

Volume 138/Number 4 April 2025

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue	
President's Message	1
National Officers	38
Branch Items	56
Branch Election Notices	64

Arbitrator Nolan issues award, sets terms of

NATIONAL AGREEMENT

2023-2026

—PAGES 4-8



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OUR FIGHT ON MULTIPLE FRONTS

—PAGES 10-13



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Our fight on multiple fronts



Brian L. Renfro

Last month, Arbitrator Dennis R. Nolan issued an interest arbitration award, setting the terms for our 2023-2026 National Agreement. Official sessions were held on March 17 and 18, and between what was presented in those days and what Arbitrator Nolan had heard over nine days in 2020, he formulated his decision promptly.

Over the years, the arbitration process has seen many different forms, given the varying circumstances. This year, NALC and USPS agreed on a process that was very similar to the process in 1978, the last time a tentative agreement was rejected.

This accelerated process was adopted in reaction to the political peril we face. Our arbitration took place just days after the administration canceled the American Federation of Government Employees' collective-bargaining agreement with the Transportation Security Administration and while the administration was reportedly contemplating an executive order to fire the USPS Board of Governors and to move the Postal Service into the Department of Commerce to facilitate postal privatization.

Just after the award was issued, President Trump issued another executive order to end collective bargaining at most other federal agencies. Having a contract in place strengthens NALC's ability to protect our collective-bargaining rights in federal court if need be.

The award includes new economic provisions, including the largest pay increase since our 2006 National Agreement, and full back pay. Notably, no givebacks were awarded to USPS, and this process resulted in more achieved official bargaining positions as voted for by NALC's convention delegates than any agreement in our modern bargaining history.

The new pay chart is now available (see page 8), and new pay rates are expected to go into effect on April 19. The date new rates go into effect will also end the back pay period. The Postal Service estimates that back pay payments will be released in August. Task force work is already underway to ensure a smooth implementation process and address our priorities like postal management's rampant non-compliance with our contract and addressing the poor work environments that letter carriers are subjected to in some locations.

The circumstances in which we bargained and ultimately received an arbitration award were unlike any in our union's history. It presented some long-standing challenges we were familiar with and some new ones that created even more difficulties. NALC's steadfast commitment to achieving the best results was the one constant. I want to thank every executive council and staff member who assisted in this round of collective bargaining and the arbitration process. And I'd like to thank our members for their patience as we continuously fought for the best possible outcome for letter carriers.

I understand some members are frustrated by the time it took to enact a new contract and may even be disappointed with the outcome. With this in mind, I urge every member to consider the challenges we face.

Since 1987, only one contract has been completed before its expiration. In the most recent rounds of negotiations, it has taken more than a year after the contract's expiration to secure a new one. Why? Because we don't negotiate with a private company bringing in billions of dollars in profits. We are employed by a non-taxpayer-funded government agency that has been financially crippled by congressional policies (postage price caps, onerous pre-funding mandates, unfair pension rules, etc.) that make bargaining very difficult. While unfortunate and obviously unfair, this is the reality for our employer, and that's why we have to keep fighting like hell to enact these policy changes.

Page 4 has more details about the award and implementation.

With our contract finalized, more battles still lie ahead. Threats of privatization, uncertainties over the future of USPS leadership, a challenging political landscape, the increase in crime and assaults targeting our members, our legislative priorities, and more will continue to shape our union's work in the months ahead.

Every day an executive order related to the Postal Service isn't issued is a victory for us. This success is attributable to our union's nationwide efforts and unified message. Others in the industry are leaning on us. The mailers, our sister unions, and everyone with a stake in protecting USPS are looking to NALC. Our strong bipartisan relationships on Capitol Hill and across the federal government are key to fending off these attacks, but our most valuable tool is our energized and engaged membership.

Now, more than ever, is the time to unite. We all have the same goals: to protect our jobs, our retirements, and the future of USPS. It's time to come together and activate ourselves in a way that only NALC members know how, time to channel all our efforts and energy into fighting for our futures.

While it's impossible to predict the future and, based on reporting, it can feel like things shift hour by hour, I am certain that the only way through these challenging times is together. Differing messages and priorities will only hurt our shared objectives. It's time to put all differences aside and fight like hell. We can't be stopped with all 295,000 NALC members in the fight.



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Contents

Volume 138/Number 4 April 2025

The Postal Record

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Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 36 **Veterans Group**
- 38 **Executive Vice President**
- 39 **Vice President**
- 40 **Secretary-Treasurer**
- 41 **Assistant Secretary-Treasurer**
- 42 **Director of City Delivery**
- 43 **Director of Safety and Health**
- 44 **Director of Retired Members**
- 45 **Director of Life Insurance**
- 46 **Director, Health Benefit Plan**
- 47 **Contract Talk**
- 49 **Staff Reports**
- 50 **Annuity charts**
- 52 **State Summaries**
- 53 **Retiree Reports**
- 54 **Honor Roll**
- 56 **Branch Items**
- 59 **Cost-of-living adjustment**
- 62 **In Memoriam**
- 63 **Nalcrest Update**
- 64 **Mutual Exchange ads/
Election Notices**

Features

- 4 **Arbitrator issues award**
Arbitrator Nolan issues a final and binding arbitration award and sets the terms of the 2023-2026 National Agreement
- 10 **Taking the fight nationwide**
NALC holds a national day of action and participates in a National Press Club event as letter carriers continue to fight like hell on many fronts
- 14 **News from Washington**
The Senate introduces an anti-postal privatization resolution as NALC works to promote priority legislation
- 18 **NALC lauds Heroes of the Year**
The union recognizes heroic letter carriers for their bravery and for going above and beyond on their routes and in their communities
- 32 **USPS uniform program**
We take a look at how the Postal Service uniform program works for both CCAs and career carriers

Reflections on recent events in the nation's capital



**Philip
Dine**

NALC's annual Heroes of the Year awards ceremony on March 20 preceded by five days the National Press Club's wide-ranging panel discussion on postal issues.

Though different in nature, each of those events—occurring less than a mile apart in Washington, DC—highlighted a key strength of our union: the dedication letter carriers show daily on the route as they serve their communities in multiple ways, or our union's ability to communicate to the media, public and policymakers the value of America's postal network and those who make it work.

Meanwhile, a third event occurred in between those two—the postmaster general's abrupt departure.

Every Heroes ceremony is unique.

What struck me this time was the depth of the roster. Often, several awardees' heroics stand out. Here, it was as if we had five all-stars on the court and six more on the bench, in two ways: the bravery their actions reflected, and the obstacles they surmounted to accomplish the mission.

In saving a motorist who'd veered off a highway into a barrier, for example, Tesfaye Deyasso couldn't call for help extricating the unconscious driver, given rush hour traffic. The barrier blocked the driver's door, the car emitted flames, the smoke disoriented Tesfaye—yet he helped rescue the man seconds before fire engulfed the car. Rungphet Bodnar rescued a little girl from a ferocious dog, repeatedly spraying the dog and hoping it would desist before a depleted can would make her the target. She saved the girl's arm and perhaps her life. Jerry Loney aided a customer who had attempted suicide, then helped turn the man's life around, all while coping with his own PTSD. (For full coverage, see page 18.)

Postmaster General Louis DeJoy's enthusiastic remarks about letter carriers who "spring into action and help people in distress," making us "trusted friends in every community," gave no hint that just four days later—on Monday, March 24—he would resign.

The PMG news, plus escalating rhetoric about dismantling the Postal Service, heightened anticipation for the National Press Club Headliners event the next morning, two blocks from the White House.

The press club was my old stomping grounds, but much has since changed, including safety measures stemming from threats apparently now facing reporters—such as security codes to enter. So, I gratefully hitched an elevator ride to the 13th floor with a man named Ed Kelley, president of the National Press Club's Journalism Institute. We talked briefly about the craft and about Ed's father, who'd delivered mail in northern Oklahoma.

Over the years, I'd been to many press club events, some entertaining, others informative, but to be honest I wasn't sure about this one. NALC had scant time to prepare—just two days earlier, on Sunday, March 23, our union had held hundreds of "Fight Like Hell!" rallies nationwide, requiring much advance planning.

Yet, in every respect, the panel discussion—featuring President Renfroe plus his counterparts from the APWU and the rural carriers—was extraordinary. Our president's message stood out as pitch perfect in content and tone.

Indeed, the Associated Press, which reaches thousands of print and broadcast outlets nationwide, quoted him more than any other panelist or postal stakeholder about the existential risks here for all Americans.

Writing this, I reached out for an evaluation of the Headliners panel to Ed, who was dean of the University of Oklahoma's college of journalism and mass communications following decades as a reporter, Washington bureau chief, managing editor and top editor at various newspapers, and an NBC stint.

"I thought they made their case," he said in old-school language reflecting the neutrality that once dominated the profession, with journalists hesitant to express their own views. "It seemed to me that the three presidents were making the case to a Washington audience that, in their opinion, the Postal Service remains an essential part of American life ... and that they were going to try to make sure that their representatives in Congress were reminded of that fact."

Translation: *They got their message out, effectively, to a key audience.*

Equally interesting was what Ed related about his father's 37-and-a-half-year postal career in small Perry, OK, from 1948 to 1985 in various crafts, sandwiched around Korean War-era Marine Corps service.

"My dad was the youngest son of a single mom during the Great Depression," Ed said. "He felt really fortunate that he was raised by the guys in that Post Office, some of whom were WWI veterans. These long-term postal employees told him 'This is what we do.' That's a large part of where he got a very strong work ethic, by emulating those men. He became the breadwinner in our family. I'm very proud of him."

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Arbitrator Nolan issues award, sets terms of 2023-2026 National Agreement

Arbitrator Dennis R. Nolan has issued a final and binding award that sets the terms of a three-year collective-bargaining agreement between the National Association of Letter Carriers and the U.S. Postal Service, NALC President Brian L. Renfroe announced on March 24. Pursuant to an agreement reached by parties on Feb. 26, Arbitrator Nolan served as the sole and neutral arbitrator, and conducted mediation with the parties in Washington, DC, March 17-18. He issued the award on March 21. It is available at nalc.org.

President Renfroe issued the following statement:

We are pleased that the award includes consistent pay increases through the largest annual general wage increases since the 2006 National Agreement, and six cost-of-living adjustments, as well as full back pay for all hours worked. The terms awarded also address several of our objectives such as increasing starting pay and further increasing top-step pay, where letter carriers spend most of their careers and is the salary on which retirement calculations are based.

During the interest arbitration process, we fought for wage increases and fought against any potential proposals that may arise during times of uncertainty and difficulty for the Postal Service—such as changes to our COLA formula, increasing our share of health insurance premiums, or reductions in back pay. This award contains no changes to these or other provisions that could negatively impact us economically. It only moves us forward.

In recent years, the flexible workforce in our craft has transitioned from being all non-career employees to currently about one third of career employees through processes we've negotiated. The National Agreement resulting from this award will allow us to continue those processes and the pursuit of our goal of an all-career workforce.

This award follows years of work by the NALC, including its officers, staff,

attorneys, consultants and expert witnesses who diligently put together the case for interest arbitration. Their hard work allowed the case to be presented effectively and efficiently.

I thank all the members of the NALC for their activism and involvement throughout the collective-bargaining process.

Below are some highlights of the contract, which covers the period from May 21, 2023, to May 22, 2026.

Wage provisions

Three general wage increases and six cost-of-living adjustments (COLAs) were awarded.

Arbitrator Nolan awarded general wage increases of 1.3 percent on Nov. 18, 2023 (paid retroactively), 1.4 percent on Nov. 16, 2024 (paid retroactively), and 1.5 percent on Nov. 15, 2025. These increases exceed the general wage increase pattern previously established in collective-bargaining agreements between the Postal Service and other postal unions in the prior round of collective bargaining. The award also provides for the payment of six COLAs, using the formula that has been included in Article 9 for many years. That COLA provides all career carriers an equal level protection against inflation, proportional to their step. Four of these COLAs, totaling \$2,725 per year at Step P, will be paid retroactively pursuant to Article 9.3. The amounts of the final two COLAs will, as usual, depend on the Labor Department's Consumer Price Index (CPI-W, 1967=100).

City carrier assistant pay increases

City carrier assistants (CCAs) will receive three additional 1.0 percent increases for cumulative general wage increases of 2.3 percent on Nov. 18, 2023 (paid retroactively), 2.4 percent on

Nov. 16, 2024 (paid retroactively), and 2.5 percent on Nov. 15, 2025. Within 180 days of the date of the arbitration award, CCAs will receive an additional 50 cents per hour pay increase. This increase is in addition to the cumulative increases mentioned earlier in this paragraph.

Pay table modifications

Steps AA and A will be eliminated from Table 2. Additionally, the annual rate at Step P in Tables 1 and 2 will be increased by \$1,000. This increase is in addition to the general wage increases and COLAs mentioned above. Both of these modifications will be effective within 180 days of the date of the arbitration award.

Retroactive (back pay) provisions

Full back pay for all letter carriers covering all paid hours since the expiration of the 2019-2023 contract was awarded by the arbitrator. Back-pay calculations will include the Nov. 18, 2023, and Nov. 16, 2024, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first four COLAs.

Uniforms

All letter carriers will receive the following uniform allowance:

- May 21, 2025: \$536 plus an additional \$125 for a newly eligible carrier
- May 21, 2026: \$549 plus an additional \$128 for a newly eligible carrier

Unused portions of an eligible employee's annual allowance for uniform and work clothing will be carried over and available for use beginning 12 months after the end of each anniversary year. An eligible employee's uniform or work clothing allowance

balance cannot exceed the sum of two years of the employee's annual allowance entitlement. This awarded uniform and work clothing program adjustment will be implemented no later than 12 months from the date of the interest arbitration award.

Additionally, a joint task force shall be established to study the uniform program with a view toward reaching an agreement for a new and/or revised program that would take into account the following guidelines: 1) be cost-effective for both management and city letter carriers; 2) provide the parties with more direct control of the Uniform Program; 3) limit management and city letter carriers' exposure to future increases in uniform costs; and 4) create practices for the manufacture and purchase of uniform items that will reduce the rate of increase.

