

Veterans Group

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



What's offered in the *NALC Veterans Guide*

Almost 30 percent of active and 25 percent of active and retired members of the National Association of Letter Carriers are military veterans. Having exchanged military uniforms for letter carrier uniforms, veterans continue to serve their communities and this great nation. NALC strives to recognize and honor our military veteran members in a variety of ways.

The NALC Veterans Group, which has now surpassed 20,000 members, was created in 2015 to provide access to information and tools specific to veterans' rights and benefits within the Postal Service. The group provides all NALC military veterans—active as well as retired letter carriers—with resources, information and a sense of camaraderie.

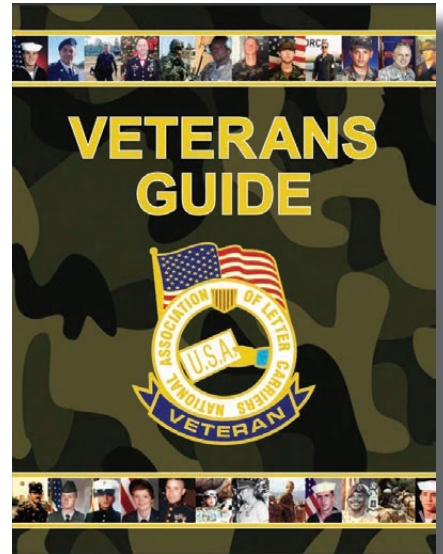
As part of this goal, NALC developed the *Veterans Guide* as a quick reference for valuable information relating to military service and the Postal Service. The guide contains various topics of interest to veterans and union representatives who represent letter carrier veterans. Some of the topics covered in the guide include the Uniformed Services Employment and Reemployment Rights Act (USERRA), Wounded

Warriors Leave (WWL) and the Veterans' Preference Act of 1944. Members of the NALC Veterans Group are provided a copy of the guide upon enrolling with the group.

As explained in the guide, USERRA deals with employment rights of postal employees who leave their jobs to perform military service. This law prohibits employers, including the Postal Service, from discriminating against past and present members of the uniformed services.

The guide explains the rules and regulations pertaining to WWL, which is a benefit provided to eligible veterans who need time off to undergo medical treatment for a service-connected disability. Prior to 2016, many veterans were often forced to take sick leave, annual leave or leave without pay to attend medical appointments and undergo treatment.

The Veterans' Preference Act of 1944 benefits veterans both before and after they start their civilian career with the Postal Service. The act gives preference to eligible veterans during the hiring process and also grants additional rights regarding job security once employed. NALC



military veterans should be sure to read the *Veterans Guide* for a more comprehensive discussion of the Act and the benefits it provides.

These three topics are just a sample of the information covered in the *Veterans Guide*. The guide also discusses several National Agreement provisions and memorandums of understanding that apply specifically to military veterans.

Veteran profile: Mark Nembhard



Nembhard while in the Army

In 1986, after graduating from high school, Mark Nembhard and a school friend joined the Army in what he called “a buddy system.”

“I wanted more discipline and stability in life,” Nembhard said. “I was young and didn’t know what I wanted to do.”

He got that stability as a soldier, serving as an electronic fuel specialist.

“When I was in the military, I came up the ranks,” he said, finishing his

Army career as a specialist E-4, the highest rank for junior-enlisted recruits.

While he was in the military, he was stationed in various locations across the country and abroad for several months at a time. Nembhard had planned to leave the military after his first four years were up, but around the same time his military service would have ended, the first Gulf War began.

“So, I decided to reenlist for two

years,” he said.

He spent that time serving just 6 miles from the Iraq border in a unit that supported the cavalry.

After leaving the Army, he gave himself a break for about four months. During that time a family member told him about the Postal Service.

“I didn’t want to be inside,” he said, so he applied at the Port Chester, NY, post office in October of 1992, and when he was hired, he joined Branch 137.

Because he thought it would be better to raise his children in Virginia Beach, VA, he transferred in 1994.

“When I moved to Virginia Beach, I immediately joined the [local] union,” he said, becoming a member of Branch 2819.

The first few years his routes changed frequently, but during his more than 30 years as a carrier, he stayed on the same route for 15 years.

Nembhard said he got to know a lot of customers, and watched as his customers’ kids grew up. When it came to carrying the mail, Nembhard loved “the challenge of serving the

customers, going out each day, delivering the mail, being outside.”

When he first joined the Army, his plan was to stay until retirement, but he didn’t like the way he was being treated. In the military, he noticed that the higher-ranking officers often took advantage of the other soldiers who were required to follow whatever orders they were given. Taking them away from their responsibilities at hand, officers would make them do menial tasks like picking up cigarette butts.

When Nembhard became a letter carrier, he noticed that management was taking advantage of letter carriers, too.

“They were more than aggressive with letter carriers,” he said.

His frustration led him to deepen his union involvement.

“You want to be treated with respect, and I saw that in the post office, that was not being done,” he said. “I told the branch president at the time, ‘Hey, look, I want to be involved. I want to become a steward.’”

He became a shop steward in 1998



and has held various branch positions ever since. He continues to serve—even after his retirement in 2023—as Branch 2819 president, a position he has held since 2015.

Join the NALC Veterans Group

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

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

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



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

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to join