51 / F52 / F53	Aetna HealthFund CDHP	L7A / L7B / L7C
	Aetna Value Plan	F54 / F55 / F56	Aetna Value Plan	L7D / L7E / L7F
	Aetna HealthFund CDHP	G51 / G52 / G53	Aetna HealthFund CDHP	GRA / GRB / GRC
	Aetna Value Plan	G54 / G55 / G56	Aetna Value Plan	GRD / GRE / GRF
	Aetna HealthFund CDHP	H41 / H42 / H43	Aetna HealthFund CDHP	HHA / HHB / HHC
	Aetna Value Plan	H44 / H45 / H46	Aetna Value Plan	HHD / HHE / HHF
	Aetna HealthFund CDHP	JS1 / JS2 / JS3	Aetna HealthFund CDHP	JDA / JDB / JDC
Aetna Value Plan	JS4 / JS5 / JS6	Aetna Value Plan	JDD / JDE / JDF	
Aetna: HDHP, Aetna Direct, Aetna Advantage	Aetna HealthFund HDHP	224 / 225 / 226	Aetna HealthFund HDHP	G3D / G3E / G3F
	Aetna Direct	N61 / N62 / N63	Aetna Direct	G3A / G3B / G3C
	Aetna Advantage	Z24 / Z25 / Z26	Aetna Advantage	HLD / HLE / HLF
Aetna: Open Access HMO and Aetna Saver	Aetna Open Access - High Option	JN1 / JN2 / JN3	Aetna Open Access - High Option	G8A / G8B / G8C
	Aetna Open Access - Basic Option	JN4 / JN5 / JN6	Aetna Open Access - Basic Option	G8D / G8E / G8F
	Aetna Saver	QQ4 / QQ5 / QQ6	Aetna Saver	HXD / HXE / HXF
American Postal Workers Union Health Plan	High Option	471 / 472 / 473	High Option	23A / 23B / 23C
	Consumer Driven Option	474 / 475 / 476	Consumer Driven Option	23D / 23E / 23F
Blue Cross and Blue Shield	Standard Option	104 / 105 / 106	Standard Option	33D / 33E / 33F
	Basic Option	111 / 112 / 113	Basic Option	33A / 33B / 33C
	FEP Blue Focus	131 / 132 / 133	FEP Blue Focus	35A / 35B / 35C
CareFirst BlueChoice	Standard Option	2G4 / 2G5 / 2G6	Blue Value Plus*	K4D / K4E / K4F
	HDHP	B61 / B62 / B63	HDHP	K4A / K4B / K4C
	Blue Value Plus	B64 / B65 / B66	Blue Value Plus	K4D / K4E / K4F
Government Employees Health Association	High Option	311 / 312 / 313	High Option	37A / 37B / 37C
	Standard Option	314 / 315 / 316	Standard Option	37D / 37E / 37F
	HDHP	341 / 342 / 343	HDHP	39A / 39B / 39C
Government Employees Health Association - Indemnity	Elevate Plus Option	251 / 252 / 253	Elevate Plus Option	58A / 58B / 58C
	Elevate Option	254 / 255 / 256	Elevate Option	58D / 58E / 58F

Health Alliance Plan of Michigan	High Option	521 / 522 / 523	High Option	J5A / J5B / J5C
	Standard Option	GY4 / GY5 / GY6	Standard Option	J5D / J5E / J5F
HealthPartners	High Option	V31 / V32 / V33	High Option	KGA / KGB / KGC
	Standard Option	V34 / V35 / V36	Standard Option	KGD / KGE / KGF
Hawaii Medical Service Association	High Option	871 / 872 / 873	High Option	M6A / M6B / M6C
	Standard Option	874 / 875 / 876	Standard Option	M6D / M6E / M6F
Kaiser Permanente – Colorado	High Option	651 / 652 / 653	High Option	M8A / M8B / M8C
	Standard Option	654 / 655 / 656	Standard Option	M8D / M8E / M8F
	Prosper	N41 / N42 / N43	Prosper	NCA / NCB / NCC
Kaiser Permanente – Fresno California	High Option	NZ1 / NZ2 / NZ3	High Option	NNA / NNB / NNC
	Standard Option	NZ4 / NZ5 / NZ6	Standard Option	NND / NNE / NNF
Kaiser Permanente – Georgia	High Option	F81 / F82 / F83	High Option	PFA / PFB / PFC
	Standard Option	F84 / F85 / F86	Standard Option	PFD / PFE / PFF
	Prosper	LA1 / LA2 / LA3	Prosper	QZA / QZB / QZC
Kaiser Permanente – Hawaii	High Option	631 / 632 / 633	High Option	PKA / PKB / PKC
	Standard Option	634 / 635 / 636	Standard Option	PKD / PKE / PKF
Kaiser Permanente – Mid-Atlantic States	High Option	E31 / E32 / E33	High Option	RAA / RAB / RAC
	Standard Option	E34 / E35 / E36	Standard Option	RAD / RAE / RAF
	Prosper	T71 / T72 / T73	Prosper	NWA / NWB / NWC
Kaiser Permanente – Northern California	High Option	591 / 592 / 593	High Option	TBA / TBB / TBC
	Standard Option	594 / 595 / 596	Standard Option	TBD / TBE / TBF
	Prosper	KC1 / KC2 / KC3	Prosper	UDA / UDB / UDC
Kaiser Permanente – Northwest	High Option	571 / 572 / 573	High Option	UZA / UZB / UZC
	Standard Option	574 / 575 / 576	Standard Option	UZD / UZE / UZF
	Prosper	AM1 / AM2 / AM3	Prosper	YRA / YRB / YRC
Kaiser Permanente – Southern California	High Option	621 / 622 / 623	High Option	Y3A / Y3B / Y3C
	Standard Option	624 / 625 / 626	Standard Option	Y3D / Y3E / Y3F
	Prosper	FL1 / FL2 / FL3	Prosper	MBA / MBB / MBC
Kaiser Permanente – Washington Core	High Option	541 / 542 / 543	High Option	PRA / PRB / PRC
	Standard Option	544 / 545 / 546	Standard Option	PRD / PRE / PRF
	Prosper	PT4 / PT5 / PT6	Prosper	DWD / DWE / DWF
Kaiser Permanente Washington Options Federal	Standard Option	L11 / L12 / L13	Standard Option	H9A / H9B / H9C
	HDHP	L14 / L15 / L16	HDHP	H9D / H9E / H9F
Mail Handlers Benefit Plan	Value	414 / 415 / 416	Value	73A / 73B / 73C
	Standard Option	454 / 455 / 456	Standard Option	73D / 73E / 73F
	Consumer Option	481 / 482 / 483	Consumer Option	74A / 74B / 74C
Medical Mutual of Ohio	Standard Option	644 / 645 / 646	Standard Option	D3D / D3E / D3F
	Basic Option	UX1 / UX2 / UX3	Basic Option	D3A / D3B / D3C
National Association of Letter Carriers Health Benefit Plan	High Option	321 / 322 / 323	High Option	77A / 77B / 77C
	CDHP	324 / 325 / 326	CDHP	77D / 77E / 77F
Rural Carrier Benefit Plan	High Option	381 / 382 / 383	High Option	79A / 79B / 79C
TakeCare Insurance Company	High Option	JK1 / JK2 / JK3	High Option	G4A / G4B / G4C
	Standard Option	JK4 / JK5 / JK6	Standard Option	G4D / G4E / G4F
	HDHP	KX1 / KX2 / KX3	HDHP	HJA / HJB / HJC
Triple-S Salud	High Option	851 / 852 / 853	High Option	14A / 14B / 14C
	High Option	891 / 892 / 893	High Option	83A / 83B / 83C
UnitedHealthcare Choice Plus Primary - East	High Option	AS1 / AS2 / AS3	High Option	JYA / JYB / JYC
UnitedHealthcare Choice Plus Primary - West	High Option	WF1 / WF2 / WF3	High Option	KEA / KEB / KEC
UPMC Health Plan	HDHP	8W4 / 8W5 / 8W6	HDHP	G9A / G9B / G9C
	Standard Option	UW4 / UW5 / UW6	Standard Option	G9D / G9E / G9F

NALC endorses Harris-Walz

On the second day of the 73rd Biennial Convention in Boston, delegates voted overwhelmingly to endorse Vice President Kamala Harris for president. The endorsement came on the same day Vice President Harris selected Minnesota Gov. Tim Walz as her running mate.

“NALC proudly endorses the Harris-Walz ticket, and we will do all in our power to ensure that Kamala Harris is the next president of the United States,” President Brian L. Renfroe said to a standing ovation from delegates following the endorsement vote.

Vice President Harris and Gov. Walz both have strong labor ties and proven records that support the Postal Service, federal workers, and the entire labor movement. With the presidential election just a few weeks away, it is important for all letter carriers to know the background of NALC endorsed candidates who give us the best opportunity to advance pro-letter carrier policies. Below is a brief history of Harris and Walz’s background.

Kamala Harris

Vice President Harris is a native of Oakland, CA. She started her career as a local prosecutor and was elected district attorney of San Francisco in 2004. In 2010, she was elected attorney general of California. She was reelected in 2014 and served until she was elected to the Senate in 2017. In 2020, President Biden selected her as his running mate. Harris made history when she was sworn in as vice president in 2021. She is the first woman, Black and South Asian American to serve in the country’s second-highest office.

Vice President Harris has played a crucial role in one of the most pro-labor administrations in modern history.

As vice president, she:

- Continues to lead the Biden-Harris administration’s voting rights task force to increase voter access and fight voter suppression by promoting the John R. Lewis Voting Rights Advancement Act and the Freedom to Vote Act, which promote nationwide, no-excuse mail-in voting.
- Cast the tie-breaking vote in the Senate for the American Rescue Plan Act of 2021, which established an Emergency Federal Employee Leave fund for federal and postal employees during the COVID-19 pandemic, expanded the child tax credit, saved millions of workers’ pensions, and helped lift the country out of the pandemic-induced recession.
- Cast the tie-breaking vote in the Inflation Reduction Act of 2022, which provided \$3 billion for the Postal Service’s vehicle fleet and the necessary infrastructure and sparked massive investments in green energy and manufacturing jobs.
- Along with President Biden enacted the Postal Service Reform Act of 2022, which repealed the crushing pre-funding mandate, codified six-day delivery and integrated postal employees into Medicare.
- Co-chaired the White House Task Force on Worker Organizing and Empowerment, which recommended promoting union organizing for federal and private-sector workers.

As a senator from 2017 to 2021, Vice President Harris:

- Supported the Protecting the Right to Organize (PRO) Act and the Freedom to Negotiate Act, which would

expand organizing and collective-bargaining rights in the private and public sectors respectively.

- Led advocacy for the Postal Service Emergency Assistance Act to provide the Postal Service with \$25 billion during the COVID-19 pandemic.
- Served on the Senate Committee on Homeland Security and Governmental Affairs and supported a financially stable Postal Service and held those nominated to serve on the USPS Board of Governors and Postal Regulatory Commission to the highest standard.
- Walked the picket line with striking union members.

As a prosecutor, district attorney and attorney general, she:

- Defended working people by standing up to big banks that were targeting struggling homeowners following the 2008 financial crisis.
- Established an environmental justice unit.
- Remained committed to the rule of law and keeping California citizens safe.

Tim Walz

Gov. Walz is a veteran, union member, teacher and lifelong public servant. Born in West Point, NE, he enlisted in the Army National Guard at age 17 and served for 24 years. He also worked as a high school teacher and coach until he was elected to Congress in 2006. He represented Minnesota’s 1st Congressional District from 2007 to 2019, when he was sworn in as Minnesota’s governor following his election in 2018. He was reelected as governor in 2022.

During his two terms as governor, six terms in Congress, and years of

experience as a union member, Gov. Walz has an extensive record supporting working people and their families.

As Minnesota's governor, Walz:

- Enacted legislation guaranteeing paid family and medical leave and mandating paid sick days.
- Expanded voting rights by enacting legislation that implemented automatic voter registration, pre-registration for teens, and a permanent absentee voter list for vote-by-mail ballots.
- Barred employers from holding anti-union captive audience meetings.
- Enacted a bipartisan infrastructure package that included projects to create good jobs.
- Lowered the cost of insulin to \$35 per month.

As a member of Congress, Walz:

- Served on the House Veterans Affairs Committee, working his way up to ranking member in the 115th Congress.
- Supported legislation to raise the minimum wage.
- Supported the Affordable Care Act.

Vice President Harris and Gov. Walz's backgrounds and histories prove that they are committed to fighting for working people and protecting and strengthening our democracy. They stand for the rule of law, a strong middle class, and a better future for our country. A Harris-Walz administration provides NALC with the best opportunity to advance our policy agenda that will protect letter carriers' benefits, retirements, and collective bargaining rights, strengthen the Postal Service, and improve the lives



General Resolution 19— Endorse Vice-President Kamala Harris for president

Whereas: Vice President Kamala Harris has served the American people with distinction as a local prosecutor, state Attorney General, U.S. Senator and at the side of President Biden in the most pro-union administration since President Franklin Delano Roosevelt, which has consistently demonstrated its support for working people, and

Whereas: As a senator, Harris co-sponsored the Protect the Right to Organize Act to strengthen America's labor movement and took the lead in advocating the Postal Service Emergency Assistance Act to provide USPS \$25 billion during the COVID-19 pandemic (measures that the Trump Administration opposed and blocked), and

Whereas: The Biden-Harris administration enacted the Postal Service Reform Act of 2021, which mandated six-day delivery in law and repealed the crushing retiree health prefunding mandate, and

Whereas: Vice President Harris provided the tie-breaking vote in the Senate for the American Rescue Plan Act of 2021 and the Inflation Reduction Act of 2022 that helped lift America out of the pandemic-induced recession, save the pensions of millions of workers, cut the cost of prescription drugs for seniors and sparked massive investments in green energy and manufacturing jobs, and

Whereas: Former President Trump demonstrated unrelenting hostility to the Postal Service and its employees during his term in office by proposing the privatization of the Postal Service, the repeal of postal employee collective

bargaining rights, deep budget cuts to letter carriers' pensions and health benefits, and by spreading misinformation about the USPS and mail balloting, and

Whereas: As the nominee of her party, Harris is committed to strengthening our democracy and protecting voting and civil rights of all Americans in contrast to the authoritarian threat posed by the Project 2025 Plan drafted by former appointees of the Trump administration, which aims to gut the federal government civil service, weaken federal unions like NALC and to retain/expand massive tax cuts for large corporations and the wealthy, and

Whereas: Vice President Harris will fight to preserve the rule of law and bolster America's democratic foundations in contrast to an opponent who fomented a riot at the Capitol on January 6, 2021 and then did nothing for hours to stop the attack on the democratic transfer of power—as well as on hundreds of capital police officers, and

Whereas: Vice President Harris provides NALC and its members the best opportunity to advance our legislative and policy agenda to strengthen the U.S. Postal Service while safeguarding postal employee rights/interests and ensuring affordable universal service for the American people, be it

Resolved: That the NALC gathered at its 73rd Biennial Convention in Boston, Massachusetts, does hereby endorse and will do all in its power to help elect Vice President Kamala Harris the 47th President of the United States.

—Submitted by the Executive Council



of working Americans. “Vice President Harris and Gov. Walz are committed to standing with letter carriers and the entire labor movement,” President Renfroe said. “And NALC is proud to stand with them.”

Following is the resolution passed at the convention to endorse Harris.

House and Senate outlook

While pollsters are predicting the presidential race to be tight, the battle for control of the House and Senate is expected to be just as competitive. All 435 members of the House are up for reelection, and 220 of those seats are held by Republicans. There are 210 held by Democrats and there are currently four vacancies. More than 50 House members have announced their retirements from both sides of the aisle. The magic number for votes on the floor is 218, so Democrats will need to hold every seat and pick up at least eight seats to win the majority. Republicans cannot lose more than three seats to retain control.

On the Democratic side, 173 seats are considered safe, 27 lean Democratic and 11 are toss-ups. On the Republican side, 189 seats are considered safe, 16 lean Republican and 13 are toss-ups. The 24 toss-up seats are expected to be the most competitive and could go to either party. These races will likely decide which party will control the chamber.

In the Senate, one-third of seats are up for reelection this year. Nine senators have announced their retirement. The current makeup of the Senate is 51 Democrats (including three independents who caucus with the Democrats) and 49 Republicans. Democrats are at a disadvantage in defending the majority. Races for seven seats currently held by Democrats will largely

determine the majority. Three of those have been identified as toss-up races that could go to either party: the open race in Michigan, the seat held by Sherrod Brown (OH), and the seat held by Jon Tester (MT). Four other races are leaning toward the Democrats: Sens. Jacky Rosen (NV), Bob Casey (PA) and Tammy Baldwin (WI), as well as the open seat in Arizona. While the open seat in Maryland is predicted to go to the Democrats, it could flip to the Republicans for the first time in more than 35 years.

If Democrats lose two or more of these, or any other Senate seats they now hold, Republicans will gain control of the chamber. Republican senators who are up for reelection hail from largely safe Republican seats. Sens. Rick Scott (FL) and Ted Cruz (TX) are considered the party’s most vulnerable, but their states are Republican strongholds that Donald Trump won in 2020.

Ongoing priorities

No matter the outcome in November, NALC has unfinished business. Our ongoing priorities that would bolster the Postal Service’s finances and, in turn, protect wages, benefits and working conditions for letter carriers, are the reasons it is so important to elect a pro-letter carrier Congress and administration.

We need federal officials in the White House and both chambers of Congress who are committed to ensuring the financial stability of the Postal Service.

This includes an administration that will finally address the Postal Service’s unfair pension obligations for Civil Service Retirement System retirees. This misallocation has cost the agency more than \$90 billion, and it is well past time for this problem to be fixed.



Secondly, we need Congress to pass legislation that will allow us to invest our retirement funds differently. These funds are currently invested in low-yield Treasury bonds, and we are missing out on billions in potential annual returns. The Postal Service needs to be able to smartly and responsibly diversify this investment with Thrift Savings Plan-style index funds.

When the Postal Service is financially healthy, operations and service will improve as well. Regardless of who is in the White House, or which party controls the House and Senate, NALC needs leaders who will not point

fingers but who will understand these issues and will commit to acting on the reforms needed to improve the Postal Service’s balance sheet. That is how we preserve letter carriers’ jobs and retirements for years to come, and that is what is at stake in this election.

Get involved; plan to vote

Whether you plan to vote by mail, early or on Election Day, it is critical to have a plan to vote. Regardless of whom you choose to support, letter carriers are encouraged to familiarize themselves with the candidates on the ballot and know where they stand on

NALC’s priority issues.

In advance of Election Day, NALC published a comprehensive Voter Guide, available at nalc.org/vote. You can check your voter registration status, browse Labor 2024 volunteer opportunities, and find specific information relevant to your state, including important deadlines and whether current members of Congress have supported NALC’s priority legislation. You also can visit kamalaharris.com/volunteer for more information on in-person and virtual volunteer opportunities.

Voting deadlines are also listed in the chart below.

State	Registration deadline	Deadline to request mail-in ballot	Deadline to return mail-in ballot	Early voting
Alabama	Oct. 21	Oct. 29: By mail; Oct. 31: In person	Nov. 5: By mail; Nov. 4: In person	Not available
Alaska	Oct. 6: Register in person, online or by mail (postmarked by Oct. 6)	Oct. 26: By mail; Nov. 4: Online or fax	Ballot must be postmarked by Nov. 5	Oct. 21-Nov. 5
Arizona	Oct. 7	Oct. 25	Nov. 5	In-person absentee voting Oct. 9-Nov. 1
Arkansas	Oct. 7	Oct. 29: By email or mail; Nov. 1: In person	In person: Nov. 1; By mail: Received by 7:30 p.m. CST on Nov. 5	Oct. 21-Nov. 4
California	Oct. 21 or same-day registration and voting Oct. 22-Nov. 5	Mail-in ballots are automatically sent to all voters.	Nov. 5	In-person absentee voting Oct. 7-Nov. 5
Colorado	Oct. 28: Online or by mail (postmarked by Oct. 28); Nov. 5: In person	Mail-in ballots are automatically sent to all voters.	Nov. 5	Oct. 21-Nov. 4
Connecticut	Oct. 18: Online or by mail (postmarked by Oct. 18); Nov. 5: In person	Nov. 4	Nov. 5	Oct. 21-Nov. 3
Delaware	Oct. 12	Nov. 1: By mail; Nov. 4: In person	Nov. 5	Oct. 25-Nov. 3
District of Columbia	Oct. 15: Online or by mail; Nov. 5: In person	Mail-in ballots are automatically sent to all voters.	Nov. 5	Oct. 28-Nov. 3
Florida	Oct. 7	Oct. 24	Nov. 5	Oct. 26-Nov. 2

State	Registration deadline	Deadline to request mail-in ballot	Deadline to return mail-in ballot	Early voting
Georgia	Oct. 7	Oct. 25	Nov. 5	Oct. 15-Nov. 1
Hawaii	Oct 28: Online or by mail; Nov. 5: In person	Mail-in ballots are automatically sent to all voters.	Nov. 5	Oct. 22-Nov. 5
Idaho	Oct 11: Online or by mail; Nov. 5: In person	Oct. 25	Nov. 5	Oct. 21-Nov. 1
Illinois	Oct. 8: In person; Oct 20: Online	Oct. 31: By mail or online; Nov. 4: In person	Ballot must be postmarked by Nov. 5	Sept. 26-Nov. 4
Indiana	Oct. 7: In person, online or by mail (postmarked by Oct. 7)	Oct. 24: By mail; Nov. 4: In person	Nov. 5	In-person absentee voting Oct. 8-Nov. 4
Iowa	Oct. 21: Online or by mail; Nov. 5: In person	Oct. 21: By mail; Nov. 4: In person	Nov. 5	In-person absentee voting Oct. 16-Nov. 4
Kansas	Oct. 15: In person or by mail (postmarked by Oct. 15 and received by Oct. 27)	Oct. 29	Ballot must be postmarked by Nov. 5	Oct. 16-Nov. 4
Kentucky	Oct. 7	Oct. 22	Nov. 5	In person absentee voting Oct. 31-Nov. 2
Louisiana	Oct. 7: In person or by mail; Oct 15: Online	Nov. 1	Nov. 4	Oct. 18-Oct. 29
Maine	Oct. 15: By mail or online; Nov. 5: In person	Oct. 31	Nov. 5	Oct. 6-Oct. 31
Maryland	Oct. 15: Online or by mail (postmarked by Oct. 15); Nov. 5: In person	Oct. 29: By mail; Nov. 5: In person	Ballot must be postmarked by Nov. 5	Oct. 24-Oct. 31
Massachusetts	Oct. 26: In person, online or by mail (postmarked by Oct. 26)	Oct. 29	Ballot must be postmarked by Nov. 8	Oct. 19-Nov. 1
Michigan	Oct. 21: Online or by mail (received by Oct. 21); Nov. 5: In person	Nov. 1: Online or by mail; Nov. 4: In person request	Nov. 5	Oct. 26-Nov. 3
Minnesota	Oct. 15: Online or by mail (received by Oct. 15); Nov. 5: In person	Nov. 4	Nov. 5	In-person absentee voting Sept. 20-Nov. 4
Mississippi	Oct. 7: In person or by mail (postmarked by Oct. 7)	N/A	Ballot must be postmarked by Nov. 5	In-person absentee voting Sept. 23-Nov. 2
Missouri	Oct. 29	Oct. 23: By mail; Nov. 4: In person	Nov. 5	In-person absentee voting Oct. 22-Nov. 4
Montana	Oct. 7: By mail (postmarked by Oct. 7); Nov. 5: In person	Nov. 4	Nov. 5	In-person absentee voting Oct. 7-Nov. 4
Nebraska	Oct. 18: Online or by mail (postmarked by Oct. 18); Oct. 25: In person	Oct. 25	Nov. 5	In-person absentee voting Oct. 7-Nov. 4
Nevada	Oct 8: By mail (postmarked by Oct. 11); Nov. 5: Online or in person	Mail-in ballots are automatically sent to all voters.	Ballot must be postmarked by Nov. 5	Oct. 19-Nov. 1
New Hampshire	Oct. 23-Nov. 5: Varies by location; check with your local clerk for deadline	Nov. 4	Nov. 5	N/A

State	Registration deadline	Deadline to request mail-in ballot	Deadline to return mail-in ballot	Early voting
New Jersey	Oct. 15	Oct. 29: By mail; Nov. 4: In person	Ballot must be postmarked by Nov. 5	Oct. 26-Nov. 3
New Mexico	Oct. 8: By mail; Nov. 5: In person	Oct. 22	Nov. 5	Oct. 8-Nov. 5
New York	Oct. 21: By mail (postmarked by Oct. 21 and received by Oct. 26); Oct. 26: In person	Oct. 26: By mail or online; Nov. 4: In person	Ballot must be postmarked by Nov. 5	Oct. 26-Nov. 3
North Carolina	Oct. 11: In person*, online, or by mail (postmarked by Oct. 11) *Can also register in person during early voting, Oct. 11-Nov. 2	Oct. 29	Nov. 5	In-person absentee voting Oct. 17-Nov. 2
North Dakota	N/A	Nov. 4	Ballot must be received or postmarked by Nov. 4	Varies—contact local election office
Ohio	Oct. 7: In person, online or by mail (postmarked by Oct. 7)	Oct. 29	Nov. 4: Ballot must be postmarked by	In-person absentee voting Oct. 8-Nov. 3
Oklahoma	Oct. 11	Oct. 21	Nov. 5	In-person absentee voting Oct. 30-Nov. 2
Oregon	Oct. 15	Mail-in ballots are automatically sent to all voters.	Ballot must be postmarked by Nov. 5	In-person absentee voting Oct. 16-Nov. 5
Pennsylvania	Oct. 21	Oct. 29	Nov. 5	Varies—contact local election office
Rhode Island	Oct. 6	Oct. 15	by Nov. 5	Oct. 16 -Nov. 4
South Carolina	Oct. 6 (postmarked by Oct. 7)	Oct. 25	Nov. 5	Oct. 21-Nov. 2
South Dakota	Oct. 21	Nov. 4	Nov. 5	In-person absentee voting Sept. 20-Nov. 4
Tennessee	Oct. 7: In person or by mail (postmarked by Oct. 7)	Oct. 29	Nov. 5	Oct. 16-Oct. 31
Texas	Oct. 7	Oct. 25	Ballot must be postmarked by Nov. 5	Oct. 21-Nov. 1
Utah	Oct. 25: By mail; Nov. 5: In person	Mail-in ballots are automatically sent to all voters.	Ballot must be postmarked by Nov. 4	Oct. 22-Nov. 1
Vermont	Nov. 5	Mail-in ballots are automatically sent to all voters.	Nov. 5	Oct. 1-Nov. 4
Virginia	Oct. 15: By mail; Nov. 2: In person	Oct. 25: By mail; Nov. 2: In person	Nov. 5	In-person absentee voting Sept. 20-Nov. 2
Washington	Oct. 28: Email, online or fax; Nov. 5: In person	Mail-in ballots are automatically sent to all voters.	Ballot must be postmarked by Nov. 5	Oct. 18-Nov. 5
West Virginia	Oct. 15: In person, online or by mail (postmarked by Oct. 15)	Oct. 30	Ballot must be postmarked by Nov. 5	Oct. 23- Nov. 2
Wisconsin	Oct 16: Online or by mail (postmarked by Oct. 16); Nov. 5: In person	Oct. 31: By mail; Nov. 3: In person	Nov. 5	In-person absentee voting Oct. 22-Nov. 3
Wyoming	Oct. 21: By mail; Nov. 5: In person	Nov. 4	Nov. 5	In-person absentee voting Oct. 8-Nov. 4

'AS IF PRESENT'

A history of absentee voting

In December 1775, a group of soldiers from Hollis, NH, fighting in the American Revolutionary War sent a letter to their town leaders asking if their votes could be counted in the upcoming local election. The leaders held a town meeting to discuss the issue, where it was decided that they would count the Continental Army soldiers' votes "as if the men were present themselves."

Thus, absentee voting became embedded within the nation's earliest history. While it was initially reserved for those in the armed forces during the country's first century, it has become more widely accepted for other voters in recent times.

One aspect that can be difficult to

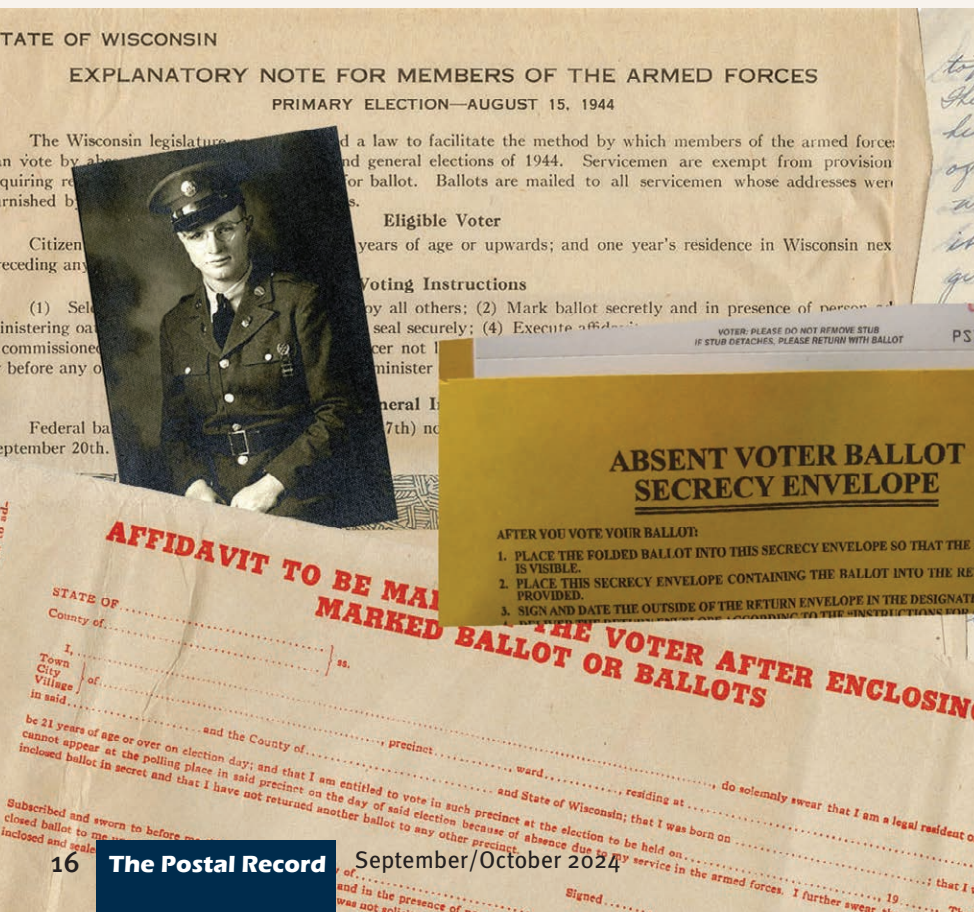
understand—even for many Americans—is that, unlike in many other countries, there is not a single election system. The U.S. Constitution empowers the states to determine "the times, places and manner of holding elections." Because of that, states get to choose for themselves how to evolve their voting procedures.

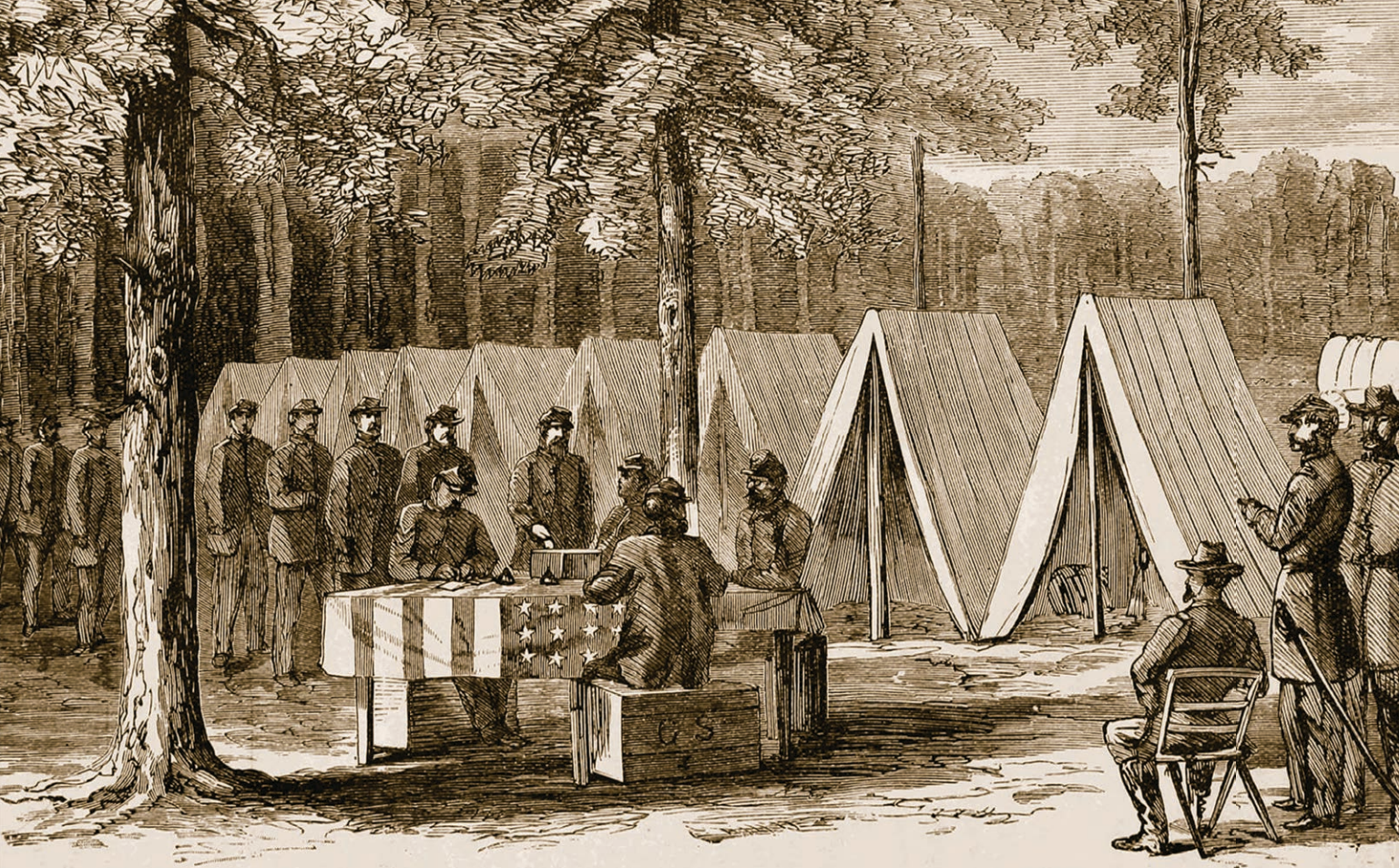
The first state legalizing absentee balloting was Pennsylvania, which in 1813 allowed members of the military serving in the War of 1812 to vote by mail if they were stationed more than two miles from their homes. New Jersey passed a similar law in 1815 but repealed it in 1820.

In addition to where votes could be cast, how they were cast began to change as well. The Founding Fathers had voted not on paper, but by using their voices. Until the early 1800s, all eligible voters spoke their vote in public. Turnout was good among the relatively small electorate of primarily land-owning white males, at around 85 percent. It didn't hurt that candidates would then reward those who voted for them with lavish celebrations.

In the early 1800s, the first paper ballots were put into use, but were merely blank sheets. By mid-century, political parties provided ballots to voters, but with only the names of their party's candidates already pre-filled. It wasn't until 1888 that New York and Massachusetts adopted the "Australian ballot," which included the names of all candidates.

The first widespread use of absentee voting came during the Civil War. By the end of 1861, six of the 11 Confederate states had granted absentee voting rights for members of the military. In June of 1862, Missouri became the first Union state to grant the same rights.





Above: Soldiers of the Union Army vote during the Civil War.

Below: A military member casts his ballot in the 1944 U.S. election somewhere in the Marianas Islands.

“Lincoln was concerned about the outcome of the [1862] midterm elections,” Bob Stein, a Rice University political science professor, told history.com. “Lincoln’s secretary of war, Edwin Stanton, pointed out that there were a lot of Union soldiers who couldn’t vote, so the president encouraged states to permit them to cast their ballots from the field.”

In 1864 there were about a million Union soldiers in the field, far from their polling stations. Lincoln framed the need for absentee voting as of vital importance for the nation’s democracy. “We cannot have free government without elections,” he told a crowd outside of the White House, “and if the rebellion could force us to forgo or postpone a national election, it might fairly claim to have already conquered and ruined us.”

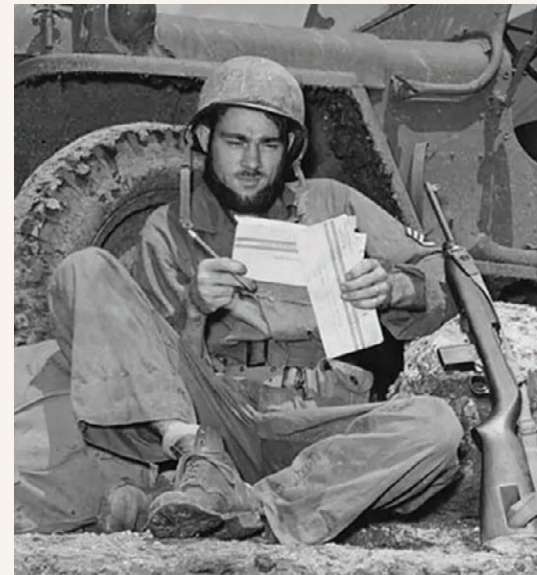
By the 1864 presidential election between Lincoln and George McClellan, 19 Union states had changed their laws to allow soldiers to vote absentee. Many soldiers could cast their vote at a polling site within an Army camp or field hospital set up by officers and overseen by appointed clerks or state officials. The votes then would be sent

back to their home precincts. Others voted by naming a proxy to vote for them back home. Approximately 150,000 of the soldiers voted, with 78 percent going to Lincoln, helping to ensure his reelection.

In later conflicts, states increasingly made it possible for military members to vote when serving away from home. During World War I, 45 of the 48 states let soldiers vote from afar. By World War II, every state let them vote, with the military responsible for about 3.2 million absentee ballots cast, nearly 7 percent of the total electorate in the 1944 presidential election.

In the early 20th century, voters with non-military, work-related reasons for being away on Election Day were allowed to use absentee ballots, too. At the 1917-1918 Massachusetts Constitutional Convention, one delegate called for absentee voting for those “in industry,” stating that railroad employees and traveling salesmen are “toiling and sacrificing...for the common good,” just as members of the military do.

“In the early 20th century, we’re becoming a much more mobile country,” said John C. Fortier, author of





Above: Many Americans cast their ballots by mail-in ballot in the elections during the COVID-19 pandemic.

Below: Astronaut Kate Rubins votes aboard the International Space Station.



Absentee and Early Voting and director of governmental studies at the Bipartisan Policy Center. “States will make exceptions for certain types of people, such as railroad workers, or people who are sick. There is a movement...of states adopting some form of voting for selected populations who met certain criteria.”

Without military personnel overseeing the voting for these tradesmen, some state laws required witnesses and a notary public’s signature. In the decades that followed, voters beyond just tradesmen and with more excuses were allowed to vote absentee. By the 1960s, almost all states had some form of absentee voting.

The West Coast began to evolve the absentee ballot process even further. In 1978, California became the first state to adopt a “no-excuses” absentee ballot law, permitting any registered voter to vote absentee. Oregon voters decided in a 1993 statewide referendum to use a vote-by-mail system in all future elections. In the early 1990s, Washington state allowed all voters to apply for permanent absentee status, meaning that they would be sent absentee ballots for all elections without having to request one.

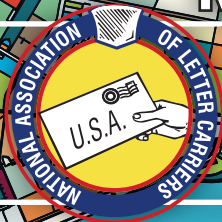
For a very small subset of voters, their absentee ballots aren’t on paper. Texas created Rule 81.35 in 1997 that states, “A person who meets the eligibility requirements of a voter under the Texas Election Code, Chapter 101, but who will be on a space flight during the early-voting period and on Election Day, may vote.” Texas led the nation on this, as NASA’s Johnson Space Center is located in Houston and most astronauts live in the state.

Before their mission, the astronauts identify which elections they will be in

space for, and an encrypted electronic ballot is electronically sent by Mission Control. Using a set of unique credentials, astronauts cast their votes and electronically send them to the county clerk’s office. When astronauts fill out their ballots, they list their address as “low-Earth orbit.”

During the COVID-19 pandemic, many states opened their vote-by-mail programs to more voters, which proved popular. Before 2020, the majority of U.S. voters cast their ballots in person on Election Day. For example, in 2018, more than 58 percent of voters cast their ballots in person, typically on Election Day. But in 2020, the most common method of casting a ballot was by mail, with about 43 percent of voters doing so. According to the U.S. Election Assistance Commission (EAC), in-person voting on Election Day and early voting each comprised about 30.5 percent of voters. While some states have since passed laws that curtail the use of vote-by-mail, the EAC found that 31.9 percent of voters who cast a ballot in 2022 did so by mail. (For more on voting by mail in the 2024 elections, see the voters’ guide on page 10.)

Absentee voting has been a part of the country’s fabric since it was founded. The American Revolution was fought to give Americans the right to govern themselves in the manner they deemed appropriate. Since then, citizens have used that very right to change the times, places and manner in which they vote, as prescribed in the *U.S. Constitution*. And, if history is our guide, it is probable that Americans will continue to evolve how we vote well into the future. **PR**



Covering the first session:
Monday, Aug. 5, 2024

Grow. Rise. Together.



President Brian L. Renfroe welcomes delegates to Boston.

The 73rd Biennial Convention of the National Association of Letter Carriers began on Monday, Aug. 5, with a powerful clarion call for solidarity by NALC President Brian L. Renfroe issued to the thousands of delegates gathered at the Boston Convention and Exhibition Center.

“Our solidarity is what makes our union strong. It’s what grounds us in our rich history and it’s what will propel us to the future,” he said.

Looking back, Renfroe noted that Boston was the birthplace of the American Revolution, the home of the first post office in America, and the host of NALC’s first convention.

“They convened here in 1890, just one year after our union was founded in Milwaukee, WI,” he said. “While this convention looks a little bit different than our union’s first ... I do know that our mission is the same as it was in 1890: to come together to fight for the rights and working lives of city letter carriers.”

Back together in Boston

At 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order. Asheboro, NC Branch 2560 member Tim Greene was next on stage to deliver a rousing rendition of “The Star-Spangled

Banner.” Greene was followed by Dave Barbuzzi of Massachusetts Northeast Merged Branch 25, who led delegates in reciting the Pledge of Allegiance. Byron Shelton, president of Central Florida Branch 1091, gave the invocation.