Layoff protection

The no-layoff clause that protects letter carriers after six years of service as a career employee is retained in the 2023 National Agreement.

Sub-contracting of letter carrier work

The existing prohibitions against contracting out city carrier work would be continued for the duration of the 2023 National Agreement.

Employee complement

The CCA caps found in Article 7.1.C.1 and Article 7.1.C.2 will remain the same; however, the number allowed in each district will be based on the career city letter carrier complement in the district, not just the full-time complement. In the current language, only the full-time letter carrier complement was used, as well as part-time flexibles (PTFs) converted to career under the MOU Re: City Carrier Assistants – Conversion to Career Status.

MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft—

This MOU outlines the process for filling full-time opportunities through the conversion of PTFs to full-time, the conversion of CCAs to full-time regular career status, and the acceptance of voluntary transfer requests. New language addresses several issues that arose during the 2019 National Agreement.

MOU Re: City Carrier Assistants – Conversion to Career Status—This MOU requires CCAs to be converted to PTF upon reaching 24 months of relative standing continues for the life of the Agreement.

MOU Re: Additional Resources – Holiday Carrier Assistant—This MOU was modified to extend the employment period of HCAs from four weeks to six weeks and to provide a two-week window prior to employment solely for the purpose of training.

MOU Re: Multi-Installation Carrier Technician Assignments—This new MOU establishes a test to explore the effectiveness of multi-installation carrier technician assignments. The intent of this test is to improve staffing situations in these smaller offices, while creating additional full-time assignments.

MOU Re: Complement and Staffing—This MOU requires the parties to meet at the headquarters level and discuss the complement and staffing issues within the city letter carrier craft. These discussions have led to hundreds of installations being added to the all-career hiring model. This MOU continues these discussions during the life of the 2023 National Agreement.

Overtime provisions

Article 8, Sections 2, 4 and 5 have been modified to increase overtime protections and provide more opportunities for letter carriers, as well as the introduction of a new pay rate.

Section 2. Work Schedules

A new Section 2.D has been added that provides all full-time carriers with

the right to terminate their tour of duty when reaching their respective work-hour limits without being subject to disciplinary action.

Section 4. Overtime Work

A new Section 4.G has been created that guarantees pay at the rate of two and a half times the base hourly straight time rate for any work beyond 12 hours in a day and 60 hours in a service week.

Section 5. Overtime Assignments

In Section 5, a new opportunity has been created for Overtime Desired List (ODL) carriers to volunteer to exceed 12 hours of work in a day or 60 hours of work in a service week on a limited, daily case-by-case basis. Carriers cannot be forced to work beyond the applicable work-hour limits (pursuant to Section 8.2.D).

Article 8.5.A was modified to create new ODLs, one for employees desiring to work up to 12 hours per day on their regularly scheduled days only and one for employees desiring to work only overtime for eight hours per day on their non-scheduled days. Employees may sign both lists and are eligible to work up to 12 hours per day on their regularly scheduled days and their non-scheduled days. Employees are no longer able to indicate a preference to work in excess of 10 hours on a scheduled day.

Other contractual provisions

Article 2

Article 2.1—The language will be changed to include pregnancy as a protected class and to replace the term “handicapped employees” with “individuals with disabilities.”

Article 8

Article 8.3—All PTF and CCA employees will be guaranteed a minimum of one non-scheduled day each service

Nolan arbitration award (continued)

week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned non-scheduled day by the Wednesday preceding the service week.

Article 10

MOU Re: Monetization of annual leave—This new MOU incorporated into the award provides career employees the opportunity to sell back up to 40 hours of annual leave prior to the beginning of the leave year if they are at the carryover maximum and they have used fewer than 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

MOU Re: CCA Advanced Annual Leave—Upon completion of an initial 360-day appointment as a CCA, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced 40 hours of annual leave. Upon implementation, CCAs will receive annual leave prorated to the end of their 360-day term.

MOU Re: PTF Advanced Annual Leave—Forty hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

MOU Re: Bereavement Leave—This MOU provides city letter carriers up to three workdays of leave to make arrangements necessitated by death of a family member or to attend the funeral of a family member. With the arbitration award, grandchildren will be added to the existing list of defined family members.

MOU Re: Time Limitations Concerning Bone Marrow, Stem Cell,

Blood Platelet and Organ Donations—This new MOU defines the amount of administrative leave granted and time limitations applicable to bone marrow, stem cell, blood platelet and organ donations for career employees.

Article 11

Article 11.1. Holidays Observed—This article of the contract is amended to add Juneteenth as an observed holiday.

Article 11.7. Holiday Part-Time Employees—Modified to update the pay calculation for PTFs to reflect the addition of the Juneteenth holiday. The new calculation provides that PTFs will be compensated for the 11 holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 1,992 hours.

Article 12

Article 12 is amended to remove any sections and/or language that do not apply to the city letter carrier craft.

Article 12.2.B—Under the current Article 12.2.B language, supervisors who return to the city letter carrier craft begin a new period of seniority unless they return within two years. This is now modified to one year.

Article 12.5.C.8—Current language that contains the provisions regarding the involuntarily reassignment of PTF city letter carriers is deleted.

Article 14

Article 14.3.C—The award incorporates this new section to establish Joint Labor-Management Safety Committees at the district level, for each of the 50 USPS districts. These District Safety Committees will consist of at least two members from each party and will meet quarterly. District Safety Committees are

responsible for assisting in implementing district-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees. The establishment of District Joint Labor-Management Safety Committees follows the long-standing pilot test in certain USPS districts under MOU Re: District Safety Committees Pilot Program. This MOU will be removed from the National Agreement, since these committees will now be established nationwide in Article 14.

MOU Re: Air-Conditioned Vehicles—This new MOU requires the Postal Service to make every effort to acquire vehicles equipped with air conditioning for use by city letter carrier craft employees. If USPS plans to acquire vehicles without air conditioning due to the climate in a particular geographic location or other factors, the issue must be discussed with NALC. Additionally, USPS must continue to follow repair and maintenance procedures to ensure that any necessary maintenance or repairs to air-conditioning systems are completed in a timely manner. Inspection of vehicle air-conditioning systems will be included in preventive maintenance inspections as well.

Article 15

MOU Re: Dispute Resolution Process Testing—This current MOU is now modified to add the requirements that the task force begin meeting no later than 90 days after the date of the interest arbitration award, and that it meet regularly no less than once a quarter.

MOU Re: Article 15 – Dispute Resolution Process – Step B Team Procedures—A new MOU now replaces the MOU Re: Article 15 – Dispute Resolution Process and the MOU Re: Article

15 – Dispute Resolution Procedure Task Force, which outlines the guidelines and defined responsibilities for the Step B teams and the joint parties who oversee them. This new MOU is designed to streamline and improve the Step B process to facilitate more rapid resolution of grievances.

MOU Re: Electronic Grievance System—This establishes a task force at the national level to jointly explore and work toward the development and implementation of an electronic grievance system for use by the parties in the grievance procedure. The parties will explore the potential functionality of the electronic grievance system, including but not limited to electronic grievance forms for all steps, push notifications when grievances are appealed to the next step, time stamps to record dates and times of actions taken, responses to information requests, and management and storage of documents.

Article 17

Article 17.5. Labor-Management Committee Meetings—This was amended to add a requirement that the local parties meet at least twice per year to discuss labor-management issues.

Article 17.7. Dues Checkoff—This was changed to reflect that NALC will be taking over the dues processing for our members. Historically, the Postal Service has been responsible for allocating the dues to the local branches via postal finance numbers, which at times has created allocation errors. This contractual change will allow NALC to control the dues allocation process and to verify that the distribution of funds to branches and state associations is properly completed.

Article 23

MOU Re: Article 23 – Rights of Union Officials to Enter Postal Instal-

lations—This new MOU affirms that upon reasonable notice to the Postal Service, authorized representatives of the union shall be permitted to enter postal installations for the purpose of performing and engaging in official union duties and business related to the collective-bargaining agreement. The MOU clarifies that this right applies to elected or appointed national, area and local officers and representatives, regardless of whether they are active or retired USPS employees. The MOU requires the Postal Service to provide officers and/or NALC representatives who are in a full-time Leave Without Pay (LWOP) status or retired with a USPS identification badge to enter postal facilities within their respective local(s).

Other notable MOUs

MOU Re: City Delivery and Workplace Improvement Task Force—This has been modified to reorganize the task force for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

MOU Re: New Employee Experience, Retention and Mentoring Program—The award includes the nationwide implementation of the program tested in hundreds of delivery units across the country that creates guidelines related to the onboarding, retention and mentoring of new employees.

MOU Re: Joint Workplace and Improvement Process (JWIP)—This current MOU is restructured to reaffirm the parties' commitment to improving the workplace environment and culture. The new JWIP contains a structure for identifying potential JWIP locations, for area/regional teams to oversee the process and implementation of any necessary improvement

plans, and for district teams to investigate and offer recommendations for potential changes designed to improve workplace conditions.

Route evaluation and adjustment

MOU Re: Alternate Route Evaluation and Adjustment Process—This MOU is continued. The parties have worked to develop six previous joint route adjustment processes dating back to 2008 under the terms of this MOU and would continue that work throughout the life of this agreement.

MOU Re: Fixed Office Time in a Joint Route Evaluation and Adjustment Environment—This new MOU recognizes the need to modify methods for determining fixed office time to fit office activities in the current work environment by recording most office activities other than casing mail and pulling down mail as either recurring or non-recurring. Activities previously recorded under Lines 8-13 and 15 would now be recorded under Line 21. When determining minimum line-item values in the modified method, the MOU would prohibit such values from being less than indicated values for the following line items:

- Line 14—Accountables—two minutes
- Line 19—Vehicle inspection—three minutes
- Line 20—Personal needs—five minutes
- Line 21—Office work not covered—10 minutes

Local implementation

The local implementation period will be May 27, 2025, to June 26, 2025.

On the following page is the paychart for the effective date of the new contract.

NALC will work with the Postal Service in the weeks ahead to finalize and publish an official version of the 2023-2026 collective-bargaining agreement. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Tentatively effective April 19, 2025 (Nolan arbitration award)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
Sept. 6, 2025	July COLA	TBD
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
Nov. 15, 2025	General wage increase	2.5%

NOTE: Upon conversion to full time, part-time flexible employees in Table 2 will be slotted into the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step P of Table 2, with proportionate application of the COLA to Steps A-O of Table 2.

NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries																Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	66,479	71,038	71,143	74,405	74,878	75,354	75,823	76,292	76,768	77,230	77,708	78,183	78,651	79,134	79,601	80,057	476
Carrier Technician*	67,875	72,530	72,637	75,968	76,450	76,936	77,415	77,894	78,380	78,852	79,340	79,825	80,303	80,796	81,273	81,738	486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	33.37	35.66	35.71	37.35	37.59	37.83	38.06	38.30	38.54	38.77	39.01	39.25	39.48	39.73	39.96	40.19	
Carrier Technician*	34.07	36.41	36.46	38.14	38.38	38.62	38.86	39.10	39.35	39.58	39.83	40.07	40.31	40.56	40.80	41.03	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.96	34.15	34.20	35.77	36.00	36.23	36.45	36.68	36.91	37.13	37.36	37.59	37.81	38.05	38.27	38.49	
Carrier Technician*	32.63	34.87	34.92	36.52	36.75	36.99	37.22	37.45	37.68	37.91	38.14	38.38	38.61	38.84	39.07	39.30	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

* Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries																Most Prev. Step
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
City Carrier (Grade 2)	48,947	51,133	53,321	55,510	57,701	59,887	62,076	64,267	66,455	68,643	70,831	73,019	75,211	77,396	79,584	80,057	2,188
Carrier Technician*	49,975	52,207	54,441	56,676	58,913	61,145	63,380	65,617	67,851	70,085	72,318	74,552	76,790	79,021	81,255	81,738	2,234
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.53	24.57	25.67	26.77	27.87	28.97	30.06	31.16	32.26	33.36	34.46	35.56	36.66	37.76	38.85	39.95	40.19
Carrier Technician*	24.03	25.09	26.21	27.33	28.45	29.57	30.70	31.82	32.94	34.06	35.18	36.30	37.43	38.55	39.67	40.79	41.03
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.53	24.58	25.64	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.11	36.16	37.21	38.26	38.49	
Carrier Technician*	24.03	25.10	26.17	27.25	28.32	29.40	30.47	31.55	32.62	33.69	34.77	35.84	36.92	37.99	39.06	39.30	
Percent Step O																	
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3

* Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA		BB	AA
City Carrier (Grade 2)	20.23	20.73		21.86	22.36
Carrier Technician (add 2.1%)	20.65	21.17		22.32	22.83
Steps (From BB to AA) in weeks	52			52	

Workers Memorial Day a reminder to fight for workers' rights and safety

On Workers Memorial Day, Monday, April 28, the world will remember workers who have been killed or injured on the job. This year's commemoration marks the 54th anniversary of the enactment of the Occupational Safety and Health Act. Signed by President Richard Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthy workplaces for their employees. Workers Memorial Day is held on April 28 in observance of the day that the act took effect in 1971 and that the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

The day is a time to mourn and reflect, of course, but also to renew our call for safety in the workplace.

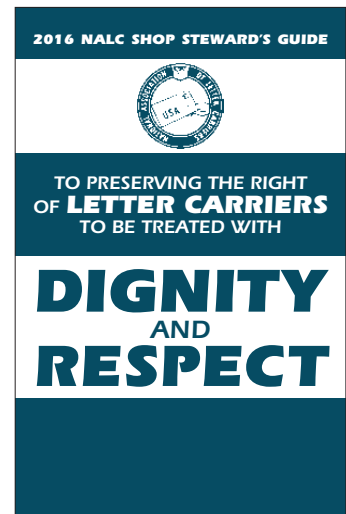
One way to ensure that letter carriers remain safe on the job is to uphold our right to be treated with dignity and respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment and violence.

The *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect* brings together tools, documents and guidance on these matters. The booklet is available to all members at nalc.org through the Members Only portal.

The guidebook contains the Joint Statement on Violence and Behavior in the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom floor that may later be used to support grievances.

It also walks stewards through the five key elements required to handle grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

"Unfortunately, there are too many instances of mistreatment of letter carriers," NALC President Brian L. Renfroe said. "It was the parties' intent that all postal employees be able to work in a safe environment where they would receive the respect they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment." **PR**



Taking our fight nationwide



NALC President Brian L. Renfro leads a “Fight Like Hell” rally.

On Sunday, March 23, letter carriers and others rallied across the country to fight like hell to preserve the future of the United States Postal Service as a self-sufficient public agency. The day of action came in response to reports of the White House and others in the administration looking to eliminate the Postal Service’s governance and regulatory models, likely aimed at privatizing the agency.

“We are here this morning in Los Angeles, and in hundreds of other locations around the country, to send one strong message: Hell no!” NALC President Brian L. Renfro told a crowd of hundreds rallying in L.A.

“Make no mistake, this is an attack on us,” Renfro said. “There are 640,000 people that work at the United States Postal Service. Our brothers and sisters from our sister unions, the management associations—we’re all on the same side on this one, brothers and sisters.”

But the potential ramifications extend well beyond postal employees, Renfro said. “There are nearly 8 million jobs in this country tied to the United States Postal Service,” he said.

“This is an attack on our economy,” Renfro added, noting that USPS is the center of the \$1.9 trillion mailing industry.

He explained that one of the key constituencies at risk is rural America, “because a privatized Postal Service—they deliver where it is profitable. But they wouldn’t deliver where it’s not profitable. And we deliver every day, no matter where someone is, for the same price.”

NALC’s president made clear that this is not a partisan issue: “Some people voted for President Trump. Some people voted for Vice President Harris. Some people voted for other candidates. But you know what none of them voted for? To dismantle the Postal Service.”

The Constitution grants only Congress the power to make such changes, and customers—not taxpayers—fund the Postal Service. “So,” Renfro asked, “what do we say to attacks on the 300 million-plus people that rely on the Postal Service every single day?”

“Hell no!” the crowd shouted.

The same shouts rang out across the country as more than 200 NALC branches and state associations held rallies in nearly every state, amplifying the message that Americans do not want to see USPS dismantled.

“We oppose privatization and any efforts to sell off any parts of the Postal Service that will drive up costs and reduce service to the American people,” Wheeling, WV Branch 66 President **Chuck Pasquino** said, as reported by *The Intelligencer*. “This is America’s Post Office—it’s enshrined in the U.S. Constitution. We need to keep America’s Post Office for America’s people.”

“The Post Office makes plenty of money in cities like Sioux Falls, but we lose money in rural communities,” Sioux Falls, SD Branch 491 member **Justin Claussen** said, as reported by the local ABC TV affiliate. “Part of the mission of the Post Office is to provide service for the same price, no matter where you live. Whether you’re in New York City, or you’re in Nome, AK.”

“It’s not a partisan issue. It’s not about politics. It’s about servicing the American people and making sure that we give the service that they deserve,”



Rochester, NY Branch 210



Andy Gaytan, executive vice president of Central California Coast Branch 52, said, as the local NBC TV affiliate reported.

“We’re looking for the support of the community that we service every day, regardless of weather,” Spacecoast Florida Branch 2689 Vice President **Scott Stanley** said, as reported by FloridaToday.com. “We’ve been out in hurricanes delivering mail. We’ve had people out, right after the wildfires in L.A., delivering mail, even though there’s no houses ... we don’t pick and choose who we go to. We go to every address every day.

“Now we’re asking the local public to pick up the phone and call that elected official, the one you voted for, and say, ‘Hey, we need the Postal Service. Leave it alone. We voted for you. We need them.’ ”

Fighting on other fronts

Two days later, on March 25, NALC President Renfro, American Postal Workers Union President Mark Diamondstein and National Rural Letter Carriers’ Association President Don Maston participated in a National Press Club Headliners event in Washington, DC, to discuss the threats facing USPS and the future of the agency.

National Press Club President Mike Balsamo moderated the panel discussion.

The union presidents discussed the severe impacts privatization would have on all Americans, recent actions the unions have taken to bring awareness to this issue, the need to protect universal service, ways in which Congress and the executive branch can help the Postal Service, the targeting by criminals of letter carriers, the resignation that very day of Postmaster General Louis DeJoy, and more.

When asked about DeJoy’s exit, Renfro emphasized that the next postmaster general must continue building infrastructure and maintaining universal service while valuing USPS employees. “The service is provided 100 percent by the employees and our unions,” he said.

Threats of privatization were a recurring topic at the press club event, and

Top l: Long Island Merged Branch 6000 and Jamaica, NY Branch 562

Above: San Antonio, TX Branch 421

Ponce Branch 826 and San Juan Branch 869 in Puerto Rico



Phoenix, AZ Branch 576; Arizona Merged Branch 1902 and Sun City Branch 6156



Spacecoast Florida Branch 2689

‘Fight Like Hell’ (continued)



President Renfroe answers one of the moderator’s questions during the event at the National Press Club.

Renfroe reiterated NALC’s steadfast opposition, warning of the negative impact it would have on 300-plus million Americans, especially the 51 million who live in rural areas. “We serve everyone, everywhere, for the same price every day,” he said.

The Postal Service’s financial situation also was discussed. Renfroe started by underscoring that USPS operates as a public service funded by earned revenue, not by taxpayer dollars. He then identified two potential solutions for financial relief: adopting private-sector accounting practices for retirement funds and passing legislation to allow investments in higher-yield assets. These changes, long advocated by NALC, would help boost the Postal Service’s financial situation, assuring long-term stability.

The moderator asked about the increased targeting of letter carriers by criminals, and Renfroe explained the details of the Protect Our Letter Carriers Act, currently in Congress.

“For the longest time, we were viewed among most people as, ‘These are federal employees—don’t mess with them. If you mess with them, you’re going to jail.’ We need to make that a reality again.”

The value and possible-use cases of the Postal Service’s network also were highlighted. “Any attack, partial privatization, any reduction in the service we provide, ultimately results in destroying that network and eliminating—probably for good—our ability to do things like [helping conduct] the census, like [delivering] COVID tests, or any other things that we might want to do to serve the people of this country,” Renfroe said.

In his closing remarks, Renfroe said that “the Postal Service is as relevant today as ever” and that “we intend to continue to fight any threats.”

What else we’re fighting for

The White House’s potential plans to restructure USPS are not the only thing NALC was prepared to fight like hell against. President Renfroe has outlined the ongoing major battles NALC is waging:

- For even greater use of the unparalleled postal network in the interest of the public
- In defense of the retirement and health care benefits that letter carriers have earned
- For enhanced safety and protection on the job, including an end to the assaults and robberies targeting letter carriers on their routes, and establishing national standards related to heat and other forms of extreme weather
- For fair retirement for all letter carriers, including those who spent time in a non-career position, by



Ann Arbor, MI Branch 434 and Southeast MI Branch 2184
Warwick-West Warwick, RI Branch 3166





Houston, TX Branch 283

passing the Federal Retirement Fairness Act

“There are a lot of people trying to knock us down,” Renfro said. “Whether it’s Postal Service management, ill-intentioned lawmakers on Capitol Hill, criminals targeting us on the streets or at our stations, or anyone else who tries to attack us and what we’ve earned, we are ready to fight!”

“Everyone who is against us doesn’t know who they’re dealing with, but they’re about to find out. Because one thing is clear—we’re fighting like hell!”

NALC state delegations have continued their regularly scheduled lobbying trips to Washington, DC. While NALC leaders in the nation’s capital do a great deal of important work on Capitol Hill every single day, nothing compares to a member of Congress putting a face to the letter carriers who perform daily a critical service in their home district or state.

In these meetings, NALC members from a variety of states have focused on increasing co-sponsors for our priority legislation. While many members of Congress want to get involved in the fight for the Postal Service, at this time

the most helpful action they can take is co-sponsoring our anti-privatization resolution (H.Res. 70). Increasing co-sponsors for this, as well as for the Protect Our Letter Carriers Act (H.R. 1065/S. 463) and the Federal Retirement Fairness Act (H.R. 1522), has been the goal of these meetings.

Regardless of the threats coming our way, letter carriers cannot forget about these fights or lose sight of how Congress can most help, which is to pass our priority legislation.

Looking forward

Whether we’re saying “fight like hell” or “hell no,” one thing is clear: NALC members are fired up and not backing down. Our union is strong because our members are strong. Now is the time to tap into that strength and put everything we have into the fights ahead. More is certain to come, and we need every NALC member’s help in every fight.

Check nalc.org and future issues of *The Postal Record* for more information on how to get involved. **PR**



Greeley, CO Branch 324



Silver Spring, MD Branch 2611



News from Washington

Senate introduces anti-privatization resolution

On March 27, Sens. Gary Peters (D-MI) and Dan Sullivan (R-AK) introduced a Senate resolution (S.Res.147) that calls on Congress to take all appropriate measures to ensure that the Postal Service remains an independent establishment of the federal government and is not subject to privatization.

Four senators joined the bipartisan leads as co-sponsors: Sens. Lisa Murkowski (R-AK), Susan Collins (R-ME), Thom Tillis (R-NC) and Maggie Hassan (D-NH).

The Senate version is identical to the House version (H.Res. 70), which was introduced by Reps. Stephen Lynch (D-MA) and Nick LaLota (R-NY) in January and currently has 190 co-sponsors.

“Letter carriers take great pride in the work they do, providing universal service to every address in the nation,” NALC President Brian L. Renfro said. “Every member of Congress represents constituents who depend on the Postal Service. I urge every representative to sign on to this resolution.”

Visit nalc.org/action to ask your members of Congress to co-sponsor H.Res. 70/S.Res. 147.

DeJoy’s exit and DOGE at USPS

On March 24, Postmaster General Louis DeJoy announced his resignation, effective that day.

Upon DeJoy’s resignation, Deputy Postmaster General Doug Tulino, a 41-year veteran of the Postal Service, was appointed acting postmaster general. Tulino previously served as the vice president of labor relations for 15 years. In this role, he was responsible for overseeing contract negotiations

as well as collective bargaining and grievance management, while cultivating positive relationships between USPS management and unions.

As this issue was going to print, the Postal Service Board of Governors was searching for a new postmaster general. President Renfro emphasized that the new leader must continue modernizing postal infrastructure, work in collaboration with NALC and other postal unions, and advocate for necessary retirement fund and accounting policy changes in Congress. The new leader should also have a strong belief in USPS as a public service and in its role of providing universal service to the American public.

NALC has pledged to collaborate with the new postmaster general to ensure that the perspectives of letter carriers are prioritized.

With the leadership of the Postal Service in transition, the Department of Government Efficiency (DOGE), tasked with scouring federal agencies for possible waste, fraud or abuse, arrived on site at USPS in early March. At the time this publication was going to print, the DOGE team was digging into departments searching for “efficiencies.” DOGE has reportedly focused on real estate contracts, and has had meetings with various departments at USPS.

In a letter to Congress prior to his departure, DeJoy laid out areas of concern that DOGE can and should prioritize, including OPM’s calculation of Postal Service pension liabilities, which have cost the agency tens of billions of dollars. Also outlined was a new investment strategy for USPS’s three retirement funds, which

are currently held in Treasury bonds, missing out on billions in annual returns.

“These policy changes are needed to improve the Postal Service’s financial viability, and we welcome anyone’s help who can influence Congress and the administration to finally enact them,” Renfro said in a statement following DeJoy’s agreement with DOGE.

NALC continues to engage the administration and Congress to enact these critical policies and will closely monitor DOGE’s engagement with the Postal Service.

Federal workforce attacks begin

So far, 2025 has been filled with actions that have negatively affected federal employees.

On March 25, the House Committee on Oversight and Accountability held a nine-hour markup and advanced several anti-federal work bills. Two bills would directly affect the Postal Service and its employees: the Paycheck Protection Act (H.R. 2174) and the FEHB Protection Act of 2025 (H.R. 2193).

The Paycheck Protection Act (H.R. 2174) would prohibit automatic deductions for labor organization dues and political contributions from the paychecks of federal employees. This bill would apply to all federal agencies, including the Postal Service, requiring all federal employees to manually submit payments for union dues and political contributions.

The FEHB Protection Act of 2025 (H.R. 2193) introduces new requirements to verify the eligibility of family members added to the Federal Employees Health Benefits (FEHB) Program. If passed, employees could

be required to submit documentation to avoid being disenrolled from the program.

Other bills that would not directly affect letter carriers but would harm other federal employees include:

- The Reorganizing Government Act of 2025 (H.R. 1295) empowers the president to restructure and reorganize the federal government under the executive branch. The bill aims to reduce the federal workforce and to cap the creation of new positions.
- The Protecting Taxpayers' Wallets Act of 2025 (H.R. 1210) requires labor organizations to compensate federal agencies for resources and official time. Non-payment results in interest charges, penalties and potential loss of union time and resources, with the threat of decertification for non-payment.
- The Preserving Presidential Management Authority Act (H.R. 2249) provides the president with the power to negotiate and modify existing collective-bargaining agreements, and to terminate any provisions that conflict with presidential orders or policies. The legislation expands the executive branch's influence over labor negotiations and employee relations.

Given the narrow margins between House Republicans and Democrats (220-213), NALC does not anticipate that any of these bills will make it to the House floor. The above bills are a sample of the numerous bills and policy proposals floating in Congress. In addition, as Congress heads into the budget reconciliation process under single-party control, House and Senate

committees will be tasked with making drastic budget cuts. As we have seen in the past, some lawmakers have suggested increasing the amount letter carriers and other federal employees contribute to their Federal Employees Retirement System (FERS) pensions without increasing the benefits, altering their FERS retirement calculation, or even eliminating FERS altogether. NALC fully opposes any changes to FERS and will do everything in our power to keep it protected in the ongoing reconciliation process.

NALC members must be ready to take action on Capitol Hill as the process unfolds. Be sure to check our Legislative Action Center and sign up for push notifications for alerts and updates.

The anti-federal worker attacks have not just come from Capitol Hill. On March 28, President Trump signed an executive order stripping the right to collectively bargain from hundreds of thousands of federal workers at more than 30 agencies. The order provides exemptions for certain agencies with representation that has been cooperative or politically supportive of the president.