Rhine then called to the stage Boston Branch 34 President Tom Rooney, who warmly welcomed delegates to the city.

Next, Rhine introduced the retired national officers in attendance at this year’s convention and asked Rick DiCecca, the national business agent (NBA) for Region 14 (which includes Massachusetts), to come to the microphone to introduce his fellow NBAs and to acknowledge the union’s regional administrative assistants, regional office assistants, regional grievance assistants, legislative and political organizers, regional workers’ compensation assistants and NALC Headquarters letter carrier staff.

Returning to the lectern, Rhine introduced NALC’s resident national officers before calling President Renfroe to the microphone to deliver his keynote address.

‘Empowered solidarity’

After a look at what the city of Boston has meant to the union and the nation, President Renfroe explained that NALC has been hard at work since the Chi-

cago convention in 2022. In that time, the union has been negotiating a new national agreement, protecting carriers as USPS oversees its 10-year Delivering for America plan, dealing with postal staff shortages with memorandums of understanding implementing all-career models in hundreds of installations, growing the Letter Carrier Political Fund while also advocating for letter carriers in the halls of Congress, hosting the Stamp Out Hunger Food Drive, and raising millions of dollars for the Muscular Dystrophy Association.

“All this progress has only been possible through our collective effort—our empowered solidarity,” he said.

But NALC isn’t going to rest on its laurels. “Our theme here this week is Grow. Rise. Together,” he said. “As we look ahead to the next two years of our union, I encourage you all to embrace this convention theme.”

Collective bargaining

NALC entered into negotiations on a new national agreement in February 2023 after having faced severe challenges during the COVID-19 pandemic.

“Letter carriers have long known the power of our network, our workforce and our craft, and the pandemic reminded the rest of the country,” he said. “We are the

heartbeat of the Postal Service. We keep it running and we always will.”

Despite historically low unemployment rates and labor victories in the private sector, the Postal Service faces unique challenges.

“Even though the Postal Service had record-breaking increases in parcel revenue during the pandemic, and the crushing pre-funding mandate was repealed through the Postal Service Reform Act, higher-than-expected costs due to surging inflation, significant investments in new infrastructure, and the high employee-turnover costs all contributed to the Postal Service reporting a loss of \$6.5 billion in Fiscal Year 2023,” he said.

Still, NALC has seen an opportunity to negotiate a fair contract that strengthens the letter carrier workforce while helping USPS achieve the goals of its 10-year plan.

NALC’s primary goals have been to:

- Obtain wage increases and maintain cost-of-living protections for letter carriers that reward carriers for their contributions to the Postal Service and that recognize the increasingly challenging nature of the work.
- Eliminate the two-table wage structure and replace it with a single pay table that not only increases starting pay, but also raises top pay while reducing the time it takes to get there.
- Maintain health care, leave and retirement benefits.
- Maintain protections against job threats such as subcontracting.
- Negotiate changes to work rules that would benefit NALC members.

Even as NALC continues to negotiate, it also has prepared for interest arbitration, including selecting Arbitrator Dennis R. Nolan to serve as the neutral chair of the

three-person interest arbitration panel. President Renfroe remains hopeful that negotiations will succeed in getting the best agreement for letter carriers.

“Today, we are near agreement on the major economic pieces of a tentative agreement. It is very possible, even likely, that a tentative agreement to send out to NALC members to consider for ratification will be reached,” he said. “Such an agreement will address the goals that I’ve outlined from the start of this process last year.”

Renfroe said that as much as he would like, he cannot make the process go faster, but he’s “committed to staying in this fight to get what our members have earned and deserve. We are almost there, and we are going to finish that job.” Still, he added, NALC is prepared to go to interest arbitration if negotiations fall apart.

“I can assure you of this: Any negotiated agreement that is sent to our members for ratification will be one that fairly rewards and compensates letter carriers for our vital contributions to the Postal Service, and one that will uphold our union’s 50-plus-year tradition of achieving the best results we can in collective bargaining,” he said.

Delivering for America

President Renfroe updated delegates on the union’s role in the Postal Service’s 10-year plan. One part of the plan is the modernization of USPS’s vehicle fleet, especially through the design and manufacturing of the Next Generation Delivery Vehicle (NGDV).

“As a result, all new vehicles will include air conditioning, advanced safety technology, and they will meet the needs of our work, not just today, but into the future,” he said. “Our goal has always been to ensure that the Postal Service acquires a delivery vehicle fleet that provides a safe and ergonomic working environment for letter carriers—and we’re finally well on our way to achieving that.”

Some gas-powered NGDVs already have been deployed to the Sorting and Delivery Center (S&DC) in Athens, GA. More—including many of the electric-drive version—will be rolling into other offices soon.

NALC also has worked to modify USPS’s plans for establishing S&DCs. “We have been involved every single time the

Postal Service has proposed and subsequently established a new Sorting and Delivery Center,” President Renfroe said.

NALC Headquarters representatives work with regional and branch leaders to identify issues that might arise. NALC then meets with the Postal Service to address those issues as the S&DC is implemented.

“We know the network must be modernized, which will not happen without some bumps in the road,” he said. “But it’s essential that NALC continue to have a voice as the plan moves forward—and we will make our voice heard.”

‘Enough is enough’

Next, President Renfroe addressed the increase in crimes against letter carriers, noting that since 2020, more than 2,000 such incidents have been committed nationwide—including the murder of four carriers since the 2022 Chicago convention.

“It’s heartbreaking, it is appalling, and it is completely unacceptable,” he said.

When NALC realized how few of these crimes were being prosecuted, branches mobilized to raise awareness by holding “Enough is enough” rallies with the help of Headquarters. And while that has led to increased prosecutions in some areas, NALC also turned to Capitol Hill, where bipartisan legislation has been introduced.

The Protect Our Letter Carriers Act (H.R. 7629/S. 4356) seeks to deter the crimes by federally prosecuting anyone who attacks a carrier and by holding those found guilty accountable.

“We won’t stop until every single crime against a letter carrier has been prosecuted to the fullest extent of the law,” Renfroe said. “The legislation now has more than 100 co-sponsors in the House. There’s a companion bill in the Senate, and we’re going to keep fighting every day until these provisions are signed into law.”

Heat safety

NALC has been working for more than a decade to push for a national rule to protect workers from extreme heat, which is starting to come to fruition.

“Just last month, the Department of Labor released a proposed heat standard work rule. This proposed rule includes all of the measures recommended by experts to mitigate the hazards of excessive heat,” President Renfroe said. “We look forward



AFL-CIO President
Liz Shuler

to doing our part to make it a reality. We are optimistic about the difference it will make for letter carriers and all workers who, year after year, are increasingly affected by working in excessive heat.”

Other priority legislation

NALC continues to push for the repeal of the Windfall Elimination Provision and the Government Pension Offset, as well as for a bill that would allow employees to buy back their non-career time to make it creditable toward retirement.

In addition, NALC is calling for legislation that would allow USPS to diversify its investment portfolio of retirement funds, as well as preparing for a possible bill to fix the miscalculated Civil Service Retirement System pension calculations.

Decision 2024

With national elections around the corner, President Renfroe announced that the convention would consider a resolution to endorse Vice President Kamala Harris for president. In addition, he said that NALC would be active in the AFL-CIO's Labor 2024 program to elect pro-labor candidates across the federal government.

“No one can predict the future, and no one knows what the outcome of the election will be; I know one thing for sure: We letter carriers are ready to defend our democracy and deliver America's votes once again,” he said. “So please participate in our democratic process—not just through our work as letter carriers, but by having a plan to vote yourself.”

Grow. Rise. Together.

Renfroe then highlighted parts of an extensive plan for new NALC initiatives and expansions of existing ones:

- Standardize training and deliver it in a modular format to make it more widely accessible. Also, develop an eLearning virtual training platform.
- Increase pressure on management to comply with the contract.
- Grow the Letter Carrier Political Fund beyond the 12 percent of members who contribute.
- Work to organize other delivery workers, including Amazon and FedEx employees, especially by guaranteeing workers' rights to organize and collectively bargain. Supporting the PRO Act

is a first step.

- Expand the new NALC Emergency Response Team, which assists members who face challenges related to traumatic incidents.
- Embrace diversity, equity and inclusion in the union.
- Create a women's mentoring program to identify, support and develop current and future women leaders.

“I've laid out a lot for you here this morning. We've talked about what we've been working on, what we're working toward, and what we're going to implement to get there,” President Renfroe said. “The common thread to accomplish any meaningful results is to do it together.”

To enthusiastic applause, the NALC president concluded, “We won't turn our backs on each other or just look out for ourselves. That goes against everything that being an NALC member is about.

“We'll look out for one another. Always.

“We will grow. We'll rise. And we'll do it the way we always have done it—together.”

Back to business

Following Renfroe's remarks, the NALC president called the chairman of the Committee on the President's Report, Alvin Matsumura of Honolulu, HI Branch 860, to the podium. Matsumura introduced committee members Janell Harris, Grand Forks, ND Branch 517; Louise Jordan, San Antonio, TX Branch 421; Sylvain Stevens, Charlotte, NC Branch 545; and Andy Tuttle, Lawrence, KS Branch 104. After the committee read its report, the convention voted to approve the report.

President Renfroe then introduced AFL-CIO President Liz Shuler, who was escorted to the stage by NALC's AFL-CIO delegates.

Shuler spoke of the energy and excitement surrounding the current political climate, but said that it's about more than just winning the next election. “If you look around, something absolutely amazing is happening all over this country. Workers are reclaiming our power. Workers are realizing, ‘Hey, there is a way to fight back,’” she said.



NALC President Brian L. Renfroe welcomes Rep. Stephen Lynch to the stage.

The AFL-CIO president praised NALC for being at the forefront throughout the pandemic, reform battles and political attacks. “It hasn't been easy for one second,” Shuler said. “This country does not work without you. And it's about damn time that our leaders recognized that.”

The convention gave Shuler a hearty Letter Carrier Cheer following her remarks.

The delegates then heard from Rep. Stephen Lynch (D-MA). A former ironworker, Lynch praised the courage and dedication of letter carriers who risk their health to deliver the mail, recalling the anthrax attacks through the mail that occurred only days after his first election in 2001.

“You understood the duty you owed to your country at a very difficult time,” Lynch said. When the COVID-19 pandemic arrived, he said, “the true patriots of the NALC continued to report to duty in the face of a global pandemic.”

Lynch, a longtime friend of letter carriers, vowed, “I will be introducing legislation to require the Postal Service to modernize and diversify its strategy for investing postal retiree assets in order to generate much better rates of return for you.”

The convention delegates thanked Lynch with a Letter Carrier Cheer.

Following Rep. Lynch's speech, President Renfroe invited Delano Wilson of Silver Spring, MD Branch 2611, chairman of the Credentials Committee, to the podium to deliver a preliminary report. Wilson said that 5,109 delegates representing 602 branches were present.

Renfroe then called Dan Tegreeny, chairman of the Rules Committee, to the podium. Tegreeny introduced the committee members: Michele Galda, Cherry Hill/Haddonfield, NJ Branch 769; Joe Henschen, West Coast Florida Branch 1477; Tonya Releford, Fort Smith, AR Branch 399; and



President Renfro called President Emeritus Fredric V. Rolando to the podium.

Charles Jonscher Jr., Kansas City, KS Br. 499; Yvette Kinard, New York, NY Br. 36; Ted Lee, Pittsburgh, PA Br. 84; Eric Lomax, Jamaica, NY Br. 562; John Long, Jamaica, NY Br. 562; Jamaal Mattocks, Raleigh, NC Br. 459; Miriah McMillan, South Suburban Mgd., IL Br. 4016; Guillermo McPherson, Austin, TX Br. 181; Marie Montano, Albuquerque, NM Br. 504; Lori Ann Mottolo, Willoughby, OH Br. 3688; Allen Muff, South Jersey, NJ Br. 908; Karen Nance, Washington, DC Br. 142; Joe Otero, New Jersey

riers,” he said, “we have got to be at full strength and capacity as a union to deal with all these issues, don’t we?”

Rolando urged unity as the union moves forward: “We all need to put aside our politics, our egos, any anger, and together focus on the best way to serve our members—that’s what we’re elected to do.”

The delegates responded with a hearty Letter Carrier Cheer.

President Renfro returned to the podium to deliver a presentation honoring the fallen letter carriers who have died on the job since the Chicago convention in 2022. The 26 names were displayed while bagpipers Kevin Conroy and Dan Norton from Boston Branch 34 played “Amazing Grace.”

After that, President Renfro recognized winners of NALC’s publications contest for 2022-2024. Here are the first-place winners:

- Overall Excellence among Large Branch Publications: Boston, MA Branch 34’s *CLAN*.
- Overall Excellence among Small Branch Publications: Fort Collins, CO Branch 849’s *849 Express*.
- Best News or Feature Article: North Carolina State Association of Letter Carriers for “Mark Wilson: A Rare Breed,” written by Richard Thayer.
- Promoting Unionism: Royal Oak, MI Branch 3126 for “Looking Back, Moving Forward,” written by John Dick.
- Best Editorial or Column: Duluth, MN Branch 114 for “From Your President,” written by Joel Tracey.
- Best Cartoon or Photo: North Carolina State Association of Letter Carriers, for the cartoon by Fred Vance.
- Best Website: Cleveland, OH Branch 40 for its Facebook page.

Following some closing business, the session adjourned at 3:10 p.m.

Troy Scott, Baton Rouge, LA Branch 129. The convention voted to approve the rules as printed in the convention guide.

The convention discussed a motion to overturn President Renfro’s ruling that three members do not have standing to appeal decisions by the Executive Council that found the NALC president not guilty of three charges. The president had previously ruled that the *NALC Constitution* recognizes only the party found guilty as being aggrieved. In a teller vote, the motion carried 2,221 to 1,596.

The president then called to the floor Andrew Weiner of Jamaica, NY Branch 562, election commissioner and chairman of the Board of Tellers. He introduced the members of the board: James Brown, Nashville, TN Br. 4; Keith Deason, Wichita Falls, TX Br. 1227; Ed Ditzel, Philadelphia, PA Br. 157; Daniel Estep, Toledo, OH Br. 100; Tim Fisher, Arizona Mgd. Br. 1902; Corey Grotte, Eau Claire, WI Br. 728; Mike Harazmus, Western MA Br. 46; Alison Harpe, Anchorage, AK Br. 4319; Keith Hooks, Washington, DC Br. 142; Todd Hornyak, Columbus, OH Br. 78; Tim Houx, Fort Wayne, IN Br. 116; Star Jester, Garden Grove, CA Br. 1100; Sanjera Johnson, Texarkana, TX Br. 569;

Mgd. Br. 38; Armando Pedreira, New Jersey Mgd. Br. 38; Casey Ritchie, Oklahoma City, OK Br. 458; Eric Salazar, Grand Junction, CO Br. 913; Percy Smith, Emerald Coast, FL Br. 4559; Jerri Stockberger, Lafayette, IN Br. 466; Derek Sykes, Chicago, IL Br. 11; Jim Thigpenn, North FL Br. 53; Richard Thurman, St. Louis, MO Br. 343; and Dan Wheeler, MA Northeast Mgd. Br. 25.

Renfro then remembered former long-time Election Commissioner Joe DeRossi of Brooklyn, NY Branch 41, who died earlier this year, and invited Weiner back to the podium to speak about DeRossi and introduce a short video featuring the carrier’s unique sense of humor.

Secretary-Treasurer Rhine explained the resolutions process. Delegates then approved a resolution by acclamation introduced by President Renfro to bestow the honorary title of president emeritus on former NALC President Fredric V. Rolando.

Renfro then called Rolando to the stage. Rolando urged the delegates to remain focused on the job of representing and advocating for their members back home.

“With all these issues facing letter car-



NALC Auxiliary Monday, August 5 —Submitted by Crystal Bragg, NALCA Secretary

The Auxiliary attended the NALC opening ceremony. Lots of introductions were made and NALC President Brian Renfro had an informative video that we all enjoyed. When we returned, we opened the meeting with song and flag ceremony by Daniel Cdebaca and prayer by Tessa Fisher.

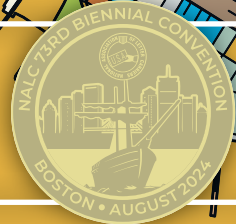
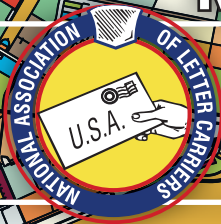
The credential report was read by

Secretary Crystal Bragg: Auxiliaries registered—22, states represented—13, delegates registered—35, national officers registered—three, past national officers registered—two, and no visitors. A quorum had been met.

Committees:

- Audit Committee—George Anna Myers,

- Gaye Meredith, Margaret Castilleja
- Per Diem and Transportation—Tessa Fisher, Renita Bostic, Tere Petrey
- Bylaws Committee—Daniel Cdebaca, Rick Baird, Karen Heil
- Gay Meredith of Aux. #28, Dallas, TX, presented an activity for all delegates to participate in.



Covering the second session:
Tuesday, Aug. 6, 2024

Standing shoulder to shoulder



President Renfro asks for a Letter Carrier Cheer for Roxanne Brown.

On the second day of the 73rd Biennial Convention, delegates and speakers alike stressed the strength of solidarity as the union faces many challenges—from protecting our brothers and sisters from crime to protecting our democracy itself.

The delegates stood for the importance of togetherness. They embraced President Brian L. Renfro’s call to include all voices in the union, passed a constitutional amendment making it easier for retired carriers to return to the fold as union members, and applauded the call by United Steelworkers International Vice President at Large Roxanne Brown to know their power and tell their own stories as they advocate for their rights and interests.

“Workers in this country are really powerful and they are leaning into their power,” Brown told the delegates. “Letter carriers, know your power!”

The delegates drew inspiration from speakers from other unions—the fire fighters, the mail handlers and the APWU—all of whom pledged to join letter carriers in passing vital pro-worker legislation and electing pro-worker representatives.

At the top of the election agenda, the convention voted to endorse Vice

President Kamala Harris for president. “The NALC proudly endorses the Harris-Walz ticket, and we will do all in our power to ensure that Kamala Harris is the next president of the United States,” Renfro said to a standing ovation from delegates following the endorsement vote.

And, mindful of their role as not only voters and campaigners, but also as keepers of the sanctity of mail ballots, the delegates resolved to stand together to fight for the republic that was born more than two centuries ago here in Boston.

Business resumes

At 10 a.m., NALC President Renfro called the convention to order.

The president first called to the stage Doug Adams of New Jersey Merged Branch 38 to sing the national anthem. Boston, MA Branch 34 member Domenic Corsetti led delegates in reciting the Pledge of Allegiance. Delivering the day’s invocation was Father Marc Bishop from Catholic Parishes of Arlington.

Renfro brought Executive Vice President Paul Barner to the microphone to introduce the chairperson of the Greetings to the Auxiliary Commit-

Kamala Harris and Tim Walz



tee, Elisabeth Goodwin of Houston, TX Branch 283. The committee members then introduced themselves: Keisha Bryant, Greenwood, MS Branch 1080; Al Friedman, Clearwater, FL Branch 2008; Emery Johnson, Royal Oak, MI Branch 3126; and Patrick VanEgeren, Green Bay, WI Branch 619. Renfro sent the committee, along with Barner, to greet the NALC Auxiliary.

Following a tribute and moment of silence for a member who died at the 2008 convention in Boston, Renfro called Secretary-Treasurer Nicole Rhine to the lectern to present the Executive Council’s report on constitutional amendments. NALC Trustees Chairman Larry Brown read the first group of proposed amendments. While the majority were not enacted, the delegates passed one to make it easier for NALC

members who were in good standing at retirement but did not submit a Form 1189 in a timely fashion to regain their membership in the union.

Know your power

Renfroe welcomed Roxanne Brown of the United Steelworkers Union. Brown first turned her attention to the female delegates, urging them to know their worth and be confident in expressing themselves. “In every room that you are in, show up as yourself,” she said. “Be authentically you, and all that comes with you.”

Knowing your worth, she said, is essential in the struggle for good pay and retirement benefits, health care and the ability to return home from work safely. She reminded all the delegates that sharing their personal stories with decision-makers is the best path to success in advocating for a union’s agenda.

“The most effective voice in our toughest fight is our members’,” Brown said. “You are the secret sauce, so keep telling your story.”

Brown reminded the delegates that one of their most important tools will be their vote in the upcoming election.

Noting that she is the first Black woman to hold her position in the Steelworkers Union—but that she

should not be the last—Brown called for continuing the progress she represents. “Let’s keep knowing, and using, our power until we have a labor movement where everyone sees themselves and are not afraid to step up to the mic.

“Are you ready to use your power?” Brown asked. “Grow, rise, together!”

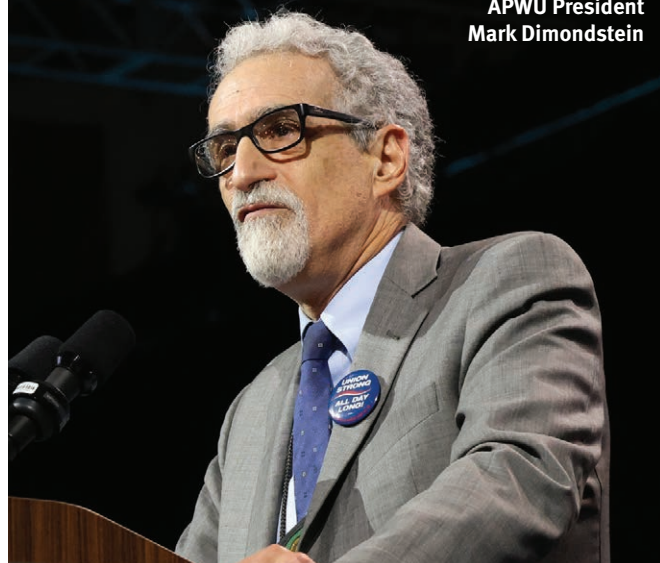
The crowd gave her a spirited Letter Carrier Cheer.

Following Brown’s speech, the delegates continued consideration of constitutional amendments presented by NALC Trustees Sandy Laemmel and Charlie Heege.

Endorsing Harris-Walz

After viewing a video titled “Foot Soldiers of Democracy,” President Renfroe informed the delegates that Vice President Kamala Harris had selected Minnesota Gov. Tim Walz as her running mate for vice president. The NALC president then introduced a resolution to endorse Harris for president, which the delegates adopted.

“The NALC proudly endorses the Harris-Walz ticket, and we will do all



APWU President Mark Dimondstein

in our power to ensure that Kamala Harris is the next president of the United States,” Renfroe said after delegates approved the motion.

Renfroe then introduced American Postal Workers Union President Mark Dimondstein. “I salute all of you front-line fighters,” he addressed the letter carrier crowd, praising members for enforcing the contract, fighting for a safe environment, and standing in solidarity with all workers. “I see a rainbow of delegates from all walks of life, united in our common struggle for justice.”

Dimondstein addressed the fall elections, saying that union members will



require resiliency and determination in the face of growing political extremism, deepening attacks on civil rights, and coordinated voter suppression, including the undermining of vote-by-mail.

Dimondstein referenced the looming threat posed by the conservative Heritage Foundation's Project 2025 initiative, closely linked with the former president, and pointed out the power of unions: "While we have much work ahead of us, let's also take stock that workers are on the march and rising in the face of these crises."

Support of unions is the highest it's been in decades, Dimondstein continued, and he said that the significant organizing efforts of late, with workers ready and willing to strike if need be, are reminiscent of the Great Postal Strike of 1970 when crafts stood together. "The APWU today deeply values our continuing fraternal relationship," he said, adding that cooperation and unity propel our cause further.

He promised to stand with NALC on our individual and shared issues, and said that, though both unions accept that the mail mix has changed, we cannot accept the chaotic way in which plans are being implemented. The APWU stands by its sister union in contract negotiations, too, he said, telling the assembled letter carriers, "Delegates, count on us as you struggle to bring home a good new union contract. As we know firsthand, negotiations are never easy, and we're engaged in the process as we speak as well."

Dimondstein concluded by saying that we must grow the labor movement as we rise together. "It's so good to be with you in these trenches, as the struggle for justice always continues," he said. "Solidarity forever!"

Delegates gave Dimondstein a lively Letter Carrier Cheer in response.

Vice President James Henry then explained the appeals process to the delegates. Two motions were adopted by the convention to pass the hat for the families of two carriers who died on the job, along with a matching donation from NALC Headquarters. Next, Rhine delivered the secretary-treasurer's report, and a short video was shown to the delegates.

President Renfroe gives a token to IAFF President Ed Kelly to thank him for speaking to the convention.



'Be strong in the political game'

Renfroe then welcomed Ed Kelly, president of the International Association of Fire Fighters, to address the convention. Kelly noted the similarities between his union's members and NALC members from their first days on the job. "We knew being part of a union was a path to a better life," he said.

Letter carriers and firefighters also share a struggle as public-sector workers. "If you notice, whenever you get a check," he said, "there's a politician's signature on it. Whether we like it or not, we're in the political game. We have to be strong in the political game."

Like letter carriers, firefighters are harmed by the Windfall Elimination Provision and are working as allies with NALC to pass legislation to repeal it. "The government chose to rob us," Kelly said. "When they passed the Windfall Elimination Provision in 1980, they robbed us right before our eyes."

Kelly also pledged to work to enact the Protect Our Letter Carriers Act: "We will fight in every congressional district to get that passed."

Kelly reminded the delegates that their roles as activists are part of a continuum where each generation has a responsibility. "Everything we have was fought for by those before us," he said. "Let's keep up the fight. Let's keep the righteous path that we've been on for generations as union members and leave it better than we found it for those coming behind us!"

The delegates responded with an enthusiastic Letter Carrier Cheer.

Next, President Renfroe invited Paul Hogrogian, president of the National Postal Mail Handlers Union (NPMHU), to the podium.

He began by saying that the Post Office that he joined a half-century ago is very different from today's Postal Service, but that NALC and NPMHU have retained a strong fraternal bond that has proven beneficial to both sets of members.

Our two organizations have worked closely on a number of initiatives, he said, including six-day delivery, door-to-door delivery, postal reform, fighting to prevent privatization, and the current postal network design. "We

fully support you on your issues and you support us on ours, and that's the way it should be," he said, pledging to continue working together on issues into the future.

Hogrogian said his union supports NALC's efforts to secure a fair agreement at the bargaining table. "But, we know too well," he said, "whatever they ram down your throat today, they're going to shove [on us] next year. So, we're fully supportive that you get a good contract."

He assured delegates that the two unions will work together to elect a worker-friendly, postal-friendly and union-friendly candidate to the White House: Kamala Harris.

"So, it's up to us," the NPMHU leader said. "We must work together to preserve democracy for the American public. The whole country is watching us, the whole country is depending on us."

Postal workers have spent much blood, sweat and tears building the Postal Service into the greatest postal service in the world, he continued. "We have to make sure we stay united on our issues and make clear to the powers that be that we will not be divided," he said. "The mail handlers remain committed and stand shoulder to shoulder with letter carriers and all postal workers to fight any battles that need to be fought!"

The convention hall gave Hogrogian a passionate Letter Carrier Cheer.

Wrapping up

Renfro called Executive Vice President Barner back to the podium to introduce NALC Auxiliary President Cynthia Martinez of Phoenix, AZ Auxiliary 377. After introducing Auxiliary

President Renfro thanks NPMHU President Paul Hogrogian.



Secretary Crystal Bragg of Decatur, IL Auxiliary 153 and Treasurer Samantha Yerg of Toledo, OH Auxiliary 158, Martinez told the convention that she used to be a letter carrier and later joined the Auxiliary.

"We hope you will think about having your significant others join the Auxiliary," Martinez said. "We are growing!"

Renfro introduced Mileage and Per Diem Committee Chairperson Antonia Shields of Birmingham, AL Branch 530, who introduced committee members Kenneth Montgom-

ery, Rochester, NY Branch 210; Jose Romero, Albuquerque, NM Branch 504; Amanda Mitchell, New Hampshire Merged Branch 44; and Denise Howard, Bloomington, IL Branch 522. Shields reported that the committee had recommended \$4,236 for mileage and per diem and \$67,300 for stipends for a total of \$71,536. Trustee Chairman Larry Brown reported that the trustees had approved the report, and the delegates voted to accept it.

Following some housekeeping announcements, the convention adjourned for the day at 3:23 p.m.

Auxiliary President Cynthia Martinez addresses the NALC convention.



NALC Auxiliary Tuesday, August 6

—Submitted by Cynthia Martinez, NALCA president

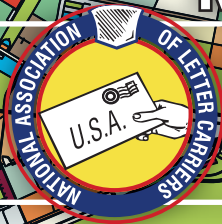
Tuesday was a busy day. We started our day with an audit report from George Anna Meyers, Gaye Meredith and Margaret Castilleja. The per diem and transportation report followed from Chairman Renita Bostic, Tessa Fisher (chaplain) and Teré Petrey.

Tessa Fisher decorated for our memorial service. Cynthia Martinez and Tessa Fisher conducted the service for our 21 departed members since the last convention.

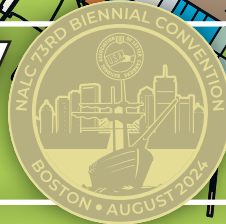
All the members of the NALC Greetings to the Auxiliary Committee came on stage at our convention and shared

ideas with us about the future of the Auxiliary. All of the Auxiliary delegates were then invited by NALC Executive Vice President Paul Barner to come on stage at the NALC convention.

We were welcomed warmly by the carriers. What a great day for our Auxiliary.

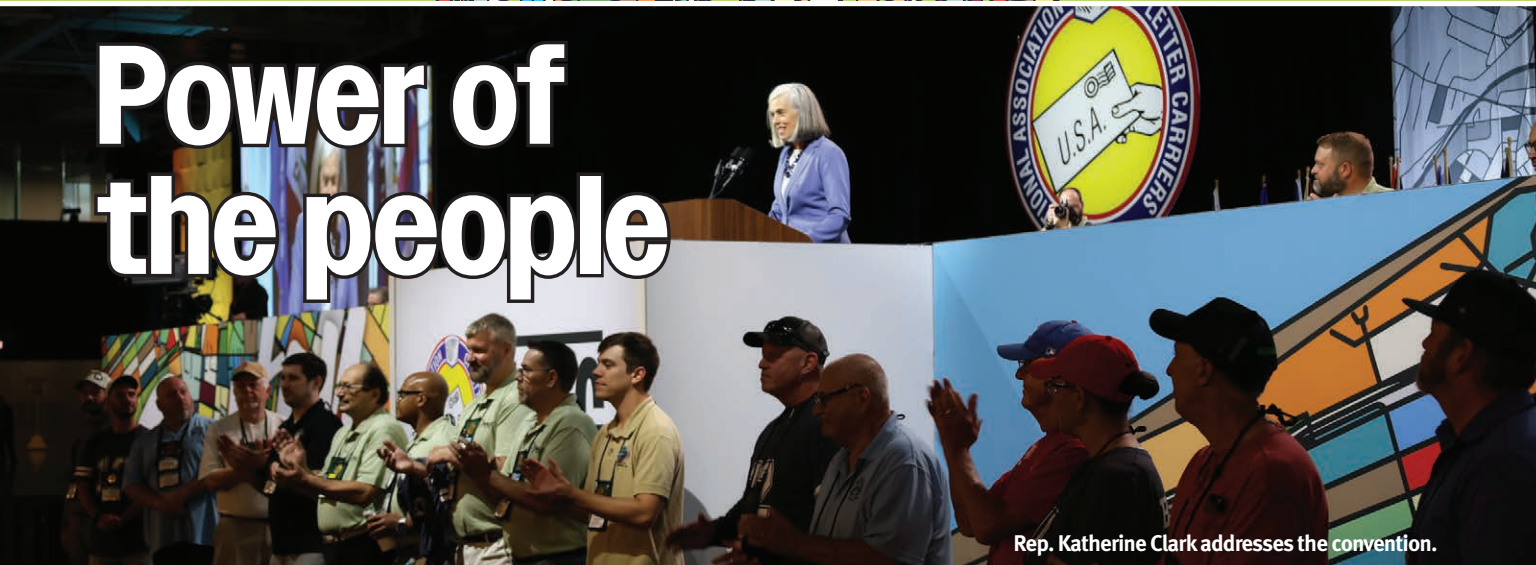


WEDNESDAY



Covering the third session:
Wednesday, Aug. 7, 2024

Power of the people



Rep. Katherine Clark addresses the convention.

On the third day of the 73rd Biennial Convention, NALC embraced the power of people from all walks of life working together. They heard from speakers with messages of unity who called for an end to political and economic division in the country, and for union solidarity and activism worldwide. They celebrated letter carrier heroes and volunteers who bring their communities closer together by responding to emergencies, feeding the hungry and supporting people with muscular dystrophy.

And with reports from retired carriers advocating for their rights and children of carriers earning union-sponsored scholarships, the delegates embraced the power of generations coming together. Experienced union activists shared their knowledge and enthusiasm with delegates attending their first convention.

Together, Rep. Katherine Clark (D-MA) told the delegates, they are moving toward a better future for old and young alike.

“Letter carriers, thank you for being in this fight, for walking that street into history,” Clark said. “I am so grate-

ful to walk alongside each and every one of you to see the better world that we can build together for every single working family in this country, and for the future that all of our children deserve.”

As the delegates from all over the country, old and young, spoke their minds as part of the union’s democratic process, they demonstrated the core strength of a labor union: speaking as many and acting as one.

Back to work

After President Brian L. Renfroe opened Wednesday’s session at 10:02 a.m., the day kicked off with Donna Beckwood of Birmingham, AL Branch 530 singing a soaring rendition of “The Star-Spangled Banner” and Boston, MA Branch 34 member John Fanning leading the Pledge of Allegiance. The Rev. Ali Jablonsky of Arlington Street Church gave the invocation.

President Renfroe leads a Letter Carrier Cheer for Marcio Monzane.



A motion to have President Emeritus Fredric V. Rolando chair a hearing of Article 10 appeals, to be held during the afternoon session, was passed by the delegates.

Credentials Committee

President Renfroe then called Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611 to the floor. Wilson introduced the committee members: Michael Calise, Cape Atlantic, NJ Branch 903; BaLynda Croy, Appleton, WI Branch 822; Ethel Ford, Houston, TX Branch 283; Sonny Guadalupe, New York, NY Branch 36; Mike Hansen, Salt Lake City, UT Branch 111; Patrick Harris, Garden Grove, CA Branch 1100; Sheila Hudson, Chicago, IL Branch 11; Tina Hunt, St. Louis, MO Branch 343; Tonja Koch, Laramie, WY Branch 463; Jeff Kranz, Findlay, OH Branch 143; Anthony Lauderdale, Nashville, TN Branch 4; Cathy Madrid, San Mateo, CA Branch 1280; Jacqueline McGregory, Southeast Michigan Branch 2184; Ronald Oree, Flushing, NY Branch 294; Robb Petersburg, Minneapolis, MN Branch 9; LaShawn Silas, Dallas, TX Branch 132; Ryan Stockton, Sacramento, CA Branch 133; Tammy Swaney, Savannah, GA Branch 578; Derlwyn Taylor, Detroit, MI Branch 1; Ted Thompson, Cincinnati, OH Branch 43; Susan Ugone, Hartford, CT Branch 86; Julius Vickers, North Florida Branch 53; and James Zerbe, Harrisburg, PA Branch 500.

Wilson then gave the committee's final report, stating that 5,446 delegates representing 619 branches were in attendance. The convention voted to accept the report.

Renfroe called the Board of Trustees—Chairman Lawrence D. Brown Jr. of Los Angeles, CA Branch 24; Sandra D. Laemmel of Detroit, MI Branch 1; and Charles P. Heege of New York, NY Branch 36—to the podium. Brown delivered the trustees' report.

Organizing awards

President Renfroe recognized branches with the highest percentages of organization.

The top-organized branches in Category 1 with 2,499 or more active carriers were:

- First place—Philadelphia, PA Branch 157 with a 98.43 percent organization rate.
- Second place—Pittsburgh, PA Branch 84 with a 97.44 percent organization rate.
- Third place—South Florida Branch 1071 with a 96.57 percent organization rate.

The best-organized branches in Category 2 with between 1,500 and 2,499 active carriers were:

- First place—Tri-Valley, CA Branch 2902 with a 97.75 percent organization rate.
- Second place—Hartford, CT Branch 86 with a 97.49 percent organization rate.
- Third place—Las Vegas, NV Branch 2502 with a 97.27 percent organization rate.

The most-organized branches in Category 3 with between 1,000 and 1,499 active carriers were:

- First place—Flushing, NY Branch 294 with a 98.79 percent organization rate.
- Second place—Connecticut Merged Branch 20 with a 98.77 percent organization rate.
- Third place—Rochester, NY Branch 210 with a 97.50 percent organization rate.

The top-organized branches in Category 4 with between 700 and 999 active carriers were:

- First place—South Jersey, NJ Branch 908 with a 98.03 percent organization rate.
- Second place—Providence, RI Branch 15 with a 97.99 percent organization rate.
- Third place—Syracuse, NY Branch 134 with a 97.76 percent organization rate.

The best-organized branches in Category 5 with between 500 and 699 active carriers were:

- First place—Anchorage, AK Branch 4319 with a 98.26 percent organization rate.
- Second place—Bergen County

Merged, NJ Branch 425 with a 97.00 percent organization rate.

- Third place—Bakersfield, CA Branch 782 with a 96.87 percent organization rate.

The most-organized branches in Category 6 with between 350 and 499 active carriers were:

- First place—Brick Town, NJ Branch 5420 with a 99.26 percent organization rate.
- Second place—Peoria, IL Branch 31 with a 99.09 percent organization rate.
- Third place—Camden, NJ Merged Branch 540 with a 98.51 percent organization rate.

Branches in Categories 7 through 10 with a 100 percent organization rate—too many to bring to the stage—also were recognized.

Building a better world

The president welcomed Marcio Monzane, regional secretary of UNI Americas, to speak to the convention. UNI Americas is part of UNI Global Union, an international group with affiliated unions in 150 countries representing 20 million workers.

Monzane told the delegates about the efforts of UNI Americas to protect postal services in many countries against the threats of privatization and non-union competition from delivery services such as Amazon, along with protecting democracy and union rights. UNI represents the core values of the labor movement, he said—solidarity among unions in various countries and various crafts.

“Our work involves organizing and collective bargaining in more than 14 sectors,” he said.

Monzane praised NALC's involvement in international labor efforts for the good of workers everywhere.

“I'd like to invite you to continue to work together with UNI and to reaffirm the commitment at our staff and board level,” he said, “to build a better and inclusive world for all.”

The delegates awarded Monzane with a Letter Carrier Cheer.



Assisting the next generation

The NALC president then called Buffalo-Western New York Branch 3 member Larry Kania, chairman of the Scholarship Committee, to the stage to deliver his committee’s report and to introduce the committee’s members, Carly Hook of Santa Clara, CA Branch 1427 and Kimetra Lewis of Dallas, TX Branch 132.

The committee announced the five winners of the \$4,000 annual William C. Doherty Scholarship:

- Central Region: Camieal Roberson, child of Kieaunta Roberson of Indianapolis, IN Branch 39
- Eastern Region: Samantha Grimm, child of Brad Grimm of Pittsburgh, PA Branch 84
- Northeast Region: Shreya Pandey, child of Sujata Pandey of Princeton, NJ Branch 268
- Southern Region: Kendall England, child of Lori Beth England of Fayetteville, TN Branch 1402
- Western Region: Philip Liu, child of Hai Lin Liu of Santa Rosa, CA Branch 183

The committee then announced the winner of the \$1,000 annual John T. Donelon scholarship—Brianna Boyd, child of Benjie Boyd of Mentor, OH Branch 4195.

‘What service looks like’

President Renfro introduced Rep. Katherine Clark, the minority whip in the U.S. House of Representatives.

Clark noted that the nation’s first post office was in Boston, and she praised letter carriers for their hard work. “You keep this country moving,” she said. “You have shown America what service looks like.”

Warning of the political challenges confronting working people, Clark said the nation faces stark choices. “We find ourselves at a crossroads in this country,” she said. “There are forces of division that are intent on tearing us apart, on turning neighbor against neighbor.”

Clark continued: “Plans have been laid out for the economy by those who see a winner’s circle that is very small. It doesn’t include you. It includes only the very wealthy and the very well-connected.”

When workers are united, she added, they are up to the task of facing such challenges.

“They underestimate the strength in this room and the solidarity that you have,” Clark said, “and of workers across this country.”

Clark outlined the Democrats’ agenda in Congress for supporting letter carriers and all workers, including legislation to protect carriers from

rising crime, strengthening the rights of workers to choose a union, defending retirement benefits, and ensuring that mail-in ballots are counted and respected.

She reaffirmed the commitment of her political party to the labor cause: “The cornerstone of our party is the freedom of working people to stand together, to grow together, to rise together, to win together,” she said, echoing the theme of the convention. “We are in your corner.”

“Letter carriers, thank you for being in this fight, for walking that street into history,” she said. “I am so grateful to walk alongside each and every one of you to see the better world that we can build together for every single working family in this country, and for the future that all of our children deserve.”

The convention responded by giving Clark a Letter Carrier Cheer.

The delegates then watched a video, “Carriers of the Community,” that demonstrated the many ways letter carriers voluntarily serve people in need, from the heroes who stay vigilant on their routes and step in when they see a crisis, to those who raise funds and volunteer for the Muscular Dystrophy Association, to those who collect millions of pounds of food for the Stamp Out Hunger® Food Drive.

Resolutions and retired members

The delegates then discussed and debated proposed resolutions and amendments. The convention voted to adopt the resolutions previously approved by the Executive Council. More information about the approved resolutions is in the *Proposed Resolutions and Amendments* book.

President Renfroe invited Director of Retirees Daniel Toth to the microphone. Toth introduced the chairman of the retirement committee, Michael Sheridan of South Macomb, MI Branch 4374. Sheridan in turn introduced committee members Doug Gulley of Columbus, OH Branch 78; Mary Halford of Arizona Merged Branch 1902; Jo Ann Pyle of Seattle, WA Branch 79; and John Walsh of Albany, NY Branch 29.

Sheridan read the committee's biennial report to the delegates. He also reminded the delegates of NALC's priority retirement legislation to support the Federal Retirement Fairness Act (H.R. 5995) to allow all federal service time to count toward retirement, and to support the Social Security Fairness Act (H.R. 82/S. 597) that calls for repealing

the Windfall Elimination Provision and the Government Pension Offset that affects most of NALC's Civil Service Retirement System employees and retirees. In addition, Sheridan called for a moment of silence to remember those retired union brothers and sisters who have died since the last convention.

Article 10 appeals

In compliance with the resolution adopted earlier that day regarding Article 10 appeals, President Renfroe handed the gavel to President Emeritus Fredric V. Rolando, who presided over the discussion.

"Appeals to the convention that are pursuant to Article 10 of the *Constitution*, for us, is pretty much virgin territory," Rolando said.