The executive order stated, "President Trump supports constructive partnerships with unions who work with him; he will not tolerate mass obstruction that jeopardizes his ability to manage agencies with vital national security missions."

"This is a strategic retaliation by the administration to eliminate job protections for certain federal employees," NALC President Renfroe said. "We stand in solidarity with our federal employee unions, recognizing that collective bargaining is a fundamental

right. Workplace negotiations are only fair and efficient when workers and employers have power at the bargaining table and incentives to compromise. The public benefits from unions' actions to improve job quality because higher standards and strong labor-management partnerships help to attract and retain well-qualified workers and train the next generation of public servants. We will fight tirelessly to defend all public servants who provide vital services to Americans."

Stalled heat safety rule in jeopardy at DOL

Last year, under the Biden administration, the Occupational Safety and Health Administration proposed a rule aimed at preventing heat injury and illness, marking the first-ever U.S. safety standard on heat hazards. This proposal, which followed recommendations from the National Institute for Occupational Safety and Health, was designed to protect workers from the dangers of excessive heat. However, the proposed rule has been paused indefinitely.

New Secretary of Labor Lori Chavez-DeRemer will play a crucial role in advancing critical heat safety regulations and supporting the services that injured letter carriers depend on. Following her confirmation, President Renfroe had a productive meeting with Secretary Chavez-DeRemer, where he made it clear that the implementation of the heat safety rule remains NALC's top priority with the Department of Labor (DOL).

The proposed rule outlines essential steps to ensure worker safety, including identifying heat hazards; establishing emergency response plans;

News from Washington (continued)

training supervisors; and setting work standards for breaks, access to shade and water, and heat acclimatization for new employees. This comprehensive approach is vital to providing all workers exposed to extreme heat—particularly letter carriers—with the protection they need on the job.

Some in Congress are urging the DOL to throw out the proposed rule, a direct and dangerous threat to our members' safety. In fact, House Committee on Education and Workforce Chairman Tim Wahlberg (R-MN) issued a letter to DOL calling for the rule to be rescinded entirely.

NALC will continue to fight like hell to ensure that letter carriers and other workers are safeguarded from the dangers of extreme heat. The implementation of the heat safety rule is our unwavering priority, and we look forward to the Department of Labor's continued efforts to address this critical issue.

Executive order issued limiting ballot access

On March 25, the White House issued an executive order (EO) aimed at voter restrictions, with serious implications to vote-by-mail. The order criticizes the widespread use of mail-in voting, and it mandates that all ballots be cast and received by Election Day.

"Our country is stronger when more people participate in the democratic process, no matter how they choose to cast their ballots—early, in person on Election Day, or through mail-in ballots," President Renfroe said in a statement. "While this EO claims to be about 'preserving' and 'protecting' American elections, NALC sees this for what it is: a clear attack on voting

rights that slams the safety and security of voting by mail."

NALC will not stand for any attempt to diminish Americans' accessibility to free and fair elections, and we will fight like hell to protect this right for the millions of Americans who rely on us.

Equal COLA Act reintroduced in House and Senate

Earlier this Congress, the Equal COLA Act (H.R.491/S.624) was reintroduced in both the House and Senate by Rep. Gerry Connolly (D-VA) and Sen. Alex Padilla (D-CA), respectively.

The legislation would ensure that all federal retirees, regardless of their retirement system, receive the same full cost-of-living adjustment (COLA).

Under current law, federal employees under FERS receive a limited COLA increase when inflation exceeds 2 percent, while employees under the Civilian Service Retirement System (CSRS) receive full COLA adjustments based on the Consumer Price Index for Urban Wage Earners and Clerical Workers. This bill aims to address the disparity in COLAs between federal retirement systems.

This legislation is particularly important given the 2.5 percent COLA increase announced by the Social Security Administration for 2025, where CSRS retirees will receive the full increase, while FERS retirees will get only a 2 percent boost. The Equal COLA Act would eliminate this disparity and ensure fair treatment for all federal employees. NALC fully supports this legislation and encourages NALC members to ask their members of Congress in both chambers to co-sponsor this important legislation.

PRO Act reintroduced

Last month, the Protecting the Right to Organize (PRO) Act (H.R. 20/S. 852) was reintroduced in Congress. Reps. Bobby Scott (D-VA) and Brian Fitzpatrick (R-PA) introduced the bill in the House, and Sen. Bernie Sanders (I-VT) introduced the legislation in the Senate.

The PRO Act would strengthen protections under the National Labor Relations Act, ensuring workers the right to organize and collectively bargain for better wages, benefits and working conditions.

"NALC is fortunate to be an open shop with more than 93 percent of letter carriers choosing to be members of our union," President Renfroe said. "We do not take our right to organize for granted. We know that our country is stronger when workers are empowered and protected through unions. NALC fully supports the PRO Act, which would make it easier for every worker to form and join a union, and urges Congress to pass this bill."

As this magazine was going to print, the Public Service Freedom to Negotiate Act was scheduled to be reintroduced. That legislation would guarantee other public-sector employees' rights to organize and to collectively bargain in states that do not afford these protections. Currently, no federal law protects the freedom of public-sector workers to join a union.

With so much activity in Congress, we encourage all members to check the "Government Affairs" section of nalc.org for updates and be on the lookout for calls to action in the coming weeks and months. **PR**

EAP offers help when you need it most

Life happens. Stress from work, school or home can make coping difficult for a letter carrier or family member, if living under the same roof. Fortunately, the U.S. Postal Service provides a resource for facing life's many challenges—at no cost. The Employee Assistance Program (EAP) is a confidential program that offers assessment, consultation, counseling, life coaching or training for any postal employee or covered family member who needs help. EAP can even advise a concerned employee on how to help a co-worker.

EAP is jointly administered by NALC, the American Postal Workers Union, the National Postal Mail Handlers Union and USPS. All EAP counselors are required to have at least a master's degree in counseling or social work, be licensed in their state, and have experience in dealing with a wide range of personal and workplace concerns.

Reasons a postal employee might seek help from EAP include difficulties with family, children, marriage, divorce, care of an elderly person, child care, depression or anxiety, grief or loss, substance abuse, job performance problems, or personal or work relationship problems.

Discussions with EAP professionals are protected by strict federal and state confidentiality laws and regulations, and by professional ethics standards for counselors, even when they relate to work. EAP services are provided by an independent contractor.

"EAP is an incredible resource for all sorts of problems letter carriers may face," NALC President Brian L. Renfroe said. "Don't hesitate to use it."

One NALC member, who asked to remain anonymous, told *The Postal Record* that he had turned to EAP to get help for himself and his family when his wife was diagnosed with cancer. "It was just



a matter of calling the 1-800 EAP number and then talking with someone," he said. Sometimes he talked on the phone with counselors, other times he visited therapists whom EAP had referred him to in his area. He also went to EAP counselors located in postal facilities, using measures that ensure privacy. His wife, who also sought help from EAP to deal with her health crisis, later recovered from her illness.

In addition to helping a postal employee or family members, EAP can help postal employees support each other or deal with the repercussions of other people's challenges. If you notice a co-worker who appears to need help, you can contact EAP for guidance on how to assist. An EAP counselor will help you size up the problem and help you decide how to approach that person to offer help, including the option of referring the co-worker or family member to EAP.

Technology has opened up opportunities for communicating with EAP. In addition to person-to-person or phone communication, employees or family can use video counseling or even text messaging through a phone or tablet using EAP's privacy-protecting portal. The EAP's website, eap4you.com, is also a rich resource for getting help—you can find articles, locators, assessment tools, training, webinars, calculators, advice, videos and recipes there.

Letter carriers seeking EAP services can call 800-EAP-4YOU (800-327-4968), TTY 877-492-7341 or visit eap4you.com.

NALC's ERT offers support during critical incidents

As an additional way to help letter carriers in crisis, NALC has created the Emergency Response Team (ERT). When there's a critical incident that has happened at a station or affecting a member in the station, NALC's ERT is ready to help members in need. With more than 30 deployments to date, the ERT has already assisted letter carriers dealing with trauma in post offices throughout the country.

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

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

If your post office experiences a traumatic event, NALC members can reach out to the ERT through their branch president or by contacting their national business agent's office. **PR**



HEROES OF THE YEAR

“**O**ur union, the National Association of Letter Carriers, represents nearly 295,000 active and retired city letter carriers that work at the United States Postal Service,” NALC President Brian L. Renfroe said as he welcomed a large audience to the NALC Heroes of the Year Awards luncheon held in Washington, DC, on March 20. “Our members—public servants—they devote their entire professional lives to service in serving the people of our country. And as we’re going to hear all about this afternoon, we do a whole lot more than just provide an essential service of delivering the mail. We become familiar with our communities, and we often serve as the eyes and ears of those communities.”

Renfroe emphasized that letter carriers do this because they are proud of the work they do and of the role they

play. “We take a lot of pride in our work of delivering the mail,” he said, “but we also take a lot of pride in being a part of our communities and the positive impacts that we can have.”

Because letter carriers are out in the community, the NALC president pointed out, carriers often are the first to notice when something is out of the ordinary on their routes. “Even the smallest little thing, we notice,” Renfroe said. “And that often puts us in a very unique position to help those that are in need. So, we are here today to honor a very, very special group of letter carriers that have been selected as NALC’s Heroes of the Year.”

Renfroe thanked the panel of independent judges who selected the 11 Heroes from numerous nominees, whose stories of heroism and community service were published over

the course of 2024 in this magazine, as has been done since 1974. This year's judges were Brea Ellis, union service representative at Union Plus; Devan Zeger, cinema marketing specialist at HighRock; and Chelsea Bland, communications specialist at the American Federation of Government Employees.

The annual ceremony highlighted the special acts of courage and compassion performed by NALC members to save or improve the lives along their routes. Attendees included the union's resident national officers, NALC Headquarters staff, U.S. Postal Service leaders, members of the Postal Regulatory Commission, representatives from the USPS Board of Governors, journalists, and many others from the labor and postal community, including leaders from the National Rural Letter Carriers' Association, the American Postal Workers Union, the National Postal Mail Handlers Union and the National Association of Postal Supervisors.

Renfroe invited then-Postmaster General Louis DeJoy to the stage, where he lauded letter carriers for their alertness on their routes and their care for their customers. "Our official motto is 'Neither snow nor rain nor heat nor gloom or night will stop a carrier from delivering mail.' We all know that," DeJoy said. "But that's not necessarily true. You stop when you see something going on that shouldn't be going on. That could be mail backing up at a residence, the smell of gas or smoke, an accident when you're the first on a scene, like our National Hero of the Year."

He continued: "When these unexpected events happen, you take notice and spring into action and help people in distress. You do the right thing. That is what we honor here today: the heroic acts of these men and women who did the right thing without hesitation."

DeJoy noted that this is why letter carriers are trusted friends in every community, and he praised them as true public servants and heroes with

compassion, courage and a sense of duty: "Today these heroes are much bigger than themselves. They represent all of our carriers who each day humbly perform their duties and stop to bring both joy and assistance to individuals in their communities, and then simply go back on their routes and deliver their mail. In honoring you today, we honor all of them. Thank you for your dedication and congratulations to all of you."

Returning to the podium, President Renfroe then individually invited each Hero to the stage to sit with him and have a conversation about their incredible stories—stories that included letter carriers helping those in medical distress or in danger from vicious animals, runaway automobiles or fires.

He then presented each honoree with an award certificate; they also received a lapel pin. The stories of the Heroes are found in the following pages of this issue of *The Postal Record*.

"There really is one constant about everyone that we honor: They just think it's no big deal. And it's just part of what we do," Renfroe said in concluding the event. "And while it is true that it's part of what we do in serving our communities, there are still extraordinary acts that, the humility you all display, I think makes them even more admirable."

"If those of us in this room take one thing away, I hope it's that they realize that what letter carriers in the Postal Service do is way more than simply delivering the mail," he added. "Letter carriers serve our communities every single day in more ways than one. We deliver mail, but we look out for those that we serve, and for every heroic story—like we talked about here today—literally every single day, there's some relatively small deed that no one ever knows about that positively impacts the people that we've served."

Video of the Heroes of the Year event is available on NALC's YouTube channel at youtube.com/ThePostalRecord.



NALC President Brian L. Renfroe

HONORABLE ACT

DAVID MOULTON

MASSACHUSETTS NORTHEAST MERGED BRANCH 25



A 3-year-old boy whizzing past him in the opposite direction immediately caught the attention of Massachusetts Northeast Merged Branch 25 member **David Moulton** as he delivered his route in Salem on Dec. 9, 2023.

“He didn’t have any shoes on; he didn’t have a jacket on and a hat,” Moulton, a nine-year carrier, said. “He was basically wearing a T-shirt and a pair of sweatpants, and I thought that was kind of odd, seeing that it was 30 degrees outside and I’m wearing four layers of clothes.”

The toddler then ran into a park. Concerned, Moulton stayed at the mailbox for a minute and kept looking around but didn’t see the boy, so he moved on to the next house and began delivering.

He then saw the boy running down the sidewalk out of the corner of his eye—this time heading toward a busy intersection.

Moulton knew that meant trouble. “This isn’t going to happen on my watch,” he said of his thought process. “I just dropped my bag, hopped down the stairs and made a beeline straight for him.”

He scooped up the boy right before he hit the street.

“You can imagine his reaction being grabbed by me,” Moulton said. “He’s scared. He doesn’t know me, he doesn’t know what’s going on. So, he was wailing.”

“It’s a good thing that I did make a run for him, because, I mean, he’s just a tiny little kid and there were cars coming,” the carrier

said. “They would have never seen him. He would have been struck.”

The carrier sat him down on the sidewalk a few feet back from the street.

“I felt bad that I scared him half to death because I’m a stranger to him,” Moulton said, but added that he was glad he had intervened, because the child’s skin was showing effects from having been out in the cold for so long. Moulton pulled off one of his sweat-shirts to give to the toddler, who at that point was “beet red.”

He called 911 and then his supervisor. Emergency personnel showed up a few minutes later and were eventually able to deduce that the child had wandered away from a nearby day care facility 90 minutes earlier.