The parties had agreed to a process for presenting their cases:

- Rolando read Article 10 of the *NALC Constitution*.
- He laid out the process by which the charges had been made, investigated and decided upon by the Executive Council.
- The president emeritus explained the three appeals to those decisions

that were proffered to the convention.

- Rolando said that each charge would be handled in turn.
- Director of City Delivery Chris Jackson was allowed 20 minutes to present his case to overturn the ruling of the Executive Council on Charge 1, Neglect of Duty.
- President Renfroe also received 20 minutes to present his case to uphold the Executive Council's ruling of not guilty.
- Both parties then had five minutes each for rebuttal.
- Next, the delegates voted on whether to uphold or overturn the ruling.

After hearing the appeal, the delegates voted to uphold the Executive Council's decision of not guilty on Charge 1 with a teller vote of 2,997 to 1,576. President Emeritus Rolando asked the convention to continue the process as soon as convenient on Thursday.

After some announcements by Secretary-Treasurer Nicole Rhine, the session adjourned for the day at 3:17 p.m.



NALC Auxiliary Wednesday, August 7 —Submitted by Crystal Bragg, NALCA Secretary

The Auxiliary's Wednesday session opened with the pledge and collect. Tessa Fisher of Aux. #698 read the prayer. President Cynthia Martinez thanked NALC for calling the Auxiliary to the stage for introductions the day before.

Minutes for Monday, Aug. 5, and Tuesday, Aug. 6: A motion to accept the minutes for both days with changes, which was seconded by Rick Baird of Aux. #202, with discussions on the motion. The

motion passed.

Audit Committee: George Anna Myers of Aux. #4 read recommendations.

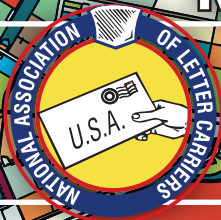
A motion to accept recommendations was made by Chandra Thurman of Aux. #11 and was seconded by Baird. A vote was called and the original motion was approved.

Per diem committee: Fisher, Teré Petrey of Aux. #1064, and Renita Bostic of Aux. #1200 recommended to pay the board per

diem. A motion was made by Fisher and seconded by Linda Davis of Aux. #194. After discussion, the vote passed.

A motion made by Daniel Cdebaca of Aux. #698 to endorse Kamala Harris for president and was seconded by Baird. By a vote of 16-9, the motion passed.

During the break, Gaye Meredith provided an Auxiliary trivia game and snacks for the delegates.



Covering the fourth session:
Thursday, Aug. 8, 2024



A democratic union

On the fourth day of the 73rd NALC Biennial Convention, the session began with the continuation of the hearing of Article 10 appeals, which were handled in an orderly manner.

As the session continued, the delegates found common ground in dealing with the issues they face together: stopping the wave of crime against carriers and extending to all Americans the right to vote by mail for any reason.

They rallied behind NALC's priority legislation in Congress to declare "Enough is enough" by pushing for enactment of the Protect Our Letter Carriers Act, and they heard from its two initial sponsors, Reps. Greg Landsman (D-OH) and Brian Fitzpatrick (R-PA).

"My goal is, the next time we gather here, we're going to be celebrating that piece of legislation that is designed to keep you safe," Fitzpatrick told the crowd.

Thursday's session concluded with

delegates considering national agreement resolutions.

Call to order

Thursday's session began with Michelle Bjornseth of Bismarck, ND Branch 957 singing an *cappella* version of the national anthem and Maureen Marinelli of Boston, MA Branch 34 leading the Pledge of Allegiance. Richie McDonough of Reading, PA Branch 258 delivered the invocation.

President Brian L. Renfroe turned the chair over to President Emeritus Fredric V. Rolando to continue the consideration of appeals.

The appeal for Charge 2, Circulating False or Misleading Statements about an NALC Officer, was then heard. Director of City Delivery Christopher Jackson was allowed 20 minutes to present his case to overturn the Executive Council's ruling of not guilty on Charge 2. President Renfroe also received 20 minutes to present his case



President Renfroe thanks Barbara Smith Warner, executive director of the National Vote at Home Institute, for addressing the convention.



Delegates “pass the hat” to raise money for fallen letter carriers’ families.

passing of the hat to collect donations to help the families of brother and sister letter carriers: Aundre Cross of Milwaukee, WI Branch 2; Octavia Redmond of Chicago, IL Branch 11; Jeremy Compton of Ogden, UT Branch 68; Eugene Gates Jr. of Dallas, TX Branch 132; Rod Jester of Eugene, OR Branch 916; and Aaron Welsch of Modesto, CA Branch 1291. Donations were accepted by cash or Venmo.

The president then invited Antonia Shields of Birmingham, AL Branch 530, chairperson of the Mileage and Per Diem Committee, to the lectern along with the other committee members. Shields gave the committee’s report, saying that the mileage and per diem grand total was \$5,219.85. Chairman of the Board of Trustees Lawrence D. Brown Jr. then affirmed that the board had approved the report. The delegates voted to accept the report.

Protect our letter carriers

The convention viewed a video about the increasing threat of crime against letter carriers. Following the video, Renfroe introduced Rep. Greg Landsman (D-OH), who came to the podium alongside the Ohio delegation.

Landsman was an original sponsor of the Protect Our Letter Carriers Act, Renfroe told the delegates. “We knew Congressman Landsman was who we wanted to have on our side,” he said. “He didn’t hesitate.”

Rep. Landsman told the delegates about the key points of the legislation, including designating an assistant federal prosecutor in every district to handle crimes against carriers and

to uphold the Executive Council’s ruling. Each party then had five minutes for rebuttal.

Ultimately, a teller vote of 2,949 to 1,478 upheld the Executive Council’s ruling of not guilty.

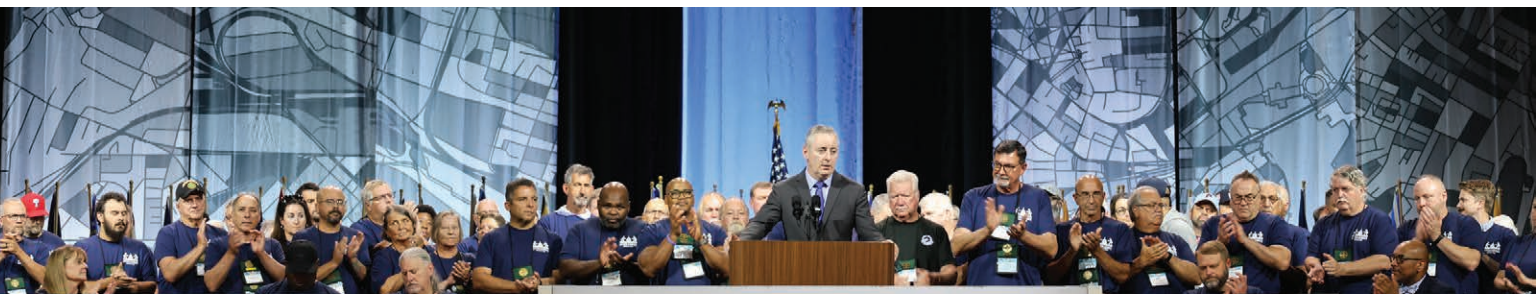
Jackson had his appeal heard for Charge 4, Abandonment of Position. The teller vote for Charge 4 was 2,674 to 1,712 to uphold the Executive Council’s ruling of not guilty.

Garden Grove, CA Branch 1100 member Charlie Miller had his appeal heard for the penalty the Executive Council imposed for Charge 3, Impaired Driving in an NALC-owned Vehicle. The teller vote for Charge 3 was 2,783 to 1,438 to uphold the Executive Council’s penalty.

Back to work

President Renfroe resumed presiding over the convention, beginning with a

Rep. Brian Fitzpatrick (R-PA)



NALC



adding security boxes and e-keys to replace Arrow Keys. “The sooner we get them to you, the better,” he said.

“Beyond making sure that you are safe and getting this bill passed,” Landsman added, “we need to build an economy that focuses on you who are on the front lines.”

He called for tax reform that would both provide fairness for working folks and allow for more investment in public-sector employees. “The fact is, you all work your [butts] off, and you deserve what you deserve,” Landsman said.

“You deserve to be safe, whether you are home or at work. Together, we are going to get this done,” he said.

President Renfroe led delegates in a Letter Carrier Cheer for Landsman.

Renfroe then introduced Rep. Brian Fitzpatrick (R-PA) as the author of the Protect Our Letter Carriers legislation. “It was his ideas and vision that helped shape the bill,” the NALC president said. “Working together with him and his staff, we landed on a comprehensive common-sense package that deters these crimes from happening. Ultimately, that will help keep letter carriers safe.”

After being escorted to the podium by members of the Pennsylvania delegation, Fitzpatrick explained how the NALC leadership reached out to him. “They educated me about this emerging unfortunate trend of violence,” he said. “Over the past four years, it’s over 2,000 [assaults], and those are the documented cases—the ones we know about.”

Fitzpatrick said that he was proud to help enact the Postal Reform Act. “While the postal reform bill deals with financial security, the Protect Our Letter Carriers Act deals with your physical concern and safety,” he said. “You’re entitled to both.”

He called on delegates to return to their home districts to ask their

members of Congress to become co-sponsors of the bill.

“My goal is, the next time we gather here, we’re going to be celebrating that piece of legislation that is designed to keep you safe,” he said. “Because it’s not just your financial security, it’s your physical security that matters as well.”

President Renfroe led delegates in a Letter Carrier Cheer for Fitzpatrick.

A video honoring the life of Lloyd Nash Pearson Jr. of North Florida Branch 53, an NALC member who began his postal career in 1942 and who was active in his branch until his death last year at the age of 102, was shown to the delegation.

Delivering democracy

President Renfroe then welcomed Barbara Smith Warner, executive director of the National Vote at Home Institute, to the lectern.

Warner gave delegates an overview of where voting by mail stands and outlined the work needed to make it possible for every American to vote at home. Currently, 75 percent of voters in 26 states have access to voting by mail for any reason, she said, including eight states and the District of Columbia that automatically mail ballots to all voters.

“The Postal Service and letter carriers in particular are key to delivering democracy,” Warner said. “Despite all the B.S. you may hear, voting by mail is safe and secure.”

Voting by mail greatly increases voter turnout, without giving an advantage to a particular political party, she said. Allowing voters to cast ballots by mail, she said, “flips the script—you make it all about them. That’s what truly strengthens our democracy: giving everyone a voice and a vote.”

Warner asked the delegates to return home and do three things to ensure that voting by mail is strengthened.

Rep. Greg Landsman (D-OH)



She urged all carriers to make sure that their stations have an effective process for getting ballots delivered to voters.

She called on carriers in the 26 states that allow no-excuse voting by mail to sign up for this and to urge their community members to sign up.

And she asked carriers in the states where voting by mail is limited to lobby to expand it: “Engage in helping us move the dial to make voting at home more accessible in more states.” Resources for activism for voting by mail are available at the Institute’s website, voteathome.org.

“Thank you for all you continue to do to really make democracy a reality,”

Warner said, “by delivering for Americans every day.”

The convention rewarded Warner with a Letter Carrier Cheer.

Resolutions

President Renfroe called Secretary-Treasurer Rhine and Vice President James Henry to the stage to resume the discussion of National Agreement resolutions. A resolution dealing with heat safety in bargaining passed.

Rhine then made several announcements. Renfroe told the hall that the general session the following day would be called to order 30 minutes earlier than scheduled, at 7:30 a.m.

The session was then adjourned for the day at about 3:50 p.m.



NALC Auxiliary Thursday, August 8 —Submitted by Crystal Bragg, NALCA Secretary

The meeting opened with the pledge, the collect, and a prayer by chaplain Tessa Fisher of Aux. #698.

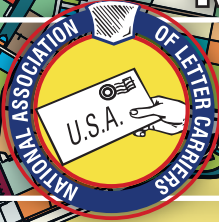
The Bylaws Committee members, Rick Baird of Aux. #202, Daniel Cdebaca of Aux. #698 and Karen Heil of Aux. #47, presented bylaws changes, and Auxiliary members voted on the following:

- Article XI, Section 1—Funds: passed
- Article XVI, Section 3(b)—Duties of Officers: passed
- Article XVI, Section 3(h)—Duties of Officers: passed
- Article XVI, Section 1(i)—Duties of Officers: passed
- Article XVI, Section 2—Duties of Officers: passed
- Article IX, Section 8—Dissolution of

a Local Auxiliary: passed
A motion to approve Wednesday’s minutes was made and accepted.
The Audit Committee for the next two years is Linda Samples of Aux. #47, George Anna Myers of Aux. #4 and

Margaret Castilleja of Aux. #28.
The Bylaws Committee for the next two years is Rick Baird of Aux. #202, Karen Heil of Aux. #47 and Lynn Logen of Aux. #99.
The meeting was then adjourned.





FRIDAY



Covering the fifth session:
Friday, Aug. 9, 2024

President Renfro thanks
the delegates for doing
the work of the
convention.

Thank You Delegates

Thank You Delegates

Resolute

After President Brian L. Renfro opened Friday's session of the NALC national convention at 7:36 a.m., the day kicked off with Stephanie Bostic of South Florida Branch 1071 singing a rousing rendition of "The Star-Spangled Banner" and Boston, MA Branch 34 President Tom Rooney leading the Pledge of Allegiance. Kenny Hoskins of Dayton, OH Branch 182 gave the invocation.

The NALC president asked for a moment of silence to remember the former national and regional officers who have died since the 2022 Chicago convention: former Region 13 National Business Agent (NBA) Richard Gentry, former Region 13 Regional Administrative Assistant (RAA) Jim Sherfey, former Director of Safety and Health Bill Dunn, former RAA Raymond McDonald, former Director of City De-

livery Brian Farris, and former Region 1 RAA and Headquarters letter carrier staff member Al Apfelbaum. Renfro also asked the convention to honor the memory of Seattle, WA Branch 79 Vice President Mark Meyers, who died the previous week.

NALC President Renfro then read a letter from President Emeritus William H. Young, who called on letter carriers to get involved in the presidential election and help elect Kamala Harris. "Call your state officer or local legislative representative and ask what you can do to help," he wrote.

Renfro called Secretary-Treasurer Nicole Rhine to the podium to resume consideration of resolutions, followed by Assistant Secretary-Treasurer Mack I. Julion, Director of City Delivery Christopher Jackson and Director of Safety and Health Manuel L. Peralta Jr.

The delegates voted to adopt resolutions:

- to bargain with management over back pay,
- to negotiate over debt-collection procedures, and
- to call for improved vehicle training.

A number of resolutions relating to the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) were discussed. One of them, Resolution 36, was amended by the maker and then approved by the Executive Council and adopted.

Director of Trustees Chairman Lawrence D. Brown Jr. gave the Rule 22 collection report and allocation of donations. The collection on the convention floor and via Venmo yielded \$24,590, which was matched by NALC Headquarters. The total of \$49,180 was



NALC



The Veterans Group T-shirts

to be split between the families of six letter carriers. The delegates approved the allocations.

The NALC president called Vice President James D. Henry to the microphone to lead consideration of appeals. The delegates considered three appeals and voted to deny all three.

The delegates then voted to approve a motion made from the floor for the NALC to create a standing committee on diversity, equity and inclusion.

Executive Vice President Paul Barner, a military veteran, took the stage to announce that the NALC Veterans Group has reached 19,738 members. President Renfroe then called on the veterans in the delegation to stand to be honored and led a Letter Carrier Cheer for them.

President Renfroe called Director of Health Benefits Stephanie Stewart to the podium for more consideration of resolutions, followed by Director of

Retired Members Dan Toth and Director of Life Insurance Jim Yates.

From the floor, a delegate announced that the MDA raffle had yielded \$48,179 and a Veterans Group fundraiser for homeless veterans in the Boston area raised \$1,191. The delegates approved a motion for NALC Headquarters to match the MDA amount and to donate funds to bring the Veterans Group amount to \$10,000.

Another motion was made for Headquarters to match the \$9,695 raised for MDA by Oak Brook, IL Branch 825 in a 50/50 raffle. The motion passed.

The president introduced the members of the Convention Site Committee: Howard Komine of Honolulu, HI Branch 860 and Jim Korolowicz of South Macomb, MI Branch 4374. The committee took a moment to remem-

ber longtime committee member Glenn Norton of Las Vegas, NV Branch 2502, who died in January.

After further consideration of resolutions, President Renfroe called to the podium Trustees Chairman Brown, who is president of Los Angeles, CA Branch 24, host branch for the 2026 convention. He invited the delegates to his city in two years, and then the delegates viewed a short welcome video.

President Renfroe thanked Keith Lineman of Pasadena, CA Branch 2200, chairman of the Distribution Committee, and his committee members for their work.

President Renfroe expressed thanks to Boston Branch 34 and everyone who worked to make the convention possible. The 73rd Biennial Convention adjourned *sine die* at 3:35 p.m.

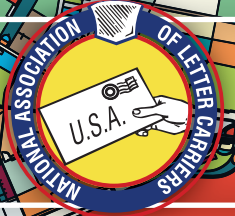
Jim Korolowicz (l) and Howard Komine remember their friend Glenn Norton.



The members of Los Angeles Branch 24 invite the delegates to their city in 2026.



PASSED RESOLUTIONS AND AMENDMENTS



National Agreement resolutions

NALC will negotiate with the Postal Service in pursuit of provisions that:

- Create more stringent guidelines when a non-Overtime Desired List employee can be mandated to work overtime.
- Allow letter carriers to refuse work in excess of the daily or weekly work-hour limitations without discipline.
- Provide automatic 50 percent premium for work over the daily or weekly limits.
- Have wage increases calculated based on the current grade and step in effect immediately prior to each increase.
- Create a single pay scale with increased wages, full COLAs, and top step within six years.
- Pay station trainers at the overtime rate.
- Provide annual leave exchange for up to 80 hours.
- Implement extreme heat and air quality standards.
- Provide conflict de-escalation training.
- Establish standards and procedures for Wind Chill Warning advisories.
- Establish facility temperature standards and an escalation process to prioritize HVAC repairs.
- File a national-level grievance if the Postal Service refuses to activate available Step B teams.
- Establish additional procedures and time limits when issuing back pay.
- Determine that discipline cannot be based solely on scanner data.
- Require a steward to be present when management issues discipline to a carrier.



- Discuss NALC Health Benefit Plans to converted CCAs and new career hires.
- Provide a contact person via telephone to assist employees filing EEO claims.
- Incorporate a hooded sweatshirt into the uniform program.
- Increase the frequency of the uniform allotment and provide for replacement of worn out and damaged items.
- Require confirmation that a disputed debt is held in abeyance.
- A requirement that all 204b applicants have five years total service.
- Allow part-time flexibles to opt after 60 days.
- Filling a 204b's vacancy with conversion of a PTF or CCA to full time.
- Provide additional 10-minute breaks for every two hours worked in excess of eight hours.
- Provide appropriate vehicle training based on employing facility.



- Withdraw from route adjustment agreement until NALC representatives have full access to all data used.
- Allow carriers the right to count their mail during a live week of inspection while using an alternate route adjustment process.
- Conduct joint *JCAM* training twice a year.
- Remove language establishing time parameters for street delivery standards from any route adjustment process.
- Replace manual time keeping with electronic timekeeping.
- Automatic payment of premium pay rates does not preclude the right to file a grievance over violations.

General resolutions

- The NALC Health Benefit Plan will support research and coverage for sick cell disease.
- Partner with USPS to design a Stamp Out Hunger stamp to support food banks.
- The Mutual Benefit Association provides a booklet of products to MBA representatives.
- Share bargaining updates on the NALC website and *Bulletins* as well as an annual seminar for new members to understand our national issues.
- Share comprehensive bargaining details after negotiations are settled.

- Open bargaining and contract campaign to include holding rallies, posting monthly bargaining updates online, and sharing information that will not hurt our bargaining position.
- Endorse Vice President Kamala Harris for president.
- Bequeath former NALC President Fredric V. Rolando with honorary title president emeritus.
- Share negotiation updates on NALC website on the first and third Friday of each month.

Legislative resolutions

- Prohibit companies from charging for paper billing services.
- Make Cesar Chavez Day a paid federal holiday.
- Cost-of-living adjustments for Federal Employee Retirement System (FERS) annuitants under the age of 62.

Constitutional amendments

Amendments to the *NALC Constitution*:

- Allow members in good standing who failed to retain membership into retirement complete an 1189 to be reinstated.
- Update Article 10 to clarify that the executive vice president is the highest-ranking officer after the president and that the vice president would be responsible if both the president and executive vice president are charged.

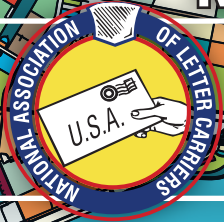


EXHIBIT AREA



In the exhibit area outside the convention floor, exhibits and booths gave the delegates knowledge, inspiration and one-on-one access to NALC staff and letter carrier volunteers manning the informational booths.

Among the most popular exhibits was a prototype of the Next Generation Delivery Vehicle (NGDV), which delegates could see up close, inside and out.

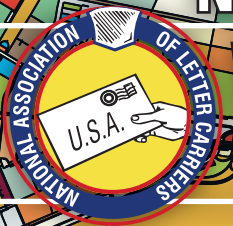
Exhibitors from various NALC departments gave delegates important information, including the ability to look up their own records and to sign up on the spot to participate in union activities and benefits.

The Letter Carrier Political Fund (LCPF) booth provided LCPF T-shirts to delegates who had contributed to NALC's political action committee while also signing up many new contributors. LCPF supporters proudly wore their shirts on the convention floor during Thursday's session.

The NALC Health Benefit Plan and the Mutual Benefit Association (MBA) staffs explained the benefits of membership and answered questions at their booths. Boston Branch 34 and other branches sold items to raise funds for the Muscular Dystrophy Association (MDA), the Postal Employees' Relief Fund and other charities.

NALC's community service activities, including fundraising for MDA and the Letter Carriers' Stamp Out Hunger Food Drive, were represented with a booth, as were the NALC Disaster Relief Foundation, the NALC Leadership Academy, the NALC Veterans Group, Nalcrest, the NALC Retirement Department, workers' compensation, and the USPS Employee Assistance Program (EAP). Delegates also could buy NALC apparel and other souvenirs at the NALC Store booth or craft items at the NALC Auxiliary's Country





WORKSHOPS



The work of delegates in Boston extended beyond the general session. From Monday through Thursday, in the morning and afternoon before and after the daily session, respectively, delegates attended workshops to learn valuable information they could take back to their branches and use as leaders to represent and assist their fellow carriers.

Workshop topics included the new NALC Emergency Response Team; the rollout of the NGDV; the latest city delivery issues; the Postal Service's Delivering for America plan; dues, membership, elections and bylaws, financial management and report-filing requirements for branches; workers' compensation; legislative and political activism; dignity and respect in the workplace; communicating with branch members; getting the message out through the media; retirement; diversity, equity and inclusion; and much more.

The workshops were a two-way learning process. Led by national experts in the union, the workshops gave participants access to their knowledge as well as presented the opportunity to ask questions, while also providing delegates with the chance to explain problems they are experiencing in their branches to those experts and to each other.



Carriers and the mail make news online

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

Postcard delivered after being sent 121 years ago

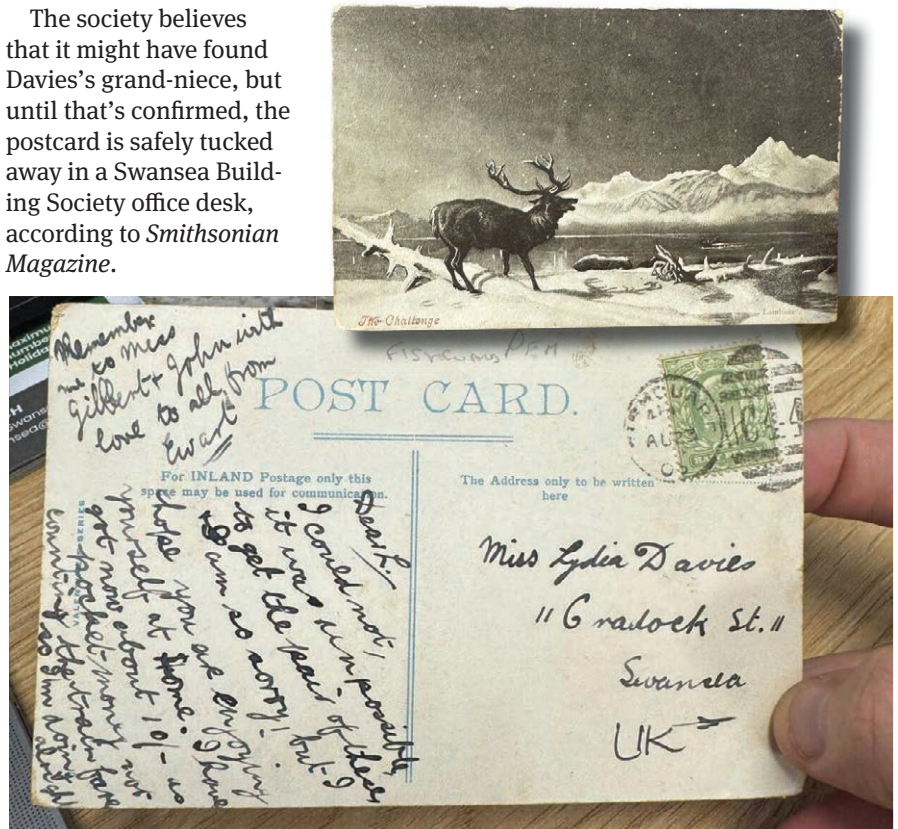
In 1903, a man named Ewart sent a postcard to Lydia Davies at 11 Cradock St., Swansea, UK, and although it's impossible to know whether it was delivered to her during her lifetime, it has since entered the mail stream in Wales again more than a century later. No one is quite sure how the postcard reentered the mail system; it is speculated that perhaps it was by someone who found it at an estate sale or thrift store.

But no Davieses live at 11 Cradock St. anymore. During World War II, the home was bombed and thereafter it was turned into an office building of the Swansea Building Society, which has been located at the address since 1923.

The workers at the Swansea Building Society said the postcard had an illustration of a deer and a barely legible note scribbled on the back. The building society has been investigating the correspondence and found out from census records that Davies was the oldest daughter of the family living in the house in 1903.

In addition to reaching out to the public, the Swansea Building Society also has engaged with experts from the Royal Philatelic Society London to authenticate the postcard and its markings. It has concluded that the postcard and markings appear to be consistent with the year 1903.

The society believes that it might have found Davies's grand-niece, but until that's confirmed, the postcard is safely tucked away in a Swansea Building Society office desk, according to *Smithsonian Magazine*.



Influencer apologizes to letter carrier with gift

Tori Halford, a TikTok content creator with more than half a million followers, felt bad for forgetting to pause her mail when she was on vacation, and she wanted to do something nice for her letter carrier, Daniel. She posted a security footage video of her front doorstep where she left her letter carrier a gift—a basket filled with candy, chips, jerky, gum, drinks and a “thank you” card.

In the footage, the letter carrier drops off a package for her then says, “No way, thank you! This is awesome,” then walks away with a smile on his face and his gift in hand.

The postcard sent to Lydia Davies at 11 Cradock St., Swansea, UK, 121 years ago

Online news (continued)



TikTok content creator Tori Halford's thank-you gift for her letter carrier went viral on social media.



Halford's video received 8.6 million views and almost 600,000 likes. The letter carrier saw the video online and connected with Halford in person afterward, according to *People* magazine. He commented on the video that the basket "made his week."

"I've realized how much people don't get recognized for the work they do," Halford told the magazine. It is important to thank those you come in contact with, because you never know what it will mean to someone or how it will impact them."

USPS appoints new historian

Stephen Kochersperger has been working for USPS in various capacities for more than 40 years. His dedicated work has paid off with him being named a USPS historian, a role he had temporarily filled since December 2023.

He started as a clerk in Milesburg, PA, in the early 1980s. In 1983, he became postmaster of Julian, PA, where he stayed until 2011. Then he became

a writer and editor at the USPS Capital Metro Area regional division. The next year he joined the USPS historian's office at headquarters in Washington, DC, as a senior research analyst in postal history.

In 2021, Kochersperger completed a Master of Arts in American History from American Public University; he wrote his thesis on the postal system's role in achieving American independence.

Lately he has led two oral history projects at USPS headquarters. In one, he arranged interviews with employees with 50-plus years' experience, and in another he interviewed postal executives on USPS delivery during the COVID-19 pandemic.

UK unveils post box featuring King Charles III's cypher

The Royal Mail installed the first mailbox with the cypher of King Charles III, who became king in 2022, in July, replacing that of Queen Elizabeth II, his predecessor. The cypher was unveiled in Great Cambourne, Cambridgeshire, by Julie Spence, a retired British police officer and activist, and by local children.

Displayed on the red post box is the letter "C" for Charles, the Roman numeral "III," a Tudor crown and the letter "R" for Rex, which is Latin for king.

In the United States, mailboxes remain unchanged with each new head of state. In contrast, the United Kingdom gradually updates post boxes to reflect new monarchs as old ones are replaced, as are their stamps and bank notes. In fact, British postboxes are quite dissimilar to ours overall. They are red, cylindrical and have a slit to drop mail in that does not close.

The King's cypher also will be showcased to 3,636 Royal Mail vehicles

USPS Historian Stephen Kochersperger





In recognition of National Hispanic Heritage Month (Sept. 15–Oct. 15), the AFL-CIO’s social media channels spotlight the diverse contributions Hispanics and Latinos have made to the labor movement by profiling union members like NALC’s Roy Zuniga, a proud member of Centennial Colorado Branch 5996.

In addition to delivering mail to the customers on his route, Roy goes the extra mile to serve his fellow letter carriers as a shop steward, on-the-job instructor, and NALC activist. Reflecting on why being involved in his union is important to him, Roy shared the following: “What I enjoy most is passing on to the new members what was passed on to me and more. When you see new brothers and sisters at a meeting or they call you because they have a question, it makes it all worth it.”

Thank you for your service to your community and NALC, Roy!

between August and October 2024, according to BBC.

As fall begins, USPS gets into the season

The Postal Service unveiled its new “Autumn Colors” Forever stamps at the Great American Stamp Show in Hartford, CT, on Aug. 16.

The new stamp series captures the vibrant hues of fall, highlighting how leaves transition from their summer green to stunning reds, oranges and yellows. This colorful transformation results from the fading chlorophyll and the unveiling of carotenoids and anthocyanins.

The pane of 20 stamps features the work of Allen Rokach, a renowned nature photographer known for capturing the colors of nature through his lens. Rokach’s “Rokach effect” technique adds an impressionistic touch to his images, reflecting the dynamic beauty of autumn landscapes. The stamps will depict various scenic locations across the country, from New England’s iconic fall foliage to the vibrant colors of Aspen, CO, and the Columbia River Gorge in Oregon.

As soon as fall begins, many look forward to winter holidays just around the corner, and so, USPS planned to release both Hanukkah and Kwanzaa stamps in September.

The Hanukkah stamp depicts a simple drawing of a menorah with all eight candles lit and “Hanukkah” displayed underneath with the blue color traditionally associated with the holiday as the background.

Hanukkah is a Jewish holiday that commemorates the rededication of the Second Temple in Jerusalem after its desecration by the Seleucid Empire. The festival celebrates Jewish identity and religious freedom. It also marks the

miracle of the oil: After reclaiming the temple, the Maccabees, who rededicated it, found only a small amount of consecrated oil, which was expected to last just one day. Miraculously, the oil burned for eight days, which is considered a divine miracle in Jewish tradition.

The Kwanzaa stamp has bright colors and depicts three people dancing—a man in the front playing a drum and two women in orange dresses dancing in orange dresses to his sides. The background colors, red and green, symbolize the Pan-African movement and are commonly seen in African flags, reflecting Ethiopia’s red and green flag, as it was never colonized.

Kwanzaa is a non-religious cultural celebration that honors African heritage, culture and values. It was created in 1966 by Maulana Karenga, a professor and activist. It is celebrated by lighting a kinara, by discussing principles, and by holding cultural activities and communal meals. **PR**



The cypher of King Charles III is being installed on Royal Mail postboxes.

The Autumn Colors Forever stamps



Requesting leave— Make sure you get what you deserve

Over the years, the Postal Service has expanded the ways in which letter carriers can request leave. Much of the process has been automated, including the completion of the PS Form 3971, Request for, or Notification of, Absence. Being able to use multiple methods and having additional options for submitting and obtaining approval for leave requests is convenient. However, city letter carriers need to be cautious when submitting leave, completing the PS Form 3971, or signing any computer- or management-generated leave forms. This article will explain the methods for submitting leave requests and the possible pitfalls of the automated processes.

Article 10 of the National Agreement covers general leave provisions such as choice of vacation period, vacation planning and sick leave. Article 10, Section 2 specifically incorporates *Employee and Labor Relations Manual (ELM)*, Section 510, which contains all the rules and procedures related to the Postal Service leave program.

Article 10, Section 2. Leave Regulations

The leave regulations in Subchapter 510 of the *Employee and Labor Relations Manual*, insofar as such regulations establish wages, hours and working conditions of employees covered by this Agreement, shall remain in effect for the life of this Agreement.

ELM Section 511.23 requires all USPS employees to complete PS Form 3971, Request for or Notification of Absence when requesting or using any type of leave.

ELM Section 511.23 states:

Postal employees:

a. Request leave by completing PS Form 3971, Request for or Notification of Absence.

b. Obtain approval of PS Form 3971 before taking leave — except in cases of emergencies.

Both the requesting employee and the supervisor have responsibilities when using PS Form 3971. Appendix B of the National Agreement talks about these responsibilities in Section 3. It states:

Form 3971, Request for, or Notification of, Absence

1. Purpose. Application for annual leave is made in writing, in duplicate, on Form 3971, Request for, or Notification of, Absence.

2. Approval/Disapproval. The supervisor is responsible for approving or disapproving application for annual leave by signing Form 3971, a copy of which is given to the employee. If a supervisor does not approve an application for leave, the disapproved block on Form 3971 is checked and the reasons given in writing in the space provided. When a request is disapproved, the reasons for disapproval must be noted. AWOL determinations must be similarly noted.

If you have a dispute regarding your leave request, provide a copy of the PS Form 3971 to your shop steward or NALC branch officer so they can investigate and correct the problem.

All letter carriers may request leave by submitting a physical PS Form 3971 to their supervisor, but there are other options as well. In addition to using PS Form 3971 to request leave in person, you can also use the Enterprise Leave Request Application (eLRA) to generate a PS Form 3971 and electronically inform your supervisor of your leave request.

The eLRA is accessible through the USPS LiteBlue site using a computer, smartphone or other mobile device. Carriers can log into LiteBlue and select the eLRA icon from the “Employee Apps” section. You can then

follow the on-screen prompts to enter your leave information. Be aware that by clicking “Submit,” you are authorizing your electronic signature on the 3971 and confirming that the information you provided is accurate and complete. When you click “Submit,” this 3971 will be electronically sent to your supervisor for them to review and approve. The application is designed to provide both the carrier and the manager with a record of the request. Always keep this record in case verification of the request is needed later. This confirmation can be helpful in settling disputes over a leave request.

If you have an emergency or an unexpected illness, another option for requesting leave is the Interactive Voice Response (IVR) system. Typically, the IVR is used only when you need to report an unscheduled same-day or next-day absence. Keep in mind, there are a limited number of postal locations where IVR is unavailable, so check with your shop steward to verify if your office uses the IVR.

Employees can call the IVR at 877-477-3273 and select Option 4 when prompted. The system will ask you to enter your Employee Identification Number (EIN), so have it ready. The IVR will also ask you to specify the reason for your absence and the amount of time you expect to take. For example, if you have the flu and expect to be out for three days, you should specify “illness or injury” and “24 hours.” Some other options of unexpected reasons for requesting leave might include “personal emergency,” or “Wounded Warrior.” Also, if you are reporting your illness the morning before your shift and expect to miss one day, you should report “today” as both the start and end dates. Once your call

is completed, you'll receive a confirmation number that you should record as your receipt.

If you have an unexpected absence and you are not able to use eLRA or the IVR, you should contact your supervisor directly to report your absence. For your protection, you should document the supervisor's name, date, time, phone number, and any significant comments from your conversation.

Sometimes management will print a computer-generated PS Form 3971 for you, in which the leave type, hours and comments sections are already filled in. Be cautious when signing the management-generated PS Form 3971, and verify that the entries are exactly what you requested. Likewise, if management disapproves your request for leave, be sure that the reasons are noted in the appropriate section as well. Always retain a copy of your PS Form 3971 for your records. Copies often are useful in the grievance process, if you have a dispute regarding your leave request, or if management attempts to discipline you for attendance-related issues.

NALC encourages letter carriers to always check their PS Form 3971 to ensure that the type of leave they are requesting is accurate. The type of leave requested, and the reasons indicated on Form 3971, can be used to determine whether paid leave or leave without pay is entered into the leave system. Improperly requested or improperly input leave entries can significantly affect your payroll or attendance history.

Again, regardless of the method used, if you feel a leave request has been wrongly denied by your supervisor, you should consult with your shop steward or NALC branch officer about your situation as soon as possible. **PR**

Request for or Notification of Absence

UNITED STATES POSTAL SERVICE

Employee's Name (Print last, first, MI) _____ Employee ID _____ Date Submitted (MM/DD/YYYY) _____ No. of Hours Requested _____

Installation (For postmaster's leave, show city, state, and ZIP Code) _____ NS Day _____ Pay Loc. No. _____ DIA Code _____ From: Date _____ Hour _____

Time of Call or Request _____ Scheduled Reporting Time _____ If Needed, Employee Can Be Reached At: _____ Thru: Date _____ Hour _____

Do not call

Revised Schedule for (Date) _____ Approved in Advance Yes No

Type of Absence: Annual Holiday/AL Lv Exch Carrier 701 Route LWOP (See reverse) Sick (See reverse) Late COP (See reverse) Other

Documentation (For official use only): FMLA Requested (Certification review - HRSSQ) For COP Leave (CA 1 on file) For Advanced Sick Leave (PS 1221 on file) For Military Leave (Orders reviewed) For Court Leave (Summons reviewed) For Higher Level (PS 1723 on file) Scheme Training Testing Qualifying (Memo on file)

Begin Work _____ Lunch Out _____ Lunch In _____ End Work _____ Total Hours _____

Remarks (Do not enter medical information. See Privacy Act Statement on reverse of this form.) _____

Wounded Warrior Leave

I understand that the annual leave authorized in excess of the amount available to me during the leave year will be charged to LWOP.

Employee's Signature and Date _____ Signature of Person Recording Absence and Date _____ Signature of Supervisor and Date Notified _____

Official Action on Application (Return copy of signed request to employee.)

Approved Disapproved (Give reason below) _____

Do not check an FMLA box until you verify the FMLA designation. FMLA Designation is PENDING FMLA Protected Not FMLA Protected

Signature of Supervisor and Date _____ Continued on reverse

PS Form 3971, October 2017 (Page 1 of 2) PSN 7530-02-000-9136

Warning: The furnishing of false information on this form may result in a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both (18 U.S.C. 1001).

Reason I was incapacitated for duty during this absence:	Leave Types and Codes (Information Only)	Time Card	FMLA (Date, Code)	Time Clock	SCHEDULED	UNCHEDULED	PP	Year
<input type="checkbox"/> Sickness	Annual	55	0500					
<input type="checkbox"/> On-the-Job Injury	Annual - FMLA	55	01 0559					
<input type="checkbox"/> Off-the-Job Injury	Sick	56	0500					
<input type="checkbox"/> Exposed to a Contagious Disease	Sick - FMLA	56	02 0559					
	Sick - Dependent Care	56	08 0559					
	Sick - Dependent Care - FMLA	56	07 0559					
Reason I will be unavailable for duty during this absence:	Adopt Without Leave	24	0240					
<input type="checkbox"/> Sick Leave for Dependent Care (See ELM)	Act of Nature	78	0780					
<input type="checkbox"/> Birth of a Child/Bonding	Blood Donor	69	0760					
<input type="checkbox"/> To Care for a Family Member (See ELM)	Civil Defense	77	0770					
	Civil Defense	81	0810					
	COP - USPS	71	0710					
	COP - USPS - FMLA	71	08 0710					
	COP - USPS - FMLA	71	08 0710					
	Court Duty	61	0610					
LWOP - Union Official (Required Certification)	Domestic	48	0480					
	Domestic - FMLA	48	0480					
	HO Authorized Administrative	78	0780					
	Holiday - AL Leave Exchange	28	0280					
I am requesting Family and Medical Leave Act (FMLA) protection for this absence:	LWOP - Part Day	58	0580					
<input type="checkbox"/> This request is associated with a new condition. (You will receive an FMLA packet in the mail with forms and instructions.)	LWOP - Part Day - FMLA	58	05 0589					
<input type="checkbox"/> My approved or pending approval case number for this condition is:	LWOP - Full Day	60	0600					
	LWOP - Full Day - FMLA	60	08 0600					
	LWOP - KOCOWCP	49	0490					
	LWOP - KOCOWCP - FMLA	49	04 0499					
Employee must not be asked to disclose personal medical information to local management. FMLA certification must be mailed to HRSSQ.	LWOP - In Lieu of Sick Leave	59	059 0590 or 0601					
Additional Documentation Required as follows:	LWOP - Maternity	59	059 0595 or 0605					
	LWOP - Military	44	0440					
	LWOP - Personal Reasons	59	059 0590 or 0603					
	LWOP - Protected	59	059 0590 or 0602					
	LWOP - Suspension	59	059 0590 or 0606					
	LWOP - Suspension/Part Term	59	059 0590 or 0608					
	LWOP - Union Official	84	0840					
	Military	67	0670					
	Prescription	63	0630					
	Volunt Leave	60	0600					
	Other Paid Leave	66	0660					

PS Form 3971, October 2017 (Page 2 of 2) PSN 7530-02-000-9136

PS Form 3971



Mike Maple sings at a gig.

From deliveries to decibels

Mike Maple is a letter carrier by day and, by night, the lead singer of Liquid Mike, an indie-rock band from Marquette, MI. The band has gained popularity over recent months, and was featured in *Rolling Stone* magazine. The article called the band, “the best midwestern indie-rock band fronted by a mailman you’ll hear all year” but Liquid Mike is much more than that. The band is touring widely, including recent concerts in Japan.

Maple calls the magazine’s coverage “very validating,” but adds that local

news coverage of the band has affected him more in his daily life. “After the local news...a random person would ask me about it once a week,” he said.

Liquid Mike is made up of Maple on lead vocals and guitar, Monica Nelson on synth and horns, Dave Daignault on guitar, Zack Alworden on bass guitar and Cody Marecek on drums. Maple describes their style as “a little bit of everything. We play some indie, punk, and kind of grunge.”

The band has more than 9,000 monthly Spotify listeners and its most popular song has more than 126,000 listens, with many of the other songs performing almost as well.

As the band grows in popularity, Maple loves when fans know the songs and sing along.

“It is crazy to see people know our songs,” he said. “That has never been the case in any band I’ve been in.”

When he’s not rocking out with Liquid Mike, the Branch 95 member has been delivering mail in Marquette since 2021. Maple likes being outside, although snow and slush are not his favorite. He enjoys listening to music, good and bad, to try to learn and expand his horizons. Now that he has been touring more frequently, post office management has



Liquid Mike practices in Marquette.

Home > Music

Liquid Mike Are The Best Midwestern Indie-Rock Band Fronted By A Mailman You'll Hear All Year

worked with his schedule, so he can still deliver the mail and go on tour.

Maple writes the majority of the band's songs, including the lyrics and guitar, while his bandmates come up with their own parts. He observes his surroundings as he goes about his day, which helps him come up with song ideas. If he hears a phrase or thinks of an idea, later on when working on music for about an hour a day at home, he looks through his ideas and tries to make something of them. Sometimes songs can take a long time to write, but some, like "K2," one of the band's most popular songs, took only about an hour to write. He called it "one of the rare ones that fall out of the sky."

Although Maple generally likes delivering the mail, one day he was walking his route when he was in a bad mood, which inspired a song: "You're always thinking of the old world / You're never running out of manholes to fall / You never think about the next world / ... Your new apocalypse impending."

The band has released five albums since its start in 2021—"Stuntman," "You Can Live Forever in Paradise on Earth," "A Beer Can and a Bouquet," "S/T" and "Paul Bunyan's Slingshot." That last one came out in a deluxe edition in August.

Liquid Mike does not have a record deal or a recording studio; the band records its music at home. Maple has been building up his recording equipment for years and went to school for audio recording.

"The freedom that we get from recording our own music is huge, because we can do whatever we want," he said. "We don't have to worry about, you know, what's going to sell or what people are going to like."

It is important to Maple to maintain that independence. When asked what bands inspired Liquid Mike, Maple replied, "I guess there's a couple of bands I've always loved, like, bands that have been able to do things on their own terms." He pointed to Guided by Voices as an example.



"They did it when they were older, when they were, like, all in their mid-30s," he said. "And they always did their own artwork and recorded on very [lousy] equipment, and they still managed to make some of the best records of the decade."

Although Maple had previously toured just the East Coast of the United States, in August he had the opportunity to tour Japan with bandmates Daignault and Alworden as part of a grunge emo band called Charmer.

"It was very special to see that," Maple said. "Just people rocking out in a country where they don't all speak the same language; it's very inspiring."

Maple doesn't plan to stop touring. Liquid Mike was scheduled to depart in late September on a five-week-long U.S. tour throughout the Midwest, South and East. During the tour, Liquid Mike planned to release a new single, "Crop Circles," on Sept. 25.

You can take *Rolling Stone's* word that Liquid Mike's "Paul Bunyan's Slingshot" is worth a listen. The magazine also wrote, "You might have to go back to the 1971 debut by John Prine to find a record by an employee of the United States Postal Service that wins this hard." **PR**

Rolling Stone recognized the band and Maple's job as a letter carrier.



The band members jam while in Japan.

Interpretive disputes



**Paul
Barner**

In my January and May *Postal Record* articles, I discussed several interpretive disputes and how they are handled once received here at Headquarters. In this column, I will provide you with the process on how a matter is referred as an interpretive dispute and those items we currently have under review.

Article 15.2.Step B (e) of the National Agreement provides:

If either party's representative at Step B or the NBA or Employer's Area representative thereafter maintains that the grievance involves an interpretive issue under the National Agreement, or some supplement thereto which may be of general application, the issue will be discussed with the appropriate National Union/

Management Representatives at the Headquarters Level. If either party's National Representative determines the issue to be interpretive, a written notice will be sent to the other party specifying in detail the facts giving rise to the dispute, the precise interpretive issues to be decided and the initiating party's contention. The grievance(s) shall be held at the Step B level pending discussion at the national level or the outcome of a National Arbitration Award.

If either member of the Step B team, the national business agent (NBA) or USPS area representative believes that an impasse grievance involves an interpretive issue, they can forward it to their appropriate national union/management representative.

In recent months, the Postal Service has notified the NALC that the following matters were referred for review of a possible interpretive issue in accordance with Article 15. The following matters have been reviewed and the grievances should no longer be held:

- The issue for review was whether the Heat Illness Prevention Program (HIPP) training was required by the collective-bargaining agreement. After review, the Postal Service notified NALC that a national interpretive issue is not presented in the referenced case.
- The issue for review was the inclusion of certified mail in Delivery Point Sequence (DPS) trays. After review, the Postal Service notified NALC that a national interpretive issue is not presented in the referenced case.
- The issue for review was the accuracy of time-keeping on the Mobile Delivery Device (MDD). After review, the Postal Service notified NALC that a

national interpretive issue is not presented in the referenced case.

The above-listed matters, and any case being held during the review, were released back to the step at which they were held to be processed through the grievance procedure.

In recent months, the NALC has notified the Postal Service that the following matters were referred for review of a possible interpretive issue in accordance with Article 15.

- The issue for review involved the use of National Agency Check with Inquiries (NACI) to separate an employee who has completed their probationary period. The NALC provided the Postal Service with the following notice:

After reviewing the matter, it is determined a national interpretive issue is not presented in this case. The NALC refers to National Arbitration Award A01N-4A-D 05098663, before Arbitrator Das, when a case falls under the above issue. The term "reasonable cause" should be used when determining whether an employee may be removed under the circumstances present in this case.

Once NALC released the NACI case and any held grievances, the Postal Service then issued a hold on the same case and any referenced grievances. The Postal Service now states the following:

After reviewing the matter, the Postal Service has determined there is a national interpretive issue present. The issues surrounding a National Agency Check with Inquiries (NACI) are distinguishable from the decision rendered by Arbitrator Das.

Currently the referenced NACI case and any other grievance referencing management removing a carrier who has passed their probationary period after an unfavorable NACI review is being held at all steps of the grievance procedure.

The Postal Service has provided notice for the below issue and after review of a possible interpretive issue, it has determined that an interpretive issue does exist.

- **MDD/Arrow Key:** The issue concerns the use of the MDD to scan Arrow Keys in and out. This has been declared an interpretive issue after the Postal Service reviewed the case as the handbooks and manuals do not allow for the MDD to be utilized in this regard.

(continued on page 59)

Moving forward together



James D. Henry

Henry Ford said, “If everyone is moving forward together, then success takes care of itself.”

Over the past few months, I have been watching situations unfold in ways I could never have imagined. It has been uncomfortable and downright unsettling at times. However, I am hopeful that through all of the uncertainty, we will be able to move forward. As NALC representatives, activists and leaders, we often are tasked with performing our duties through challenging times. We must rise and meet the moment while supporting our members,

stewards and branch officers who are looking to us for guidance.

In times of uncertainty, the NALC leadership is tasked with digging deep within ourselves to find the strength and courage to overcome obstacles to help anchor those around us. Nonetheless, members are depending on us to deliver on our promises, primarily that the members of this great union are our chief concern, that we will act in their best interest and not our own, that we will strive to ensure that letter carriers earn a living wage, have premium benefits, and experience working conditions that promote a safe and long career. The aforementioned is made more difficult when we are in a crisis situation. Dissent, animosity and distrust should not be the new normal. Rather, we are expected to rally in support of one another and act together as one union, with one purpose and cause. Now, more than ever, is the time to both create a model of unity and renew our commitment to a higher calling.

None of us should be subjected to a purity test. However, life tests what we are made of during some of the most challenging times. The NALC has historically met and overcome any and all challenges faced. There is no reason to believe that the present moment will be any different. I’m aware that letter carriers are facing challenges from safety concerns, performance pressure by management and the immense desire for economic justice. I have faith that when we act in concert for the greater good, there is nothing we can’t achieve together, now and in the future. Moving forward, there

are multiple lessons we all could learn; one being to keep our eyes on the prize without losing heart.

Personally, understanding that life is always moving forward has been a helpful reminder, and it will never go backward. I also understand that to move forward, we must release the past and not repeat the same mistakes that were an impediment to success.

“Over the past few months, I have been watching situations unfold in ways I could never have imagined. It has been uncomfortable and downright unsettling at times. However, I am hopeful that through all of the uncertainty, we will be able to move forward.”

It’s important to:

- Know and act on what you believe in.
- Fight the good fight.
- Listen to one another.
- Be kind to yourself.
- Do something that brings you joy and creates a route forward.
- Create a routine to promote a healthy life/work balance.

If anyone can rise to the occasion and manage situations effectively, it is the NALC. We are in a phase where everyone is anxious for our desires to manifest themselves in the best possible outcome. These times have revealed just how connected we all are. I’m inspired by the enormous engagement by our members and the interest shown in moving forward together. My hope is that we all continue to recognize that we are in this together, and that everyone’s voice and participation is important and needed to achieve our goals. I am so grateful to be a part of this amazing union! What makes it amazing is the letter carriers I represent daily. Despite any differences that may exist or occur, if we keep moving forward together, we will achieve greatness!

Constitutional change regarding retiree membership and other reminders



Nicole Rhine

At the 2024 national convention held in Boston in August, the delegates in attendance voted to approve a proposed change to Article 2 of the NALC Constitution, which contains the provisions concerning membership in the NALC.

The change that was adopted by the delegates was to Article 2, Section 3 (e), which addresses retiree membership in the NALC. This section of the *Constitution* will now read:

(e). a Form 1189 (Dues Check-Off Provision) must be signed by all retiring members within the NALC who wish to retain their membership in said organization. An annuitant that was

a member in good standing at the time of retirement may also sign this Form and have their membership reinstated.

This change adopted by the delegates now allows a member who failed to fill out a Form 1189, Request and Authorization for Voluntary Allotment from Annuity for Payment of Organization Dues to NALC at the time of retirement, and subsequently whose membership was canceled for failure to timely complete an 1189, the opportunity to have their membership reinstated by completing a Form 1189.

Prior to this change, there were no provisions in the *NALC Constitution* that allowed a member who had retired and who did not complete the 1189 at the time of retirement the ability to complete an 1189 once their membership was canceled for failing to join the NALC as a retiree.

As a reminder, in order to be eligible to become a retired member of the NALC, you must first be an active member of the NALC at the time of retirement.

Former active members who did not retain membership in the NALC as a retired member are now able to complete an 1189 if they desire to be reinstated. Please note that payment of retiree dues back to their retirement date will be collected from the member's annuity at the time of reinstatement upon completion of Form 1189.

The constitutional change will not alter the process in place at NALC concerning new retired members. Letters and 1189s will still be mailed out to members from NALC Headquarters upon their retirement, including letters with a deadline for returning the completed

form. If the form is not received from the retired carrier, their membership will be canceled, per the *Constitution*. Again, the change will now allow a member who has been canceled for failure to complete the 1189 at retirement the ability to be reinstated.

Changing bank accounts—On occasion my office receives calls from branches or state associations that are changing bank accounts, asking what information is needed at Headquarters to change the account that dues are direct deposited into. If a branch or state association is planning to change banks, an officer should contact the Membership Department for an Electronic Deposit Change Form. The form must be completed and signed by the president and the secretary-treasurer and returned to Headquarters along with a voided check from the new account. We recommend that the old bank account remain open until a dues deposit is verified as having been made into the new account.

Membership pins—Article 2, Section 5 of the *NALC Constitution* contains information on membership pins available to NALC members. Per the *Constitution*, the branch secretary must notify the Office of the Secretary-Treasurer that a member will complete the necessary years of membership, and the pin will be sent to the branch to present to the member.

The notification can be made in two ways—either in writing to the Office of the Secretary-Treasurer or by the branch secretary through the Members Only portal. The pin request program on the Members Only portal sends the branch's request directly to Headquarters electronically.

Membership pins are provided to branches at no charge beginning at 25 years and for each five-year increment thereafter. Membership pins for Years 5, 10, 15 and 20 are available for purchase by branches from the NALC Store.

NALC members who have completed 50 years of membership are awarded a life membership gold card that entitles them to all privileges of membership in the NALC without payment of dues. Again, all requests for gold cards must be made by the branch, per the *Constitution*.

Please be aware that gold cards are a special order and must be engraved by an outside union vendor—so branches should allow four to six weeks for delivery.

Branches should also be aware that special recognition is given to members who reach 70 years of membership and at each five-year increment thereafter with a suitable plaque.

Charge or appeal?



**Mack I.
Julion**

As members of the NALC, we should all appreciate the democratic process of our union. For those who were at our recent national convention in Boston, you got to experience it firsthand. As I stated in my June article, everything we do is spelled out in our *NALC Constitution*. It is our road map; it keeps us focused and on the right path. Like our local bylaws, it was created and amended by the members. So, the how, what and when of our union derives from the membership. Most importantly, and we witness this at every convention, it provides us with directions on how to handle

internal disputes with other members, even if our disagreements are with those whom we elect to lead us.

In this column, I thought it would be productive to discuss the recourse members have per the *NALC Constitution* when we disagree with a decision made by our union, or with actions taken by our elected leadership. Over the past year we have seen an increase in charges filed, per Article 10, within our union. Some of those charges, because they involved national officers, were addressed in Executive Council meetings. Many of them did not require an initial investigation because they were not properly before us. Literally, they were not “chargeable” offenses. The *Constitution* is clear about those instances in which charges can be proffered. It also offers instructions on how to appeal decisions that we do not agree with, based on the *Constitution* and/or local bylaws.

First, let’s look at Article 10 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)*. This is the constitution that guides branch activities. Likewise, there are the national and state constitutions, which have similar provisions. In relevant part, the *CGSFB* states the following:

Any member of the Branch who shall violate the *constitution* or *By-Laws of the Association* or Branch may have charges proffered against them, and if such charges are proved shall be fined, reprimanded, suspended or expelled as the laws may direct or the Branch determine. Any officer of the Branch who shall fail or neglect to discharge the duties of their office, or who

may be guilty of gross misconduct, may be removed from office. These determinations shall be made by the members present and voting at the next regular Branch meeting after which said charges were read to the Branch. The vote regarding any of the above matters may be continued once, by motion, to the following regular Branch meeting.

Notice I highlighted in bold the actions of members or officers, which are the grounds for “bringing someone up” on charges. The *Constitution* is specific about the constitutional violation, the failure or neglect of duties, or the gross misconduct, which are required for Article 10 charges. The *Constitution* also provides an avenue to appeal or express dissatisfaction with a decision made by the branch, the president or other officer of a branch. Now, let’s look at Article 11 of the *CGSFB*. It reads, in relevant part:

Section 1. An appeal may be taken to the President from the decision of any officers of the Branch and to the Branch from **any decisions of the President**, which appeal must be taken at the meeting at which the subject appealed from is under consideration, and before any other business is taken up for action; **and any member considering that an injustice has been done them by a decision of the Branch,** may appeal in writing to the Committee on Appeals of the National Association.

Section 2 of Article 11 gives us step-by-step instructions on how such appeals are to be made. It also details the options an aggrieved member has prior to the appeal reaching the convention floor, if one is not satisfied with the decision of the branch or the National Committee on Appeals. Again, I highlighted the key component of the grounds for an appeal by “any member considering an injustice has been done them” by a decision made by an officer, president or branch. Most of us are familiar with appeals because they are generally used when there are conflicts with the election of officers. That process, which follows a similar path, is conveyed in the booklet *NALC Regulations Governing Branch Election Procedures* (the green book).

Hopefully, this will be helpful for members who are considering voicing their concerns when there is a perceived injustice or a violation of the *Constitution*. Articles 10 and 11 of the *CGSFB* provide the formal ways that disputes can be handled within a branch per the *Constitution*, but there also are the informal ways to handle a dispute. A member can simply contact local, regional or national leadership to seek resolution without appealing or filing charges. More often than not, that will work, too!

Crimes against letter carriers



Christopher Jackson

In this month's article, I will be touching on the United States Government Accountability Office (GAO) report on serious crime on postal employees. As we know, life has changed for letter carriers. A dog attack used to be the biggest concern for us out on our assignments. Now, we are looking over our shoulders because we have increasingly become targets for serious crimes by thieves and other bad actors.

GAO provides Congress and federal agencies with objective, nonpartisan, fact-based information. In May 2024, GAO issued a report on serious crime on postal

employees based off a review from United States Postal Inspection Service (USPIS) data.

Among other things, USPIS, the law enforcement arm of the Postal Service, is charged with protecting USPS employees and property against crimes, including robbery, burglary, assault and homicide.

According to the GAO report, the most common type of serious crime¹ cases opened by USPIS in Fiscal Year (FY) 2023 were robbery cases, with about 600 reported cases. About 90 percent of these robbery cases were of city letter carriers. Inspectors also have opened about 400 assault cases, 200 burglary cases and two homicide cases in response to deaths of on-duty postal employees during that same period. The report indicated cases of serious crime have increased almost every year from FY 2017 through FY 2023.

Despite the increase in serious crimes from FY 2017 through FY 2023, the authorized postal inspector workforce has not increased.

Law enforcement personnel, comprised of postal inspectors and postal police, make up 70 percent of the USPIS workforce. As of September 2023, Inspection officials said that it employed 1,228 postal inspectors, which is 14 percent less than the authorized total of 1,431, and 367 postal police, which is 37 percent less than the authorized level of 581. USPIS officials told GAO that it determines the size and location of its postal police workforce by conducting a security force assess-

ment. Unbelievably, the most recent assessment was completed in 2011, and Inspection officials said that its primary goal of the 2011 assessment was to meet a USPS deadline to reduce the number of authorized postal police. The results of the assessment reduced the total number of authorized postal police from 694 to 581. GAO found that, since 2011, USPS has met conditions that require a new security force assessment.

Based on the GAO report, the Postal Service is relying on outdated information to protect its facilities and its employees, with letter carriers out on the street being the most vulnerable of them all. USPS law enforcement personnel are severely understaffed and completely incapable of policing the rise in serious crimes committed against us.

Properly staffing the USPIS is a vital factor for improving carrier safety; however, it is only part of the answer to the problem we face today. I believe USPS has the technology to help deter some of the attacks letter carriers are experiencing today, but that it is not moving fast enough to put them to use. Many of the robberies committed against carriers are focused on stealing the Arrow Keys that we use to perform our duties. The GAO report indicated that Arrow Keys in narrative descriptions of robbery cases have increased from 10 percent in FY 2017 to about 51 percent in FY 2023.

In a news release on May 12, 2023, the USPS and USPIS announced a joint initiative called Project Safe Delivery to combat the rise in mail theft and carrier robberies. Prevention efforts in this initiative include the rollout of high security collection boxes (HSCB), electronic Arrow Locks (eLocks), and Modified Arrow Lock (MAL) Keys in areas with high incidents of mail theft. The HSCB will eventually replace the less secure traditional blue collection boxes that have also become a target for theft, while the eLocks will replace some traditional Arrow Locks on mail receptacles and require dual authentication before opening. As of May 2024, USPS has installed 21,191 HSCBs and 34,143 eLocks across the country.

There are approximately 140,000 traditional collection boxes in use by USPS nationwide and they aren't being secured fast enough. The same goes for replacing the hundreds of thousands of traditional Arrow Locks across the country with eLocks and replacing 360,000 traditional Arrow Keys in use with MAL Keys or safer alternatives.

USPS needs to do more to protect every carrier on duty. I sincerely hope it gives the GAO report the attention it requires, and that letter carriers deserve. Please be safe.

¹ GAO refers to burglaries, robberies, assaults and homicides as "serious crime."

Mental health awareness



**Manuel L.
Peralta Jr.**

This month's column is dedicated to mental health awareness and resources available to all of us. Mental health is a tricky subject. We fear saying we need help, but we know that we could use it. We may need support, but we fear asking for it.

Larrissa shared the following:

"There is a stigma to mental health disorders. People don't want to be labeled as having depression. We need to recognize as a culture that mental health is a biopsychosocial condition just like diabetes, heart disease and so forth."
—Charles Bombardier, Ph.D.

Mental health has always been a taboo subject, but as a society we are starting to come around to the views expressed by Dr. Bombardier. We have seen many professional athletes discuss their struggles publicly, and that has begun to shed some light, and much needed attention, on issues of mental health. As a society, we must address mental health and treat emotional conditions just like any other injury. Mental health after a work injury is often overlooked. People associate only post-traumatic stress disorder (PTSD) to these kind of occurrences. Although often PTSD is a significant diagnosis after traumatic injuries such as vehicle accidents, assaults or dog bites, other injuries can bring a dif-

John contributed the following:

Earlier this spring we lost a sister to suicide. In hindsight, the writing was on the wall and many were left wondering, if they had acted on the signs sooner, or with more urgency, would she still be alive? I don't think that question could ever be answered. Suicide is complicated.

How do we know if someone is just more stressed than normal, or if they are experiencing mental health issues? The stress level in our jobs as letter carriers tends to run high, more often than not. It's difficult to see when our co-workers are emotionally distressed when we are dealing with our own issues. It's hard when you're only with your co-workers for a few hours every morning. Too often when someone we know dies by suicide, we are left saying to ourselves, "In hindsight, the writing was on the wall."

It's hard not to dwell on this. Could I have made a dif-

ferent type of emotional condition that often goes untreated and can be disregarded by the injured worker as well as others around them. A recent study by Beyond Blue showed that 1 in 3 people experience major depression after a traumatic injury, which can affect recovery from the injury. Lengthy periods away from work can increase depression and anxiety.

An injured letter carrier can experience claim delays, which could cause financial stress as well as delays in treatment. They can feel pressure from management to return to work, as well as their own desire to get back to the route. An injured carrier will miss the comradery of the workplace and can begin to feel isolated, which only adds to depression. Unable to be out and about enjoying life, seeing friends and family or just fresh air and sun all can be linked to furthering the spiral into depression.

How can you help? Check on your friends and co-workers who are suffering from an injury, and encourage them to talk about how they are feeling with a professional. Get them out of the house when possible or visit them in person to see how they are doing. Let them know you are in their corner and offer whatever assistance they may want, even if it's just talking. Be the friend you would want if you were in that situation.

ference? Again, there is no answer to that question. Suicide is complicated. What is important to know is how to recognize the warning signs. If more people know the most common signs that someone is depressed or experiencing mental health issues, the better chance we have of getting them the help they need. It takes a community effort: friends, relatives, co-workers, employers.

The sister I spoke of exhibited signs of distress, but to different people, at different times. Individually, these signs may not have appeared alarming. However, collectively, the writing was on the wall. She had lost a loved one earlier in the year around the holidays. She stopped coming to work on a regular basis. She was isolated. She left a note in the break room. Maybe a conversation, a friendly gesture, or assistance with seeking help would have made a difference.

(continued on next page)

Mental health awareness (continued)

(continued from previous page)

I want to thank Larrissa and John for their willingness to add to this month's column and to help open a dialogue with each other.

The work you do each and every day requires your full attention. You need to be able to do what you have been trained to do and to do it safely. If we are not at our best, we tend to miss signs that warn us of impending harm.

In my September 2021 column, I shared that I had been watching the Olympics and, like millions of us throughout the country, was rooting for Simone Biles. I repeat a few words from that column:

...The Olympics puts them in the spotlight with expectation and pressure. During Week One, gymnast Simone Biles pulled out of the competition because she did not feel right. The critics could accept a physical injury as justification to pull away, but they could not accept that she stepped away because she did not feel right mentally.

One report I read indicated that on arriving at the Olympic Village, when she expected to be embarrassed, she was instead thanked. She was thanked by the athletes who feel the pressure and know how tough the whole process is. She became a hero of another kind when she stood tall and said it's OK not to be OK. And she took a breath. And many of us took a breath with her...

I believe that Simone should be presented with a special gold medal for saying it's OK not to be OK.

She deserves additional accolades for stepping up and testifying before Congress on Sept. 15, 2021, to shed light on the abuse that she and other competitors suffered as a result of failures of the USA Gymnastics and the United States Olympic and Paralympic Committees.

During this summer's Olympics, she earned three more gold medals and one silver.

No one knows what another person is suffering through, until you know. Be kind and keep a watchful eye on each other. If you need guidance, contact your national business agent's office or contact me.

Here are some additional resources.

First, I remind you that we have a number of items related to Employee Assistance Program (EAP) services on the NALC's web pages. Please refer to my April column to help you navigate the information available.

You can also go directly to the USPS EAP page at EAP4you.com, which takes you to the current service provider's home page. Scroll to bottom of page and enter your ZIP Code. In results, hover over "health" then hover over to "mental health care" and then click. This will open up resources in your area.

Another resource is Loveyourmindtoday.org. Its home page introduction includes the following description:

Caring for your mind only makes you stronger. Taking care of your mind allows you to be your best self. Reflecting on your feelings and stressors can help you deal with whatever life throws your way.

Explore guides with instruction and insight for dealing with difficult situations.

The U.S. Department of Labor has an initiative on mental health that began in 2016. DOL.gov takes you to its main page, where you should find an icon/link to Mental Health at Work. Clicking there will take you to a YouTube video with an introduction by Julie A. Su, acting U.S. secretary of labor.

More information on the subject of mental health can be found on the following link, dol.gov/mentalhealth. It opens a page with many additional resources.

The National Suicide Prevention Lifeline ([visit online at suicidepreventionlifeline.org](http://visitonlineatsuicidepreventionlifeline.org))—We all can help prevent suicide. The lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals. By starting the conversation and providing support to those who need it, we can help prevent suicide and save lives. If you or someone you know is thinking about suicide—whether you are in crisis or not—call or live chat the National Suicide Prevention Lifeline at 800-273-8255. The Substance Abuse and Mental Health Services Administration (SAMHSA) at samhsa.gov/suicide provides help for someone you know: Learn how to recognize the warning signs when someone's at risk—and what you can do to help. If you believe someone may be in danger of suicide:

- Call 911 if danger for self-harm seems imminent.
- Ask them if they are thinking about killing themselves. This will not put the idea into their head or make it more likely that they will attempt suicide.
- Listen without judging and show you care.
- Stay with the person or make sure the person is in a private, secure place with another caring person until you can get further help.
- Remove any objects that could be used in a suicide attempt.

The SAMHSA pages also include a Behavioral Health Treatment Services Locator (findtreatment.samhsa.gov), a confidential and anonymous source of information for people seeking treatment facilities for substance use/addiction and/or mental health problems.

Veterans have additional resources through the Department of Veterans Affairs. Information on those resources can be found on the Veterans Group column on page 62.

Project 2025 and postal retirees



Dan Toth

As the director of retirees, I have an obligation to address legislative proposals relating to retirement. This article will explore the retirement provisions of Project 2025¹, a proposed presidential transition project should the next president be Republican, overseen by the Heritage Foundation (a conservative think tank). Of course, what you do with this information is entirely up to you. We all vote based on different reasons and have different perspectives on the world, but I would recommend placing a strong emphasis on the pocketbook. It's hard to focus on

social and public policy issues when you can't afford housing, medical care, and especially food and other basic necessities into retirement.

The relevant retirement section of Project 2025 starts by stating:

Career civil servants enjoy retirement benefits that are nearly unheard of in the private sector. Federal employees retire earlier (normally at age 55 after 30 years), enjoy richer pension annuities, and receive automatic cost-of-living adjustments based on the areas in which they retire.

For those who have been planning and studying for their retirement, these claims should raise some eyebrows. The first item is the reference to age 55. One would be eligible at age 55 under the Civil Service Retirement System (CSRS), but this retirement system stopped taking new participants more than 40 years ago. Under the Federal Employees Retirement System (FERS), you would have had to be born before 1948 (76 years ago now) to qualify at age 55. So, in either case, nobody is retiring at age 55 these days.

The project also claims that we enjoy richer pension annuities. They might be right about this one. With the decline of unions over the last several decades, we've also had a decline in pension benefits for the general population, which makes us stand out. But when I see this, I don't think it's federal employees that have a problem; I think it's the general population who has a problem. The answer is to make pensions more common, not attack those who still have hope of a retirement with dignity.

Furthermore, COLAs don't typically start until age 62 for FERS annuitants. And even at age 62 and beyond, the COLA

is reduced compared to actual inflation. If the change in inflation, as measured by the consumer price index (CPI), is 0 to 2 percent, the COLA will be the same. If the CPI is 2 to 3 percent, the COLA is always reduced to 2.0 percent. If the CPI is 3 percent or greater, the COLA will be the CPI minus 1 percent. I think that all retirees should have full COLAs and I don't see a reason for these reduced COLAs or, even worse, none at all. If retirees lose purchasing power year after year from inflation, they will eventually face financial hardships.

Project 2025 goes on to claim how the move from CSRS to FERS was beneficial because it cut the government's per capita share of the cost from 44.3 percent of CSRS payroll to only 20.2 percent of FERS payroll. Fortunately, this claim shows some misunderstanding of the two systems. When FERS was created, it was intended to be on par with CSRS. Although the pension was reduced, FERS employees gained Social Security and matching contributions for the Thrift Savings Plan (TSP) up to 5 percent. While their statistics appear to discount employer contributions to Social Security and the TSP, it shows that their goal is to move the cost of retirement from the employer to the employee.

The section regarding federal benefits concludes by stating: "Although the government pension system has become more like private pension systems, it still remains much more generous, and *other means might be considered in the future to move it even closer to private plans.*" If it wasn't clear before, the idea is to reduce our benefits to that of the general public.

Let's shift gears and review how the general public is doing when it comes to retirement. In a recent nationwide survey² of working age Americans, 79 percent agree that the nation faces a retirement savings crisis. Let that sink in. Nearly 4 out of 5 workers think that the idea of retirement or financial security in your old age is on the verge of a crisis. Meanwhile, the same survey finds that 82 percent believe it should be easier to get a pension, so they are independent and self-reliant in retirement. If a vast majority of Americans think this way, it makes me wonder whom Project 2025 is representing when it wants to tear down the pensions of letter carriers who serve their country through thick and thin.

I encourage everyone to vote and participate in our democracy, no matter whom you vote for. Federal retirement benefits might be only a small component in most people's decision, but it can be a costly and life-altering one that I advise everyone to seriously consider.

¹ https://static.project2025.org/2025_MandateForLeadership_FULL.pdf

² <https://www.nirsonline.org/wp-content/uploads/2024/02/FINAL-2024-Public-Opinion-Research.pdf>

Maximum coverage amount



**James W.
“Jim” Yates**

At the Mutual Benefit Association (MBA), we are constantly looking for ways to better serve the members of the NALC. Ideas are thoroughly discussed with the MBA staff, our attorney and our actuary. If implementing a change would cause the MBA to incur a cost, a careful cost-benefit analysis is done before any final decision is made.

One such idea was increasing our maximum coverage amount for any one person’s life. The maximum coverage amount has not been increased since Jan. 1, 2009, when it was increased to \$100,000. The maximum applies to all of our life insurance products. If you have

more than one policy for any one individual, it applies to the total coverage on that individual.

On Aug. 22, the MBA held its quarterly trustees’ meeting in Washington, DC. At this meeting, I, along with our attorney and actuary, presented to the trustees the idea of increasing the maximum coverage amount to \$150,000. After some discussion, a motion was made and unanimously passed to increase the maximum coverage amount for any one life to \$150,000 beginning Oct. 1, 2024.

Our brochures currently list \$100,000 as the maximum coverage amount and list our rates up to that amount. We will reprint our brochures with the updated maximum and rates to \$150,000 as we run out of what we currently have on hand; however, the digital copies on the website will be updated as the change goes into effect. Any brochures we mail out from our office that have not been updated will include notification of the increase and the rates for \$150,000. This is the most cost-effective approach for turning over our current stock of brochures.

The MBA’s insurance applications do not need to be amended at this time. Currently our applications for life insurance have several check boxes in the amounts of \$10,000, \$25,000, \$50,000 or \$100,000, and a box for “other” where the applicant can write in the amount requested. The “other” box should be checked, and the requested amount should be written in, for any amount not listed up to the maximum. Any changes we wish to make to our application, even one as simple as this, would need to be approved by each state where we sell insurance. This process also comes with a cost. You can rest assured that the MBA will do what is in the best interest of its members.

Existing policies cannot be amended to a higher coverage amount. Current policy holders who wish to increase their coverage amount will have to apply for a new policy in the amount of the increase. For example, if you already

have \$100,000 of life insurance coverage with the MBA and wanted \$150,000, you would have to apply for the additional \$50,000. Your premium for the new policy would be based on your current age and the amount of coverage purchased on the new policy. The premium for your existing policy would not change because of the additional coverage.

Due to space constraints, we cannot list the premium rates for all of MBA’s life insurance policies at every eligible age. The chart at left is an example of some biweekly premium rates for \$150,000.

To get the premium rates for \$150,000 in coverage for a specific age and policy not listed, please visit our website at nalc.org/mba, or call the MBA office Monday to Friday at 202-638-4318 from 8 a.m. to 3:30 p.m. Eastern time.

MBA Life Insurance Bi-Weekly Premium Rates - \$150,000 Coverage Amount

Age	20 Pay Whole Life	Life Paid Up at Age 60	Whole Life	Term Life 5 Yr R/C	Term Life 10 Yr R/C	20 Year Term	Term to Age 65
25	110.00	74.00	65.00	9.50	11.00	11.00	15.50
26	113.00	77.00	66.50	9.50	11.00	11.00	15.50
27	116.00	80.00	68.00	9.50	11.00	11.00	15.50
28	119.00	83.00	71.00	9.50	11.00	11.00	15.50
29	122.00	87.50	72.50	11.00	11.00	12.50	17.00
30	125.00	90.50	74.00	11.00	12.50	12.50	17.00
31	128.00	93.50	77.00	11.00	12.50	12.50	17.00
32	131.00	95.00	78.50	11.00	12.50	12.50	18.50
33	135.50	98.00	81.50	11.00	12.50	14.00	18.50
34	138.50	101.00	84.50	11.00	14.00	14.00	18.50
35	143.00	104.00	86.00	12.50	14.00	14.00	20.00
36	146.00	111.50	89.00	12.50	14.00	15.50	20.00
37	150.50	120.50	92.00	14.00	15.50	15.50	21.50
38	155.00	129.50	95.00	14.00	15.50	17.00	21.50
39	159.50	138.50	98.00	15.50	17.00	18.50	23.00
40	164.00	150.50	101.00	15.50	17.00	20.00	24.50

Pre-planning before PSHB Open Season



**Stephanie
Stewart**

Pre-planning for your health is necessary, and I cannot stress enough how important it is that you act and keep informed about yearly changes with your health coverage. It always saddens me to hear from letter carriers who are paying significantly more in premiums and/or have less medical coverage than they would have received had they chosen to enroll in the NALC Health Benefit Plan.

If you are not enrolled in one of the NALC Health Benefit Plan options, this is a perfect year to compare your current coverage to what the NALC offers. If

you have not done so in several years, I think you will be surprised at how your union's health plan has evolved. With the creation of the Postal Service Health Benefits (PSHB) program this year, we also will have many letter carriers who must switch because their current plan is not participating in PSHB. Open Season runs from Nov. 11 through Dec. 9, which is just around the corner.

By the time this article reaches your mailbox, PSHB benefits should be released, allowing you plenty of time to research and ask questions as part of your Open Season pre-planning. (Information will be released based pending approval from the Office of Personnel Management [OPM].)

New for this year, the NALC Health Benefit Plan will be sending a packet of plan information to every NALC member in the country to help you pre-plan. You can expect these to arrive within a couple weeks of OPM's final benefit and rate approvals—we just need time for the printer to complete the job and get them in the mail. For those who can't wait to receive the mailing, our HBP website has an easily accessible Open Season page where we will upload the 2025 plan material.

This article offers a small checklist of items to consider while pre-planning, but also contains reasons why the NALC Health Benefit Plan is the right choice for all letter carriers.

First and foremost, you will need to review the benefits offered and premium rates you will pay. Important

questions to ask yourself are: What is the set plan premium? Does the insurance have benefits essential to my needs? Are my providers within the preferred network? And how much will my out-of-pocket expense be for copayments, coinsurance or deductibles? If you are unsure about any of the answers related to the NALC Health Benefit Plan, detailed information or program specifics can be found on our website at nalchbp.org, or by reaching out to a customer service representative at 888-636-NALC (6252). We are designed and structured with letter carriers in mind.

I firmly believe that you should know and understand who you are supporting as a letter carrier. The NALC Health Benefit Plan is union-owned, union-operated, and not-for-profit, which means letter carriers have a seat at the table in our health plan. Because we are not-for-profit, our whole emphasis is to take care of our members.

Keep in mind, once you have decided to move forward, you will not be using PostalEASE through the USPS intranet blue page. OPM will host a new enrollment portal for all PSHB employees, which will also require a login.gov account.

Enrollment codes for the NALC Health Benefit Plan are as follows:

NALC Health Benefit Plan High Option PSHB

- 77A—Self Only High Option Plan
- 77B—Self and Family High Option Plan
- 77C—Self Plus One High Option Plan

NALC Health Benefit Plan CDHP PSHB

- 77D—Self Only Consumer Driven Health Plan
- 77E—Self and Family Consumer Driven Health Plan
- 77F—Self Plus One Consumer Driven Health Plan

The final checkmark on this list is letting us take care of the rest. Since 1950, we have made it our business to take care of letter carriers. Seventy-five years later, as we start the Postal Service Health Benefits Program, I know we will only become better.

As you do your pre-planning, I am confident you will find that the NALC Health Benefit Plan has excellent benefits, rates and a wide variety of programs to assist our members. Once you are enrolled in one of our PSHB plans, get ready to take advantage of all the extras we offer our members. From cost-free wellness programs to chiropractic care and telehealth programs that include dermatology, woman's wellness, nutrition and urgent care, we have plenty to offer our members, and that is what sets us apart.

Route inspections, Part 2

July's Contract Talk discussed management's requirements under *Handbook M-41, City Delivery Carriers Duties and Responsibilities* and *Handbook M-39, Management of Delivery Services* before and during the route count. This month's article will explain in greater detail the proper completion of PS Form 1838-C, Carrier's Count Mail-Letter Carrier Routes Worksheet and the inspection of the route.

Line items—The letter carrier assigned to the route will complete the PS Form 1838-C each day of the count except for the day of inspection. On the day of inspection, management will count the mail and record the office times. If the route is inspected on multiple days, management will complete the form on one day only. The most important part of completing the PS Form 1838-C is understanding the line items and how they are properly recorded.

Section 222.2 of the *M-39* contains descriptions of each line item, which should be explained during the dry-run training conducted prior to the inspection. Line Items 1 to 13 record the mail volume based on the count. The times associated with casing and pulling mail are not recorded on the form. Line Items 14 to 23 record the time spent performing other office duties. Items with multiple entries should be differentiated by a letter designation, such as 21a, 21b, etc.

For most letter carriers, Line Items 21 to 23 are the most difficult to understand and record properly. Section 922.51 of the *M-41* and Section 222.214 of the *M-39* contain the language pertaining to Lines 21-23 of the PS Form 1838-C. *Handbook M-39*, Section 222.214 (h) explains Line 21 as follows:

(h) Line 21, Recurring Office Work not Covered by Form. (Use Comment section to identify each activity.) Necessary time must be recorded for miscellaneous office activity not included on any of the lines 1 through 20. This would include miscellaneous review or other work that may require the carrier's time relating to handling of undeliverable mail. Describe activity performed and time spent. Each time entry is to be verified and initialed by a manager if it is authorized as a recurring carrier office work activity.

Line 21 entries are described as "recurring" office functions, or the duties letter carriers do every day. For example, obtaining and setting up the mobile delivery device, safety and service talks, retrieving small parcels and rolls (also called SPRs), and discussing daily expectations with the supervisor are all entries which are recorded on Line 21. When you spend time performing a Line 21 function, use the Comments section on the form to describe the function. Regarding Line 22, Section 222.214 (i) states:

(i) Line 22, Waiting for Mail (Office) and All Other Activities Not Performed On a Continuing Basis. Use Comment section

to identify each activity. Time shown on line 22 is deducted from the carrier's total office time. Carriers must be made aware of its purpose and impressed with the fact that a slow-down in office work to avoid waiting for mail will adversely affect the results of the count and/or inspection and may result in a showing of a poor office time record. The proper recording of time waiting for mail, including time waiting for redistributed mail, will pinpoint faulty schedules or the need for attention to distribution during carrier's scheduled office time. Activities that are not part of the carrier's normal routine cannot become a part of the office time. These items are included on this line for deduction purposes.

Line 22 entries are "non-recurring" office functions which do not occur every day. Some of these entries may be things like conversations with the route inspector or a fire drill. Line 22 entries also are documented in the Comments section of the 1838-C. Line 23 is addressed in Section (j), and reads:

(j) Line 23, Counting Mail and Filling Out 1838-C Worksheet. Enter only the time required to count the mail and complete Form 1838-C. The time recorded on line 23 is deducted from the carrier's total office time. Carrier's schedules should be advanced only as needed during count period. On the form used on day of inspection, the notation "counted by route examiner" should be entered on line 23 through columns (e), (f), and (g). If the time recorded by carrier appears unrealistic — inflated or deflated — the matter should be discussed with the carrier and adjusted to a realistic time.

Line 23 entries are exclusive to time spent counting mail and completing the form or verifying the count completed by management on the day of inspection.

It is important that letter carriers accurately record the time associated with each line item when completing the PS Form 1838-C. These times will be used to determine the office time during the route evaluation.

Inspection Day and conduct of route examiner—Route evaluation and inspections can be stressful for city letter carriers. Letter carriers are used to working independently and may be uncomfortable having a route examiner watching them all day long. This next section describes handbook requirements governing the conduct of route examiners during the route inspection process.

M-39 Sections 231 and 232 speak to the conduct of the route examiner. Section 231.5 states:

231.5 The route examiner must inform the carrier that he/she intends to make a fair and reasonable evaluation of the workload on the route and that in order to do so the carrier must perform duties and travel the route in precisely the same manner as he/she does throughout the year. The examiner should impress the carrier with the fact that management is just as anxious and desirous of obtaining an accurate count of mail and inspection of the route as the carrier is, so that a fair and equitable evaluation of the workload on the route may be made.

According to Section 232.1, the route examiner must:

- a. Not set the pace for the carrier, but should maintain a position to observe all delivery points and conditions.
- b. Not suggest or forbid any rest or comfort stops but should make proper notations of them.
- c. Not discuss with the carrier on the day of inspection the mail volume or the evaluation of the route. These matters must be discussed with the carrier at a later date when all data has been reviewed and analyzed.
- d. Make notations on the day of inspection on the appropriate form or separate sheet of paper of all items that need attention, as well as comments on the day of inspection. Also list any comments or suggestions for improving the service on the route, as well as suggestions or comments made by the carrier during the course of the inspection for improvement in delivery and collection service.
- e. Make comments and suggestions clearly, and in sufficient detail for discussion with the carrier and for decision-making purposes. The manager who will actually discuss the results with the carrier must have enough facts and figures to reach a final decision on any necessary adjustments to the route.