Moulton’s story appeared on multiple local news outlets, and the child’s parents called Moulton to thank him for rescuing their son.

Judges also praised Moulton for his vigilance and quick thinking. “He recognized, like, ‘Wait a minute. I see this kid running around, but also this kid has no hat on. It’s too cold for this. I have to step in,’” they said of the carrier’s honorable act. “Most people are stuck on their phones now walking down the sidewalk, and they’re not going to notice this little kid in the middle of winter without much on about to get hit by a car, but he’s like, ‘Hold up.’”

The carrier insisted that he simply was in a position to help because he was in the right place at the right time. “I don’t think I’m a hero,” Moulton said upon accepting his award. “I just reacted to a situation that unfolded in front of my eyes, and I did something about it—and that’s the bottom line.”



HONORABLE ACT

SKYLER WILBURG

LONG ISLAND MERGED, NY BRANCH 6000

After finishing up deliveries to some local businesses on May 13, 2024, **Skyler Wilburg**, a city carrier assistant in Albertson, NY, returned to the post office to get more mail to finish his next route assignment.

When he got to the office parking lot, an older woman driving an SUV spotted him. “She kind of waved me down a little bit, so I stopped,” he said. “She had two letters that she wanted to give me, and she thought giving it to me will be better instead of taking a trip inside the post office. It will save her some time.”

The woman got out of her SUV, thinking she had put it in park—but she was mistaken. While in reverse, the vehicle began slowly rolling backward and the door hit her, knocking her to the ground.

“Somehow both of her legs end up under the vehicle,” the Long Island Merged Branch 6000 member said. “In a situation like this, there was no thinking—just reaction.”

Wilburg ran to drag the woman from underneath the vehicle. “I jumped into her car, slammed on the brake,” he said, adding that he put the car into park just as it nearly smashed into the gate of the parking lot.

After saving the woman, the carrier went inside the post office to let his supervisor and postmaster know what had happened.

“Not even 20 minutes after the situation occurred, the lady returned to the post office to find me on my route to thank me multiple times and say, ‘God bless you for saving my life,’” Wilburg said.

“And I wanted to ensure that she was OK,” the one-year carrier added. Wilburg repeatedly asked the woman if

she wanted him to call 911, but she declined, saying she was all right.

That customer was not the only one who commended him. While telling his story to his mom, she told him that “I was her ‘hero,’” he said.

In selecting Wilburg as one of NALC’s honorees, judges pointed out the carrier’s alertness. “This is such quick thinking,” they said. “You’ve got to keep your own wits about you and then be able to do all these other actions to make sure it doesn’t turn into something really horrendous. He not only saved her, but he also saved her car from running into the gate.”

But Wilburg doesn’t think his actions are any big deal. “I would believe anybody else would do it,” he said in accepting his award. “Like if it was my late grandmother, I would want somebody to do the same thing.”



THE VIGILANT AWARD

TAYA CRADLE

LAUREL, MD BRANCH 3755



Walking into a high-rise apartment building on her route on Feb. 28, 2024, Laurel, MD Branch 3755 member **Taya Cradle** looked to her left, where she noticed four people standing in front of an elevator observing an unconscious man lying in his own vomit.

“I’m scanning the whole room within, like, a matter of seconds,” the two-year carrier said. “So, I look to the left, I’m like, ‘Did you contact 911?’ And they’re looking at me. Didn’t say anything.”

With no response from the adult or three teenagers standing by, Cradle quickly dialed 911 and told the operator, “I am a mail carrier, and I see a man lying unconscious in his own throw up.”

The operator was instructing Cradle to check for a pulse and to count to see if he was breathing. “I’m thinking in my head like, ‘Oh, this is really happening,’” the carrier said. “So, I’m like, ‘OK, just listen and just breathe,’ because I get a little nervous. But that nervous[ness] went away. It was just like, ‘I’ve got to save this man’s life.’ That’s what’s in my head.”

She followed the operator’s instructions, but the pulse was very faint. She asked one of the patrons to help her roll the man over.

The 911 operator gave instructions on how to give chest compressions, telling her to count to four and keep giving CPR until the ambulance arrived. “This is just shocking, because I never did CPR,” Cradle said. “I don’t want to mess up. I’m just listening and still praying in my head.”

The carrier and operator continued to count together. The 911 operator told her, “‘You’re going to keep doing it until the ambulance comes.’ So, I’m like, ‘OK, I got it.’”

Once an ambulance arrived, the EMTs took over and continued to give the unconscious man CPR. The EMTs then placed the man on a breathing machine and loaded him into the ambulance.

Knowing that the man was in good hands, Cradle headed inside the mail room. At this point, “I broke down, because what if I wasn’t there? Then what would’ve happened?” Cradle asked. “I’m glad that I was there to help save someone’s life, because I would want the same treatment.”

For going above and beyond, the judges named Cradle one of NALC’s Vigilant Award Heroes. This story “stuck out because she stepped up when others didn’t,” they said, noting how labor-intensive providing CPR is. “The poor guy probably had his life saved because one person had the courage to have compassion and empathy for him when others were just going to stand there and watch.”

Cradle was glad to be in the right place at the right time. “To know that God placed all of us here for a reason,” she said of herself and her fellow Heroes, “I’m just grateful.”



THE VIGILANT AWARD

MICHAEL WAITE

NEW HAVEN, CT BRANCH 19

Diving on his route one day in late December 2023, Michael Waite had just dropped off a package in the townhouse complex he was delivering to with 80-some units that are split into six buildings.

“As I’m walking back to my truck, a guy comes staggering out of his apartment,” the five-year carrier and New Haven, CT Branch 19 member said. “And you could tell on his torso and his face, he was covered in what looked like black soot. I looked at his apartment door next, and black, thick smoke is billowing out.”

The carrier first checked on the man. “Are you OK? What happened?” Waite asked him. “He was kind of out of it. He didn’t really answer. At that point, I had recognized there was a fire.”

The carrier swiftly dialed 911 on his phone. “The flames had started bursting through the windows,” he said, adding that there were medical oxygen tanks inside for a resident who lived in there.

“I realized, you know, there’s 13 other units in this building, and the fire started to spread pretty fast,” Waite said. “And as you can imagine with the oxygen tanks, those started to explode, and it was blowing windows out and things like that. So, it was getting a lot worse very fast. I started to fear for my own safety, because it didn’t seem to me like just a normal fire.”

But Waite knew that as the only person around, he needed to act. “I sprinted from door to door, 14 different units banging on the door,” he said, urgently knocking to ensure that any residents in the vicinity were safely evacuated before the fire had a chance to engulf their homes.

“It was pretty crazy,” Waite said of this situation. The 14 units in the

townhome were heavily affected, and “they’ve been vacant since that day, but luckily no one was injured,” the carrier added.

Returning the next day, after the fire had been put out, “that’s when it really started to kick in,” Waite said of his actions. “You know, I’m in the complex again, and I have people coming up to me and saying, ‘Thank you.’”

He was told one story he’ll never forget. “A young woman drives up to me in her car and she asked me what my name was,” he said, adding that the woman’s mother was a clerk at a neighboring station. “In their particular apartment, she was asleep upstairs with her four kids in the bedroom. Her 10-year-old son had heard me banging on the door, but she didn’t. So, her son woke her up and got them all out. They left the apartment, and she told me that her room where they were sleeping ended up being destroyed by the fire. So that stuck with me, still sticks with me.”

The saved clerk, Monique Johnson, later wrote in praise: “This man is my hero forever.”

The judges took note. “Just seeing someone come out of their home, seeing that the situation is deteriorating quickly, and then having the wherewithal to go to all the neighbors and make sure everyone knows what’s going on and getting out of their homes” was impressive, they said in naming Waite one of NALC’s Vigilant Award Heroes. “He didn’t stop till the job was done. Just the magnitude of it—what if he hadn’t paid attention?”

Waite seemed to take things in stride. “I was just grateful to be in the right place at the right time, and grateful nobody was hurt,” he said on receiving his award.



HUMANITARIAN

MATTHEW ROSS SR.

SYRACUSE, NY BRANCH 134



Matthew Ross Sr. always looks for ways he can help in his community. As a letter carrier, he sees more than most the needs of the people he serves. As an artist, he helps his community to see in new ways.

Contributing to the community has long been a commitment for the Syracuse, NY Branch 134 member. In 2020, during the COVID-19 pandemic, he helped raise funds for the local community center on his former route in Westcott for a new van to transport seniors.

In December 2023, when he delivered mail and noticed that some report cards from the local middle school were going to a hotel, he decided to find out more.

“Syracuse is No. 1 in the nation for child poverty. I don’t like that,” Ross said. Determined to help, he checked in with the school counselor to see what he could do. “I told them that if they needed me to help out somewhere in a specific spot, to let me know,” he said.

“He told me, ‘We got a problem here, Matthew,’ ” Ross said. “Some of these parents have called us. They need help and assistance. They’re not going to have Christmas.”

“I’m going to be Santa Claus for all these kids,” the carrier told him. Though the counselor said that that might be a “tough task,” he suggested some students who might benefit from holiday help and reached out to the parents, giving them Ross’s phone number.

Ross said he felt for the kids, some of whom were constantly moving. “They’re growing up in a place that’s not so nice, and they don’t really have any options, and they’re just going

from house to house, always getting evicted,” he said. “It was important for me to be able to help out these people.”

The seven-year carrier soon fundraised every cent he could from the community to buy some local middle-school students Christmas gifts. He was proud that he was able to connect all the dots to be able to cover every kid in the school for the holiday who needed something.

“I was able to help out three different families,” he said, providing items such as a Christmas tree, toys, video games, winter clothes, craft supplies “and most importantly—art.”

Ross said that he’s a recovering drug addict and alcoholic. “I use art as a therapy to get by in life,” he said.

Ross picked up abstract acrylic painting in 2021 and created Mattropolis Art Gallery. He uses social media to show artwork in what he calls a “nice, safe little area of the internet.” It wasn’t long before Ross figured out a way he could use his pastime to help in the community as well.

When he visited the school, Ross met one youngster in particular who was having behavioral issues. “He was breaking pencils and being rather violent,” the carrier said. “I was a mailman just trying to use the restroom, minding my own business. I saw him snapping the pencils and I stopped. I poked my head in there and I said, ‘Hey, what are you doing?’ And he looked at me like I’m crazy.”

Ross pulled out his phone to show the 13-year-old boy some abstract art he had made. “He was in awe. And I told him that art is very important, that we don’t snap the pencils—we use them to draw,” he said. “So, I challenged this kid to draw me

something. A week went by. I'm in the school again. Get dragged into the counselor's office. And there he is, smiling ear to ear. He painted me two paintings."

Ross continued: "He started to pick up painting as, like, a way to not get angry anymore. And I got a couple of his little paintings here in my art gallery. I wouldn't sell those for a million dollars. They're the most important pieces that I own."

In addition to donating paintings to raise money for the Muscular Dystrophy Association, he had proposed to the local Young Women's Christian Association on one of his routes the idea of making a group painting on a 36-inch by 48-inch canvas sometime in December to be displayed in the YWCA building's foyer afterward.

"Unfortunately, one of our letter carriers died this past year, and I'm using all the paint that he had bought and left behind," Ross said. "I'm going to take all of these young girls and the coordinators and everyone there and we can make a painting."

Walking around the city every day, "I find it very depressing," Ross said. "I walk through a lot of trash and filth and garbage. I try and let people know that art's a way of escaping from what you're dealing with at a certain time and place, and that can alleviate some stresses in your life."

Ross uses his "imagination and dedication" to try to be a good role model for others, but he never expected recognition for any of his good deeds. He's been featured over the years on local TV and newspapers in the Syracuse area, sometimes getting honked at by parents on the street, indicating that they want their kids to be like him.

"It was very self-gratifying, because I had planned on doing this without being on TV," he said of his efforts, adding, "Because this happened, I know that these people look up to me and they know that I can, you know, do the right thing. You can do things to impact your community at a local level."

The publicity has helped his cause, though. At a basketball game, he even made a connection with a company that builds beds for kids, and that offered to help any child Ross knows who needs somewhere to sleep.

Delivering mail makes doing good that much easier, too. If any carriers want to make a difference on their route, it's easily doable, says Ross.

"Chances are, they already know with their gut intuition who actually needs the help. [They need] to just follow through on their own intuition and use their own creativity. It doesn't have to be elaborate," he added. "As letter carriers, we have access to a lot of involved people, places, things—and if you just put all that together, you can make good things happen."

The judges were impressed with Ross's efforts, naming him NALC's Humanitarian of the Year. "We picked Matthew because he hasn't just done one initiative. It seems like he is vigilant and looks out for people that he can help," they said. "He's spending some of his paycheck on things for these kids to make their life better and letting them know that people are there for them."

"As a mail carrier," he told those gathered at the Heroes of the Year event, "the most important thing that I could ever do is give back to my own community."



PARTNERSHIP AWARD

ANDREW FONTANETTA & TONY PAOLILLO

FLUSHING, NY BRANCH 294

Some branches measure the success of their community service by amount of dollars, food, clothing or toys. Flushing, NY Branch 294 measures its progress in pints of blood.

After two decades, the branch's blood donation efforts have reached a milestone—1,500 pints of blood donated. Since each donor gives about a pint, that represents 1,500 times a letter carrier or other donor sat down and gave their life-saving gifts over the years.

The tradition began in 2001, when then-Vice President **Brian Keelen**, who served in Vietnam as a combat medic, organized the branch's first blood drive as a service to the community. The branch made it an annual tradition, then began holding them twice a year. When **Tony Paolillo** became branch president in 2010, he appointed blood drive coordinator **Andrew Fontanetta**, and they have jointly organized the events ever since. Now they hold three every year—in winter, spring and summer.

The local Knights of Columbus Hall hosts each blood drive after a regular branch meeting. To remind branch members of the role their donations play in saving lives, the branch votes to dedicate each blood drive to a deceased branch member. The branch also holds a "hero's night" before the blood drive to recognize a heroic member who has come to the aid of someone while out on their route or who has gone out of their way to serve the community, Paolillo said.