The national parties have agreed that there is no standard for performing street delivery; therefore, route examiners should not attempt to set the street pace for letter carriers. This is prohibited by *M-39*, Section 232.1.a and is reinforced by the memorandum of understanding (MOU) M-00304.

M-00304 states in pertinent part:

In keeping with the principle of a fair day's work for a fair day's pay, it is understood that there is no set pace at which a carrier must walk and no street standard for walking.

Letter carriers should perform their street duties exactly as they do every other day. Route examiners should simply observe and take

notes of carriers performing their street duties. Handbook M-41 Section 915 addresses this as follows: In order that a fair and reasonable evaluation may be made by management, carriers must perform their duties and travel their routes in precisely the same manner on inspection day as they do throughout the year.

Route examiners should not prohibit letter carriers from taking comfort stops. Reasonable comfort stops are considered a typical part of a letter carrier's day and, as such, should not be deducted from the recorded street time. USPS and NALC have agreed to this principle in M-00242, which reads:

Management should not deduct reasonable comforts/rest stops from the total street time during route inspections if deduction of the time is contrary to pass local practice. If excessive time for comforts/rest stops is deducted, the matter should be discussed with the carrier.

Letter carriers experiencing route examiner conduct inconsistent with the handbook provisions described in this article should consult with a shop steward or union representative so the situation can be investigated.

As discussed in July, union representatives should familiarize themselves with Chapter 2 of the *M-39* and Chapter 9 of the *M-41* to gain a better understanding of the route count and inspection process. These handbooks, as well as additional resources, are available on the NALC website. They include the *2018 NALC Guide to Route Inspections and the NALC Route Protection Program*, available at nalc.org/workplace-issues/city-delivery/route-adjustments. National-level settlements and memorandums of understanding can be found in the Materials Reference System (MRS) at nalc.org/mrs. Past Contract Talk articles pertaining to these issues are available at nalc.org/workplace-issues/resources/nalc-publications.

Executive Vice President

Interpretive disputes (continued)

(continued from page 48)

The following matters are being reviewed by NALC. Notification will be provided once a determination has been made on whether or not an interpretive issue has been identified.

- **Pre-arbitration settlements—precedent setting:** The issue involves pre-arbitration settlements and whether or not they are precedent setting for the installation in which they occurred, even absent “non-precedent-setting” language. The NALC is reviewing the issue to deter-

mine if an interpretive dispute has been presented.

- **Blue Hampers/S&DC:** The issue involves the use of “blue hampers” at S&DCs. USPS is reviewing the issue to determine if an interpretive dispute has been presented.

As always, NALC will provide updates on any future developments regarding these cases, as well as any additional interpretive disputes that may arise. Please check out the *Activist* article referencing interpretive issues.

Hope you have a great rest of the year.

What you need to know about Project 2025



Chief of Staff
Kori Blalock Keller

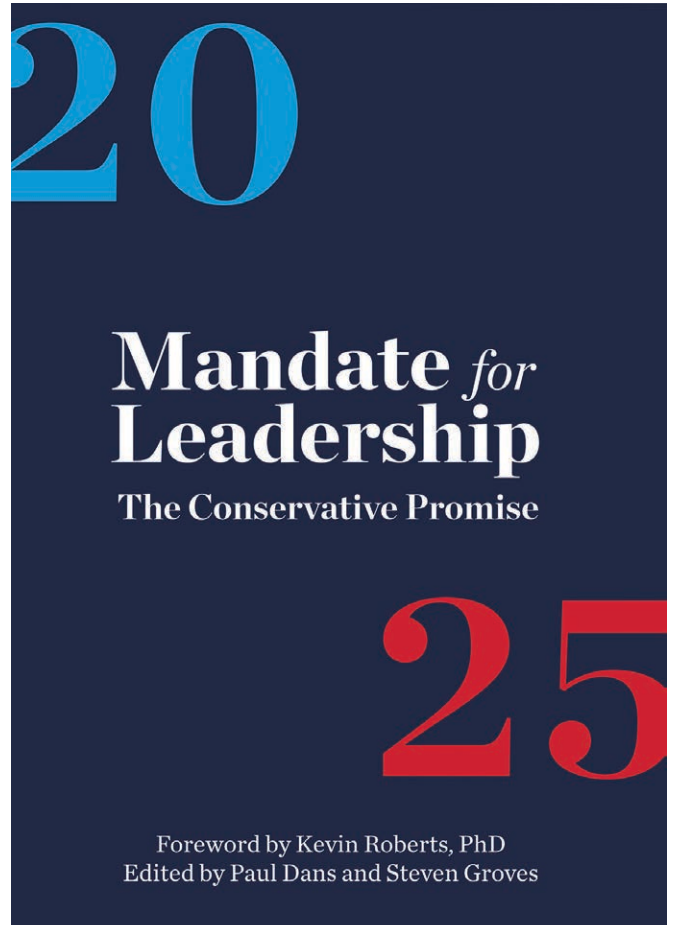
A significant portion of this issue of *The Postal Record* is dedicated to the upcoming election. When taking a full look at the election and assessing everything that is at stake, it's impossible to ignore Project 2025's "Mandate for Leadership: The Conservative Promise."

It is a 920-page document spearheaded by the Heritage Foundation, a conservative think tank, and written by at least 140 Trump advisers detailing their plan for a second term. While the former president has distanced himself from the proposal, his running mate, Sen. JD Vance, has embraced it publicly. Project 2025 is expected to be a road map in policymaking should the former president win reelection to a second term.

The document encourages dismantling public-sector unions and urges Congress to "consider whether public-sector unions are appropriate in the first place." It calls for cuts to federal employee benefits, claiming they are an "extravagance" that "deserves close scrutiny." Additionally, it calls for bringing back an order from the first Trump administration, Schedule F.

"At worst, it's a blueprint for provisions to expand presidential power, limit checks and balances, take aim at the federal government, and promote pro-corporate policies that would harm working families and unions."

Through an executive order, Schedule F would be a new category that would reclassify tens of thousands of federal employees and exempt them from being protected by civil service rules, which could result in their firings and replacements or vacancies. While Schedule F would not affect letter carriers, it threatens fellow public servants' job security. As it relates to broader workers' rights, organizing and collective bargaining, Project 2025 would hinder transparency and allow employers to secretly hire union-busting consultants. It would make it harder to join a union by calling for discarding card checks and exclusively using secret ballots. It would allow companies to decertify a union even if they are already in the middle of contract negotiations.



In addition to provisions that would harm federal employees and all unions, Project 2025 calls for eliminating the Department of Education and moving the Justice Department and its law enforcement arms under presidential power. There are policies that affect civil rights and liberties, immigration and more. It is a radical agenda that, if enacted, would change our government's functionality and our country's trajectory.

The AFL-CIO has created an informative guide to Project 2025 that is available at betterinaunion.org/project-2025.

At best, Project 2025 is a salacious, nonsensical policy document written by ultra-conservatives that will never see the light of day. At worst, it's a blueprint for provisions to expand presidential power, limit checks and balances, take aim at the federal government, and promote pro-corporate policies that would harm working families and unions.

What is clear is that Project 2025 is dangerous for the future of our jobs and retirements, the Postal Service, our government, and our democracy. Therefore, it comes as no surprise that we will do all in our power to ensure that it never comes to fruition, no matter what happens in November.

Medical evidence and OWCP, Part 11

The medical evidence required to expand claims to include unaccepted conditions that are work-related (continued)



Regional Workers' Compensation Assistant Coby Jones

Ever since OWCP created the new medical treatment adjudicator (MTA) position in 2023, it has been much easier to expand claims to include work-related injuries and conditions not initially accepted by the claims examiner (CE).

As discussed in more detail in the May 2023 column, the new MTAs have the authority to expand claims to 1) include a more severe condition for a body part already

accepted by the CE, e.g., a case has been accepted for knee strain, but the medical evidence shows the actual diagnosis was meniscal tear; and 2) include a condition in a new body part where the link to approved treatment is clear and unambiguous, e.g., accepting a chipped tooth due to intubation during approved surgery if documented in operative report. Note that only CEs, not MTAs, can expand a claim to include conditions in a new body part where the link to approved treatment is not clear and unambiguous.

Requests for claim expansion should be made by through the “upload document” link under “Forms” in ECOMP and under “Document Type” “Request for Claims Expansion” should be selected.

While the process of expanding claims has become more expedited, both MTAs and CEs still require medical evidence to support the expansion of a claim.

It is not uncommon in an OWCP claim for the CE to initially accept some minor or temporary condition such as a strain or sprain, yet for the injured employee’s attending physician to later determine that either the original injury involved a more serious condition that was not initially diagnosed or that it caused or contributed to an additional medical condition.”The above can happen for several reasons:

- The other serious condition was not initially present and developed over time. For example, injuries to the spine might not fully manifest themselves until sometime after the initial injury.
- The other serious condition, while initially present, does not show up in diagnostic testing until a later date. For example, stress fractures often do not show up in X-rays until the body lays down new calcium to repair the fracture.
- The other serious condition might not be initially diagnosed because medical practitioners are

conservative in their approach to injury. They do not use expensive or invasive diagnostic procedures until the strain or sprain does not heal as expected.

In all of these cases, a failure to expand the accepted claim to include the other diagnosed condition(s) can harm the injured employee later on. Consider the following scenario.

A letter carrier injures her back lifting a heavy tray of flats. OWCP accepts her claim for lumbar strain. The physician later discovers two herniated discs, but no attempt is made to expand the claim. The Postal Service provides the carrier with full-time limited duty. Four years later, the USPS rescinds the assignment and sends the injured carrier home. The carrier submits a CA-7 for compensation based on the withdrawal of limited duty.

OWCP decides to send the injured carrier to a physician for a second opinion as to whether or not the accepted condition of lumbar strain has resolved itself. The second opinion physician determines that the accepted strain should have healed years earlier. Based on this, OWCP denies compensation and terminates medical benefits.

If an injured employee’s physician discovers that another condition is associated with the injury that caused a less serious condition such as a strain or sprain, the employee should seek to expand their claim. In fact, if that employee has a strain or sprain that persists for more than a few months, they should ask their physician whether or not there is a more serious additional or underlying condition.

In order to expand an accepted claim, the medical evidence must be in the form of a detailed narrative medical report containing the following key items:

- A written statement by the physician reflecting knowledge of the employee’s injury or conditions of employment believed to be the causative factor(s). They should ideally include a written statement from the employee describing the injury or conditions of employment.
- A definitive diagnosis based on objective clinical findings of the other additional condition(s) related to the accepted traumatic injury or occupational disease.
- An opinion in definitive terms (no speculation). Are the newly diagnosed conditions caused, aggravated, accelerated or precipitated by the injury and/or the conditions of employment described by the employee?

(continued on next page)

Veterans Group

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



Resources for veterans' mental health

Director of Safety and Health Manuel L. Peralta Jr.'s column on page 53 in this issue deals with mental health resources for letter carriers. Veterans have additional resources available to them. Information about those resources can be found below.

U.S. Department of Veterans Affairs

From its home page, va.gov, scroll down a bit until you reach the "Top Pages" section, then hover over to "Get mental health care" and click there. This takes you to va.gov/healthcare/health-needs-conditions/mental-health. This page gives you a starting point to assist you with frequently asked questions.

One example you will find in scrolling through those questions is: "Can I speak to a fellow veteran who's been through this before?"

Yes. The BeThere peer assistance program, in partnership with Military OneSource, offers support to service members (including National Guard soldiers and reservists), their families, and transition-

ing veterans up to 365 days after separation or retirement. Through this program, you can talk privately with peer coaches who are veterans, service members or military spouses.

Military OneSource

To talk with a peer coach, call Military OneSource's free, confidential peer support services at 800-342-9647. This service is available 24 hours a day, 365 days a year.

Veterans Crisis Line and Military Crisis Line

Another resource is the Veterans Crisis Line and Military Crisis Line (live chat at veteranscrisisline.net). Are you a veteran in crisis or concerned about one? Call 988, then press 1. Text to 838255. Connect with the Veterans Crisis Line to reach caring, qualified responders with the Department of Veterans Affairs. Many of them are veterans themselves. You don't have to be enrolled in VA benefits or health care to connect.

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.

Medical evidence and OWCP (continued)

(continued from page 61)

- A medical rationale for the opinion that the accepted claim should be expanded to include the other diagnosed conditions. This is very important, and it should include a discussion of the pathological or other medical relationship between the diagnosis and the injury or conditions of employment, as well as an explanation of how any test results formed a basis for the opinion. The physician also should provide a detailed case history of the injury and an expla-

nation of why the other condition was not initially diagnosed.

If your claim needs expansion, it is important that your physician understands what's outlined above. Most physicians don't focus on the cause of injury. Their concern is with therapeutic care. Because of FECA provisions, however, OWCP focuses almost entirely on the cause of the claimed condition. This difference in approach can result in claims failing to be properly expanded.

Fundraising challenges

Sisters and brothers, if every one of the more than 290,000 NALC members gave at least \$5 to MDA, we could raise more than \$1.4 million. That would go a long way toward delivering the cure.

MDA and NALC are thrilled to share the results of the July Branch Challenge. You stepped up your efforts and raised an incredible \$136,298.84 this month, \$36,298 over the goal. Some highlights include:

- Week 4 had 20 branches/state associations active and collectively raising more than \$76,000. What a way to end the month!
- There were 57 branches/state associations that participated in the July Branch Challenge.
- More than \$136,000 was raised this month—the equivalent to sending 45 kids to MDA Summer Camp.

The following were the top 10 fundraising branches in the month of July:

1. Branch 284, Erie, PA—\$16,112
2. Branch 118, Mansfield, OH—\$12,746
3. Branch 46, Western MA—\$9,484.25
4. Branch 134, Syracuse, NY—\$9,012
5. Branch 74, Saginaw, MI—\$8,448
6. Branch 385, Youngstown, OH—\$7,000
7. Branch 68, Ogden, UT—\$5,820
8. Branch 654, Mount Clemens, MI—\$4,988
9. Branch 70, San Diego, CA—\$4,722
10. Branch 318, Moline, IL—\$4,500

The top three branches will receive an MDA Swag Box as a thank-you. Be on the lookout for that package to arrive in the coming weeks. Congratulations.

You can register your branch for online fund raising with MDA at mda.donordrive.com/event/NALC2024.

Below is the last NALC Headquarters MDA campaign of the year. The goal has been set at \$50,000. Let's try to blow this amount out of the water. Thanks for your support in advance.

MDA Muscle Walk—Join the NALC team on Nov. 9 and/or donate to support the MDA and its mission to transform the lives of people living with neuromuscular dystrophy at mda.donordrive.com/participant/TeamNALCMuscleWalk.

Thank you for working tirelessly to raise money for MDA day after day, while you work hard carrying mail and fighting for NALC members. Your efforts continue to help advance the exceptional progress in achieving MDA's mission.

MDA is so grateful for NALC's support of MDA's mission

to empower the people they serve to live longer, more independent lives. They could not do their work without you.



MDA is making a considerable effort to reach out to as many branches as possible. If you need help, contact MDA, and representatives will try to support you any way they can. Please be sure to take a few minutes to connect with them and let them know what you need. The more branches that connect with MDA, the better we can all do our part. #DeliverTheCure in 2024!

"We make a living by what we get, but we make a life by what we give." —Winston Churchill

This October marks our final NALC/MDA Branch Challenge of 2024! Join more than 200 NALC branches, state associations and regions that have already raised more than \$514,000 this year.

Raise funds this month to support MDA's mission and continue the momentum other branches have started. MDA Summer Camp was a huge success thanks in part to sponsors like NALC.

How your branch can get involved:

- Step 1: Branch presidents or MDA coordinators can find their branch page or get help customizing it by connecting with us at 312-392-1100 or at nalc@mdausa.org.
- Step 2: Fundraise. Encourage members to fundraise or donate. Set up a Facebook fundraiser on Oct. 1. Host an event. Or send in your donation from an event that has completed.

Branch Challenge details:

- Contest dates: Oct. 1-31.
- Each week in October: Top 10 NALC fundraising branches receive recognition.
- At the end of October: Top three NALC branches will receive special prizes.

Offline gifts: All checks and offline gifts received in October will count toward the Branch Challenge. Be sure to download the NALC Donation Allocation Form and mail donations to: Muscular Dystrophy Association; Attn: NALC; P.O. Box 7410354; Chicago, IL 60674-0354.

Thanks for all that you do to support MDA!

—Christina Vela Davidson

State Summaries

Alabama

The Alabama State Association convention will take place June 19-22, 2025, in Tuscaloosa at the Embassy Suites, 2410 University Blvd., Tuscaloosa. The group code will be shared at a later date.

This is an election year, so if you have any nominees or plan on running for a position, please be prepared to submit your nominations at the microphone. Please submit any submissions for bylaws changes, and any brothers and sisters' names whom we have lost since the last 2023 state convention, by May 1.

Host letters will be mailed to your branches by Nov. 1. We look forward to seeing there.

In solidarity—

Accacia S. Hammonds

California

Well, folks, NALC's biennial convention has come and gone, and the internet is buzzing with what transpired. Whether or not you like the results, the members' voices were heard, loud and clear. I am looking forward to our next national convention to be held in Los Angeles in 2026, which may be my last as an active letter carrier. (I am eligible to retire several months before.)

I hope that we are laser-focused on November's elections. The members in attendance at the Boston convention voted to endorse Kamala Harris for president. She is a friend of letter carriers. Donald Trump is not. Do you understand that? Do you know that he and his minions favor gutting your retirement benefits and also want to privatize the USPS?

Now, just because we endorsed the current vice president does not mean the NALC is hostile toward Republicans. We support politicians who support letter carrier issues. Period. For example, Rep. David Valadao, a Republican who represents a district in the southern edge of the San Joaquin Valley, is a friend of letter carriers. For instance, he issued a statement on behalf of H.R. 5995, which would allow federal and postal employees who have non-career time served since 1988 to make a deposit so that it counts toward retirement, and he signed on as an original co-sponsor!

The second-to-last resolution that passed in Boston favored lobbying Congress to make Cesar Chavez Day a paid federal holiday. One-third of America's produce comes from the San Joaquin Valley, which stretches from Bakersfield to Merced, where farmworkers toil in some of the worst conditions (as do letter carriers), in which they work in 105-plus-degree weather most of the summer. Cesar Chavez championed their struggle for fair treatment, and passage of the resolution was well-deserved. *Si se puede!*

Eric Ellis

Indiana

The Postal Service Health Benefits (PSHB) Program was established by the Postal Service Reform Act that was signed into law in 2022. One of the benefits is the Special En-

rollment Period (SEP) that the law offers to all eligible postal employees and postal retirees. The goal with this law is to reduce the inflation toward health insurance premiums (biweekly and monthly payments) paid by both the Postal Service, postal employees and postal retirees. These savings are expected to eventually overtake the deficit that the Postal Accountability and Enhancement Act of 2006 caused.

Medicare generally has three enrollment periods: 1) When you are turning 65; 2) After 65 and you've been covered by an employer group health plan; and 3) When you miss the other periods. Therefore, from April 1 through Sept. 30, Medicare has offered a SEP. This is your last call for SEP.

Those at 65 years of age who have not yet signed up for Medicare Part B can sign up for Medicare within this SEP and not be charged the penalties for signing up after the Initial Enrollment Period has passed. The penalty is 10 percent of the standard Part B premium for each full year enrollment was delayed.

The PSHB program also requires all postal employees and postal retirees to make a lateral switch or a swap from the Federal Employees Health Benefits (FEHB) program to the PSHB program. No one will be required to change their PSHB plan code for your health insurance when this swap is made. Most, including me, suggest that active employees fill out a PSHB (previously known as FEHB) Worksheet during Open Season or for a qualifying life event. As of now, retirees will continue to use the SF 2809 from the Office of Personnel Management.

Kieaunta Roberson

Kentucky

While the 73rd Biennial National Convention in Boston was unique in its progress compared to previous conclaves, the membership was able to proceed in an orderly manner. Our new delegates from Kentucky had questions if this was normal. Those of us who are veterans of several conventions told them there had been issues before like "area wage" for certain areas of our delivery. But the issues here were more personal, in my opinion. This was the first time this scribe could remember an issue that lasted almost three days and delayed consideration of proposed resolutions and amendments. President Renfroe and President Emeritus Rolando skillfully addressed all the resolutions and appeals brought forth by state associations, branches and members concerning charges against the current president.

NALC showed why it is indeed a democratic organization. The voices of the members were heard, sometimes in duplicate. It can be lonely at the top, and there are avenues for members to pursue questions. I heard all positive comments about the workshops from the Bluegrass State delegates.

Bob McNulty

Michigan

Greetings from Michigan.

On June 30, we held a training session for our LCCLs and LCPF coordinators in Lan-

sing. Thanks to all our activists who attended on an early Sunday morning, and a special thanks to Lansing Branch 122 President Al Davenport for hosting us! In the afternoon we also held a state association-coordinated day at the ballpark for MDA at the home of the Lansing Lugnuts, which helped our branches collectively raise about \$2,000 for MDA with about 10 branches participating. Thanks to everyone who attended; a good time was had by all. Thanks also to State Association Vice President Erik Venzke, who did most of the heavy lifting to make this event a success. We were also joined by former state Sen. Curtis Hertel, who is running to replace Elissa Slotkin in the 7th Congressional District (Lansing area). Rep. Slotkin is likely to be the Democratic nominee to replace retiring Sen. Debbie Stabenow.

The Michigan primary was Aug. 6. Hopefully you didn't forget to vote! After the dust is settled in the primaries, we can move onto the general election in the fall. You can apply for an absentee ballot online or by mail; the deadline is the Friday before the election. Why take a chance? Get your absentee ballot ordered as soon as you finish this article. I truly believe this election will be about turnout. We need every NALC member, and in fact, every democracy-loving union member, to cast their ballot ASAP. Bonus: If you vote early, the major parties are aware and will leave you alone. So, take five minutes and get that ballot ordered. Visit michigan.gov/sos/elections/voting/absentee-voting to order yours.

Ninety days until Election Day—let's go!

John Serwach

Tennessee

Hello, brothers and sisters of the satchel! Back in July, I attended a Three Star Dinner with my brothers and sisters from the state association. It was great to see fellow Democrats from throughout the state and show solidarity! Yes, even in this deep red state, there are Democrats who keep fighting despite the odds. Here in Knoxville, the GOP lost one seat on the city commission. It's a sign that we're moving in the right direction! Slowly, but in the right direction.

This election is unique. Why? Because if he is reelected, democracy will never be the same again, as we know it. Every election is determined by the people who show up (Professor Larry Sabato, University of Virginia). To get these people to show and vote, we need to communicate!

As city carriers throughout this great state, and as couriers of information, must encourage our customers on our routes to come out and vote. Be it red, blue or orange, we need to speak with the customers on our route and encourage them to come and vote come November. Mention that they have the option to split their vote and vote from their heart, and because it's the right thing to do. Their refusal to vote will make us be governed by inferior politicians whose goal is to make laws that will make them and their friends richer.

We need to practice democracy because it is

the only way we'll have a democratic government. We have had wars where countless soldiers and citizens have given their lives for your right to vote. If women would increase their voting turnout by 10 percent, we would see an end to all the proposed budget cuts benefiting our families. *Use your right and vote!*

Tony Rodriguez

Texas

The Texas state convention dates will be July 28-30, 2025. The convention's location will be DoubleTree by Hilton, 6505 N. Interstate Hwy. 35, Austin. We are in the process of finalizing the contract, but the dates and location are set. Mark your vacation calendars; we hope to see every branch in Texas represented in Austin next year. We will notify the branches as soon as the details are complete.

Just a reminder that the TSALC bylaws, Article II, Section 4, states: "Delegates to the State Convention shall be elected no later than December 31st of the year preceding the convention year and in accordance with Article V of the National Constitution. A complete list of these delegate names must be received by the TSALC Secretary, no later than *January 15th* to be eligible for selection to a committee. Delegate cards should be in the hands of the TSALC Secretary no later than May 15th of the Convention year."

Jan. 15, 2025, is the deadline for your delegates list to be received by the TSALC Secretary. Her address is: TSALC Secretary, Kimberly Arnhold, P.O. Box 57081, Webster, TX 77598. If you have any questions, feel free to contact her at secretary.tsalc@gmail.com or 281-413-3319.



Vice President Kamala Harris's August rally in Milwaukee, WI

There will be a little change in the format from previous years. The convention will be held on Monday, Tuesday and Wednesday. This is a first that I am aware of, and Austin Branch 181 is working hard to make this a great convention with golf, bowling and other events. Again, as we finalize the details, you and the members will know.

I look forward to seeing each of you at the Region 10 NBA Fall School in Fort Worth over the Columbus Day weekend, Oct. 12-14.

Carlos Rodriguez Jr.

Wisconsin

Who will take the battleground state of Wisconsin? It takes 270 electoral votes to win the 2024 presidential election. The current presidential polls have Wisconsin as a tossup, and presidential candidates have boots on the ground in Wisconsin.

Vice President Kamala Harris made her first trip to Wisconsin with a rally in Milwaukee on July 23. "The path to the White House goes through Wisconsin, and we are counting on you," she said.

Vice President Harris and Minnesota Gov. Walz spoke in Eau Claire, WI, on Aug. 7, a day after the announcement that Walz is presidential candidate Kamala Harris's choice for vice president.

Meanwhile, Republican vice presidential candidate JD Vance also spoke to reporters 3.6 miles away in Eau Claire during Harris and Walz's rally on Aug. 7.

Kamala Harris held a rousing rally before 15,000 supporters on Aug. 20 at Fiserv Forum in Milwaukee, WI. Harris accepted the party's nomination for president while the second day of the 2024 Democratic National Convention was taking place in Chicago.

Vance held a press conference on crime and public safety issues on Aug. 20 in Kenosha, WI. It was Vance's third trip to the state since his announcement as former President Donald Trump's running mate during the Republican National Convention held July 15-18 at the Fiserv Forum in Milwaukee.

Trump held a town hall discussion in La Crosse, WI, on Aug. 24, his first visit to Wisconsin since the RNC in July.

Walz met with union leaders on Sept. 2 at the Milwaukee Area Labor Council's Labor Fest 2024.

In Wisconsin, four of the last six presidential races have been decided by a margin of less than 1 percentage point. Only about two-thirds of Americans voted in the last presidential election. Get out and *vote* this Nov. 5!

Dawn Ahnen

From the Trustees

The Nalcrest exhibit was one of the first booths delegates found as they came down the escalators from the registration area at the national convention in Boston. Nalcrest Property Manager Lisa Senecal, assisted by Nalcrest resident Bruce McDowell, staffed the booth from Saturday through Friday of the convention. Hundreds of delegates stopped by to get information about renting apartments at Nalcrest, and many branches indicated their interest in sponsoring the exterior painting of one of the 66 buildings.

With all the business the delegates needed to tend to during the five days of the convention, time did not allow some committees to make their presentations to the convention. One such committee was the Nalcrest Committee. One subject for my part of the presentation was to explain the makeup of the seven Nalcrest trustees who oversee the Nalcrest Foundation. The seven trustees are comprised of three members of the Nalcrest Standing Committee (currently Matty Rose, Tony Diaz and me) appointed by the NALC president, and four members of the Execu-

tive Council (currently Paul Barner, Nicole Rhine, Mack Julion and Dan Toth) appointed by the Executive Council. The Executive Council then appoints these seven trustees to the seven Nalcrest officer positions (currently Matty—president, Nicole—secretary, and Paul, Mack, Dan, Tony and me—vice presidents).

The Nalcrest property manager (Lisa) consults on a daily basis by phone, text and email with the members of the Nalcrest Standing Committee (Matty, Tony and me) regarding the operations and finances of Nalcrest. Additionally, the three members of the Standing Committee meet with Lisa on site at Nalcrest on a monthly basis. All seven trustees communicate as needed on major decisions, and a meeting for all the residents is held annually with all seven trustees.

Retired members in good standing of the NALC interested in renting an apartment on an annual basis should plan ahead by contacting the Nalcrest office, as the waiting list for leasing an apartment is currently at approximately 390 applicants.

Fred Rolando

Nalcrest Update

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

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year plaques

Albert P. Cook	Youngstown, OH	Br. 385
Willard C. Fox	Seattle, WA	Br. 79

70-year plaques

Dale Winter	Moline, IL	Br. 318
Jake Wald	S. Suburban Mgd., IL	Br. 4016

65-year pins

Harley S. Beeler	Santa Rosa, CA	Br. 183
Eugene C. Hamley	Santa Rosa, CA	Br. 183
Arthur M. Urbina	Pueblo, CO	Br. 229
Harold K. Watkins	Pueblo, CO	Br. 229
Jess H. Boone	Moline, IL	Br. 318
Paul W. Schultz	S. Suburban Mgd., IL	Br. 4016
William A. Venn	S. Suburban Mgd., IL	Br. 4016
Glen L. Gorrell	Fort Wayne, IN	Br. 116
John S. Borawski	Garden State Mgd., NJ	Br. 444
Eugene E. McCarragher	Youngstown, OH	Br. 385
Edward J. O'Malley	Youngstown, OH	Br. 385
Samuel P. Scardina Jr.	Youngstown, OH	Br. 385
Ronald L. Scarnechia	Youngstown, OH	Br. 385
Lawrence J. Wesson	Youngstown, OH	Br. 385
Conrad F. Gettman	Seattle, WA	Br. 79
Jerry C. Jonason	Seattle, WA	Br. 79
Peter J. Madsen	Seattle, WA	Br. 79
Edward L. Morris Jr.	Seattle, WA	Br. 79
Sylvester J. Hicks	Spokane, WA	Br. 442
James D. Boltz	Milwaukee, WI	Br. 2
Robert A. Drews	Milwaukee, WI	Br. 2
Steven A. Nettesheim	Milwaukee, WI	Br. 2
John E. O'Gallagher	Milwaukee, WI	Br. 2
Darrell E. Swanson	Milwaukee, WI	Br. 2

60-year pins

Floyd Herrera	Pueblo, CO	Br. 229
Ramon E. Velasquez	Pueblo, CO	Br. 229
Richard Laszlo	Spacecoast FL	Br. 2689
Jerome H. Porter	Spacecoast FL	Br. 2689
Randy C. Kline	Moline, IL	Br. 318
James L. Peterson	Moline, IL	Br. 318
Richard V. Skates	Moline, IL	Br. 318
Joe L. Chavez	S. Suburban Mgd., IL	Br. 4016
Roger A. Cross	Fort Wayne, IN	Br. 116
Donald R. Sawyer	Shreveport, LA	Br. 197
Jon T. Ehnis	Ann Arbor, MI	Br. 434
Frank G. Berkemeier	Hazelwood, MO	Br. 5847
Murlin D. Wilson	Hazelwood, MO	Br. 5847
Francis H. Hoffman	Garden State Mgd., NJ	Br. 444
Everett C. Keller Jr.	Garden State Mgd., NJ	Br. 444
Donald H. Ellis	Youngstown, OH	Br. 385
Walter J. Foreman	Youngstown, OH	Br. 385
Charles J. Kopsic	Youngstown, OH	Br. 385

Richard J. Russo	Youngstown, OH	Br. 385
Michael F. Offield	Seattle, WA	Br. 79
James L. Codding Jr.	Spokane, WA	Br. 442
Verdie L. Huotari	Spokane, WA	Br. 442
James R. Ennis	Wheeling, WV	Br. 66
Donald J. Demerath	Milwaukee, WI	Br. 2
Richard K. Goldberg	Milwaukee, WI	Br. 2
Larry W. Kronberg	Milwaukee, WI	Br. 2
Russell B. Williamson	Milwaukee, WI	Br. 2

55-year pins

James L. Alexander	Santa Rosa, CA	Br. 183
Janet C. Anderson	Santa Rosa, CA	Br. 183
Carroll M. Arnaud	Santa Rosa, CA	Br. 183
David M. Bell	Santa Rosa, CA	Br. 183
Jack A. Bell	Santa Rosa, CA	Br. 183
Charles S. Bowles	Santa Rosa, CA	Br. 183
Dorcey A. Burns	Santa Rosa, CA	Br. 183
Richard D. Cardiff III	Santa Rosa, CA	Br. 183
Anthony J. Corsello	Santa Rosa, CA	Br. 183
Malvinder S. Dhesi	Santa Rosa, CA	Br. 183
Bernard F. Dressing	Santa Rosa, CA	Br. 183
Thomas M. Felder	Santa Rosa, CA	Br. 183
James J. Fix	Santa Rosa, CA	Br. 183
Steven W. Gilbertson	Santa Rosa, CA	Br. 183
Clark R. Goebel	Santa Rosa, CA	Br. 183
James J. Hempel	Santa Rosa, CA	Br. 183
Marvin E. Humphrey	Santa Rosa, CA	Br. 183
Larry R. Hunter	Santa Rosa, CA	Br. 183
Ronald L. Juvinal	Santa Rosa, CA	Br. 183
Joseph L. Ladely Jr.	Santa Rosa, CA	Br. 183
John M. Larin	Santa Rosa, CA	Br. 183
Philip A. Lockwood	Santa Rosa, CA	Br. 183
James E. Martin	Santa Rosa, CA	Br. 183
Harold J. McKinney	Santa Rosa, CA	Br. 183
Patrick C. Mercer	Santa Rosa, CA	Br. 183
Francesco S. Morello	Santa Rosa, CA	Br. 183
John S. Nelson	Santa Rosa, CA	Br. 183
Donald E. Reeser	Santa Rosa, CA	Br. 183
James M. Schadel	Santa Rosa, CA	Br. 183
George E. Sell Jr.	Santa Rosa, CA	Br. 183
Clifton C. Sheldon	Santa Rosa, CA	Br. 183
Dennis R. Smith	Santa Rosa, CA	Br. 183
Winfred J. Stanphill	Santa Rosa, CA	Br. 183
Robert T. Strom	Santa Rosa, CA	Br. 183
Larry P. Tedeschi	Santa Rosa, CA	Br. 183
Martin E. Turner	Santa Rosa, CA	Br. 183
Raymond A. Wallin	Santa Rosa, CA	Br. 183
Robert G. Wild	Santa Rosa, CA	Br. 183
Michael J. Wollitz	Santa Rosa, CA	Br. 183
Harry L. Shriver	Pueblo, CO	Br. 229
Robert C. Barfield	Central FL	Br. 1091
Richard A. Betcher	Moline, IL	Br. 318
Gordon D. Billings	Moline, IL	Br. 318
Betty J. Dehamer	Moline, IL	Br. 318

Mary L. Kurrle	Moline, IL	Br. 318
Michael Lopez	Moline, IL	Br. 318
Charissa J. McCallum	Moline, IL	Br. 318
Donald H. Miller	Moline, IL	Br. 318
Janice L. Nelson	Moline, IL	Br. 318
Bonita L. Nickell	Moline, IL	Br. 318
James L. Peterson	Moline, IL	Br. 318
James C. Sundeen	Moline, IL	Br. 318
Ivan J. Wessels	Moline, IL	Br. 318
Ronald R. Wiersema	Moline, IL	Br. 318
Bernard H. Zwick Jr.	S. Suburban Mgd., IL	Br. 4016
Dennis L. Murphy	Fort Wayne, IN	Br. 116
Patrick C. Yeater	Fort Wayne, IN	Br. 116
Rufus C. Aldridge	Shreveport, LA	Br. 197
J. C. Broome Jr.	Shreveport, LA	Br. 197
Adolph B. Campbell	Shreveport, LA	Br. 197
William G. Hubbard Jr.	Eastern Shore, MD	Br. 902
David B. Hurley	Eastern Shore, MD	Br. 902
Russell J. Waldis	Eastern Shore, MD	Br. 902
Norman Bellis	Ann Arbor, MI	Br. 434
Gary L. Wheat	Hazelwood, MO	Br. 5847
Anthony V. Caniano	Flushing, NY	Br. 294
William D. Hecky	Youngstown, OH	Br. 385
Franklin C. Butz	Easton, PA	Br. 389
Charles K. Rickenbach	Easton, PA	Br. 389
Kenneth L. Blachly	Seattle, WA	Br. 79
David W. Clapp	Seattle, WA	Br. 79
Peggy E. Cooper	Seattle, WA	Br. 79
William H. Cox	Seattle, WA	Br. 79
Kenneth R. Eline	Seattle, WA	Br. 79
Michael A. Escriba	Seattle, WA	Br. 79
Lonny J. Justesen	Seattle, WA	Br. 79
Michael L. Kolodzik	Seattle, WA	Br. 79
John O. Larson	Seattle, WA	Br. 79
Ellen L. Mignogna	Seattle, WA	Br. 79
James A. Olson	Seattle, WA	Br. 79
James H. Allemani	Spokane, WA	Br. 442
Richard M. Froman	Spokane, WA	Br. 442
Jon W. Hall	Spokane, WA	Br. 442
Ronald E. Holt	Spokane, WA	Br. 442
Edward A. Long	Spokane, WA	Br. 442
Joseph A. Mangano	Spokane, WA	Br. 442
William L. Mason	Spokane, WA	Br. 442
David Mueller	Spokane, WA	Br. 442
Gordon L. Perin	Spokane, WA	Br. 442
Carla J. Phillips	Spokane, WA	Br. 442
Donald K. Winkenweder	Spokane, WA	Br. 442
Robert H. Wussow	Spokane, WA	Br. 442

50-year gold cards and pins

Edward J. Bert	Stamford, CT	Br. 60
Glen R. Ely	Stamford, CT	Br. 60
Joseph R. Fusco	Stamford, CT	Br. 60
Frank W. Nemchek Jr.	Stamford, CT	Br. 60

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

Ricardo A. John	South FL	Br. 1071	Mark F. Seiler	Morton, IL	Br. 3980	Edward W. Holzschuh	Cincinnati, OH	Br. 43
James H. Jones Jr.	Aurora, IL	Br. 219	James J. Naydenoff	Oak Brook, IL	Br. 825	Homer F. Gearhart	Youngstown, OH	Br. 385
Mary L. Kurre	Moline, IL	Br. 318	Michael S. O'Meara	S. Suburban Mgd., IL	Br. 4016	George E. Hambly	Spokane, WA	Br. 442
Michael Lopez	Moline, IL	Br. 318	Robert A. Gardiner	Fort Wayne, IN	Br. 116	Clifford M. Stillar	Spokane, WA	Br. 442
Charissa J. McCallum	Moline, IL	Br. 318	Tom A. Reincke	Fort Wayne, IN	Br. 116	William R. Bellack	Milwaukee, WI	Br. 2
Donald H. Miller	Moline, IL	Br. 318	Russell J. Waldis	Eastern Shore, MD	Br. 902	John M. Epping IV	Milwaukee, WI	Br. 2
Janice L. Nelson	Moline, IL	Br. 318	Charles K. Cotner	Hazelwood, MO	Br. 5847	Julius W. Hunter	Milwaukee, WI	Br. 2
Bonita L. Nickell	Moline, IL	Br. 318	John S. Ortmann	Hazelwood, MO	Br. 5847	Joel A. Martin	Milwaukee, WI	Br. 2
Ivan J. Wessels	Moline, IL	Br. 318	Daniel J. Coistek	Rochester, NY	Br. 210	Paul A. Wasileski	Milwaukee, WI	Br. 2
William E. Kenney	Morton, IL	Br. 3980	Robert M. Pulsfort	Rochester, NY	Br. 210	Randal A. Young	Milwaukee, WI	Br. 2

Retiree Reports

Anchorage, Alaska

The national convention was all I thought it was going to be. It was historic in some ways that I hope does not ever happen again. But what was on full display was the democratic process that played out the way it was intended to.

I am hopeful that this process is what we all witness in the November elections. Please educate yourself on the candidates' positions and vote. Be aware of how each candidate's position will affect you either as an active or retired letter carrier. Are your benefits, which are controlled in part by Congress and the administration, on the table? People have different reasons when selecting which candidate to vote for. I vote with my wallet and lobby my hobby.

At the branch level, we continue to be successful at arbitration. Our branch arbitration advocate, Andrew Grant, has one of the top win rates in the country. That's good news for our members. Management has been showing up at the arbitration hearing waiting to see if the union blinks and withdraws the case. They haven't learned that the NALC doesn't back down from a fight. And it's been management who has been doing all of the withdrawing of their cases, rescinding the discipline right before the hearing.

And how's it going for our steward who flipped to be management's labor relations specialist? I'll say it again: When you lay down with dogs, you'll wake up with fleas. But these fleas are soul suckers. They suck the integrity and credibility right out of you. No matter how much you try to wash that stink off, it will always be on your soul.

Tell your stewards you appreciate them for standing up and fighting for you. It might be your job they are fighting for one day.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter

Carriers—active NALC members as well as retired members. These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation.

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

The Veterans Group will provide the ability to connect with fellow NALC veterans and stay informed on issues of importance to letter carrier veterans. Members receive a pin as a symbol of gratitude for your military service and membership in the NALC.

You may complete the sign-up card included in each issue of *The Postal Record* and return it to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

I just returned from the Boston national convention and would like to share my take on this weeklong event. The workshops offered were on topics as diverse as the membership. Active stewards participated in a multi-part grievance process. Retired carriers learned about the new Postal Service Health Benefits Plan. There were numerous other classes to address more specific needs. Branch officers got updates on their roles, and activists could seek information on legislative topics. How to communicate your union message using a variety of platforms was taught. Workers' compensation was detailed, both in a class format and lobby booth access. There were eight to 10 workshops offered, per day, so finding an interesting topic was easy. As al-

ways, knowledge is power—which is the point of such varied offerings. Dave Dorsey continues to be my favorite instructor; he can take a dry but necessary topic and entertain while teaching. This year it was fraud detection and prevention.

But the surprise class was a women's mentorship roundtable discussion led by Kori Blalock Keller. She asked a series of questions to a group of women participating in NALC in various roles. Eye-opening, funny, heartbreaking, compassionate and unified would be the words used to describe this 90-minute discourse. Gives me hope that our leaders are paying attention to the needs of nearly half of the membership. And the added bonus of endorsing Kamala Harris means the rest of the country will be hearing our voices, too.

Taking personal privilege (a term I love to throw around after a week of hearing it), this was my first convention without brother John Fehisin. He passed unexpectedly last year, and he was always the delegate who kept our contingent smiling and engaged. We miss ya, bro!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Our 73rd National Biennial Convention took place Aug. 5-9 at the Boston Convention and Exhibition Center in Boston. We take this time to thank the attending delegates: Christy Ball, Tasha Barr, Anthony Ficca, Joseph Murone and Salvatore Rodriguez, who took the time out of their busy schedules to attend the convention. Convention promotes unity, solidarity, brotherhood and sisterhood to make our union stronger. It also gives our national leaders time to bond with the membership, and also to find out how our membership would like to run the union. We look forward to meetings like these to promote our union.

Joseph Murone, Branch 120

Election Notices

Alexandria, Louisiana

This is official notice to members of Branch 932 that nominations for the following offices will be accepted at the regularly scheduled meeting on Nov. 12: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative and three trustees.

Election of officers will take place at the regularly scheduled meeting on Dec. 10.

Randy Young, Sec., Br. 932

Alexandria, Virginia

In accordance with Article 5 of the NALC Constitution and branch bylaws, this is official notice to all members of Branch 567 that nominations for the following offices will be held during the meeting at 7:30 p.m. on Nov. 5: president, vice president, secretary-treasurer, recording secretary, health benefits representative, sergeant-at-arms and three trustees. The term for each office will be 24 months, beginning Jan. 7, 2025. Nominations will also be accepted for delegates to attend the 2025 Virginia State Association convention. Nominations may also be in writing, but must be received by the branch secretary-treasurer no later than 7:30 p.m. on Nov. 5. Candidates may accept nominations for only one office and must accept either at the time it is made or, if absent, in writing. By virtue of their office, candidates selected president, vice president, secretary-treasurer and recording secretary are automatically designated as delegates to the state and national conventions.

The election will be conducted by secret ballot. Eligible members will receive ballots at their address of record by Nov. 19. Ballots must be returned to the Election Committee, 2059 Huntington Ave., P-14, Alexandria, VA 22303, by 3:30 p.m. on the day of the meeting, Dec. 3. Ballots may also be returned at the meeting until 8 p.m. At that time, the election committee will collect all ballots, bring them to the union office at 2059 Huntington Ave., P-14, Alexandria, and begin the tally. Write-in votes are not permitted.

Timothy C. Palmer, Rec. Sec., Br. 576

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that nominations for the following positions will take place at 7 p.m. on Tuesday, Nov. 5, at Aeonian Brewing Company, 120 W. Chestnut St., Alliance: president, vice president, secretary, treasurer, health benefits coordinator, and the three trustee positions. In order to be nominated, individuals must be present at the meeting or provide the secretary with a written letter prior to the meeting accepting the nomination. The term of office will cover the 2025-2027 election cycle.

The election will be conducted by mail-in ballot.

Joshua Lilly, Pres., Br. 297

Ann Arbor, Michigan

This will serve as an official notice to all Branch 434 members.

Nominations will be held at the regular branch meeting at 6 p.m. on Oct. 16 at the IBEW hall, 7920 Jackson

Road, Ann Arbor. Nominations for the following offices will take place: one trustee (three-year term, Jan. 1, 2025, through Dec. 31, 2027), one HBR/MBA representative (this office is currently vacant—to finish the term will be Jan. 1, 2025, through Dec. 31, 2025), delegates to the Michigan state convention, and any other office that may become vacated. The offices of president, vice president, recording secretary, and treasurer are automatic delegates to the Michigan state convention per branch bylaws. Candidates must accept nominations at the time made or, if absent, in writing to the branch recording secretary by Oct. 16 at 6 p.m.

The election on Nov. 20 will be held by secret ballot at the regular monthly branch meeting at 6 p.m. on Nov. 20 at the IBEW hall, 7920 Jackson Road, Ann Arbor. Absentee ballot requests must be made in writing with printed name and signature to the election committee no later than Nov. 1. Absentee ballots must be returned to P.O. Box 2434, Ann Arbor, MI 48106-2434, no later than Nov. 20 at 6 p.m. No write-in votes will be allowed.

Carol White, Rec. Sec., Br. 434

Annapolis, Maryland

This is the official notice to all members of Branch 651 that nominations for officers and the 2025 state convention delegates will be held at 7 p.m. on Nov. 6 at the American Legion, 1905 Crownsville Road, Annapolis. Candidates must accept nomination at the time made or, if absent, in writing. Nominations may also be made in writing but must be received by the branch secretary no later than Oct. 5. Nominations will be held for the following branch officers: president, vice president, secretary, treasurer, three trustees and sergeant-at-arms. The terms of office will be two years, beginning Jan. 1, 2025.

Candidates may accept nominations for only one office. The election will be conducted according to the bylaws in Article 5.

Elections will be done at the regular branch meeting at 7 p.m. on Dec. 4 at 1905 Crownsville Road, Annapolis, Md. Any member in good standing is eligible for nominations. All nominees must indicate their acceptance of the nomination to the branch secretary. Write-in votes are not permitted.

Edgar Tinoco, Pres., Br. 651

Arvada, Colorado

This is an official election notice to all members, active and retired, of Branch 4405. Nominations will be accepted for the position of president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms and one three-year trustee. Candidates running for any branch officer may only accept a nomination for a single position. Nominations will also be accepted for two shop steward(s) for the Main Office, two shop steward(s) for the Indian Tree Office, and for 10 delegates to the 2025 Colorado state convention. Candidates running for branch officers may also accept nominations to be a delegate to the state convention.

All nominations will be held at the regular October meeting at 6:30 p.m. on Oct. 16 at 7985 Vance Drive, #208, in Arvada. The president will be an

automatic delegate to the convention by virtue of office. All members in good standing who have not served in a higher-level management position for any period in the two years prior to the nomination date are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the election committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved in the past year. This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 20. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 20. Write-in votes will not be permitted.

The election committee will tally the votes at the November meeting on Nov. 20, and the results shall be read thereafter.

Damonique Martinez, Rec. Sec., Br. 4405

Asheville, North Carolina

This is to serve as an official notice that Branch 248 will hold nomination for all officers and stewards at the regular scheduled October meeting at 7 p.m. on Oct. 24.

Per Branch 248 bylaws, election ballots will be mailed to members after the meeting for any contested positions. Results will be announced at the November regular meeting.

Tavon Wells, Pres., Br. 248

Atlantic City, New Jersey

This is an official notice to all members of Branch 370 that nominations for all branch officers for the term 2025-2027 term will take place at 6:30 p.m. at the Nov. 13 meeting. Branch officers include president, vice president, secretary, treasurer, sergeant in arms, director of retirees and three trustees. If a nominee is not present at the meeting, acceptance or rejection of the nomination will be sought out orally by the acting branch secretary, or must be submitted in writing within seven days after the nomination.

The election will be held during our regular meeting at 6:30 p.m. on Dec. 11, and results will be announced before the meeting is adjourned.

Amber S. Atkinson, Sec., Br. 370

Beaufort, South Carolina

This is official notice to all members of Branch 3262. Nominations for all officers will be accepted at the regular meeting at 6 p.m. on Oct. 8 at BJWSA, 6 Snake Road, Okatie.

If needed, elections will be held at the regular meeting at 6 p.m. on Nov. 12.

Krista Guglielmi, Sec., Br. 3262

Billings, Montana

Branch 815 will be having open nom-

inations on Wednesday, Nov. 20, at the labor temple. We will be nominating for the following positions: president, vice president, treasurer, secretary, health benefit representative, sergeant-at-arms and three-year trustee. The meeting will be held at 7 p.m.

The election will also be held at our local union meeting at 7 p.m. on Dec. 18.

Rudolph A. Mockel Jr., Pres., Br. 815

Bozeman, Montana

This is to serve as official election notice to all members of Branch 1028. Nominations for president, vice president, secretary, treasurer, sergeant-at-arms, three trustee positions, two delegates and two alternate delegates to the Montana State Association of Letter Carriers convention will be accepted in person or in writing at the regular October branch meeting on Oct. 10. Willingness to serve must be accepted by the branch secretary within seven days of nomination.

Elections will be conducted by secret ballot at the regular November branch meeting on Nov. 14. Any branch member unable to attend the regular branch meeting in November can request in writing an absentee ballot from the election committee at P.O. Box 11315, Bozeman, MT 59719. All ballots must be received by the election committee by 6 p.m. on the day of the election.

Travis Miller, Sec., Br. 1028

Brooklyn, New York

This is an official notice to all members of Branch 41 Merged, Brooklyn/Staten Island, that in accordance with the NALC Constitution and Branch 41 bylaws, nominations for delegates to the 2025 New York state convention will be held at the regular branch in-person meeting on Nov. 19. The 66th Biennial convention will be held at the Marriott Syracuse Downtown June 22-24, 2025.

John A. Cruz, Pres., Br. 41

Buffalo-Western New York

This is an official notice to all members of Branch 3 that nominations for delegates to the New York state convention will be held at 7:30 p.m. on Oct. 8 at the Matthew Glab Post #1477, Lackawanna. The election of delegates will be held at the branch general membership meeting on Nov. 12. The convention will be held in Syracuse June 22-24, 2025.

According to the bylaws of the branch, Article 5, Section 1(c) 2 states: "Acceptance of the nomination must be made verbally or in writing at this meeting. In the event a candidate is unavailable, the candidate may designate any member in attendance at the meeting to accept the nomination on behalf of the candidate. Acceptance of nominations may also be submitted in writing to the Secretary prior to the meeting or no later than three (3) days after the close of the meeting.

"Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two (2) years after termination of such status. All candidates must verify, upon nomination that they have not served, accepted or applied for a supervisory position within the

last 24 months.”

Article 4, Section 2 states: “All officers as listed in this Article 4 section 1, by virtue of their election will automatically be delegates to the State & National Conventions provided each officer is actually holding office at the time of the convention.”

Kim Fitzgerald, Sec.-Treas., Br. 3

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for training and the 111th state convention in Southern Pines, June 12-14, 2025, will be held at the regular stated monthly branch meeting Nov. 19 at The Cutting Board.

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

Mark Bare, Pres., Br. 2262

Burlington, Vermont

This is a notice to all members of Merged Branch 521 that nominations for the next two-year term for officers and trustees will be accepted at the Nov. 19 meeting, which will be conducted at the VFW, 6 Maple Street, Winooski.

Any member in good standing is eligible for nomination. Those wishing to be nominated must be present to accept the nomination or accept in writing by giving a letter to the branch secretary before the November meeting.

If an election is warranted, it will be conducted by secret ballot. Members will receive ballots by mail.

Lisa Gould, Sec., Branch 521

Canoga Park, California

Brothers and sisters of Branch 4006, this is official notice that we will be holding nominations for delegates for the state convention and also nominations for branch elections at our Nov. 14 branch meeting. Nominations for elections will include president, vice president, secretary-treasurer, assistant secretary-treasurer, sergeant-at-arms, mutual benefits representative, NALC health benefits representative and three trustees. The meeting will start at 6 p.m. on Nov. 14 at the VFW in Canoga Park.

Alfonso Gamboa, Pres., Br. 4006

Canton, Ohio

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled Oct. 8 meeting. The election will take place at the Nov. 12 meeting. Nominations and the election will take place at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7 p.m.

The following offices are open for nomination/election for a one-year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, trustee three-year, (one three-year term), building manager, director of retirees, health benefits representative, mutual benefits representative, and delegates to national convention and/or seminars. Nominees must have attended six of the last 11 regularly scheduled meetings to be eligible as paid delegates to the convention. Nominees must accept in person when nominated, or must submit acceptance in writing to the branch secretary by Oct. 8.

The election will be by secret ballot on Nov. 12. Election ads will be accepted for publication in the *Branch Reporter* at a cost of \$10 per ad and must be in the hands of the editor of the *Branch Reporter* no later than 10 days after a regular scheduled meeting.

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

Bonnie L. Contrucci, Rec. Sec., Br. 238

Charleston, West Virginia

This is the official notice to the members of Local 531 that nominations will be taken for the following positions: president, vice president, treasurer, secretary, sergeant-at-arms, HBR, three-year trustee, and delegates to the state convention. Nominations will be taken at the November meeting

and elections will be at the following December meeting.

Nominees must either be present for nomination, or have written a request to the local president that they wish to seek nomination. Nominations can be mailed to Local 531, P.O. Box 448, Charleston, WV 25322, and must be received no later than Nov. 1. Any member who wishes to seek nomination must be in good standing and meet all local and national requirements as set forth in the bylaws.

Rob Lloyd, Sec., Br. 531

Chicago, Illinois

This is official notice to all members of Branch 11 that nominations for the election of the following officers for a term of three years, beginning January 2025, will be held at the regular branch meeting at 7 p.m. on Oct. 10 at the James E. Worsham Building, located at 3850 S. Wabash Ave, Chicago: president, vice president, recording secretary, treasurer, director of city delivery/safety and health representative, assistant secretary-treasurer, health benefit representative, Mutual benefit Association representative, three trustees, three auditors and sergeant-at-arms. Nominations must be made in person at the branch meeting.

Candidates may accept nominations for only one office and must accept at the time made or, if absent, in writing. Acceptance must be in the hands of the recording secretary by 5 p.m. on Oct. 15.

All regular members, as defined by Article 2, Section 1 (a) of the NALC Constitution, are eligible to hold any office or position in the branch. Article 5, Section 2 must be adhered to in its entirety.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 25 and must be mailed back to the election committee and received by 10 a.m. on Nov. 16.

Write-in votes are not permitted.

This is official notice to all members of Branch 11. Nominations of delegates to the 2025 Illinois state convention, to be held June 26-28, 2025, in Peoria, will be held at the regular Branch 11 meeting at 7 p.m. on Nov. 14 at Branch 11 headquarters, the James E. Worsham Building, located at 3850 S. Wabash Ave.

Nomination forms will be available at the Oct. 10 meeting. Election of delegates to the 2025 Illinois state convention will be held at the regular Branch 11 meeting on Dec. 12.

Nominations and election will be held in accordance with the NALC Constitution and the Branch 11 bylaws.

Yolanda R. Cavett, Rec. Sec., Br. 11

Cincinnati, Ohio

In accordance with Article X of the Branch 43 bylaws, the following is official notification for election of delegates. Section 1: At the regular meeting in November, preceding the state association convention, delegates and alternates shall be elected to serve both national and state conventions. The elected delegates shall be chosen from those nominated at the regular monthly meeting in October. Section

2: Any member desirous of becoming a candidate for delegate for Branch 43 must signify in writing not earlier than 45 days and no later than the adjournment of that October meeting.

This will serve as official notification to all members of Branch 43 that nominations for election of officers will take place at 7:30 p.m. on Nov. 14 at the Letter Carriers' Hall, located at 11070 Southland Road, Cincinnati. Any member desirous of becoming a candidate for office for Branch 43 must signify in writing not earlier than 45 days and no later than the adjournment of the Nov. 14 branch meeting.

Nominations will be taken for the following offices: president, vice president, financial secretary, recording secretary, HBR/MBA, sergeant-at-arms, five trustees, director of retirees, director of legislative and political affairs, five AFL-CIO delegates and compensation IOD. These elected offices will be for a three-year term, beginning January 1, 2025.

Balloting will be done by mail. Results of the election will be announced at the Dec. 12 meeting and installation of officers will take place at the Jan. 9, 2025, regular meeting.

Burton Hughes, Sec., Br. 43

Council Bluffs, Iowa

Branch 314 will be holding our election of executive officers Dec. 12.

Nominations will be held on Sept. 12, Oct. 10 and Nov. 14.

LaVon Lomas, Sec., Br. 314

Cuyahoga Falls, Ohio

This is an official notice to all members of Branch 1629 that nominations for delegates to the 2025 state of Ohio convention in Toledo in August 2025, will be held at the regular union meeting at 7 p.m. on Wednesday, Nov. 6, at the American Legion Post 281. Per our bylaws, the president, V.P., secretary and treasurer are automatic delegates.

Election for delegates will be held at our regular meeting at 7 p.m. on Dec. 4.

Sarah Uyek, Sec., Br. 1629

Decatur, Georgia

This is an official notice to all members of Branch 2225 that nominations for branch officers will be held at the regular monthly branch meeting on Oct. 3. All members in good standing shall have the right to nominate or be nominated. Members need not be present for the nomination, but the member in good standing must submit a written notice of intent to the secretary by 5 p.m. on Oct. 3.

The election will be conducted by secret ballot. Ballots will be mailed to the home address of eligible members. The election committee will collect the ballots, count the ballots, and announce the results at the November meeting.

The meeting will be held at the regular meeting location, 1842 Candler Road, Decatur.

Leigh Smith, Pres., Br. 2225

Denver, Colorado

This is official notice that the Mile Hi Branch 47 will conduct nominations for the following positions: delegates to the 2025 state convention and sta-

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., October's deadline is for the November 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.

Election Notices

tion stewards. All members in good standing are eligible for nomination to be delegates and may turn in their nomination form to the recording secretary at the regular branch meeting to be held at 7:30 p.m. on Tuesday, Oct. 15, at the branch hall, located at 5151 W. 1st Ave., Denver. Reimbursed delegates for the state convention must meet the criteria set forth in Article 9, Section 4, Paragraph C. The nominees must be present to accept their nomination or provide written acceptance of said nomination to the recording secretary by 7:30 pm. of October's meeting, per Article 9, Section 1, Paragraph E of Branch 47 bylaws.

Elections of stewards will take place by secret ballot in the month of November in station, which must be received by the branch by Nov. 19, per Article 9, Section 5, Paragraph G. Stewards elected are for a one-year term to start on Jan. 1, 2025. The results will be announced at the November meeting on Nov. 19, if there is an election. Delegates names will be read if there is not an election at the November meeting.

Cindi Barela, Sec., Br. 47

Detroit, Michigan

This is a notice to all Branch 1 members that nominations for the following branch offices for the 2025-2027 term of office shall take place at the general membership meeting at 6:30 p.m. on Nov. 7 at the Albert C. Wendland Hall, 1400 Trumbull, Detroit: president, vice president, secretary, financial secretary, assistant secretary, treasurer, three trustees, health benefits clerk and sergeant-at-arms.

The election shall take place by referendum mail ballot. All candidates present at the time of the nomination shall sign in writing indicating their willingness to serve if elected. The acceptance form of a member nominated but absent from the meeting must be received by the branch secretary no later than the following Monday at 9 a.m.

Nominations for delegates to the 2025 MISALC state convention shall also take place at the general membership meeting Nov. 7. All candidates present at the time of the nomination shall sign in writing indicating their willingness to serve if elected. The acceptance form of a member nominated but absent from the meeting must be received by the branch secretary no later than the following Monday at 9 a.m.

The election of delegates shall take place at the Dec. 12 general membership meeting.

Peter Palmer, Sec., Br. 1

Dothan, Alabama

In accordance with Article 5 of the *NALC Constitution*, this is official notice of election for the officers of Branch 1630. Nominations will be held for the office of president, vice president, secretary, treasurer, three trustees and sergeant-at-arms. The nominations will be held at the branch meeting on Tuesday, Oct. 8. You must be present to be nominated, or your nomination should be submitted in writing to the branch secretary before the meeting.

If an election occurs, it will be conducted by secret ballot. Ballots will be mailed to members according to their

address on file. The election will occur on at 7 p.m. on Nov. 12 at the union hall.

Accacia Hammonds, Sec., Br. 1630

Downers Grove, Illinois

Nominations for the election of delegates of Branch 1870 (Downers Grove/Woodbridge) will be held at the regular branch meeting at 7 p.m. on Sept. 12 at the Knights of Columbus hall, 25 N. Cass Ave., Westmont. Candidates must accept nominations at the time made or, if absent, in writing.

Nominations will be held for the delegates for the 2025 state convention in Springfield.

Elections will be conducted through mail-in-ballots, and all ballots will be counted during the meeting at 7 p.m. on Nov. 14. Meetings are held at the Knights of Columbus hall, 25 N. Cass Avenue, Westmont.

Any member in good standing is eligible for nomination.

Jeanie Williams, Sec., Br. 1870

East St. Louis, Illinois

This is the official notice to all members of Branch 319 that nominations of delegates to the 2025 Illinois state convention will be held at the regular Branch 319 meeting at 7 p.m. on Tuesday, Oct. 8, at Saugyet Village Hall, located at 2897 Falling Springs Road.

Election of delegates to the 2025 Illinois state convention will be held at the regular Branch 319 meeting at Saugyet Village Hall on Tuesday, Dec. 10.

Carmen Jackson, Sec., Br. 319

Emerald Coast, Florida

This is the official notice to all active and retired members of Branch 4559 that nominations will take place at the regular branch meeting at 7:30 p.m. on Oct. 10, located at the American Legion, 105 Hollywood Blvd., Fort Walton Beach. Elections of delegates will be held at 7:30 p.m. on Nov. 14 at the regular branch meeting at 7:30 p.m.

Nominations will be accepted for delegates to attend the state convention, to be held in Orlando. The president and vice president shall attend by virtue of their position; all other nominees must in in good standing and have attended nine of 12 meetings from the previous years to be a paid delegate and have not attempted to or served in a supervisory position within the past two years. If you cannot attend the meeting and plan on running for office, you must submit in writing a letter of acceptance for said position to the secretary prior to the Oct. 10 meeting.

Percy Smith Jr., Pres., Br. 4559

Fairmont, West Virginia

This is official notice to all members of Branch 910 that nominations for president, vice president, secretary, treasurer and sergeant-at-arms will be held at the branch meeting at 6:30 p.m. on Oct. 16 at the Kingmont community building, 2379 Kingmont Road, Pleasant Valley. All terms are for three years.

The balloting will be done by mail, and the ballots will be counted after the November branch meeting.

Walter Brummage, Pres., Br. 910

Fall River, Massachusetts

This is an official notice to all members of Branch 51 that nominations for all branch officers shall open and close at the regular monthly meeting on Oct. 8. The meeting will be held at the branch office, located on the third floor at 4 Hartwell St., Fall River, and is scheduled to begin at 7:15 p.m. The meeting will also be available on Zoom. All officers will be elected to serve two years and will be eligible for re-election to the same office upon completion of their term.

Nominations will be held for the following positions: president, executive vice president, 1st vice president/collector/clerk MBA/NSBA, 2nd vice president, recording secretary, treasurer, financial secretary, health benefits representative, sergeant-at-arms and branch trustees, shop steward Flint Station, shop steward(s) Highland Station, shop steward South Station, shop steward Somerset Branch, shop steward(s) Main Office, shop steward(s) Taunton Office, *Carriers Courier* circulation manager, *Carriers Courier* editor, eight delegates to the Southeastern Massachusetts District Association (SEMDA), one delegate for every 20 members or fraction thereof to the NALC national convention, one delegate for every 20 members or fraction thereof to the Massachusetts State Letter Carriers convention, and three Building Fund trustees.

After nominations, the elections will be conducted by secret mail ballot. Ballots will be sent to all members in good standing and must be received in the designated branch post office box no later than 4 p.m. on the Monday immediately preceding the second Tuesday in December. The results will be announced at the scheduled Dec. 10 meeting.

Tanya Manchester, Rec. Sec., Br. 51

Fargo-W. Fargo, North Dakota

This is official notice to all members of Branch 205 that nominations for all branch officers as well as delegates to the 2025 North Dakota State Association of Letter Carriers convention will be accepted at the meeting at 7 p.m. on Oct. 3. Members who want to be nominated to branch officer positions or to delegate positions must be present at the October meeting, or signify in writing, signed and dated to the secretary of Branch 205, by 7 p.m. the day of the branch meeting.

Kristi Taylor-Livdahl, Sec., Br. 205

Festus, Missouri

This is official notice to all members of Branch 4050 that nomination of officers for 2021 will take place at the regular meeting at 6:30 p.m. on Oct. 10 at 530 N. 2nd St., De Soto. Nominations will be taken for president, vice president, secretary, treasurer, stewards, financial secretary, sergeant-at-arms and health benefits representative. All offices are for one-year terms.

The election will take place at the regular meeting on Dec. 14.

Johnathan Zettler, Sec., Br. 4050

Fort Collins, Colorado

Nominations for branch officers and delegates to the COSALC state conven-

tion will be held at the regular branch meeting Tuesday, Oct. 8. Meeting begins at 6:30 p.m. Location is the Fort Collins Senior Center, 1200 Raintree Drive in Fort Collins. Any member in good standing may run for an office and/or delegate. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing.

The elective offices to be filled are president, vice president, secretary, treasurer and trustees (three), and terms of office will be for two years, starting Jan. 1, 2025, and through Dec. 31, 2026. Elective Delegates (nine) to the state convention will be for one year, Jan. 1 2025, through Dec. 31, 2025, in accordance with our bylaws and with no national convention in 2025. Please note that, according to the bylaws of the branch, the president is a delegate to convention by virtue of their office.

Elections will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 12. Meeting begins at 6:30 p.m. The meeting place will be at the senior center, 1200 Raintree Drive in Fort Collins.

Any member who, for any reason, will be unable to vote in person on Nov. 12 may obtain an absentee ballot by writing to the Election Committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the election committee no later than Nov. 2. All absentee ballots must be mailed to: Election Committee, P.O. Box 270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m. on Nov. 12 in order to be counted.

Matthew Mendoza, Sec., Br. 849

Fort Dodge, Iowa

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 645, this is an official notice to all members of Branch 645 who are in good standing that nominations for president, vice president, secretary, treasurer, chief steward, sergeant-at-arms, health benefits representative, one trustee, MBA representative, and delegates and alternates to the state convention will be held at the regular monthly meeting on Oct. 15.

Following nominations, elections will be held by mail-in ballot. Election results will be announced at the December monthly meeting. Members wishing to be nominated must accept such nomination in person or must submit their willingness to be nominated in writing to the branch secretary prior to the October meeting.

Joshua Ropte, Sec., Br. 645

Fort Wayne, Indiana

This is the official notice to all members of Summit City Branch 116 that nominations will be held at the regular branch meeting in October for delegates to the 2025 Indiana state convention.

Candidates must be present at the October meeting or have submitted prior to it a nomination letter to the recording secretary stating acceptance of

the nomination. Candidates must signify that they have not served in a supervisory position for 24 months prior to the nomination.

Voting will be by mail-in ballot. The ballots will be counted by the nomination/election committee in December.

Dominick Smyslony, Fin. Sec., Br. 116

Gainesville, Florida

In accordance with Article 5 of the NALC Constitution and the bylaws of Branch 1025, this is official notice to all the members of Branch 1025 of nomination of officers, shop stewards and delegates to the state convention. Nominations will take place at the regular meeting on Oct. 8.

The election, if needed, will be in November.

Gary Wilemon, Sec., Br. 1025

Galveston, Texas

This is official notice to all members of Branch 23 that nominations for officers and delegates to the national and state convention will be held at our regular monthly meeting at 7:30 p.m. on Nov. 14 at the Steelworkers union hall, located at 2327 Texas Ave., Texas City. By virtue of their office, the president, secretary and treasurer are automatic delegates to the national and state conventions.

Elections will be held at our monthly meeting on Dec. 12, located at 2327 Texas Ave., Texas City. The meeting will begin at 7 p.m. Voting will be from 7:30 p.m. to 8:30 p.m.

Linda Palomo, Sec., Br. 23

Garden Grove, California

This is official notice to all Branch 1100 members that nominations for delegates to the 2024 state convention will take place at the Nov. 12 regular branch meeting. Election of delegates, if necessary, will take place at the Dec. 10 meeting. The meetings are at 7:30 p.m. at the branch meeting hall, 13252 Garden Grove Blvd., Garden Grove.

Article 5, Section 2 of the NALC Constitution reads: "All qualified regular members shall be eligible to be a delegate or alternate delegate to the National Association Convention or State Convention, except that any regular member who voluntarily or otherwise, holds, accepts, or applies for a supervisory position in the Postal Service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any convention for a period of two (2) years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination."

Article 5, Section 6, of Branch 1100's bylaws reads: "Any elected delegate to any convention must be eligible under the provisions of Article 5, Section 2, of the National Constitution of the NALC, and must have attended a minimum of 70% of the regular meetings during the period of time between delegate elections, in order to be eligible to receive Branch funds for

expenses, with the exception of new members, who must have attended 70% of the branch meetings since becoming a member."

You cannot be a delegate if you are not nominated. Come to the November meeting or, if you are unable to attend, give the branch notice, in writing, of your desire to be a delegate and you will be entered into nomination.

Sharon Peralta, Exec. Sec./HBR, Br. 1100

Garden State Mgd., New Jersey

This is official notification to all members of Garden State Merged Branch 444 that nominations for delegates to the 2025 New Jersey State Association convention shall take place at the regular branch meeting on Wednesday, Nov. 13, at Pagano's Ura Restaurant, 800 Main St., Bradley Beach. By virtue of their office, the president, vice president, secretary/treasurer and the sergeant-at-arms are automatic delegates. All members in good standing shall be eligible to run for delegate except a member who accepts or applies for a supervisory position in the USPS, whether one day or fraction thereof, either detailed, acting, probationary or permanently, for a period of two years after termination. The meeting commences at 7:30 p.m. Candidates accepting nomination must be present or submit an acceptance letter to the secretary/treasurer prior to the Nov. 13 meeting.

If necessary, election ballots will be sent to the last known address of each member after the Nov. 13 meeting. No write-in votes shall be accepted. Ballots must be received no later than noon on Dec. 11 to be counted.

Earl R. Dorman, Sec./Treas., Br. 444

Glenview, Illinois

Nominations for the election of officers of Branch 4007 will be held at the regular branch meeting at 6:30 p.m. on Oct. 24 at the Glenview Post Office, 1400 Patriot Blvd., Glenview. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, sergeant-at-arms, secretary, treasurer, three trustees and steward—elected position. The term of office will be two years, beginning Jan. 30, 2025.

The election will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Nov. 21 at the Glenview Post Office, 1400 Patriot Blvd., Glenview. Any member who, for any reason, will be unable to vote on Nov. 21 may obtain absentee ballots by writing to: Election Committee, Branch 4007; P.O. Box 811; Glenview, IL 60025. Requests for absentee ballots must be received by the election committee no later than Nov. 7. Write-in votes are not permitted.

Tiana Watson, Sec., Br. 4007

Grand Junction, Colorado

This will serve as official notice to all active and retired members of Branch 913 that nominations for president, vice president, secretary, treasurer, trustees and sergeant-at-arms will take place on Nov. 13 at the regular branch

meeting held at 1000 N. 9th St., Suite 1, Grand Junction.

The election will be at the same location on Dec. 11. The officers will serve a two-year term from January 2025 to December 2026.

Every regular member shall have the right to nominate a candidate for any office. The candidates for office must either be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, candidates must notify the election committee in writing prior to the Dec. 11 meeting.

Sherri Beaudoin, Sec., Br. 913

Great Falls, Montana

This is to serve as the official notification of all active and retired members of Branch 650 that nominations for the 2025 branch officers will be held during the normally scheduled November meeting, and elections for officers will be held during the normally scheduled December branch meeting. All active and retired members are encouraged to attend and vote.

Branch officer positions to be nominated and elected are as follows: president, vice president, secretary, treasurer, health benefits rep, director of retirees, MDA rep, sergeant-at-arms and three-year trustee.

Nick Liston, Sec., Br. 650

Greenville, South Carolina

All members of Branch 439, this is notice of upcoming elections for the officers of Branch 439 to include the offices of president, vice president, secretary, treasurer, MBA rep, health benefits rep, director of retirees, three trustees, and delegates to the state convention.

Michelle Harlow, Sec., Br. 439

Greenwood, Mississippi

This serves as the official notice to all members of Greenwood Merged Branch 1080 about nominations for president, vice president, secretary-treasurer, sergeant-at-arms, health benefit representative, Mutual Benefit Association representative, and three board of trustees positions.

Nominations will be held at the regular scheduled monthly meeting at 6 p.m. on Nov. 14. If an election is warranted, election will be Dec. 12 by secret ballot.

Any member who will be unable to attend the meeting, but would like to be nominated, can submit in writing to the secretary-treasurer before the meeting.

Doris B. Ware, Sec.-Treas., Br. 1080

Hartford, Connecticut

This shall serve as notice that nominations for delegates and alternate delegates to the 2025 Connecticut State Association of Letter Carriers convention will be held at the regular membership meeting of Branch 86 on Nov. 13 at 303 Burnside Ave., second floor, East Hartford.

The election, should one be necessary, shall be by secret ballot and held at the regular membership meeting of Branch 86 on Dec. 11.

David Rooks, Sec.-Treas., Br. 86

Hazelwood, Missouri

This is official notice to members of Branch 5847 that nominations will be taken for the offices of vice president, treasurer, shop stewards, alternate shop stewards, health benefits/MBA rep, OWCP rep, sergeant-at-arms and one trustee. Nominations will be at the regular meeting at 6 p.m. on Thursday, Nov. 7, at Bridgeton Community Center, 4201 Fee Fee Road, Bridgeton. Candidates must accept nominations at the time made or signify in writing and submit it to a branch officer prior to the meeting.

Elections for these offices will take place at the Dec. 5 meeting, if needed.

Donna Stenshoel, Sec., Br. 5847

Huntington, West Virginia

This is an official notice to all members of Branch 359 that nominations for all officers and delegates to the 2025 West Virginia convention will be held at the regular time and place of the November branch meeting. Officers to be nominated and elected are president, vice president, secretary, treasurer, sergeant-at-arms, health benefits/MBA/NSBA representative, and a board of trustees composed of three members.

The term of office will be for two years. By virtue of their office, the president, vice president, secretary and treasurer will be delegates to the state convention. All nominees must certify that they have not served in a supervisory position in the last 24 months preceding the nominations.

If elections are necessary, they will be by mail referendum to all members at their last known address, and the election committee will announce the results at the regular December meeting.

Roberta Duffy, Sec., Br. 359

Huntsville, Alabama

This is an official notice to all members of Branch 462 that nominations of all officers, one three-year trustee, and delegates to the Alabama state convention in 2025 will be held at the regular meeting on Oct. 3 at our union hall, 1201 Posey St. in Huntsville.

This election will be conducted by secret mail ballot, with ballots to be received before, and results announced at, the regular meeting on Nov. 7.

Charles Mauldin, Sec., Br. 462

Hutchinson, Kansas

This is to serve as official notice to members of Salt City Branch 485 that nominations will take place at our regular branch meeting on Tuesday, Oct. 8. Nominations will be accepted for the office of trustee (three-year term), as well as delegates to the 2024 KSALC convention and to the 2024 Region 5 rap session. Branch meetings are held as the Hutchinson Electrical Training Academy, 200 W. 2nd Ave., Hutchinson, and begin promptly at 7 p.m.

Misty K. Hernandez, Sec., Br. 485

Jackson, Michigan

This is a notice to all members of Branch 232 that nominations of all branch officers—president, vice president, secretary, treasurer, one trustee

Election Notices

position, sergeant-at-arms, and delegates to the Michigan state convention—will be held at our regular meeting in November.

Election results will be announced at our December meeting.

Rebecca J. Weaver, Sec., Br. 232

Jacksonville, North Carolina

This is official notice of nominations and elections of officers of Branch 3984.

Nominations for the election of officers of Branch 3984 will be held at the regular branch meeting at 6:30 p.m. on Oct. 29 at Golden Corral, 2055 N. Marine Blvd., Jacksonville. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, chaplain, sergeant-at-arms, three-year trustee and Mutual Benefits Association representative. Also, nominations will be held for delegates to the 2025 state convention. The terms of office will be two years, except the three-year trustee will be three years, beginning Feb. 25, 2025.

The election will be conducted by secret ballot at the regular branch meeting on Nov. 26 at Golden Corral, 2055 N. Marine Blvd., Jacksonville.

Any member who, for any reason, will be unable to vote on Nov. 26 may obtain absentee ballots by writing to the election committee at NALC Branch 3984, 521 Yopp Road 214, Box 106, Jacksonville, NC 28540. Requests for absentee ballots must be received by the election committee no later than Nov. 5. Absentee ballots must be received back to the election committee by 5 p.m. on Nov. 20. If there are any questions, please email at branch-3984ballot@gmail.com.

Write-in votes are not permitted.

Beverly Melching, Sec., Br. 3984

Jeffersonville, Indiana

In accordance with Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 553 that nominations for the office of president, vice president, treasurer, secretary, sergeant-at-arms, MBA/health benefit officer, three trustees and three stewards will be taken from the floor at the Oct. 16 branch meeting. All nominees should be present at the meeting to accept the nomination. If a nominee cannot make the meeting, they must submit written acceptance of the nomination to a member of the board before the October meeting. The names of all the nominees will be read off by the close of the meeting.

The election of officers for Branch 553 will be held at the Nov. 20 branch meeting. There, the successful candidates for the office of president, vice president, treasurer, secretary, sergeant-at-arms, MBA/health benefit officer, trustees and three stewards will be announced. They will serve from Jan. 1, 2025, through Dec. 31, 2028.

Jonathon Copple, Sec., Br. 553

Kannapolis, North Carolina

This election notice is to serve as official notice to the members of Branch

2794 that nominations for all officers will be held at the regular branch meeting on Oct. 16.

If necessary, an election will be held at the regular branch meeting on Nov. 13.

Joel Stofford, Pres., Br. 2794

La Crosse, Wisconsin

This is the official notice to all members of Branch 59 that nominations for all branch offices, with two-year terms beginning on Jan. 1, 2025, will be held at the regular branch meeting on Nov. 7. All candidates for any office must be present at the meeting when nominated or signify in writing their willingness to serve if elected.

Elections will be held at the regular monthly meeting Dec. 5. Both meetings will be held at All Star Lanes, 4735 Mormon Coulee Road, La Crosse.

Aileen Ledesma, Rec. Sec., Br. 59

Lanham, Maryland

This is the official notice to all members of Branch 4819 that nominations for the election of branch officers will be held at the regular branch meeting at 7:30 p.m. on Nov. 5. In keeping with branch bylaws, nominations can be made via in person or virtual attendance at the meeting. Candidates must accept their nomination at the time made or in writing, if absent. Written acceptance can be sent by mail to P.O. Box 591, Lanham, MD 20703, or by email to branch4819@outlook.com. Nominations and/or acceptance letters from members unable to attend the meeting should be addressed to Branch 4819 and received no later than 6 p.m. on Nov. 5.

Nominations will be taken for the following offices: president, vice president, secretary-treasurer, recording secretary, health benefits representative, three trustees, sergeant-at-arms and shop stewards. The term of office will be three years, commencing at the date of installation.

This is also the official notice that nominations for delegates for the 2025 MD/DC state convention will be held.

Cynthia Goodwin, Sec-Treas., Br. 4819

Laredo, Texas

This is the official notice to all members of Branch 354 of nominations and elections for state convention delegates and one trustee. Nominations will be taken at the regular branch meeting on Nov. 13. The meeting starts at 7 p.m. at the union hall, 3220 E. Locust St. Nominee(s) must accept nomination at the time made or, if absent, in writing. The term for trustee is for three years. Secret ballots will be mailed out, and replies must be received at P.O. box no later than 12:01 a.m. on Dec. 11.

The tally of ballots will be at the union hall during our monthly meeting at 7 p.m. on Dec. 11.

Angelica Garcia, Sec., Br. 354

Lima, Ohio

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

The election will be conducted by secret mail ballot, with ballots to be

in before and results announced at the regular meeting in December.

Todd J. Friemoth, Sec., Br. 105

Lincoln, Nebraska

In accordance with Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 8 that nominations for branch officers will be held at the regularly scheduled Oct. 8 and Nov. 12 general meetings, which are held at the Lincoln Labor Temple, 4625 Y St., Lincoln.

The following offices are open for nomination/election for a two-year term: president, vice president, recording secretary, assistant secretary, treasurer, MDA representative, sergeant-at-arms, OWCP representative, health and benefits representative, retirees representative, three separate trustee positions, LCPF coordinator and branch training coordinator. The nominees must accept in person or in writing for any office, and can only be nominated for one office.

The election, if necessary, will be conducted by secret ballot mailed to the most current home address of record of all members. Ballots must be returned to the election committee prior to the regular branch meeting at 7 p.m. on Dec. 10.

Kevin D. Weeks, Sec., Br. 8

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for the election of officers and one trustee will be held at the regular November branch meeting at 7:15 p.m. on Nov. 1 at the union office, 10112 Chicot Road, Little Rock. Candidates must be present during the nominations to accept nomination of office or have in the hand of the secretary/treasurer written certification of acceptance for a specific office.

Nominations will be held for the following Branch offices: president, vice president, secretary-treasurer, sergeant-at arms, health benefit representative/MBA (must be a member of the NALC Health Benefit Plan), and one trustee. The terms of office will be two years (three for trustee), beginning on January 1, 2025.

The election of officers (except trustee) will be held by secret mail ballot (if necessary). Ballots must be mailed back to the election committee and received by 5 p.m. on Dec. 6.

The election of one trustee will be held during the regular Branch 35 meeting at 7:15 p.m. on Dec. 6 at the union office, 10112 Chicot Road, Little Rock.

Chad W. Dollar, Pres., Br. 35

Long Island Mgd., New York

This is official notice to all members of Branch 6000 that nominations for delegates to the 2025 New York state convention will be taken at the Oct. 17 membership meeting, with an election by secret ballot to be held at the Nov. 21 meeting. Both meetings will be at 7:30 p.m. at the Bayshore, NY, Knights of Columbus hall.

In accordance with Article v, Section 2 (p) of the branch bylaws, all executive board members are automatically paid delegates.

Joseph Morelli, Rec. Sec., Br. 6000

Longmont, Colorado

This is official notice to all active and retired members in good standing of Branch 1105 that nominations for the following branch officers will be accepted at the Oct. 15 regular branch meeting: president, vice president, secretary, treasurer, sergeant-at-arms, three trustees, Mutual Benefit Association representative and health benefits representative.

Elections for these officers will then take place at the regular Nov. 19 meeting. Members must be present to vote. Meetings are held at 315 S. Bowen St., Longmont.

Charles Andrew Niehus, Sec., Br. 1105

Manhattan, Kansas

This is an official notice to all members of Branch 1018 that nominations of officers shall take place at the Branch 1018 monthly meeting at 7 p.m. on Wednesday, Oct. 16, at Rockin' K's, 1880 Kimball Ave., Manhattan. Elections will be held at 7 p.m. on Wednesday, Nov. 20, at the monthly Branch 1018 meeting also at Rockin' K's, 1880 Kimball Ave., Manhattan.

All candidates for office must be present at the branch meeting when nominated or signify in writing their willingness to serve, if elected. The election will be conducted by secret ballot and write-in votes will not be allowed. The following offices will be up for election: vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, NALC health benefits representative, mutual benefits representative, special events coordinator, a board of trustees (five), and union representatives for Junction City, Fort Riley, Manhattan, and Marysville/Wamego/Blue Rapids. We will also be nominating and electing delegates to the state convention. All officers elected will serve one year. Members will only be allowed to nominate and elect a union representative for their respective installations.

Kimberly Montero, Sec., Br. 1018

Marietta, Georgia

This is official notice to all members of Branch 1119 that nominations for the offices of president, vice president, secretary, treasurer, sergeant at arms, three trustees, director of retirees, MDA chairperson and branch legislative representative will be held at the regular monthly meeting at 6:30 p.m. on Oct. 1 at the union hall, located at 734 Roswell St., Marietta.

Nominees shall voice their acceptance as a candidate at time of nomination and submit a written statement indicating that they have not served in a supervisory position for the last 24 months to be accepted as a candidate and be placed on the ballot. In lieu of voice acceptance, a written acceptance can be presented to the branch president at the time of nomination.

Elections of officers, if needed, will be by secret ballot at the union hall during the regular branch meeting Nov. 5. Any member unable to attend the election in person may request an absentee ballot by contacting the branch secretary in writing on, or after nominations are closed, Oct. 1. Mail-in ballots must be received by the election committee

prior to 7 p.m. on Election Day. The results of the election will be announced at the branch meeting election night.