To reach the milestone, the branch must first coordinate with the New York Blood Center, a not-for-profit blood bank that sends medical personnel to collect and store the blood.

The branch's main job is to bring people out to donate—the more people giving



Andrew Fontanetta (l) and Tony Paolillo

blood, the more blood they can collect and the more lives that can be saved, of course.

"In theory, to donate, we get anywhere from 30 to 50 people" for each drive, Paolillo said. But sometimes would-be donors find that they are ineligible for medical reasons—anything from high blood pressure to low iron to having a recent tattoo could disqualify a donor, to protect either the health of the donor or the recipient.

Even if carriers know they can't donate blood, he added, they can still help. "We always encourage the members, even if you yourself can't donate blood," he said. "We tell them, 'Perhaps you could bring a family member, a neighbor, a friend who is eligible to donate.'"

The branch attracts donors by sending flyers to each of its 21 postal stations, while the New York Blood Center mails reminders to previous donors. "Once you donate, they email you, they text you," Fontanetta said, "and we find out people are coming back, and they're bringing friends. And it's really snowballing, getting bigger and bigger."

"It's just a great feeling knowing that you made a difference, knowing that one donation can save up to three lives," Paolillo said, because a donated pint might be used in more than one transfusion. "There's always an emergency blood shortage going around. It's something that I'm very proud of our branch [for] that we've been able to host this on a regular basis."

In selecting the duo for NALC's Partnership Award, the judges noted all of the coordination, logistics and organization it takes to put on these blood drives. "Even just managing all the volunteers and teams to coordinate one of those a year is so much work, let alone three," they said. "It addresses this huge need in the community, and gives people the outlet to go and donate. Just think of the countless lives that they've saved by putting on those blood drives. You can't even put a number to it. It's great work."

NALC President Brian L. Renfro told the crowd that this "is in some ways a little different than other awards, because there's so many people that have been involved in this over the years," and he added, "On behalf of all of us here and all the members of our union, please convey to all the members of Branch 294 our appreciation and congratulations for receiving this award."

The branch leaders, who both served nearly 40 years in the Postal Service, agreed—and implored others to become donors.

"If 1 percent or more Americans donate blood, you'll see the blood shortages start to dry up, according to New York blood services," Fontanetta told those at the event.

Paolillo concurred. "It's a simple, straightforward process. But believe me, the impact you can make is immeasurable."

To learn more or help with the branch's campaign, please go to nalc294.com.

WESTERN REGION

GERALD LONEY

TOPEKA, KS BRANCH 10

“My customer Jordan’s running out to me,” Topeka, KS Branch 10 letter carrier **Gerald “Jerry” Loney** recalled of that fateful day, adding that the 33-year-old man was “flailing his arms and yelling and screaming.”

On March 29, 2024, Loney had just finished delivering mail to apartments on his route and was returning to his mail truck when Jordan, a customer he was familiar with, had approached, showing Loney his bloody wrists. He told Loney that he had just attempted suicide.

The carrier started care for the young man and called 911. The operator asked questions about the man and talked Loney through the process of finding something to use as a tourniquet and how to apply it to both wrists.

The customer was wearing a long-sleeved flannel shirt over his T-shirt. “I said, ‘Jordan, get that shirt off! I need it more than you do—I need it for you,’” Loney said. “I wrapped the sleeve around the wrist as tight as I could, took the other sleeve, and then put his arms in a cross.”

Loney, who was previously a preacher, kept talking to and praying over the man, all the while keeping the 911 operator informed. “She said, ‘Is he faint?’ and I said, ‘Well, I don’t know, because I’m pushing him back against the wall so he doesn’t pass out,’” Loney recalled. “She said, ‘Well, keep him talking, so we can get him taken care of.’”

Finally, Loney said, “I heard in the background the ambulance coming.” He kept comforting his customer and soon paramedics began to load Jordan on a stretcher.

Police officers also came to take a statement. “They said the street isn’t well traveled very often,” Loney said. “It’s a one-way street, and they said [if

anybody else would have seen a young kid waving his arm bleeding profusely, they would have swerved around and took off.” They thanked the carrier and took down his information.

Loney suffers from post-traumatic stress disorder due to a personal incident that occurred five years ago. “I had to get calm” while helping the man, he said. “I have PTSD, so I had to overcome that and try to work through it.”

Partly because of Loney’s quick and selfless actions, the man survived. The carrier brushed off the effusive praise, saying that he was always taught to “follow the golden rule—do unto others as you would have them do unto you.”

“The letter carrier is one of those people that is a trusted community member. So, whatever happened in this suicide attempt, that’s the person that they walked out of their house and sought out, and that really spoke to us,” the judges observed before naming Loney NALC’s Western Region Hero.

In addition, they said, because “Gerald was dealing with his own PTSD, seeing that triggered so many things. But because that person trusted him, he knew he had to be here for them. And especially then being smart enough to use the tourniquets so quickly. He was practical and really efficient in saving the man’s life, while also calling for help all by himself.”

Loney keeps in touch with Jordan, and took his customer out to lunch prior to coming to Washington, DC, for the Heroes of the Year ceremony. “I said, ‘Jordan, I’m not the winner of the Western division of the Heroes of the Year award,’” Loney recalled. “I’m the recipient—but Jordan, you’re the winner ... because you got a second chance at life.”



CENTRAL REGION

RUNGPHET BODNAR

MID-MICHIGAN BRANCH 256



“I noticed children at a bus stop running and screaming,” Mid-Michigan Branch 256 letter carrier **Rungphet Bodnar** says about an incident that occurred as she was delivering on her mounted route on April 11, 2024. “As I got closer, I saw a horrifying sight: a 9-year-old girl being dragged across a lawn by a pit bull.”

The 28-year carrier acted quickly, stopping her LLV. “I blocked all the kids with a mail truck across the street so he wouldn’t go after them, and I grabbed my spray. I was like, ‘I’ve got to help this little girl,’” she said. “A woman was desperately trying to save the injured girl, but the dog was relentless.”

“The pit bull had her by the leg, and he was yanking on her. They were playing tug-of-war,” Bodnar said. “So, I got as close as I could, because the last thing I want to do is spray the mom or a little girl. So, I got within a foot, sprayed him in the eyes, he let go of her.”

The situation was further complicated, because the woman was deaf. “We had to work together without verbal communication to try and save the girl as best we could,” Bodnar said. “I continued to spray the dog, being careful to avoid the girl’s wounds, while the woman tried to lift her.”

The girl started to run, but the dog snatched her leg again. “He shook the spray off like it was nothing,” the carrier said. “Everybody’s screaming. There’s chaos. I’m trying to concentrate on just the dog. I kept my eyes on him. Every time I sprayed him, he would run and go immediately right back around both of us and clamp on her arm, her legs, her side, whatever he could get.”

After several failed attempts to free the girl from the pit bull’s grasp, Bodnar was able to spray the dog long enough to force it to retreat into a back yard. She continued to chase the dog with the spray. “As he was running, I’m thinking, ‘Please don’t run out of spray,’” she said.

With the dog finally gone, the woman was able to pick up the girl and rush her to get medical attention.

When Bodnar came back from the yard, everybody was gone. She wondered what to do next.

“There was another busload of kids that were coming within minutes,” she said. “The high schoolers were going to get dropped off, and this dog is still back there. So, I called 911, and I told them, ‘You’re going to need to get a police officer out here to guard this house before these kids get off this bus.’”

Responding officers soon arrived and contacted animal control. Seeing the situation in good hands, Bodnar returned to her route and finished her deliveries.

A police officer called her the following day and said, “I just wanted to thank you,” adding, “It was the worst mauling I had seen. You probably saved her life, but at the minimum, you saved her arm.”

The girl underwent multiple surgeries for her injuries, and a month later, she was able to return to school. “She was doing really well,” Bodnar said. “She comes up to me and gives me hugs. Every time she sees the mail truck, she comes running.”

The judges, impressed with Bodnar’s training and efforts in jumping in to protect the girl, named her NALC’s Central Region Hero. “This stood out because somebody was already trying to help, and it wasn’t working, so this is one of those ‘If this person wasn’t there, this could’ve gone terribly wrong’” type of situations, they said.

“The dog, as they often are, was very persistent,” NALC President Brian L. Renfro told the carrier at the Heroes of the Year ceremony. “But you were more persistent.”

Bodnar was just glad that she had been there to help. “I feel like me and the other woman just did what anyone would have done in that situation,” she said.

EASTERN REGION

BRIAN MEYERS SR.

JOHNSTOWN, PA BRANCH 451

Delivering mail on his route on Aug. 10, 2024, **Brian Meyers Sr.**, a 15-year letter carrier, saw a man outside of a half-way house yelling for help.

As the Johnstown, PA Branch 451 carrier approached, he saw that there were two men wrestling, and one appeared to have stabbed the other in the stomach twice.

“The only thing I could think of doing is running up to the guy and taking him down to the ground, which I did,” Meyers said. “I just ran over, grabbed ahold of the guy’s arm ... and threw him on the ground.”

Meyers’s quick action prevented the assailant from stabbing the victim again.

“And while I was holding him on the ground, he’s kind of saying to me, ‘Mailman, let up on my arm.’ I said, ‘OK. But if you try to get up or something, I’m going to make it hurt more.’”

He subdued the man until the police, who had been called by someone who heard the commotion, arrived.

“I had the situation under control,” Meyers said.

“It’s incredibly courageous, and if you had not done that, who knows what would have happened,” NALC President Brian L. Renfroe told Meyers at the event.

Once officers arrived, Meyers answered their questions, and the victim was taken to the hospital. Police soon charged the suspect with felony aggravated assault.

Meyers talked to the man after he returned from the hospital and learned that he had two big gashes on his stomach. “He made a full recovery, but he almost got stabbed in the spleen,” the carrier said, adding that

had it been a centimeter over, he might have bled to death.

In bestowing the honor of NALC Eastern Region Hero of the Year on Meyers, the judges commended the carrier for inserting himself in the situation to help. “Brian stood out to us because of the risk factor that was so high,” they said. “He did a phenomenal job of intervening, and also capturing the person and saving the man’s life.”

Meyers sees the situation differently. “I don’t think I was a hero,” he said. “I did what I had to do. I stepped up. Never thought of it—because if you think of something, then you don’t do it right.”



NATIONAL HERO

TESFAYE DEYASSO

MINNEAPOLIS, MN BRANCH 9

Driving home from work in St. Louis Park, MN, on April 18, 2024, on I-94 East during the evening rush hour, **Tesfaye Deyasso** noticed a car driving off the roadway and into a highway barrier. As the vehicle smashed into a light pole, the front caught on fire.

“Everything happened within, like, a second,” the Minneapolis Branch 9 member said. “Everything happened so fast, so I don’t know what to do. I only watched those kinds of situations on YouTube, but I [had] never seen it in real life.”

The four-year letter carrier quickly parked on the side of the busy highway and ran up to the car. “It was so scary to pull over because everybody was driving, like, 60 miles an hour,” Deyasso said. “I’m glad I stopped first. And then after I stopped, everybody came to help.”

Another man had stopped and was running with him. By the time they reached the crashed car, the fire had intensified.

Seeing that the driver was unconscious and wasn’t responding, Deyasso attempted to open all of the doors, but they were locked. “I was punching the window because I couldn’t open the door,” he said.

Deyasso finally got the attention of the driver, who had just come to. The driver unlocked the door. The good Samaritans got the door partly open.

“We tried our best to open the door [farther], but it was like 6 inches from the barrier ... so we could not let him out,” Deyasso said.

With the erupting flames, it “was really, really hard to get that close,” he added, especially with the wind blowing. “And then we just kept going back, because we have to save this person.”

They also knew that time was of the essence, and even in calling 911, emergency personnel might not get there in time during rush hour.

The carrier told everyone to find something to smash the window. “We tried, we tried, we tried to break the window. There was no way,” Deyasso said. “And then ... explosions keep happening. And then I was thinking about it: ‘I’m going to die in here.’”

Finally, a highway assistance person arrived with a device that could be used to open the window. The group hoisted the driver out of the car and to safety unharmed.

The rest of the car, including where the driver had been sitting, burst into flames. “I think, like, maybe 20 seconds later the whole car just burned,” Deyasso said. “Everything happened so fast.”

Seeing that the driver was in good hands, Deyasso, who was feeling the effects of the spreading smoke, left the scene. For the next six hours, he struggled to breathe and wheezed due to smoke inhalation. As he was driving back, he recalled it being so bad that he called a doctor, who instructed him on how to slow his breathing.

The smoke had been intense enough that one of the good Samaritans had to go to the hospital with the driver due to smoke inhalation, the carrier said. The driver is doing fine now, having sustained only minor injuries.

Many local and national news affiliates aired footage from a dashcam that captured the incident, which went viral online. In it, Deyasso can clearly be seen at the forefront in the recognizable blue Postal Service uniform.

“A lot of people think that we only deliver mail and packages, but I would like to let them know we can also save



a life,” Deyasso said of letter carriers.

In selecting Deyasso as National Hero of the Year, judges noted how dire the situation was, and that the carrier risked his own safety during the rescue. “That car was going to blow literally at any second, and so he jumped in immediately to help, and so did others,” they said. “Nobody gave up in trying to get this person out of the car.”

Despite the accolades, the carrier maintains that he simply did what he thought was right. “I don’t think I was a hero,” he said in accepting his award. “I just [did] what I was supposed to do as a human being.” **PR**

Final preparations underway for food drive

Letter carriers are preparing for the Letter Carriers' Stamp Out Hunger Food Drive—the largest single-day food drive in the country—to be held on Saturday, May 10.

One in 5 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. Letter carriers have helped meet the need by collecting food that postal patrons leave near their mailboxes on the second Saturday of each May since 1993.

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

“Letter carriers are in every community and can see who in their communities are in need,” NALC President Brian L. Renfro said. “We step up by filling the shelves of local food pantries. Our commitment to the food drive is unwavering.”

Our national partners help make the annual food drive possible. The partners are the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, RR Donnelley, United Way Worldwide, the AFL-CIO, Valpak, Kellanova and CVS Health. These partners help through such actions as sponsoring the specially marked postcards, donating thousands of pounds of food and thousands of dollars to food pantries, donating bags that letter carriers distribute to customers to put their contributions in, gathering volunteers, or getting out the message about the food drive.

In addition, many labor unions contribute in ways large and small,

including: American Federation of State, County and Municipal Employees; International Association of Machinists And Aerospace Workers; United Steelworkers; International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers; Operative Plasterers' & Cement Masons' International Association of the United States & Canada; and the Airline Pilots Association, International.

Volunteers also are key to the drive's success. NALC Headquarters communications staffers and branch food drive coordinators use various means of communication to publicize the event.

The digital communications team at Headquarters already is busy spreading news and reminders on social media, including the event's official social media accounts on Facebook at facebook.com/StampOutHunger and on X (formerly known as Twitter) at [@StampOutHunger](https://twitter.com/StampOutHunger). To find or send messages about the food drive on either platform, use #StampOutHunger.

NALC also promotes news media coverage about the food drive before, the day of, and after the event by distributing news releases and through individual outreach to newspapers, television stations and radio outlets nationwide. Meanwhile, branch food drive coordinators promote the effort on the local level.

After the big day, it'll be time to measure our success. To do that, branches need to report the pounds of food they collected to NALC Headquarters by June 6. The official results will be submitted in the food drive database via the Mem-



bers Only portal under the “Sponsors” tab. Select “Add Local Sponsor” to input money collected and/or pounds of food.

Time is running out for branches to register. Registration is simple and requires only a few minutes.

Branch presidents can simply visit the NALC website at nalc.org, log into the Members Only

portal, select the Stamp Out Hunger Food Drive icon, enter the requested information listed under each tab, and click “Complete Registration.” Branch presidents have the option to designate a local food drive coordinator, who will then gain access to the food drive database via their Members Only portal and will be able to register the branch.

To designate a local coordinator, branch presidents should select the “Coordinators” tab, click “Add Coordinator,” and once the dialog box appears, click “Member Search,” key in the member's last name, double-click the member's name to select, and click “Submit Search.” Click the “Submit” button when the dialog box from the previous page appears and auto-populates with the member's information. The local coordinator will then have access to the food drive database via the Members Only portal.

Branch registration will remain open without postcard guarantee until April 18.

If a branch has questions, please visit nalc.org/toolkit to find contact information for your regional or state coordinator, who will be able to provide assistance. More information about the Stamp Out Hunger Food Drive can be found online at nalc.org/food. **PR**

USPS uniform program for city carriers

Over the decades, the Postal Service has established a high level of confidence with the American public and has consistently been rated the most-trusted federal agency. City letter carriers, in their familiar blue uniforms, are the public face of USPS. People recognize the USPS brand and feel at ease when they see their letter carrier wearing the familiar uniform.

Besides brand recognition, the city carrier uniform serves several other purposes. Uniforms provide immediate visual identification to the public, which makes the job safer when carriers are going down streets, up to houses and into businesses. Uniforms provide protection from the elements while delivering mail outdoors for hours a day. In addition, uniforms

project a neat and professional appearance that customers associate with the outstanding service provided by letter carriers.

Over the years, NALC has negotiated numerous contractual provisions related to uniforms. Since it is a requirement that eligible letter carriers wear postal uniforms, it was established that the Postal Service must provide eligible letter carriers with the resources to acquire them. Article 26 of the National Agreement states that all employees who are required to wear uniforms or work clothes shall be furnished with uniforms or work clothes or shall be reimbursed for purchases of authorized items from licensed vendors.

Understanding how the uniform program works can be confusing for newly hired letter carriers. It is important to know when a new employee becomes eligible for a uniform allowance, how much that allowance will be, how the Postal Service will provide it, and the ways in which uniforms can be purchased. The uniform program varies depending on the employee's status at the time they become eligible to receive a uniform allowance. Whether the employee is a city carrier assistant (CCA) or career employee can affect how the employee receives the allowance and how items are purchased.

CCAs are eligible to receive their uniform allowance upon completion of whichever of the following two comes first: either 90 workdays or 120 calendar days of employment. The date they become eligible becomes their uniform anniversary date. This anniversary date remains the same for the duration of their career, even after converting to career status, and becomes the date each year they receive their next uniform allowance.

Within 14 days of the eligibility date for receiving a uniform allowance, USPS should provide newly eligible CCAs with a letter of authorization—more commonly referred to as a voucher—from their local management to purchase uniforms. Once the form is completed, CCAs should provide the authorization letter to USPS-authorized vendors to purchase uniform items. Uniform allowances may be used to buy items only from authorized USPS vendors. A list of USPS authorized vendors can be found on the LiteBlue website at liteblue.usps.gov. Click on the “My HR” section and then the “Uniform Program” link. From this section, click on the “Licensed Uniform Vendors” link.

Since May 21, 2022, the annual uniform allowance for all eligible letter carriers is \$499. After a CCA converts to career status, they will receive a one-time additional credit of \$116 on the next uniform anniversary date.

The one significant difference in the uniform program between CCAs and career employees is the way in which uniform allowances are received and uniforms are purchased. Career employees do not typically use the letter of authorization or voucher system used by CCAs.

USPS provides career employees with a preloaded Visa debit card, and then carriers simply give the card number to the authorized vendor to pay for their uniform order. Upon conversion to career status, letter carriers will receive the preloaded debit card in the mail close to their next uniform anniversary date. Keep in mind, this process is not automatic. After conversion to career status, and as the employee's uniform anniversary date approaches, local management must complete the



Uniform Allowance Request Interactive Worksheet and submit it to the Human Resources Shared Services Center for the card to be issued.

In the event a CCA is converted to career status after their uniform eligibility or anniversary date, and already has been issued a voucher, the CCA will still have the remainder of the one year of eligibility to use the uniform allowance voucher before receiving the purchasing card on the next anniversary date.

The uniform eligibility date for employees hired directly to career status is upon completion of the 90-day probationary period. As a reminder, career employees will receive the one-time additional credit to their uniform allowance for their first allotment received after becoming a career employee.

As stated above, letter carriers receive a new uniform allowance each year on their anniversary date. Any unspent funds cannot be carried over from the previous year and will be forfeited if not used. If a CCA does not use the full allowance before their appointment ends, the remainder of the uniform allowance will carry over into the next appointment, but it must be spent before the next anniversary date. CCAs cannot purchase uniform items during their five-day break in service. Again, as a reminder, when a CCA converts to career status, their uniform anniversary date remains the same. Be aware of back orders; vendors are not permitted to charge your allowance until the purchased items ship. It's important for both CCAs and career employees to remember to shop early to avoid forfeiting any unspent funds.

Unfortunately, uniform prices are on the rise. Uniform manufacturers



and vendors cite several reasons for higher prices, including increases in the cost of materials, labor, utilities and shipping. NALC is very concerned about city carrier uniform pricing and availability and routinely engages with the Postal Service on uniform issues in several ways. As part of the collective-bargaining process, NALC relentlessly continues to pursue Article 26 improvements to the uniform program. Additionally, NALC will use the City Carrier Uniform Task Force to explore modified or alternative methods to supply city carriers with sufficient uniform items. As part of the duties of the Uniform Control Committee, the parties consider all non-cost matters

pertaining to the Uniform Allowance Program.

CCA uniform program details, including how the uniform allowance is provided, how uniforms are purchased, and how the uniform vendor is reimbursed, are explained on pages 26-2 through 26-5 of the *Joint Contract Administration Manual* and in the uniform section of the *Letter Carrier Resource Guide*, which are available on the NALC website. New city carriers who have questions about the uniform program, or who have met the eligibility requirements but have not received their letter of authorization or purchasing card to buy uniform items, should contact their NALC shop steward or a branch officer. **PR**

Carriers and the mail make news online



Above: Charleston, SC Branch 3902 President Michael Hamilton (l) recognizes recent branch retirees Jose Bailem (c) and Daryl Smalls.

Below: Josh Allen



All Pro Reels

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.

20-plus-year South Carolina letter carrier retires

Jose Bailem, a Charleston, SC Branch 3902 member, was a carrier for more than 20 years and served the Isle of Palms—a slender barrier island—for almost all of them. In early February, the community came together to celebrate Bailem's service to the Isle of Palms community.

A few days before his official retirement, the celebration was held at the town's recreation center. Many residents attended, including the mayor, who told *Isle of Palms Magazine*, "Congratulations to one of my favorite mail carriers of all time. It was wet and cold, but Joe's smile and laugh broke through the clouds."

The letter carrier delivered, even in bad weather, such as a brutal winter storm that occurred in 2018. Bailem remembered that "the ice was thick. The roads were bad, but I showed up and I delivered the mail during that storm.

"I looked forward to every single day working on the island. It is a wonderful, beautiful place to be," Bailem said. "Working or not, I love this island and her people. Delivering mail and packages and smiles here was a special time in my life. It was fun and I will miss it. The people, the kids, the dogs, just interacting with everything and everyone on my route was the best part of working here."

Bailem said he and his wife plan to enjoy retirement together and travel to visit friends and family.

"The Isle of Palms holds a special place in my heart, and now I look forward to doing what I want, when I want

and sharing new and exciting experiences with my beautiful wife," he said.

Buffalo Bills MVP shouts out mailroom employee

Josh Allen, who was named the 2024 AP NFL Most Valuable Player on Feb. 6, shouted out the team's longtime mail room employee, Roderick Morrow, at the awards ceremony.

"I know this is an individual award and it says 'most valuable player' on it, but I think it's derived from team success...[Shout out] to 'Slick Rick' in the mail room," Allen said.

Morrow was deeply touched.

"He mentioned my name," Morrow told "NBC Nightly News." "I started crying. I basically broke down in tears. I couldn't believe it."

A local car dealership stepped in and honored Slick Rick by gifting him a new car after finding out he had been taking the bus to work all these years.

"Josh, you touched me for the rest of my life," Morrow said.

Pennsylvania carrier documents neighborhood cats

Felix Smith, a Philadelphia, PA Branch 157 letter carrier, is documenting his appreciation for the cats on his route with his Instagram account, @usps.pspsp. "Pspsp" is the noise many people use to get cats' attention.

His account features a profile photo of a cat donning a mail satchel and showcases "The Philadelphia Mail Cats" who sometimes jump into his truck, sometimes snoozing in the mail bins or in the passenger seat while he is parked. Smith said that he often carries treats, and the cats know that.

Smith has helped some of the strays get medical treatment and forever homes.

"Basically, it was a little kitten, you



know, covered in fleas, and I picked it up while I was at work,” he said. “And then a friend of mine was like, ‘I’ll take that cat.’ I was like, ‘I could just take pictures of these cats and people would probably love that, because people love cat Instagram accounts.’ ”

So, he started his Instagram account which has, since his first post in 2023, garnered more than 23,800 followers.

Smith, a letter carrier for about three years, said that he finds cats in need of rescue about twice a year. Pinned on his profile is Spike, for whom Smith was able to help find a family with the help of Fishtails Animal Rescue.

His Instagram has allowed him to find others who can help the cats on his route.

“I’ve made a ton of connections with people in the city that are into rescues and able to go help cats on the street,” he said.

Not only does the carrier help rescue them, but he enjoys hanging out with them when he has the time.

“It’s always cats just being super friendly, super personable cats that want to hang out, and I can hang out with them on my lunch break,” Smith said.

New stamps show Appalachian Trail

The Postal Service released Appalachian Trail Forever stamps at the end of February, featuring 15 depictions of landscapes on the trail. The art is based on photographs and shows parts of the trail in all 14 states where the trail exists.

The Appalachian Trail is about 2,190 miles, spans 14 states on the Eastern Seaboard, and takes about five to seven months to fully hike.

The footpath was proposed in 1921, and four years later, the Appalachian Trail Conference was established. By 1968, federal protection of the trail was strengthened with the National Trail System Act of 1968 and in the 1970s the National Park Service had authority of

the Appalachian Trail. Now, about 3 million people visit the trail every year.

Hiker gets help from USPS

Speaking of the Appalachian Trail, one hiker survived all 2,190 miles with the help of packages delivered by USPS. He was one of about 3,000 who attempt to “thru-hike”—hike from one end to the other—each year.

Teddy Kondrich, a 25-year-old bartender’s assistant, got the idea from his father, who had always wanted to hike the trail, but never got the chance.

“My hike allowed me to connect with him in a special way,” Kondrich told USPS *Link*.

He saw 14 states and a lot of wildlife along the way, but his hike wasn’t devoid of challenges. He was on the top of Mount Madison in New Hampshire with a group of hikers, when a severe thunderstorm hit. Taking refuge in a nearby resort, the hikers washed dishes and swept to pay for their night stay.

When Appalachian Trail hikers “through hike” they need help along the way. Strangers, called “trail angels,” give hikers rides to town and meals along their journey, but they weren’t the only ones helping Kondrich.

After months of hiking, shoes get worn out, supplies run low, and hikers don’t see their families for a long time. So, Kondrich was lucky to have family and friends send food, replacement supplies and notes of encouragement, which were delivered to 10 post offices on his journey’s route. A friend’s grandmother even sent him cookies.

Kondrich feels a sense of gratitude.

“On that trail, you become grateful for the little things, such as a dry day or a hot cup of coffee,” he said. “I’m now trying to practice that in the real world—to be grateful for the good moments when you can get them.” **PR**

Teddy Kondrich on his Appalachian Trail hike and one of the new Appalachian Trail stamps

A photo shared on the @usps.pspsp Instagram account by Felix Smith in January



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.