Willie B. Young, Pres., Br. 1119

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183 that the nominations of election for officers of Branch 2183 and also delegates to the 2025 Illinois state convention will take place at the regular scheduled union meeting on Oct. 16 at the American Legion Hall, located at 9757 Pacific Ave., Franklin Park, at 6:45 p.m.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home addresses (of record/on file) of eligible members in good standing. Ballots must be received to the election committee at the designated address by 3 p.m. on Nov. 20.

Results will be announced at the Nov. 20 meeting.

Valerie D. Henry, Rec. Sec., Br. 2183

Memphis, Tennessee

This is an official notice to all active and retired members of Branch 27 that nominations for the election of delegates to the 2025 state convention will be held at the regular branch meeting Nov. 7. This meeting will be held at the Branch 27 office, 584 South B.B. King Blvd., Memphis, and will begin at 7 p.m. Nominees shall voice their acceptance or have a signed letter of acceptance to be presented to the president at the time of nomination. Upon nomination, every nominee must certify that they have not served as a supervisor for 24 months prior to being nominated, the president and executive vice president are delegates by virtue of their office.

Absentee ballots will be made available to those members reasonably unable to attend on Election Day. Absentee ballots may be requested through the Election Committee, NALC Branch 27, 584 South B.B. King Blvd., Memphis, TN 38126-3104. Absentee ballots must be requested after nominations have been closed, but at least by Nov. 21.

Election of delegates shall take place at the Dec. 5 regularly scheduled branch meeting if necessary. Voting will begin at 3 p.m. Any member in line at 7 p.m. will be allowed to vote.

Michelle Johnson, Fin./Rec. Sec., Br. 27

Michigan City, Indiana

This is official notice to all members of Branch 455. Nominations will be held on Nov. 21 for delegates to the 2025 Indiana state convention at Gelsosomo's Pizza, 5184 Franklin St., Michigan City.

Elections will be held Dec. 19 at the same location.

Phil Weiss, Acting Sec., Br. 455

Modesto, California

This is official notice that nominations for delegates to the 2025 state convention and the election of officers of Branch 1291 will take place at our regular branch meeting on Nov. 7 at the Round Table Clubhouse, located at 3848 McHenry Ave. in Modesto. The meeting will commence at 7 p.m.

Voting will be done at the branch meeting on Dec. 5.

Stacey Manzano, Sec., Br. 1291

Montgomery, Alabama

Capital City Branch 106 will have nominations for president, vice president, recording secretary, financial secretary, treasurer and one trustee position. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Breonna Jackson, Sec., Br. 106

Morrisville, Pennsylvania

This is to give notice of Branch 2572 nominations of officers for our election to be held at the December meeting.

Nominations may be submitted in September, October and November at the monthly meetings for the December election. Offices to be voted on are as follows: president, vice president, treasurer, recording secretary, steward, sergeant-at-arms and five stewards.

William Rittler, Rec. Sec., Br. 2572

Mt. Clemens, Michigan

In accordance with the NALC Constitution and the Branch 654 bylaws, this is official notice to all Branch 654 members that nominations for all positions for the 2025-2026 two-year term will take place at the regular branch meeting on Oct. 22 at 6:30 p.m. The meeting will be hybrid: in person at CWA Local 4008, 145 Colonial Court, Mt. Clemens, and virtually via Webex.

If an election is necessary, ballots will be mailed to every member as soon as possible following the Oct. 22 regular branch meeting. If necessary, election results will be announced at the Nov. 26 meeting. The November meeting will also be hybrid: in person at CWA Local 4008, 145 Colonial Court, Mt. Clemens, and virtually via Webex at 6:30 p.m.

Lori Richards, Rec./Fin. Sec., Br. 654

Natchez, Mississippi

This is an official notice to all members of Branch 476. Nominations for all officers and trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination, if offered.

The election will be held at the regular November meeting. Installation of officers will be held in December.

Delegates to the 2025 state convention in Meridian are the four elected branch officers.

Frank A. Patti, Sec., Br. 476

Neenah, Wisconsin

This will serve as an official notice to all members of Branch 700 for nominations and elections for the 2025-2026 two-year terms of all branch officers and trustees.

Nominations will take place at the regular October Branch 700 meeting, followed by elections at the regular November Branch 700 meeting.

Jean Schraufnagel, Sec., Br. 700

New Castle, Delaware

This is official notice to all members of Branch 4015 that nominations for

all officers and delegates to the 2025 state convention will be accepted at the branch regularly scheduled meeting at 6:30 p.m. on Wednesday, Nov. 13, at the Weston Senior Center, 1 Bassett Ave., New Castle.

Any member in good standing is eligible for nomination and must be present or signify in writing through the branch office prior to the meeting their willingness to serve as an officer or delegate if elected. The positions open for election are president, vice president, secretary-treasurer, sergeant-at-arms, three trustees, and delegates to the state convention.

An election, if necessary, will be conducted by secret ballot at the regularly scheduled union meeting at 6:30 p.m. on Wednesday, Dec. 11.

Jeff Kowalskie, Sec./Tres., Br. 4015

New York, New York

In accordance with Branch 36 bylaws, this is an official notice to all members of Branch 36 about nominations for delegates and alternates to the 2025 state convention.

Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Any eligible member in good standing may run for election if they desire. Nominations will be accepted during the general membership meeting on Nov. 14, and an election, if needed, will be held at the general membership meeting on Dec. 12 at the Percy T. McRae Hall of the Vincent R. Sombrotto Building, 347 West 41st St.

Melinda Wilkerson, Rec. Sec., Br. 36

Norfolk, Virginia

This is official notice to inform members of Branch 456 that nominations of all officers and delegates to the 2025 state convention will be held at the October meeting. The election will be by secret ballot in November. Rules set forth in our bylaws, Article V, Section 6, apply: Those members nominated from the floor who are not present to accept the nomination must furnish a written acceptance letter to the recording secretary within 10 days. Non-compliance will be noted as a denial. Those nominated but not present must be informed of the nomination by the person who nominated them.

Branch meetings are held at the Electrical Workers Corporation, 5307 East Virginia Beach Blvd., on the third Thursday of each month at 7:30 p.m.

Annezett Edwards, Rec. Sec., Br. 456

North Little Rock, Arkansas

This is official notice to all members of Branch 3745 that nomination will be held during October's regular monthly union meeting. The following branch positions available for nomination are as follows: Trustee #1 (three-year term). The meeting will be held at 6 p.m. on Oct. 10 at American Pie, located at 4830 N. Hills Blvd., North Little Rock.

An election vote (if necessary) will be held at November's regular monthly meeting at 6 p.m. on Nov. 14 at American Pie in North Little Rock. Voting will start at 6 p.m. and end at 9 p.m.

Kenny Newsom, Rec. Sec., Br. 3745

Northeastern New York

In accordance with Article VI of Branch 358's bylaws, the nominating committee will receive the names of all candidates for nomination of Branch 358 officers and shop stewards. Nominations must be made no sooner than the day after the September branch meeting and not later than the close of the regular branch meeting in October.

Election of officers will take place in November. Each post office and station shall elect one of their members to act as their steward in November in accordance with Article VI, Section 4.

William Ganey Jr., Sec., Br. 358

Oak Brook, Illinois

This is official notice to all Branch 825 members that nominations for convention delegates will be accepted from Sept. 1 until the close of business Oct. 15. Term of office is one year for convention delegates. The mail-in ballot election will be held in the 30-day period immediately following the close of nominations.

Election results will be tabulated and announced at the Nov. 21 branch meeting.

To obtain a nominating petition, see your shop steward or call the branch office at 630-571-4167 on or after Sept. 1. Any branch member who has served in or applied for a managerial position in the past two years is ineligible to run, according to the NALC Constitution.

Mark Dowdle, Sec., Br. 825

Owensboro, Kentucky

This is a reminder that Branch 234 Merged, at October's meeting, will hold nominations for the 2025-2026 term. Members must be present to be nominated, or have your acceptance of the office you are nominated for in writing to a branch officer before the meeting begins.

Douglas Yocum, Pres., Br. 234

Pasadena, Texas

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

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

Election will be held by secret ballot, if necessary, at the regular monthly meeting at 7 p.m. on Oct. 15 at the union hall. Any member who, for any reason, will be unable to vote on Oct.

Election Notices

15 may obtain absentee ballots by writing to: Election Committee, Branch 3867, 130 S. Munger St., Pasadena, TX 77506. Requests for absentee ballots must be received by the election committee postmarked no later than Oct. 1. Write-in votes are not permitted.

Lydia Amador, Sec., Br. 3867

Pasco, Washington

This is official notification of nominations for the position of delegate to the 2025 Washington State Association of Letter Carriers convention in Tacoma June 6-8, and for all Branch 1528 officer positions for the 2025-2026 two-year term, consisting of president, vice president, financial secretary-treasurer, recording secretary, health benefit representative and sergeant-at-arms, trustees (consisting of three members) and scribe.

Nominations will be at the regular branch meeting Nov. 16, and the election will be at the regular branch meeting Dec. 12. Both regular branch meetings will be at 3500 W. Court St., Room 150, Pasco.

The office of health benefit representative shall be a member of the Health Benefit Plan.

Rebecca Tuthill, Sec., Br. 1528

Peoria, Illinois

This is an official election notice to all members of Branch 31 and the National Association of Letter Carriers. Nominations for branch officer: one trustee position will occur at the regular Nov. 14 branch business meeting. The terms of office for all elected positions are for two years, with the term beginning Thursday, Jan. 9, 2025. Candidates may accept nominations for only one office.

Nominations for delegates to the 2025 state convention will also take place at the Nov. 14 branch meeting.

Nominations for the officer position and delegates to the conventions will come from the floor. Self-nomination is permissible. You must be in attendance to indicate your willingness to accept the nomination. If you are unable to attend the meeting, you must submit in writing to the recording secretary your intent to accept prior to nominations.

Elections, if necessary, will be by secret ballot prior to the branch meeting at 7 p.m. on Dec. 12 at the Navy/Marine Club, 1310 E. Seiberling Ave., Peoria Heights. An absentee ballot may be requested.

Elisabeth Dams, Rec. Sec., Br. 31

Plainfield, New Jersey

This is the official notice that the elections for Branch 396 positions president and vice president will be mailed out in November. The prior elections were appealed by the candidates, generating a new election for the same candidates.

Terence Wilson, Pres., Br. 396

Prescott, Arizona

This shall serve as official notice to all members and retirees of Branch 859. Elections will be held for two local officer positions, vice president and sergeant-at-arms, during our regularly scheduled meeting at 6 p.m. on Thursday, Nov. 14, at the VFW (Bucky O'Neil

Post 541), located at 202 N. Arizona Ave., Prescott.

Rachel Weyandt, Sec., Br. 859

Providence, Rhode Island

This is the official notice that the nominations for Branch 15 delegates to the 2025 Rhode Island state convention, as well as two building trustees, will take place at 7 p.m. on Monday, Nov. 4, at the regular branch meeting that will be held at the Providence APWU #387 hall at 1192 Plainfield St., Johnston.

In accordance with the Branch 15 bylaws, the president and the recording secretary are automatic delegates to the state convention. Those nominated must be present to accept the nomination or have submitted prior to the meeting in writing their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be conducted, if necessary, by secret ballot on Monday, Dec. 2. Voting will take place from 2 p.m. to 7 p.m. prior to the Branch 15 union meeting at 7 p.m. and will be held at the Providence APWU #387 hall at 1192 Plainfield St., Johnston. All working carriers will be given the opportunity to vote.

Cameron M. Dilorio, Rec. Sec., Br. 15

St. Joseph, Missouri

This is official notice to all members of Branch 195 that nominations for the election of officers (president, vice president, treasurer, secretary, sergeant-at-arms, legislative liaison and three trustees) will be held at the branch meeting on Nov. 6. To be nominated, you must be present at the meeting (in person or on Zoom) or have a letter stating your wish to be nominated for a particular position. The letter must be signed by three union members in good standing.

Election of nominees will be held at the branch meeting on Dec. 4. Voting will be done by paper ballot. In order to vote for nominees, you must be physically present at the meeting. Zoom participants will not be eligible to vote.

Steve Drozd, Sec., Br. 195

Sheridan, Wyoming

Nomination for officers for Branch 1006 will be held on Thursday, Oct. 17. Elections will be held on Thursday, Nov. 21.

Gerald G. Curtis, Pres., Br. 1006

Shreveport, Louisiana

This is official notification that nominations for the state convention to be held in Houma-Thibodaux, LA, in June 2025 will be held at the September

union meeting.

Delegates must be in good standing. If one cannot attend, a letter accepting the nomination must be received by the branch prior to the union meeting.

Danny Hatchett, Pres., Br. 197

Silver Spring, Maryland

In accordance with Article 5 of the NALC Constitution, this serves as official notice to all members in good standing of Branch 2611 that nominations for delegates to the 50th biennial Maryland and Washington, DC State Association of Letter Carriers convention to be held in Ocean City, MD, Oct. 12-14, 2025, will take place during the October branch meeting scheduled for 7:30 p.m. on Oct. 14.

Members of the branch executive board, by virtue of their elected office, shall automatically be delegates to all state and national conventions in accordance with branch bylaws.

Nominees must be present at the time of nomination and accept their nomination orally or must have submitted their nomination to the branch secretary in advance of the nomination meeting. All nominees not present must accept their nomination and submit their acceptance in writing within three days of the nomination meeting.

All members in good standing shall be eligible to be nominated as a branch delegate, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall be ineligible to nominate delegates or accept nomination as a delegate for a period of two years after termination of such supervisory status. Upon nomination, nominees must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Robert Babb, Sec., Br. 2611

Sioux City, Iowa

In accordance with Article 5 of the NALC Constitution, this is official notice to the members of Branch 69 about the nomination of one trustee (three-year term) and delegates to the 2025 Iowa state convention, which will take place at the Nov. 14 meeting. All candidates for office, and the delegates, must be in good standing and present at the meeting when nominated, or if not present, signify in writing their willingness to serve with the signed note turned into the secretary no later than their nomination.

Lorraine Quinn, Sec., Br. 69

Sioux Falls, South Dakota

This shall serve as official notice to all members of Branch 491 that nominations for all positions for officers for Branch 491, as well as for delegates to the South Dakota State Association convention, which will be held in Sioux Falls in September 2025. All nominations for both shall be made at the regular monthly branch meeting at 6:30 p.m. on Nov. 14, held at the Labor Temple, 101 S. Fairfax Ave., Sioux Falls. Nominations will be accepted from the floor by

any member in good standing, and such nominees must be present to accept or notify the recording secretary or president in writing of their willingness to accept, if nominated, prior to the meeting.

Election, if necessary, will be conducted by mailed secret ballot, and must be received no later than 5 p.m. on Dec. 12, as results will be announced at the regular December branch meeting.

Brian Doerr, Pres., Br. 491

South Central Kentucky

This is the official notice of elections for the officers and delegates of South Central Kentucky Branch 468, Bowling Green.

Nominations are for the following offices: president, vice president, secretary-treasurer, recording secretary, sergeant-at-arms, health benefits representative, MBA representative, director of retirees, three stewards, delegates to the 2025 Kentucky state convention and 2026 national convention and three trustees. Per branch bylaws, the president shall automatically serve as a delegate to the state and national conventions. The length of term for all offices shall be two years, beginning January 2025. Candidates may only accept nominations for one office.

Nominations will open at the regular branch meeting in September and close at the conclusion of the regular branch meeting in October, held at 5300 Scottsville Road (training room), Bowling Green, at 7 p.m. Potential candidates must be present at either the September or October meetings, or express their intention to run for office in writing prior to the October meeting. Offices are open to any regular branch member in good standing, active or retired, in accordance with the branch's bylaws, Article 4, Section 2. Election will be by secret ballot, mailed to each branch member's address on file.

Completed ballots must be received by the election committee prior to the November regular branch meeting to be counted. The election committee will collect the ballots, bring them to the branch meeting and begin the tally. Results will be announced immediately following the committee's count at the November meeting.

Write-in votes are not permitted.

Ben Abrams, Pres., Br. 468

South Suburban Mgd., Illinois

This will serve as official notice to all Branch 4016 members that nominations for the election of officers and stewards for three years, beginning Jan. 1, 2025, as well as delegates to the 2025 state convention will be held at the regular branch meeting at 7:30 p.m. on Oct. 8 at the American Legion Post 615, 17423 S. 67th Court, Tinley Park. Candidates must accept nominations at the time made or, if absent, in writing to the branch recording secretary by the time of nomination. Also, nominees must not have applied for or served in a supervisory position for two years prior to their nominations.

Nominations will be held for president, vice president, financial secretary-treasurer, recording secretary, MBA representative and health benefit representative and who, by the virtue of their office, will be automatic delegates

to the 2025 state convention! The office of sergeant-at-arms and five trustees also will be nominated. The nomination and election of stewards will be made by members of their respective offices.

The election of officers and stewards will be by secret mail ballot. If necessary, the election of delegates to the 2025 state convention will be by secret ballot at the regular branch meeting on Nov. 12 at the above-named location.

Daniel C. Smith, Pres., Br. 4016

Southern Delaware

In accordance with Article 5 of the NALC Constitution and Branch 906 bylaws, nominations for all elective branch officers of the 2025-2027 term shall be made at the regular meeting at 7:30 p.m. on Oct. 9 at the branch hall, 701 N. Walnut St., Milford. Officers to be elected at the Nov. 13 regular meeting at 7:30 p.m. are president, vice president, recording secretary, financial treasurer, sergeant-at-arms, director of retirees, health benefits/Mutual Benefits Association representative and three trustees. If a nominee is absent from either the nomination or election meeting, a letter of intent to accept or decline nomination must be received at the branch no later than one day prior to the meeting.

Norberto Aviles, Sec., Br. 906

Southwest Missouri

This is an official notice to all members of Branch 366 of Joplin. Nominations for delegates to the 2025 Missouri state convention will take place at the Nov. 12 meeting and, if needed, elections will take place at the Dec. 10 meeting by secret ballot. We also will be having nominations for the positions of president, vice president, recording secretary, financial secretary, sergeant-at-arms and one of the trustees. All officers shall serve for a term of two years, and the trustee will fill a three-year term. Members must be in good standing to be considered for any nomination. Also, to be considered for reimbursement for the state convention, a member must have attended 10 meetings in the 2023-2024 years.

Jeremy Carrier, Sec., Br. 366

Springfield, Ohio

This is official notice to members of Branch 45 that nominations for the offices of president, vice president, recording secretary, assistant recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA representative, health benefits representative and one trustee, as well as nominations for delegates to the 2025 state and 2026 national conventions, will be held at the regular branch meeting on Nov. 14. The meeting begins at 6:30 p.m. at 150 North Limestone St., Room 221, Springfield.

All candidates for office or delegates must be present at the November meeting when nominated, or submit in writing their willingness to serve if elected, through a member in good standing in attendance at the meeting. This signed statement will be presented to the recording secretary at the November meeting prior to the start of nominations. Candidates can accept nomination for only one office.

Term of office for officers (except the trustee position) is two years, starting Jan. 9, 2025. Term of office for the trustee position is three years. All members in good standing of the NALC and Branch 45 may accept nomination.

The election of officers and delegates will be by secret ballot at the Dec. 12 regular branch meeting. No write-in votes will be accepted. Voting hours will be 4:30 p.m. to 7:30 p.m., with the regular branch meeting starting at 6:30 p.m. at 150 N. Limestone St., Room 221, Springfield.

Requests for absentee ballots must be made individually in writing to the election committee at P.O. Box 345, Springfield, OH 45501. Absentee ballots can be requested between Nov. 15 and Dec. 4. All ballots must be returned by 7:30 p.m. on Dec. 12.

Jon Veith, Sec., Br. 45

Starkville, Mississippi

This is official notice of nomination and election of officers of Branch 2291. Nominations for the election of officers of Branch 2291 will be in writing and must be received by the secretary no later than Oct. 12. Nominations will be accepted for the following branch offices: president, vice president and secretary-treasurer. The term of office will be one year, starting Jan. 1, 2025.

The election will be by secret ballot at the regular branch meeting at 4:30 p.m. on Nov. 12 at McAlister's Deli in Starkville. Requests for absentee ballots must be made to any of the current branch officers no later than Oct. 29.

Leslie Anne M. KamaunuYeates, Pres., Br. 2291

Temple, Texas

This is an official notice to all members of Branch 643 for nominations of officers and delegates for the year 2025. Nominations will be for president, vice president, secretary, treasurer, sergeant-at-arms, NALC health rep and trustee, as well as for delegates to the state convention in 2025. Nominations will be held at regular branch meeting at 7 p.m. on Oct. 16.

Elections will be held at regular branch meeting at 7 p.m. on Nov. 20.

Juan Luna, Sec.-Treas., Br. 643

Texarkana, Texas

This is notice for Branch 569's November elections. We will be holding elections for president, secretary and VP 2. Our election ballots will be mailed out to all eligible union members in October, with all ballots being mailed back. Results will be counted, and at the November meeting, we will be informed as to which members that won the election they were nominated for.

Ronald Richards-Martel, Sec., Br. 569

Tyler, Texas

Branch 493 will have nominations for officers in the branch at the regular branch meeting at 6:30 p.m. on Oct. 3 at Papacita's Mexican Restaurant, 6704 Broadway Ave., Tyler. These nominations will be for president, vice president, recording secretary, treasurer, health benefits representative/MBA and three trustees.

According to Article 5, Section 5 of Branch 493's bylaws, "All candidates for office shall be present when

nominated; or signify in writing their willingness to serve if elected, before names are placed on ballots."

All officers/trustees shall be elected biennially and hold office for two years. Elections will take place at the regular monthly branch meeting at 6:30 p.m. on Nov. 7 at Papacita's Mexican Restaurant, 6704 Broadway Ave., Tyler.

John Hammond, Rec. Sec., Br. 493

Urbana, Illinois

This is official notice to all members of Branch 784 that nominations for elected officers will be held at the regular branch meeting on Nov. 2. The offices up for election are president, vice president, recording secretary, treasurer/financial secretary, health benefits representative, MBA representative, sergeant-at-arms, and a three-member board of trustees. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the November meeting their willingness to accept the position.

If need be, an election ballot will be mailed to each member and the results will be announced at the December union meeting. All regularly scheduled meetings are held at the American Legion, 107 N. Broadway in Urbana, at 7 p.m. the first Wednesday of the month.

Jonathan Gray, Rec. Sec., Br. 784

Vestal, New York

This serves as official notice to all members of Branch 5151 that nominations for president, vice president and secretary-treasurer will take place at the regular branch meeting scheduled for 6 p.m. on Wednesday, Aug. 28, at the California Grill. 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 three-year terms.

If an election is warranted, such election will take place by secret ballot at a scheduled union meeting on Wednesday, Nov. 20.

Any member who, for any reason, will be unable to vote on Nov. 20, may obtain absentee ballots by writing to: Election Committee, Branch 5151; P.O. Box 8; Vestal, NY 13850. Requests for absentee ballots must be received by the election committee no later than Oct. 30.

Write-in votes are not permitted.

Stephanie Vosburg, Sec., Br. 5151

Virginia Beach, Virginia

This will serve as the official notice to all members of Branch 2819 that nominations for Virginia State Association of Letter Carriers biennial convention delegates and alternates will be held at the Sept. 24 regular branch meeting at the union hall. The convention will be held in Virginia Beach at the Sheraton Virginia Beach Oceanfront Hotel.

Elections will be conducted from 5 p.m. to 7 p.m. on Oct. 29 at the Aragona Moose Lodge, 3133 Shipp's Corner Road (if applicable).

To qualify for delegates and alternates to the convention, any member in good standing, attending eight of 10 meetings in the qualifying years shall be eligible to be funded. The president, vice president, secretary and treasurer,

by virtue of the positions, are automatically funded delegates.

Candidates must accept nominations at the time made or signify in writing to the branch secretary within three days their willingness to serve in the desired position.

Jamie Drayton-Bey, Sec., Br. 2819

Waco, Texas

This is official notification that Branch 404 will be having nominations for the following positions at the branch meeting at 7:30 p.m. on Oct. 3 at Casa de Castillo, 4820 Sanger Ave., Waco: president, vice president, treasurer, secretary, sergeant-at-arms, trustee, editor, health benefits rep and OWCP rep.

If elections are needed, they will be at 7:30 p.m. on Nov. 7 at Casa De Castillo, 4820 Sanger Ave., Waco.

Jerrold Perry, Pres., Br. 404

Waterloo, Iowa

This is official notice to all members of Branch 512 for nominations for branch president, vice president, secretary, treasurer, outside office stewards, one steward and trustee for the 2025 term. Nominations will be taken at the regular branch meeting at 7 p.m. on Nov. 12 at the American Legion, 728 Commercial St., Waterloo.

If an election is necessary, ballots will be mailed to all branch members with results announced at the Dec. 10 regular branch meeting.

Jennifer Anderson, Pres., Br. 512

Watsonville, California

Nominations for the election of officers of Branch 857 will be held at 6 p.m. on Oct. 17 at the post office break room. Candidates must accept nominations at the time or, if absent, nominations may also be made in writing, but must be received by the branch at P.O. Box 585, Watsonville, CA 95077, no later than Oct. 16. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, vice president, shop steward (two), treasurer, secretary and trustees (three). The terms of office will be two years, beginning Jan. 1, 2025.

The election will be conducted by secret mail ballot, and must be received by 5 p.m. on Dec. 19. All others will be voided if they are late. The counting and the results will be announced at a meeting at 6:30 p.m. on Dec. 19 at the post office break room.

Patricia Fernandez, Sec., Br. 857

Weirton, West Virginia

This is official notice that elections of officers and state convention delegates for Branch 3677 shall take place at the Nov. 27 union meeting. The meeting shall take place at the American Legion, located at 3140 Pennsylvania Ave., Weirton. The meeting starts at 6:30 p.m.

Elections will be held for the following officers: president, vice president, secretary-treasurer, HBA rep, steward, sergeant-at-arms and three trustee positions. The term of each officer shall be two years, beginning Jan. 1, 2025, through Dec. 31, 2026. The election will be held by secret ballot at the November meeting.

Adam Cline, Pres., Br. 3677

Branch Items

Albany, New York

The Branch 29 delegates to the national convention in Boston enjoyed a very exciting convention.

The training workshops before and after the general assembly each day are always second to none. City delivery updates, branch finances, safety and health, mail counts and route inspections, following a grievance from start to finish, and the Contract Administration Unit, just to name a few, were informative and well presented. Our delegates spread out to the various classes to bring as much knowledge as possible back to the branch.

The delegates to the general assembly were able to vote on 36 proposed National Agreement resolutions, 18 proposed general resolutions, one legislative resolution, and 12 proposed amendments to the *NALC Constitution*.

The delegates made history and created a process to hear appeals of the Executive Council's ruling on Article 10 charges levied against President Brian Renfro settled earlier this year. President Emeritus Fred Rolando took the stage to chair this process and led the delegates through two days of testimony and rebuttal by the accused and the charging parties. In a room full of 5,000-plus union advocates, you could literally hear a pin drop as this appeals process played out and the delegates voted on each appeal.

Our membership is clearly divided on many issues, as almost every vote on amendments, resolutions and appeals was too close to call on a voice vote, and it seemed like almost every vote over the five days turned into a teller vote, with each delegate standing up for their position and being counted. The convention was electric and a master class in how true democracy works and what it looks like with all of its imperfections.

Los Angeles is just two short years away—start making plans to attend now!

Norris Beswick, Branch 29

Anchorage, Alaska

In 2020, management took the bold step of deciding to fight Branch 4319 on every single issue that they could. As a result, we were forced to send hundreds of grievance up from the local level, where many were impasse at Step B. Refusing to give us fair settlement offers, the Postal Service made the bold decision to go to arbitration hearing time and time again.

I recently had the time to review the results of the Alaska District's misguided strategy. Between Jan. 1, 2020, and July 30, 2024, 60 cases were taken to hearing in Alaska. The NALC outright won 42 of those. Another three we got at least some of what we wanted (a "modified" decision). Two were settled at hearing (a "stipulated" award). This means that the union won 78.33 percent of every grievance taken to hearing. The issues ranged from administrative leave for overtime to counting steward time as part of our routes. In one grievance, the Postal Service took the position that Sunday is not a day of the week in a failed attempt to rewrite the calendar.

Thanks to Region 2's strong advocacy and training, the Postal Service is on the run. Management has nothing like the training that we receive at our rap sessions, in our steward meetings, and in the yearly steward college put on by the region. Thank you to the Branch 4319 stewards who are building great grievance files for the membership and standing up to management at every turn. Thank you to the Region 2 arbitration advocates and trainers who continue to hammer management at every turn.

Andrew Grant, Branch 4319

Anderson, Indiana

I want to thank NALC President Brian Renfro, NALC Secretary-Treasurer Nicole Rhine, and the rest of our national officers for a great national convention in Boston. The workshops were excellent. Several financial classes that I attended were led by our fantastic "shoeless" instructor, Dave Dorsey! Dave's classes are always entertaining and very informational. I was honored to represent NALC Branch 489 members along with our other branch members: Tyler, Jenny, Steve, Angie, Larry and Greg. In addition to attending the general sessions, our branch members each attended numerous workshops, and we all learned valuable information to bring back to our members. Thanks to all of our instructors for the first-class training sessions.

Next up, we have 10 members who will be attending our KIM Region Seminar in Indianapolis in October. Our NBA, David Mudd, and his team are preparing lots of great classes to continue the education of our members in many areas, including grievance procedures, legislative affairs, community service and retirement.

I hope that all letter carriers are registered to vote. Make sure that your voter registration is up to date. Spend some time studying the candidates and the issues that are important to you and your family. Please consider voting for the candidates who support our American labor movement.

It's critical that we elect labor-friendly candidates in all 50 states and in the United States territories. It's especially important that we elect labor-friendly candidates to serve in Congress. Thanks to everyone who is currently contributing to the Letter Carrier Political Fund. I urge all letter carriers, active and retired, to contribute to our Letter Carrier Political Fund to ensure that our voices are heard in the halls of Congress. Thank you.

Danny Gore, Branch 489

Asheville, North Carolina

Harry J. Shotwell, 88, went to sing in the heavenly choir on Oct. 13, 2023, after a fall.

A lifelong resident of Asheville, NC, he was retired from USPS with 32 years' service. A proud life member of NALC Branch 248 for more than 50 years, Harry was active locally and in the state. And he sang at many state and national conventions. On his mail route one day, he saved the life of a little girl who had stopped breathing.

A member of WAPC Presbyterian Church for 70 years, Harry was known as the man with the golden voice, and he sang for weddings, funerals, and in several gospel quartets.

He is survived by his wife, Betty Anne, of almost 67 years; a son, Mike (Denise); a daughter, Kim (Ryan); two grandsons; and one great-granddaughter.

Tavon Wells, Branch 248

Camden, New Jersey Merged

What a convention! Things got very interesting right from the word "Go!" The NALC showed why it's the most democratic union in the nation. The convention delegates, who make up the supreme body to which final appeal shall be made on all matters, overrode a presidential decision to deny an appeal and voted to hear the appeals during the convention. It made this convention quite different than any I've attended since my first in 2000. It was also the longest Friday at a convention I've ever been to.

I gotta tell ya, I understand the frustration, stress of the unknown, and the mistrust being felt by so many of the members of our union. I see it and I get it. What I don't get is the division amongst the membership. I don't like the idea of a counter-organization that many members belong to. The fact that there is another organization for the members of the NALC, within the NALC, is in and of itself, a divisive organization in nature. I am not optimistic of what this type of organization will ultimately mean to the National Association of Letter Carriers, the greatest labor union in the world!

Meanwhile, back home, our branch held its third annual "Music for MDA" event. Like previous years, there were five bands that played, a basket auction, 50/50, raffle for a basket of cheer, and (best of all) camaraderie and fun. We raised approximately \$3,000. Thank you to Karen Dickerson, Ken Mueller and Suzette Cheeseman, and a major thank-you goes to Bill Lambert. I'd like to also thank our sister branches for their support. Thank you, Branches 38, 42, 769 and 903.

Chuck Goushian, Branch 540

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.

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy fall. We all know that the extreme hot weather is about to come to an end, but we must stay diligent and continue to hydrate to prevent heat exhaustion. Also, the branch is sponsoring a golf tournament on Oct. 24 for MDA. If anyone is interested in participating, please contact our local branch office.

We would like to congratulate our fellow union brothers on their recent retirements, both of whom retired from our Concord office. Thank you, Richard Krug, for your 39 years of service, and Byron Kirk Howard as well for your 37 years of service. We wish you both the best on the next chapter of your lives.

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 have established a Zoom link for members to participate who cannot physically attend the meetings. Please contact the union office to receive the Zoom link. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out.

Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

Justin Fraley, Branch 545

Cincinnati, Ohio

Hello again from the Queen City; what a great time of the year it is. The leaves are falling, the weather is changing, and the country is on edge with the election just about a month away.

Postal management, as always, is acting like we as carriers—the backbone of this company, mind you—are not moving fast enough. You dictate your day, every day—not anybody else. If you're a runner, eventually you will pay the price; or, like my station, everybody else will pay the price, because one of the runners we had retired, and then came the route adjustments. Of course, this has helped me out, being on the OTDL, and being a skipper, four of five of my routes are overburdened, with the other being perfect.

For you new carriers out there, remember your fellow carriers when you are running, for one when you are off and it either gets split up for that day or someone else carries it, our management personnel always think that everybody is the same when it comes to that route.

Please remember to treat all political mail like it is gold, especially for this election. Your job and family are more important than getting caught throwing away any mail. If this job is too much for you, just bring it back and say, "I can't do this job." It doesn't matter whom you like or don't like, running at the end of the day you will get caught.

So, to all my fellow carriers out there, let's have an awesome political season by taking care of all our customers. A lot more people will

depend on us this year; let's show them we can do it with no problems.

Meetings are every second Thursday of the month.

Chris Rought, Branch 43

Cleveland, Ohio

"Remembering the past gives power to the present." —Fae Myenne Ng

It is easy to be so consumed with the present and so focused on the future that we dismiss



Brooklyn, NY Br. 41 President John A. Cruz presents a 50-year gold card to Richard Bonanni.

the impact of the past, the connection to our retirees, the men and women who paved the way. We owe a debt of gratitude to those who stood their ground in 1970, the year of the Great Postal Strike. This single action opened the door for many positive changes, including collective bargaining. Take the time to research this event, as you should come away with a sense of gratitude for those who risked it all for your benefit. Each NALC branch's history can be traced through its retirees. Their collective experience and commitment should never be ignored, but embraced instead.

The workforce has gotten younger. If you can be counted among this group, it would be to your advantage to utilize the experience of your senior carriers. Experience in the workforce is a commodity that cannot be bought—it is earned. I would hope those of you in this unique position will step up and provide your wisdom and guidance to your junior carriers.

Management will always try to intimidate the inexperienced. It is simple math: If they can get three out of 10 to jump through their hoops, then by baseball terms they are batting .300. We are stronger when we stick together as a group and forgo our own agenda. Every one of you is a brick, a brick in the NALC union's wall. Management's strategy is not complex; it cannot win by running into that wall, but instead will try to weaken it brick by brick. Those who have led the way are the foundation, the retirees.

In solidarity—

Nestor J. Chaves, Branch 40

Cumberland, Maryland

The leaders of Branch 638 would like to give a shout-out to the carriers who have decided to educate themselves with contractual issues and bring their questions and concerns to the branch meetings. Protecting your rights

will also result in the protection of your fellow brothers and sisters. The participation of the retirees is simply a wonderful support system as well. As president of our local, I want to thank our branch leaders for all your hard work. I want to encourage and continue to see other carriers bring their workroom floor concerns to our meetings to share and learn how to tackle those issues.

As you all know, summer is over and soon it will be time to prepare for Open Season and to make the necessary changes to your health insurance coverage.

Together we can and will continue to move forward as one.

Paul Kirby, Branch 638

Emerald Coast, Florida

Recently our branch received a decision from the dispute resolution team concerning a grievance that has been brought back and forth to them. It involved failing to comply with 100 grievances. It had been sent back to the office to attempt to go to settlement. We even attempted to settle these cases at the local level for penny on the dollar, with no results.

Former Postmaster General John Potter even put out guidance, which states in part: "Arbitration awards and grievance settlements are final and binding. Compliance is not an option, but a requirement. One of the few acceptable reasons for non-compliance with an arbitration award is if the Postal Service is seeking to have the award vacated in a federal court, which is very rare. No manager or supervisor has the authority to override an arbitrator's award or a signed grievance settlement."

Now, to me this is plain and simple: If the Step B team renders a decision, management must comply with the decision, right? Can anyone tell why management can't seem to get this right? If the union loses a decision, I will bet you that management will hold us to the level of the law on the decision. Instead, they want to point fingers and claim that they had nothing to do with the grievance. Accepting responsibility for your actions—something so simple—has turned out to be an enormous settlement that no one wants to touch. It is like the old Midas commercial: "Pay me now, or pay me later," but you will pay.

I want to thank the branch for allowing the delegates and me to attend the national convention. It was really an experience. Thank you.

Percy Smith Jr., Branch 4559

Eugene, Oregon

Branch 916 was founded in Eugene in approximately 1903 and has existed for more than 120 years. In 1979, the branch merged with Cottage Grove, under the guidance of Branch President Tobin. At the end of the year, the branch voted unanimously to merge with Springfield, and in 1980 Branch 916 grew to three installations, and officially changed its name to the Emerald Empire. President Tobin welcomed the new president, Jack Williams, as well as the Springfield carriers who had joined our fraternal organization.

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In 1992, our branch merged with Junction City. Later in 2001, under the supervision of legendary President Tom Gates, the Emerald Empire merged with Sweet Home. Sweet Home was the furthest installation at the time from the Eugene/Springfield area, where the majority of the branch members worked, a full hour drive, one way.

Not long after, the branch would also merge with Florence, which did not have a working letter carrier, as it is a rural city. Twenty-plus years would pass, and the Emerald Empire would remain these six installations. Until this year.

This year was arguably the most historic vote in the branch's history, as we were asked to merge with Branch 1937, Central Oregon. After much discussion, we voted to merge, taking on an additional four installations, approximately 100 members, all of whom live more than two and half hours away from what the center of where our membership was.

Now a new Emerald Empire has been formed, and we of the "western" side of Branch 916 welcome the members of the "central" side. Welcome, brothers and sisters, to *our* empire, and remember that your voice matters, so let it be heard as we learn and grow together.

Frost, Branch 916

Fresno, California

The NALC 73rd Biennial Convention has now come to an end. Many resolutions were voted on, speeches from labor-friendly people were heard, and appeals heard and voted on. It was a busy week, with 5,108 registered delegates from across the country.

Before each session began, the code of conduct was announced before the convention. Despite that, some delegates were seen flipping off others if they did not vote the same as them. The NALC is better than that. A shoving match almost broke out because of such behavior. I am proud to say, I have never flipped off a fellow delegate during a national convention. Some topics can and do get hotly debated. Again, we are better than that. Our members vote and elect us to vote for them on their behalf. That is something to be proud of.

All of the vote results are in the history books now. Whether you agree with the results, or not, that is because the delegates' vote results are supreme in our union. Flipping off your fellow delegates does not make you look tough—it makes you childish. Support our national convention vote results, and move on to being united and doing what is best for our members.

Jesse Dominguez, Branch 231

Greenville, South Carolina

This will serve as official notice for all members of Branch 439. There will be three by-law changes read and discussed at the Oct. 3 meeting. The vote on these changes will be at the Nov. 7 meeting. Meetings will be at 7 p.m. at the union hall, located at 4003 Old Buncombe Road, Greenville.

Michelle Harlow, Branch 439

Kansas City, Missouri

I'm getting to the point now when I forget why I came into a room. But it's the small things from back in the day that seem so relevant. The past has become the present, personally, after the NALC 73rd Biennial Convention, held in Beantown. I was taught that no matter what was happening on the block, city, state, country, whatever was going on in *our house*,



William Allred, Philip Helt and John Heimberger of Coffeyville, KS Br. 766 receive 50-year gold cards.

stayed in our house. This wasn't necessarily the case, this time around.

Of the national conventions I've been privileged to attend as a delegate, "The Big Show" was just that. Kudos to Nicole Rhine, NALC secretary-treasurer, and host Boston Branch 34. This version, themed "Grow. Rise. Together," while intended to unify the NALC, was on shaky legs. Former NALC President Fredric V. Rolando, who was bestowed the title president emeritus, promptly presided over the Article 10 appeals against President Renfro by Director of City Delivery Chris Jackson. Contentious best describes what the 5,446 delegates witnessed. Despite a vote being taken *not* to live-stream the proceedings, it still occurred. Although the "body" ruled in favor of President Renfro, what potential harm may result in the still unresolved contract negotiations, with the NALC airing its dirty laundry for all to see.

The workshop handouts were made available for every NALC member on the NALC Members Only page. New workshops for new employee experience retention and mentorship, an introduction to diversity, equity and inclusion, S&DCs, along with a women's mentorship roundtable, were conducted. There was even an NGDV!

The Branch 30 cookout, held at IBEW Local 124, wiped that bad taste out of my mouth and replaced it with barbecue. As usual, Branch 30 Treasurer Terry Myers and the entertainment committee performed above and beyond the call to party for the 200 guests attending.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, letter carriers!
"Those who cannot remember the past are condemned to repeat it." —George Santayana

Except for the 271g (Special Route Inspection), it's been a while since many of our brothers and sisters have participated in a six-day count and inspection. Remember, outside of a

regularly scheduled inspection is the Special Route Inspection (271g). So, to rehash what the requirement is: If, over a six-consecutive-week period, a route shows more than 30 minutes of overtime or auxiliary assistance on each of three days or more in each week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within four weeks of the request.

The month of December must be excluded from consideration when determining a six-consecutive-week period. If a period of overtime and/or auxiliary assistance begins in November and continues into January, then January is considered as a consecutive period, even though December is omitted. A new six-consecutive-week period is now begun.

This subject of the six-day count and inspection was brought up at a Region 8 training seminar in June, which was held at the Elks Lodge. So, unless there is a renegotiated memorandum between National Headquarters and USPS, we can look forward to regressing back to the *M-39 Handbook*.

The bottom line is, if all carriers are carrying their routes in accordance with the *M-41 Handbook* and taking breaks/lunch, then there shouldn't be a problem. Prior planning prevents piss-poor performance.

Tony Rodriguez, Branch 419

Lima, Ohio

Hello, Lima. Sorry about September; had too much going on in August! Our national president, Brian Renfro, wrote about the record of delivering votes by mail. "In the last few election cycles, more Americans have started depending on us for safely and securely delivering and collecting their ballots." Soon you will be seeing ballots in the mail; be sure to place these in the designated locations. Contract negotiations seems to be at a standstill!

The Protect Our Letter Carrier Act legislation (S. 4356) to protect postal workers on the job has been introduced to prosecute crimes against letter carriers.

Locally, they will be implementing the Care Program, where all new hires, carriers under two years and carriers with accidents will have to take driver training, possibly multiple times. On Oct. 13, we will be hosting the retirees banquet, where we wish all will attend. It's held at Camp Robin Rogers at 1090 S. Conant Road in Spencerville. A quiet location with plenty for kids to do. Catered by Bubba C BBQ and more than likely some Rowe and Hagar!

Hope to see you there and, as always, union meetings are held every second Tuesday of the month at Rigali's Pizza Village at 7 p.m. at 505 W. North St. Free pizza.

Jeffery Steegman, Branch 105

Louisville, Kentucky

This fall, we're doing route counts and inspections! Oh, we're so excited lol. Here in Louisville, we have some routes that haven't been properly evaluated since 2011! I know, I know; how is that possible with all the growth and changes we've had since 2013 (i.e., Amazon)? We've been able to skate under the ra-

dar, and now it's our turn. We've been able to have classes set up for our carriers to have a refresher course. All in all, I'd say that this fall they'll be more prepared on dos and don'ts of the route count.

We've also got some exciting events rolling in. In the city of Louisville, one of our Metros (Jeffersontown) is hosting a gaslight festival. Branch 14 will be parking cars at our local post office, and proceeds will be going to MDA. Then in October we'll be hosting our first trunk or treat at the hall. November will close out our events with our bowlathon, right before getting ready for our annual children's Christmas party! Getting carriers to come out has been a challenge, but we're still trying and filling the calendar in hopes of more involvement.

In closing, stay strong, stay united, and remember that knowledge is power!

Adriane Shanklin, Branch 14

Monterey, California

Well, Monterey won another 115.4 grievance, and the supervisor has to attend "Hero Training." That's a weird name for someone who is nowhere near a hero. I guess Part B of that is "Working well with others." Do let me know if the supervisor seems to have changed and charm school was effective. I've requested a copy of the training class completion, but haven't gotten it yet.

I'm hearing from lots of PTFs and carriers under two years of the insane hours they are being required to work. As a PTF, you can't work more than 11½ hours a day, 12 with lunch. If it were me, I'd let management know you've reached your maximum hours and you don't feel safe delivering the mail, if that is the case. Do let your steward know the day, and the number of hours you worked. It's unsafe—you will become exhausted, and possibly have an accident, as your mind isn't as sharp. Working those long hours is not a good thing. Trust me when I say, if you have an accident, management won't feel one bit sorry for you—they will do an investigative interview and, next thing you know, you've received discipline.

I recently informed management that they can't bump the T-6 off their assignment and put someone else on the route. It's in our local agreement. Management has said they will stop moving T-6s off their assignment—that's a good thing. It's not your route on your non-scheduled day. Just sayin'!

I hope you were able to celebrate Labor's special day and honored labor. American workers are owed a great debt of gratitude for enduring the storm of challenges over the past few years. Live better; work union!

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Nashua, New Hampshire

There are two proposed bylaw changes put forth by the membership for Branch 230's current bylaws.

The first proposed change is to Article A 11, Section 3.

Original wording: "A member after being out sick for a period of ten (10) working days will be given a check from the Branch for \$50.00."

Proposed change: "A member after being out sick for a period of ten (10) working days will be given a check for \$150.00."

The second proposed change is to Article VII, Section 7.

Original wording: "No delegate or alternate shall be allowed any Branch Funds unless he/she has attended at least eight (8) of the preceding twelve (12) regular branch meetings as shown by the minutes of the meetings prior to the election.

No member who is financially indebted to the Branch for any reason shall be allowed any branch funds as a delegate to National or State Conventions."

Proposed change: "No delegate or alternate shall be allowed any Branch funds unless he/she has attended at least eight (8) of the preceding twelve (12) regular branch meetings as shown by the minutes of the meetings prior to the election.

"Exception to this rule shall be made in the event that the full complement of delegates is not filled or any delegates choose not to attend. Members that have accepted nominations, but do not have the required attendance, shall be allowed Branch funds, starting with the members with the highest attendance and limited to the number of delegate seats still vacant. Should there be a tie for attendance for the final delegate seat, then a vote shall be made per section 4 and 5 of this article.

No member who is financially indebted to the Branch for any reason shall be allowed any branch funds as a delegate to National or State Conventions."

Henry Gorman, Branch 230

New Orleans, Louisiana

It has been exactly one month since our national convention took place in Boston, MA. For those delegates who had the pleasure to attend, it was business unlike any other conventions in past years. We covered many resolutions. The teller committee was utilized to the max. For first-time attendees, it was something to behold, to remember for as long as you are a letter carrier. That's what this great union means to all letter carriers in America. We all can take note of what was said and accomplished at the national convention. We're living in a time when these words that were penned have never ring truer: "We the People of the United States, in order to form a more perfect Union, establish Justice, Insure domestic Tranquility, provide for the common defense, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America." If this great nation could only live up to this!

Let us continue to keep our integrity, morals and values intact as we strive to live up to our ideals of a more perfect union! We owe it to ourselves and to those who come after us to ensure that they can one day see the fruitage of our labor.

Let us be steadfast in our determination to instill those values so that one day this country can live up to its promises that all men are created equal and that all have freedoms to pursue life, liberty, justice and happiness! Continue to

be strong delegates promoting the values of this great union that we are privileged to be a part of. May you continue to prosper and have longevity. Good health to you! Give to LCPF.

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Greetings, warriors of the weather, defenders of information, protectors of parcels.

By the time this is printed and delivered, we will have another carrier getting ready to hang up his satchel after serving the American people for 30 years! Yes, Drew, I'm talking about you. I started after you, we followed each other from Norristown to King of Prussia, and we ended up at Eagleville to ride our career out on senior routes. In fact, you actually trained me on how to do the PM collection in Norristown. Thirty years goes by really quick.

We have others who will be retiring soon, but they just haven't given up when they are. I think they're gonna try to sneak out without saying goodbye!

So, summer is almost over, the leaves will start to change and temperatures will be dropping, and we get ready for another winter. Kids are going back to school. It's déjà vu all over again!

As of this writing, it's been way too long with us working without a contract. I don't understand. They started working on this before the contract was up and still cannot come to an agreement, but yet they were able to give themselves a raise...go figure.

It's that time again that we are seeing a ton of political mail, as Pennsylvania is a very pivotal state in the next presidential election. Make sure you get out and vote; don't be one who complains about everything and then when asked, "Who did you vote for?" says, "I didn't vote at all. It's not important." Well, it is very important. Have your voice heard!

As for a certain politician...Abe Lincoln once said: "Better to remain silent and thought a fool than to speak and remove all doubt."

Joel Stimmler, Branch 542

North Florida

Branch 53 and other branches in the USPS Florida District 1 have received numerous grievance settlements totaling several million dollars. A majority of them were for not complying with prior settlements, and as a result, a penalty of increased monetary settlements was agreed to.

The USPS and NALC agreed to a grievance-arbitration process, known as the Dispute Resolution Process, years ago. Then in 2002, the former postmaster general issued instructions to all supervisors and managers that they cannot override signed grievance settlements. Here it is in 2024, and supervisors and managers still ignore that policy. A majority of the cases are for failing to provide time and documents to the stewards, failing to meet at informal and formal steps, and failing to comply with signed settlements by failing to input pay-

Branch Items

ments; they all cause an increase in monetary awards.

Dispute resolution was designed to prevent this from happening. All cases begin at the local level, but once a case goes to Step B, then copies of decisions are provided to the postmaster and the district manager. In this case, resolutions were signed by regional representatives in both parties, and now management is hesitant to pay. Those at the district level were aware.

In these cases, the managers who originally failed to input settlements and those who have oversight of them should all be removed. The Postal Service has enough financial issues, but these failures hurt it the most.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

Thoughts from the national convention.

I have been to a few national conventions, and this one upset me—simply because of how some, not all, delegates treated one another. I never thought I would see such rampant divisiveness within the rank and file of the NALC, but it was on display in Boston, and it was from both sides on almost every issue that came up for debate. The convention is where the delegates come together every two years and decide the direction of the NALC until the next convention. Regrettably, not everything every delegate votes for will come to pass. Solidarity does not mean you agree with the path we voted on or your fellow members, but it does mean we should disagree with respect for each other because we stand together against outside forces.

It is our right to disagree, but to “boo” a fellow member because they had an opinion different from yours was sickening. We can express our displeasure with management or Congress (Rep. Issa, for example), but to dismiss a fellow member in such a manner is disrespectful. This is not a plea for everyone to hold hands and sing “Kumbaya.” We can disagree with one another—and we will—on many issues, but expressing that difference of opinion with “boos” is inconsiderate of your fellow members. Cheer, clap, and express your support as loud as you want, but I believe silence shows disagreement just as “loudly” as “boo,” but does so respectfully.

Not to sound cliché, but I enjoyed seeing old friends and making new ones. I intend to attend the next convention because I enjoy representing the members from my branch, but I know to expect the vitriol we witnessed in Boston.

In solidarity for all—

Eric E. Beu, Branch 458

Panama City, Florida

This is National Association of Letter Carriers, not National Association of I, the Letter Carrier. Unity starts with us. Solidarity starts with us. It should not be the “Good Ole Boy System.” We are as one. We see our brothers and sisters fall, we should be lifting our broth-

ers and sisters up in solidarity. Divided we fall, together we stand.

Time to cut out all the foolishness, brothers and sisters. We need to start showing our solidarity, because at this very moment, we are showing division. I say “we” because I am a part of the National Association of Letter Carriers, not the National Association of I, the Letter Carrier.

I hope everyone who attended the NALC 73rd Biennial Convention enjoyed themselves.

Nivea “Peaches” Rambo, Branch 3367

Portland, Oregon

A big thanks to Director of Retired Members Dan Toth for joining us at our recent retiree banquet. He was informative, witty and a pleasure to have around. I believe our attendees got a lot out of his address to the audience, and I appreciate his congenial manner and willingness to answer questions until the line was through. Dan, come back and join us in Portland any time.

Congratulations to Scott Blau, Janice Degermark and LC Hansen, who all received their gold card, and congratulations to Melvin Hanson and Edmund Milano for 55 years in the NALC. We also awarded a Special Achievement Award to Kevin Wrede for his contributions to our newsletter, the *B-Mike*. Kevin has brilliantly been creating the humor piece on the back cover for the last 30 years!

Thank you to Sam Smith, our Branch 82 director of retirees, for organizing a lovely evening. Thank you to President David Norton and our right-hand man at Branch 82, Brad Melland. Brad turns 70 this month and is supposedly retiring. While we all love the idea of Brad living the retired life, we are also quite unclear on how we will get by without him at the office.

Finally, I had a great time at the Northwest Oregon Labor Council Labor Day picnic. The event is no longer held with the roller coasters at Oaks Park, but they are doing their best to grow and thrive at the new location at the Clackamas County Fairgrounds. They had live music, food, information booths, local vendors and speakers. I hope to see more Branch 82 members there next year. It's a good opportunity to meet neighbors from other unions and celebrate an important day in the labor movement.

Suzanne Miller, Branch 82

Providence, Rhode Island

My station was lucky enough to be graced by the presence of the Providence postmaster recently. Thankfully, I was on leave the day she came in, but from what I hear she rallied the troops! It was summed up to me that she said we all suck at our jobs—an interesting motivational tactic (especially when asking carriers to pivot pieces right after...lol).

Though I guess it shouldn't come as a surprise for the blame to fall on our carriers, we shouldn't expect anything else at this point. It could never be the mismanagement of the plant or the unqualified people they hire into management positions; I mean you know the

saying—sh*t rolls downhill. But it isn't all bad: It's not like every route is overburdened with parcel volume (average 70, while my base is 16). It's not like routes were reevaluated after implementing FFS and then not reevaluated after removing FFS. It's not like it's the middle of July/August, where every day is 90-plus and humid and we're being forced OT. And it's not like my manager doesn't verbally communicate with most carriers day to day (actually true). Nothing like someone coming in from their office on high acting like they have any idea of the day-to-day operations of a station.

Anyway, I digress. At least the convention just concluded and hopefully soon we'll finally have good news on a new contract. I'm sure that couldn't possibly let us down! Sorry, not sorry, about the rant this time around—but hey, at least it's football season!

Lastly, if you're an active carrier and interested in being part of a joint safety committee, contact the branch president, Phil Riggi. Also, retirees, please make sure your address is up to date with the branch.

Until next time—

Anthony Turcotte, Branch 15

Racine, Wisconsin

“Scooby-Doo” was OK, until someone introduced Scrapy, then you lost me. An unnecessary player in the Mystery Machine. When you have one too many characters trying to run the show it becomes chaos. Draw your own conclusion.

It's also interesting to point out that a dime has 118 ridges around the edge, they still sell 35mm film, but no flash bulbs, and the little tin McDonald's ashtrays are long gone.

Here we are in October. Time stops for no one. The leaves are changing and so is the weather. Midwesterners, it's time to take stock of our winter gear. Shorts, short-sleeved shirts and ball caps will soon be replaced with Under Armour, winter pants and knit hats.

It's also an election year. That means unending days of bundle after bundle of razor-thin political mail. We had an ample, consistent supply of latex gloves since Covid. They're convenient for shiny, slippery mail, papers and razor blades. Seems, though, that our supply got cut off. Budgetary reasons is what I'm hearing. (Do you really want me to go back in the archives regarding the urinal cakes?) They're gloves. You can get 'em at Walgreens. The only way to secure a supply of gloves is to fill out a PS Form 1767/Report of Hazard and unsafe condition.

A big thanks to Branch 436's vice president, Josh Driver, and his team for putting out another swell picnic. It's a lot of hard work and dedication, and we all appreciate it.

Branch 436 congratulates and honors our two newest retirees, Tina Koester and Sandy Christensen. Wishing you both the best, healthy and long retirement!

Chris Paige, Branch 436

Rockville, Maryland

On Sept. 1, we won an arbitration paying one of our members a lump sum of \$500 due to

management violating the Rockville Information Request Policy (RIRP.) The arbitrator wrote about the hundreds and hundreds of prior settlements concerning violations of the RIRP.

I want to thank our NALC advocate, Jeanine Gasper, and her technical assistant (TA), Chad Fallecker, for all the hard work they put into knowing the case file that had more than 3,000 pages!

We have won hundreds of thousands of dollars due to repeat violations of the RIRP. Will management ever learn? The RIRP is reprinted below:

“Any Shop Steward will hand a written information request to any supervisor who will sign the form and give a copy back to the Shop Steward(s) immediately.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

In this grievance, management failed to provide the information within 24 hours. Therefore, management hereby awards NALC Branch 3825 (one thousand five hundred dollars) \$1,500.00 due to the ongoing and escalating remedies on this issue. (This is consistent with numerous prior grievance resolutions including precedent setting Step B decisions.)

Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.”

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

Once again, this November, we are tasked with our unofficial duty to exercise our right to cast our vote in the general election. Few countries in the world have this awesome privilege, and yet a significant portion of the population will willfully abdicate that responsibility.

For 248 years, our country has endured. Our form of government, whom Franklin, Washington and even Lincoln called “the Great Experiment,” is still the envy of the world. And yet a significant portion of our population sits back and chooses to be non-participants in our democratic process.

In a tightly contested presidential race, polls show that 28 percent of registered voters either have not made up their minds on who to support or have decided not to vote for either candidate because they lack confidence in that candidate, in the parties, or in the government itself.

It is an extraordinary concept to think that we 327 million Americans entrust our way of life to 537 people, 435 representatives, 100 senators, and a president and vice president to govern and somehow satisfy our needs and desires.

George Washington, in his first inaugural address, described the “republican model of government” as “an experiment entrusted to

the hands of the American people.” Yet it was Abraham Lincoln, only 60 years later in his inaugural address in 1861, on the eve of the Civil War, who said, “Our popular government has often been called an experiment. Two points in it our people have already settled—the successful establishment and the successful administration of it. One remains—its maintenance against a formidable internal attempt to overthrow it.”

In Benjamin Franklin’s famous quote, when asked if we have a monarchy or a republic, answered: “A republic, if we can keep it.”

To the undecided, I say: Exercise your right. Vote!

Tom Schulte, Branch 343

St. Paul, Minnesota

The end of August was an exceptionally busy time here at Branch 28. This is not just because of the national convention, but also our annual branch picnic. The picnic was a huge success and a hit with everyone who attended. This year we saw a mix of some classic picnic favorites, some new dishes prepared by our members (including pulled pork and fruit salads), and the return of an old favorite: the MDA fundraising dunk tank. Prizes were given away, food and laughs were shared, and it was reminder of the camaraderie that binds us all together as members of the NALC. Special thanks go out to Lisa Pierce, our social and rec chair, who worked tirelessly in the planning and work of putting on such an event and to her many volunteers who made the whole thing possible.

Next up on the planning calendar is the chili cookoff and costume party taking place Oct. 27. This Costume Chili Cooker is guaranteed to be a good time for the whole family! The state convention will also be coming up in the middle of October.

The nominations for our open executive vice president position will be taking place at the September general membership. As of the writing of this Branch Item, we’re still just over a week away and are unsure how many nominations there will be and if it will require an election. If an election is required, it will be taking place at the October general membership meeting, so all members are encouraged to attend have their voices heard in this very

important election. The executive vice president is the second-highest office in the branch, and all our brothers and sisters should have their say in who it is that helps lead us.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

Comfort stops are for normal, everyday personal needs such as using the restroom. There is *no* requirement for letter carriers to only use the restroom during their lunch and breaks. You *go!* When you need to *go!* Management can’t enforce the unreasonable expectation that a carrier must wait for a contractual break or lunch to take a comfort stop or exercise personal needs.

When being trolled about on my route by my manager, as tradition would have, we were nearing the end when he said, “Now we’re going back to the station.” “Well, not exactly.” I continued to explain. “I have a comfort stop to make, and then my street break, and then I’ll be....” At this point, the manager went mental on me. He abruptly ended our conversation, threw his car into gear, tromped on the gas pedal, and spewed rocks and gravel all across the parking lot. He then stuck his head out the window, and screamed at me as he peeled out into the street, “I’m subtracting all of your toilet time.” Well, there’s a rule for that, Mr. Manager. *Handbook M-39, Management of Delivery Services*, Section 242.341 states: “Reasonable comfort stops will not be deducted from the carrier’s actual time.” So, he could add, multiply, divide, do all the math he wanted, but he couldn’t subtract that.

Comfort stops *are* part of your street time. What they *are not*—they are not part of a street break, an office break, or a lunch break. A carrier should take as many “comfort stops” as needed. Also, we have the right to travel to a safe and reasonable restroom facility; not in a bush, or behind a wall. Good old *Handbook M-39*. So let it be written, so let it be done.

Don Nokes, Branch 79

South Jersey, New Jersey

What a convention! For those who attended this year’s convention in Boston, you will never forget this one. We had many first-timers

COLA: Cost-of-living adjustment

- The 2025 projected COLAs for the Civil Service Retirement System (CSRS) is **2.5 percent**, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following the release of the August 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 **2.6 percent** following the release of the August CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.
- Visit nalc.org for the latest updates.

Branch Items

attending this year, and they got to see some real firsts, to say the least.

Most conventions are a time for all of us to get a chance to get our batteries recharged with our brothers and sisters from across the country, by joining in that comradery that we have fostered over the years with many of our union activists we don't get to see that often.

I have to say, this year was not that feeling. This convention had a lot of divisiveness between factions, and was not an upbeat meeting at all. This year there was another agenda at work here, as the split in our national leaders was quite obvious. We knew there would be those who wanted to have our national president removed from his duties, even though he was cleared by the Executive Council. I know this wasn't the results they wanted, but what ended up happening was our convention became something of a waste of time, in my opinion. I understand the concerns many members are having with our leadership, and I agree there is something amiss.

I believe the way to handle any problem we have with the leaders we have put in office is to hold them accountable in the next election. This was not done here, and all that happened was instead of having a lively debate about our concerns, we lost two days to hearing charges instead of dealing with the real issue: why we have no contract and what we are doing to get one done.

I hope by the time this article is out we can say we have a new agreement. I'm hopeful!

Gary DiGiacomo, Branch 908

Southeast Michigan

Branch 2184 officially has a new name. We no longer are "Western Wayne County." The name change to the Southeast Michigan branch of the NALC results from a bylaws amendment passed by our membership and approved by the NALC Committee of Laws. The new name accurately reflects the current geographic scope of our branch, which now represents letter carriers working in several Southeast Michigan counties. It also allows us to grow in union solidarity more easily through potential future mergers with neighboring NALC branches.

Like our NALC brothers and sisters across the United States, Branch 2184's active carriers have been working through a long, hot summer season. The often-difficult working conditions have been made worse in many instances by an increased level of abusive management behavior toward letter carriers who just want to do their jobs and go home to what matters. Fresh off last year's widespread fraud and falsification of thousands of letter carrier heat safety training records by postal management, now there is the incessant badgering and micromanagement of daily letter carrier work through scanner data.

Branch 2184's stewards have been even busier than usual responding not only to disrespectful and obnoxious management conduct, but also to rampant contract violations on the part of a Postal Service management that seems to be completely out of control. The irony is that letter carriers are the essential

component of a public postal service. Without letter carriers, there is no Postal Service. Most of USPS management could disappear and no one would even notice. However, the work floor environment would be vastly improved. Those who do not touch the mail simply are not needed and never will be.

Joe Golonka, Branch 2184

Southeast Pennsylvania Merged

Unity! It's easier said than done. What is very easy is the divide-and-conquer. Every carrier has their own trials and tribulations we are going through in life. But we must remember that what makes these challenges better is fully exercising our rights. Every office has supervisors who pit us against one another. But who must be an adult? Yes, the union.

Much has been made of our contract negotiations. However, members are under attack more than ever! For me, all my energy must go toward the eradication of management's overt tactics, which harken back to times past that resulted in all the violence in the workplace memorandums. Management talks a good game, but their bull\$#! is increasing.

Ironically, our branch has stayed the course. As a result, we have won in arbitration to win back jobs *with* full back pay. But if you are a carrier out of work (or having to work another job), your life may be changed forever. We know of some managers who use this line of thinking as a strategy! The overt use of emergency placement incorrectly is another tactic. Some managers are placing carriers on emergency placement only to bring them back but not pay them for the time. This is incorrect. Please inform the union if this happens to you.

We still have a big problem with carriers not informing the union when they have received discipline. We have 14 days to file a grievance. Do not assume management is right.

So, while we quarrel with each other about family business that should be handled internally, we allow management to attack us unjustly. In fact, we seem to have more empathy for management than our own union members.

Let's all look in the mirror. Are you a part of the solution?

Eric Jackson, Branch 725

Springfield, Ohio

Many years ago, we had a district manager come into our office. I can't remember exactly what was happening that brought this about. But one of the things he said was, "If you don't like your job, then quit." We all thought that was hilarious at the time. But with the number of people calling off work nowadays, I'm inclined to agree with him.

We have carriers who have been regulars for less than a year who are under threat of discipline for attendance issues. Seriously?! Unfortunately, we don't live in a "Star Trek" world where there is no need for currency. The tradeoff for receiving a paycheck is that you agree to work. For this to happen, you actually have to show up. You might think you are sticking it to the man by not showing up, but the only

people you are sticking it to are your fellow carriers.

We have a retired carrier, Lanny Domanek, who used to always joke about being a "natural-born worker." There are many of us who would rather work in an office that is short-staffed but is staffed with natural-born workers who care about the job than work in a fully staffed office with a bunch of "slack-jawed gawkers," as Lanny would put it.

In the cartoon "Super Chicken" (SC), SC has a sidekick named Fred. Every time Fred would complain about some aspect of his job, SC would respond with, "You knew the job was dangerous when you took it, Fred." It is the same as a letter carrier. You knew what you were getting into when you took the job. It can be a great job with excellent benefits if you apply yourself. If you don't like it, then quit.

Jerry Martens, Branch 45

Staunton, Virginia

Thank you to my fellow members of Staunton, VA Branch 513 for sending me to the national convention in Boston as their delegate. It was an honor to represent them. At the branch meeting immediately following my return, I gave a report and am happy to continue to answer questions and share my experiences and observations.

One of the highlights of the convention was the receipt of our No. 1 award in Category 10 of the Stamp Out Hunger Food Drive awards. So proud! And excited to build on our success next year. The award is truly beautiful, and it must weigh 20 pounds! All who witnessed me trying to carry it back to the hotel and through the airport must have been amused. I can't imagine a better reason to be teased about being a soft retiree. I was also pleased to hear our president reaffirm the NALC's commitment to the drive and his promise to provide additional support next year.

Management's new crusade to count routes unilaterally began in Staunton convention week. Our branch reacted quickly, offering 1838c training, communicating with the inspection team and grieving. Read the *M-39*, Chapter 2 now and get ready!

Why do I stay involved and go to conventions as a retiree? Simple: I want to give back to the union that helped me raise my daughter and retire with dignity, and to share the training and experience I gained representing letter carriers for the past three decades. Helping carriers navigate our untrained, unprepared, incapable and often downright bad management is rewarding and fun. By attending nearly all the conventions since the mid-'90s, I learned the only way to maintain the tradition of the NALC's democratic processes is to participate. I can't forget reunions with old friends and the new friends made. Priceless.

Solidarity!

Cindy Connors, Branch 513

Toledo, Ohio

The 73rd Biennial Convention began with a welcome reception on Sunday evening. On

Monday morning, after numerous introductions, National President Brian Renfro took to the podium for his keynote. He predicted a national contract tentative agreement in the very near future. He reported that the deployment of the NGDV is commencing, and by 2026, all will be electric. Crimes against carriers were addressed. Legislation is progressing in Congress to address the safety of carriers and prosecution of perpetrators.

We were honored to have AFL-CIO President



Central Florida Br. 1091 Vice President Lissette Rivera, Executive Vice President Bruce Hamilton and President Byron Shelton (l to r) present Thomas J. Hickman with a 65-year pin.

Liz Shuler and Rep. Stephen Lynch as speakers. The 5,000-plus delegates had a raucous discussion and teller vote as to the determinations made by the Executive Council regarding the charges brought against President Renfro.

Tuesday's session concentrated on proposed amendments to the *Constitution*, National Agreement resolutions, and general resolutions. United Steelworkers International V.P. at Large Roxanne Brown addressed union solidarity and power. Later in the afternoon, delegates voted to endorse the Harris-Walz ticket. International Association of Fire Fighters President Ed Kelly shared our displeasure with the Windfall Elimination Provision that is robbing many members of earned benefits in the private sector.

Wednesday morning was speakers and resolutions. Much of the day was spent hearing the appeal of the Executive Council's decision. Thursday's session began with more on the appeal. The delegates might have set a record for the number of teller votes at a convention. The delegates voted to uphold the Executive Council's decision on each charge, with some appeals being withdrawn.

Thursday was also LCPF Day, with contributors wearing special shirts. Many members back home don't fully understand the importance of our political action fund. Our success in getting legislation passed in Congress is the result of influence we can gain from these funds. I urge every member to consider con-

tributing. The more influence we have, the better for all of us.

Ray Bricker, Branch 100

Tri-Valley, California

In NALC's Publications Competition, Tri-Valley, CA Branch 2902's *Mail Bag News* won second place for Overall Excellence among Large Branch Publications in Category 2. In the Organizing Awards, we also won first place with a 97.75 percent organization rate.

Thank you to all who wrote articles for our newsletter. Congratulations to the dedicated members of our branch; great work staying organized in solidarity, which makes our membership stronger. And, a special thanks to our branch editor, Paul Drapkin, for his outstanding work. Great job, everyone!

Lastly, I believe that there were some strong views at the convention about the votes on the Article 10 charges against President Renfro, the resolutions, and the amendments; this might not sit well with some of our members. However, while sometimes democracy may be messy, it is the process of protecting letter carrier rights of due process. President Renfro, as well as the charging officers, and convention delegates were afforded the opportunity to due process. This is similar to the process rights and the grievance procedure that the NALC ensures its members.

It's easy to think that the jury may be wrong when we don't like the decision(s), and some may say that President Renfro was approached by a pack of dogs that didn't bite (figurately speaking). However, I commended Director of City and Delivery Christopher Jackson and others for having the courage to stand up for their beliefs and applaud the convention delegates for exercising their voices.

Although the conversations during convention appeared to be more like a traffic jam with everyone honking their horns, I hope that we can learn from this experience and continue to stand together in solidarity going forward.

Special thanks to our branch delegates who served on the committees and to Jessel Barrios for covering the branch during convention week.

James C. Perryman Jr., Branch 2902

Valdosta, Georgia

A reading of proposed bylaw changes were presented and read at the regular meeting of Branch 998 on Aug. 27.

In accordance with Article 15 of the *NALC Constitution*, this is an official notice that the bylaw changes read at the August meeting for Branch 998 will be voted on at the next regular meeting following publication and mailing of this notice by *The Postal Record*.

Edi Appling, Branch 998

Virginia Beach, Virginia

The national convention was held in Boston, MA, Aug. 5-9. The branch sent four first-timers, Dwayne Atkins, Dexter Blackshaw, Patrick Hunt and Benjamin Askew. The other delegates

were President Mark Nembhard; Vice President Goodin; Secretary Jamie Drayton-Bey (me); Treasurer James Ayers; HBR Steve Kirby; LCPF James Brown; shop stewards James Schaller, Terry Denmark and Larry Hunter; retirees Husain Drayton-Bey and Harold Malbon; and carrier Tonya Champion. All delegates attended daily classes on various topics. This information will help represent the benefits and rights of all branch members.

Jamie Drayton-Bey, Branch 2819

Westchester Merged, New York

We have now returned from the August convention. I personally was extremely disappointed and embarrassed by the entire event. Every convention I have attended over the last 30 years has inspired me to educate and inform members, to help guide them in the right direction. I brought very little knowledge and information home. Much of the discussed business was what I felt to be personal and union politics. For the first time, I experienced division within our union. The politics in the country is disgusting enough. We do not need disharmony and division amongst ourselves. We have no contract, which is a disgrace. Letter carriers have worked through consolidations, weather conditions and Covid, and still delivered much important mail and medications, while fighting their own personal fears for their families and themselves. We should be rewarded for our service. Let us stand together and support our elected national officers.

Richard Montesarchio, Branch 693

Wichita, Kansas

The 2024 national convention will hopefully serve as a starting point for our great union. Boston was a fantastic host and a wonderful city. Thank you to Branch 34 for your hospitality, hard work and the entertaining skits.

The NALC has found itself caught between two eras. A plea for open bargaining is gaining momentum as the contract drags out with little to no information. Social media and the instant notification of current events now leave members wanting to know what is going on and/or when it's going to happen. Unfortunately, it appears that the Executive Council has failed to get that message. Delegates passed resolutions, endorsed by the Executive Council, stating that information would be shared on the Members Only portal. Yet one month later (as of this article), there is no information posted. Meanwhile, letter carriers continue to work with no general wage increases and no information about when it will be resolved.

On behalf of Branch 201 and the 14 cities we represent, we implore the Executive Council to get out of your office and talk to the members on the workroom floor. We teeter on the verge of an agreement or arbitration hearings, so now is the time to rally. The members want to fight with you. We want you to fight with us. We have rallied to pass legislation like the Postal Reform Act. We are rallying to Protect Our Letter Carriers. Let's rally and fight to win a contract letter carriers deserve. We are ready to grow and rise together. Will you join us?

Dustin Saville, Branch 201

Mutual Exchanges

NY: Hampton Bays (11/94) to Fruitland Park, Leesburg, Orlando, Ocala, Gainesville, Tampa, Clermont, Ocoee, Winter Garden, Dade City, Plant City, Brooksville, Zephyrhills, FL. City carrier. Mounted routes in suburbs. Short drive to NYC. Strong

local union. Good supervisor/PM. Jackie, 631-478-2257 (call or text).

CO: Denver (1/22) to Chicago, IL or nearby suburbs. City carrier in South Denver seeking mutual exchange. Bob, 847-209-9516 (call or text) or rgfreyder@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., October's deadline is for the November 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.

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

Melvin G. Lancaster	Br. 704	Tucson, AZ
Arthur D. Martinez Jr.	Br. 704	Tucson, AZ
Stephen M. Radosevich	Br. 704	Tucson, AZ
Charles E. Stewart	Br. 704	Tucson, AZ
Joe L. Cabrera	Br. 231	Central CA
Diane S. Ferrell	Br. 1100	Garden Grove, CA
Jose M. Gonzalez	Br. 1100	Garden Grove, CA
Christophe M. Fiso	Br. 1111	Greater E. Bay, CA
John C. Thompson	Br. 1111	Greater E. Bay, CA
Leonel Vasquez	Br. 193	San Jose, CA
Roberto C. Penate	Br. 737	Santa Ana, CA
Jesus R. Gardea Jr.	Br. 1427	Santa Clara, CA
Louis P. Ferrario	Br. 183	Santa Rosa, CA
Rudolph Hernandez	Br. 2902	Tri-Valley, CA
William L. Barneski	Br. 47	Denver, CO
Emilio Nicolas Jr.	Br. 47	Denver, CO
Robert H. Tarr	Br. 47	Denver, CO
Edwardo I. Trujillo	Br. 47	Denver, CO
Richard L. Cochefski	Br. 86	Hartford, CT
Donald W. Johnson Sr.	Br. 86	Hartford, CT
Anthony O. Pompa	Br. 60	Stamford, CT
Anita K. Mendenhall	Br. 5955	Altamonte Springs, FL
Delma Schneller	Br. 53	North FL
Jake B. Welch	Br. 1071	South FL
Gilbert R. Migliano	Br. 1477	West Coast FL
Willet O. Noon	Br. 1477	West Coast FL
Thomas C. Rossano	Br. 1690	West Palm Beach, FL
William House	Br. 73	Atlanta, GA
James T. Strickland	Br. 546	Columbus, GA
Suzanne K. Whittier	Br. 155	Belleville, IL
Kimberly N. Brown	Br. 11	Chicago, IL
Ronald D. Hedman	Br. 11	Chicago, IL
Octavia Redmond	Br. 11	Chicago, IL
Miguel T. Gutierrez	Br. 319	E. St. Louis, IL
Lowell M. Davis	Br. 384	Mattoon, IL
Jason Blue	Br. 825	Oak Brook, IL
Kyle R. Schrader	Br. 825	Oak Brook, IL

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

Bobby R. Cameron	Br. 31	Peoria, IL
Joseph R. Hines	Br. 245	Rockford, IL
Randall O. Warnke	Br. 455	Michigan City, IN
Sanford A. Remley	Br. 506	Davenport, IA
Roy B. Stricker	Br. 1122	Central KS Mgd.
Benjamin C. Zilkie	Br. 10	Topeka, KS
Martin S. Messex	Br. 14	Louisville, KY
Kevin G. Tate	Br. 129	Baton Rouge, LA
John C. Todd III	Br. 6377	Mandeville, LA
Kim L. Armes	Br. 176	Baltimore, MD
Peter G. Tobin	Br. 46	Western MA
Donald B. Loar	Br. 579	Adrian, MI
Lawrence M. Kern	Br. 1	Detroit, MI
Noel L. Miller	Br. 122	Lansing, MI
Laverne F. Emery Jr.	Br. 654	Mt. Clemens, MI
Diana E. Hohenthaler	Br. 654	Mt. Clemens, MI
Trahern K. Jasper	Br. 320	N. Oakland Co., MI
Robert L. Cox	Br. 3126	Royal Oak, MI
Joseph K. Gerard	Br. 3126	Royal Oak, MI
William E. Heath	Br. 4374	South Macomb, MI
Anthony J. Munaco	Br. 4374	South Macomb, MI
James M. Mirtica	Br. 114	Duluth, MN
Glen F. Brady	Br. 938	Hattiesburg, MS
Lynette Logsdon	Br. 343	St. Louis, MO
Sabrina C. Taylor	Br. 343	St. Louis, MO
Robert L. Avery	Br. 701	Missoula, MT
Kathleen M. O'Keefe-Martin	Br. 8	Lincoln, NE
Beau Packett	Br. 8	Lincoln, NE
John J. Coleman	Br. 425	Bergen Co. Mgd., NJ
William A. Musses	Br. 903	Cape Atlantic, NJ
William E. Meister	Br. 769	Cherry Hill/Haddonfield, NJ
Everett C. Keller Jr.	Br. 444	Garden State Mgd., NJ
Joseph M. King	Br. 38	NJ Mgd.
Darren A. Wilson	Br. 38	NJ Mgd.
Nelson C. Ziegler	Br. 38	NJ Mgd.
David L. Ames	Br. 380	Trenton, NJ
James T. Keys	Br. 380	Trenton, NJ
Louis C. Manadier Jr.	Br. 380	Trenton, NJ
Preston Rowser	Br. 380	Trenton, NJ
Douglas C. Wigren	Br. 3	Buffalo-Western NY
Ulysses Dozier	Br. 6000	Long Island Mgd., NY
David J. McKenzie	Br. 36	New York, NY
Victor A. McKenzie	Br. 36	New York, NY
Richard V. Steele	Br. 36	New York, NY

MISSING

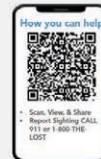


Mischa Johnson
 NCIC# M38801204
 Missing Since: July 31, 2024
 Schofield Barracks, HI
 Age Now: 19 Years Old
 Female

EXTRA PHOTOS



Both photos shown are of Mischa. She was last seen on July 31, 2024.



Army Criminal Investigation (Hawaii)
 1-808-268-0769



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In Memoriam

Harry J. Shotwell	Br. 248	Asheville, NC
Tyrell L. Harris	Br. 382	Durham, NC
Raekwon McCalpine	Br. 1729	Greenville, NC
Joseph A. Goble	Br. 1250	Hickory, NC
Gene C. Loflin	Br. 461	Winston-Salem, NC
Russell E. Keller	Br. 1152	Minot, ND
Richard A. Poe Jr.	Br. 40	Cleveland, OH
Eddie F. Readence	Br. 40	Cleveland, OH
Alfonse J. Marmora	Br. 43	Cincinnati, OH
Eugene G. Engle	Br. 182	Dayton, OH
Samuel P. Scardina Jr.	Br. 385	Youngstown, OH
Lawrence J. Wesson	Br. 385	Youngstown, OH
Hubert A. Hightower	Br. 458	Oklahoma City, OK
J. H. Parks	Br. 458	Oklahoma City, OK
Larry G. Wilder	Br. 458	Oklahoma City, OK
Willard D. Woods	Br. 909	Pendleton, OR
Wendy A. Bagwell	Br. 82	Portland, OR
Robert D. Laskowski	Br. 284	Erie, PA
Kevin J. Rouse	Br. 284	Erie, PA
James D. Lasch	Br. 500	Harrisburg, PA
Francis Tomczak	Br. 157	Philadelphia, PA
John M. Saville	Br. 17	Scranton, PA
Michael A. Astrino	Br. 725	Southeast PA Mgd.
Fred W. Coggins Jr.	Br. 628	Spartanburg, SC
Raymond G. Howard	Br. 419	Knoxville, TN
Roy A. Latimer	Br. 132	Dallas, TX
Ajani D. Webb	Br. 132	Dallas, TX
William Breeden Jr.	Br. 283	Houston, TX
William M. Dunn Jr.	Br. 283	Houston, TX
Autasia Sagiao	Br. 3867	Pasadena, TX
Guy R. Melton	Br. 404	Waco, TX
Harold D. Whitley	Br. 3520	Northern VA
William E. Booth	Br. 524	Roanoke, VA
Lois H. Chase	Br. 2038	Kent, WA
Conrad F. Gettman	Br. 79	Seattle, WA
John B. Martin	Br. 79	Seattle, WA
Mark F. Myers	Br. 79	Seattle, WA
Hans B. Van Driel	Br. 791	Snohomish Co., WA
Lowell F. Schmidt	Br. 728	Eau Claire, WI
Franklin I. Zechel	Br. 729	Fort Atkinson, WI
Terry D. Hebel	Br. 619	Green Bay, WI
Wilbur R. Klahn	Br. 507	Madison, WI
Christopher R. Chapman	Br. 531	Charleston, WV



Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the Secretary

Hello, sisters and brothers: Boston was amazing, and the convention was full of changes. The following are the minutes of the last day of convention, Thursday, Aug. 8.

The meeting was resumed Thursday, Aug. 8, with the pledge and a prayer by Tessy Fisher, Aux. #698. The Bylaws Committee (Rick Baird of Aux. #202, Daniel CdeBaca of Aux. #698, and Karen Heil of Aux. #47) presented bylaws for amendment:

1) Article XI, Sec. 1, Funds: All funds of the NALCA shall be deposited in a secured account by the president and treasurer, with a checking and savings account mutually agreed upon by both.

2) Article XVI, Sec. 3 (b), Duties of Officers: The president shall appoint a standing audit committee at each national convention to serve until the next national convention. The treasurer shall make quarterly reports to the standing audit committee giving a statement of the following items: general fund; balance on hand at time of the last report; total receipts and payments since and balance on hand at time of present report.

3) Article XVI, Sec. 3 (h), Duties of Officers: The treasurer's books shall be audited by the standing audit committee on or before May 30 and shall be audited by a certified public accountant on or before June 30 if the auditing committee deems it necessary. All books and subsequent receipts and expenditures from said date to the open of convention shall be audited by the auditing committee.



Reading, PA Branch 258 member Brenda Conrad wins a button jar lamp.

4) Article XVI, Sec. 1 (i), Duties of Officers: The president shall appoint a parliamentarian, a sergeant-at-arms and a chaplain to serve at each national convention.

5) Article XVI, Sec. 2: Section 2 (j) shall be added—the secretary shall assume the duties of the president when the president is unavailable.

6) Article IX, Sec. 8, Dissolution of a State

or Local Auxiliary: This shall be added to the bylaws; the amendment will be a standard process for the state or local auxiliary what to do with its assets if the state or local auxiliary votes to dissolve. All by-law amendments were passed by the delegates at convention and go into effect Aug. 8, 2024.

The Audit Committee for the next two years: Linda Samples of Aux. #47, George Anna Myers of Aux. #4 and Margaret Castilleja of Aux. #28.

The Bylaws Committee for the next two years: Rick Baird of Aux. #202; Karen Heil of Aux. #47 and Lynn Logen of Aux. #99.

The meeting adjourned until the next convention in 2026.

The Auxiliary sponsored a Duck Tour with 33 attendees. We all had great time learning about some historic events, and then we splashed into the Charles River. The win-



Auxiliary members take a Boston Duck Tour

ner of the button jar lamp is Brenda Conrad of Branch 258. (photo 2) The winner of the peanut jar lamp is Mary Stahlherber of Aux. #739.

I sadly report that we lost Mary Stahlherber on Aug. 14; prayers go to her family and friends.

Crystal Bragg



Include me in the fight for letter carrier rights

Sign me up as an Auxiliary member!

Branch No. _____ Branch City _____ Auxiliary No. _____

Name _____ Phone No. (____) _____

Address _____

City _____ State _____ ZIP _____

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

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

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

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**