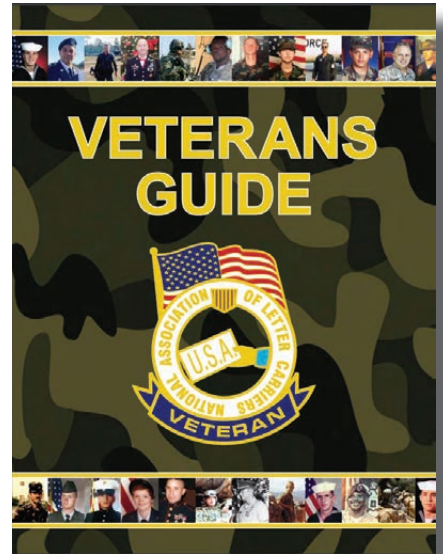
As part of this goal, NALC developed the *Veterans Guide* as a quick reference for valuable information relating to military service and the Postal Service. The guide contains various topics of interest to veterans and union representatives who represent letter carrier veterans. Some of the topics covered 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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Free
to join

Formulating work rule proposals during collective bargaining



**Paul
Barner**

The Postal Reorganization Act of 1970 converted the Post Office Department into the independent government agency we know as the United States Postal Service. Along with this fundamental structural change, NALC gained the right to collectively bargain pay benefits in addition to working conditions and workhours with the Postal Service on behalf of letter carriers. Many of the protections and benefits letter carriers receive are in the form of what are termed work rules. Routinely, members ask about how bargaining proposals addressing work rules are

created. This article will provide some context for that process.

In preparation for the most recent round of bargaining, the members of the NALC Executive Council, supported by certain Headquarters letter carrier staff employees, assembled at NALC Headquarters to begin reviewing the collective-bargaining agreement and convention resolutions from which bargaining proposals were developed. At the outset, subcommittees comprised of officers and staff were created. It is from these subcommittees that the work rule proposals originated.

The question often arises as to what guides the bargaining team in determining proposed additions or changes to the work rules. In order to fully answer this question, one should look at the *NALC Constitution* for guidance.

Article 1, Section 4 reads in pertinent part:

The National Convention shall be the supreme body...

Article 4, Section 1 establishes branch and state association delegates to conventions:

Each Branch having twenty (20) or less members shall be entitled to one delegate and one vote in the National Convention. Branches having more than twenty (20) members shall be entitled to one delegate and one vote for each twenty (20) members, or fraction thereof. Each State Association shall be entitled to two Delegates-at-Large. National Officers and Delegates-at-Large shall each be entitled to one vote, as such, provided that vote may not be cast for officers. Each delegate shall be supplied with a certificate of election signed by the President and Recording Secretary of the Branch.

Article 12 establishes the process of submitting resolutions pertaining to the national working agreement:

Any Branch in good standing or any State Association may, at any time, forward to the National Secretary-Treasurer resolutions properly attested by their President and Secretary-Treasurer for consideration by the appropriate Union authority. Such resolutions must be in duplicate, and each shall be on a separate sheet of paper. Resolutions pertaining to the National Working Agreement, which should, insofar as possible, identify the Article and Section to be changed, shall be forwarded to the Chief Spokesperson of the NALC Negotiating Team; those pertaining to legislation shall be forwarded to the NALC Director of Legislation; and all others shall be forwarded to the NALC Executive Council for their consideration and appropriate action. Those appropriate authorities shall report to the National Convention on all such resolutions and the action taken thereon.

Based on the referenced constitutional citations, work rule resolutions approved by the supreme body of the National Convention become official bargaining positions of NALC. Currently, there are unachieved resolutions that have been approved at national conventions going back as far as the 1970s. Accordingly, the NALC bargaining team makes it a priority to achieve or partially achieve as many of those resolutions as possible as directed by the supreme body.

The combined result of the efforts put forth by the officers of the NALC Executive Council and staff in their respective subcommittees and the directions derived from the official bargaining positions of NALC resulted in approximately 140 work rule related proposals being drafted and ultimately presented to the Postal Service during bargaining. Fortunately, many of those proposals were tentatively achieved.

So, what happens now to those tentatively agreed-upon work rule provisions? As we all know, our collective-bargaining process also provides for binding arbitration as a means to an end if negotiations do not produce an acceptable outcome. This creates somewhat of a reset of everything tentatively agreed to during the bargaining process, which the arbitrator will now decide. That being said, in future negotiations, NALC will continue to strive to achieve as many resolutions as possible directed by the supreme body, as well as seek to attain other work rule provisions formulated by the bargaining subcommittees in an effort to improve the lives of letter carriers on the workroom floor.

All hands on deck



James D. Henry

“All hands on deck” is an idiom used as a call for the immediate assistance of everyone present. “All hands on deck” is also a metaphor for “all present should be ready to fight!” Everyone must be involved, and everyone has to help without exception, usually because it is a serious situation that emerges and needs urgent attention. It appears as if we—the NALC members, letter carriers and employees of the United States Postal Service—have entered a period where the aforementioned call to action is ever relevant.

During the month of February, the current White House administration alluded to the possibility of making some drastic changes to the United States Postal Service. The changes included but were not limited to relieving the Service of its independence and implementing changes that would undoubtedly affect employee stability, services and the viability adversely. The looming threat of potential privatization and/or dismantling of the Postal Service requires all of us, our family and friends, and everyone to be vigilant and active. Collectively, we must combat any and all efforts to do away with the Postal Service as we know it today. The changes proposed by the administration, and the manner in which the changes are proposed to be executed, require an act of Congress and not a mere executive order.

Surely there is plenty of room for improved management of the USPS. There are multiple things that we, as a union, may disagree on, and those matters of reform can and will still be resolved simultaneously. However, what we should not, and cannot, do is sit idle when there is an existential threat to an institution older than the United States itself and our livelihoods. Whether you view the threat as unlikely, possible, probable or imminent, it’s a credible threat that commands our attention, determination and resolve to preserve the United States Postal Service. Let us hope that Congress as a whole is equally determined and has the resolve to prevent, in my view, a very unwise decision to remove the USPS’s autonomy.

I’m a firm believer that letter carriers should be industry leaders in wages, benefits and working conditions! We have traditionally been the example and standard to which our sister unions within the USPS have aspired to. In 1970, the wildcat strike occurred. It was letter carriers who led the way to gain and obtain better pay, benefits and working conditions that ultimately benefited all postal employees. We are being called upon once again to rise up, stand up and show up for the benefit of us all!

“The looming threat of potential privatization and/or dismantling of the Postal Service requires all of us, our family and friends, and everyone to be vigilant and active. Collectively, we must combat any and all efforts to do away with the Postal Service as we know it today.”

We must undertake the fight on two fronts and win! We must insist on a living wage for all letter carriers now and in the future. We must rally the support of our customers and Congress to preserve and protect the USPS. One individual, one sector, one act cannot achieve the goal. It will and does require a collective fight from everyone.

This moment requires all hands on deck. Count me in! I know I can count on you to be in this fight.



Branch audits: A guide for trustees



Nicole Rhine

Article 6, Section 9 of the *Constitution for the Government of Subordinate and Federal Branches* states, in part, that: “The Trustees shall examine and report to the Branch the condition of the books of the officers at least once every six months, compare the vouchers and records and see that they correspond with the collections and disbursements.”

To assist trustees of small local unions, the Office of Labor-Management Standards prepared a guide called *Conducting Audits in Small Unions—A Guide for Trustees to a 10-Step Audit*. This guide is available on the Department of Labor’s website at dol.gov and on the NALC website at nalc.org on the “Secretary-treasurer” page.

I recommend that all trustees, as well as other branch officers, review and consult the Department of Labor (DOL) guide for assistance before, during and after an audit to ensure that the branch’s funds and other assets are safeguarded and expended appropriately for the benefit of the branch and its members.

The planning phase of the audit involves meeting with the other trustees to discuss responsibilities and to assign duties. A letter or other communication should be sent to the president and secretary/treasurer of the branch to advise them of when the audit will be held and which items (e.g. checkbooks, canceled checks, vouchers/warrants, journals, minutes, etc.) the trustees will need to complete the audit. Before starting, trustees should review financial forms such as 990s and LM reports as well as the *NALC Constitution*, the branch’s by-laws, and the branch’s most recent audit report.

The following is an abbreviated checklist of the 10 steps to be performed during the audit, as listed in the DOL’s guide:

The following is an abbreviated checklist of the 10 steps to be performed during the audit, as listed in the DOL’s guide:

Step 1: Trace canceled checks to the bank statements and disbursements journal.

Step 2: Scan the disbursements journal and record unusual entries.

Step 3: Trace the branch roster’s total dues deposited by NALC Headquarters on behalf of the branch to the receipts journal and bank statements.

Step 4: Confirm that receipts from all other sources (in-

terest, rent, raffles, etc.) have been properly recorded and deposited. Trustees may need to refer to the branch’s minutes to determine whether raffle money was deposited.

Step 5: Identify all bank accounts, verify their ending balances, and review withdrawals and transfers. Verify that all withdrawals during the audit period from savings, money market accounts or certificates of deposit were used for legitimate union purposes, as approved by the membership. Trustees might need to refer to the branch’s minutes to confirm expenditures and transfers.

Step 6: Inventory fixed assets such as computers, photocopiers, filing cabinets, etc. If a list does not exist, create one—indicating either their original cost, estimated current value, or value as carried in the branch’s books (if a list exists) and the asset’s location.

Step 7: Confirm that the annual LM report for the latest completed fiscal year was filed on time.

Step 8: Determine whether financial records were properly maintained. (For length of retaining records, see Chapter 6 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information. This guide also can be found on the NALC website on the Secretary-Treasurer’s page under resources.)

Step 9: Ensure that all officers and employees who handle funds are adequately bonded. (Fiduciary officers may consult Chapter 5 of the *NALC Branch Officers Guide to Finance and Administration* for more information.)

Step 10: Confirm that no officers or employees were loaned more than \$2,000 by the branch. Loans exceeding \$2,000 are prohibited by the Labor Management Reporting and Disclosure Act of 1959.

After the audit has been completed, the trustees should review their findings, resolve any loose ends, document their work, and report their findings. This will include determining whether any changes are needed to comply with DOL requirements, and making a list of any internal financial-control weaknesses or problem areas. Unless the trustees have found significant discrepancies in the branch’s records and need outside assistance, they should meet with the principal financial officers of the branch to discuss their findings and resolve any concerns. The audit findings should then be reported to the branch.

Please review the entire guide for conducting audits to gain a better understanding of every aspect of a branch audit. The guide includes sample letters, checklists, common problems and indicators of possible misuse of funds.

Thanks to all branch trustees who are diligent and thorough in performing their duties.

Save our Service



**Mack I.
Julion**

When I started with the Postal Service in 1997, there were those senior carriers and union activists who would tell us that the good government jobs that we had could be taken away with the “stroke of a pen.” Many of them were around, whether active or retired, who could recall how the Postal Reorganization Act of 1970 created the United States Postal Service. It was a piece of legislation that transformed the old Post Office Department from a Cabinet-level arm of the executive branch to a self-sustaining quasi-government agency. I can’t say that I had ever heard the word “quasi” before, but it was

explained to us that although we were federal employees, the Service was not funded by taxpayers. Instead, we operated like a nonprofit organization that served the American people.

The revenue generated by the service we provided came from the postage paid by our customers and the products we sold. This allowed us to be self-supporting. This would appear to be the perfect arrangement, but we were told that because it was created by legislation it could also be taken away in the same manner. We were reminded that postal workers must remain vigilant in protecting our jobs by supporting people who support us and giving money to our political action fund that supported them. It was viewed as an insurance policy for our jobs.

Back then, like so many other new hires, I didn’t really care about using my hard-earned money for political agendas, but over time I would see that the many threats to the Postal Service were real. On the surface, because of the history of our agency and the obvious necessity of the service we provided, one would think that they could never really get rid of us. But like a wolf in sheep’s clothing, the attacks on us would not present themselves in ways that were clearly detectable.

Propaganda would be spread about the inefficiency of the Postal Service and how it would thrive if it was privatized. Any negative story about us would only fuel speculation about how better off we all would be if we were not a “government” agency. These arguments would conveniently fail to say how a private company

would provide the same level of service to every American address, consistent with the mission statement of the Postal Service and the requirement by law to do so. Title 39 of the U.S. Code reads, in relevant part, that:

The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to **patrons in all areas** and shall render **postal service to all communities**. (Emphasis added.)

Such a mandate would not attract anyone in the private sector to such a major undertaking, if they were required to fulfill that obligation. There are some areas of this country, mainly rural, that would not be profitable or make good business sense to engage. There is a reason why some in the private sector use the Postal Service as the last mile for delivery. These companies would not otherwise turn a profit; thus, they would not deliver.

That is why it is so important that the Postal Service remain the public entity that it is. It literally belongs to the American people. It is still an essential service that binds our nation together. One need only look back a few years ago to the COVID-19 pandemic, and how the American people relied on the Postal Service. It was as if America’s love affair with the Postal Service was rekindled after recent years of so many people openly questioning whether we were still relevant in this new digital age. Unfortunately, some of these people work for the Postal Service.

There are members of our union who don’t fully understand our history and the delicate nature of our very existence. That is why I chose to write this article to an audience of letter carriers, because I know that there are those among us who don’t take these threats seriously. They do not give to the Letter Carrier Political Fund, or they voted in the most recent election against their best interest. As of this writing, we are preparing for our National Day of Action and hopefully the attacks on us will subside. We were warned of the possible risk to the Postal Service from a hostile administration and Congress, and this is what now confronts us. It would take legislative changes to legally alter our existence, but with the current makeup of Congress, it is possible.

If our rallies are successful, we will have energized the American people to join us and fight like hell for their Postal Service. Their response to our S.O.S. will not only save this essential American institution, but also our good government jobs.

Mercedes Benz eSprinter pilot test



Christopher Jackson

I want to start by thanking every letter carrier for your hard work and commitment in delivering the mail and parcels to your customers. For this month's column, I will discuss a pilot test recently initiated by the Postal Service using a commercial off-the-shelf vehicle.

Mercedes Benz USA (MBUSA) eSprinter van

In December, the Postal Service detailed its intent to conduct a test using the Mercedes Benz eSprinter van at the Vienna Post Office in Vienna, VA. NALC was invited to attend a demonstration that provided an overview of the van on Dec.

18. NALC City Delivery attended this briefing, reviewed the test model and provided feedback to the Postal Service. Two eSprinter vans were presented for observation by a representative from the Mercedes Benz manufacturer and several officials from USPS.

The eSprinter van is a left-hand drive battery electric vehicle with 488 cubic feet of cargo space. The rear-wheel drive eSprinter is slightly shorter than the Next Generation Delivery Vehicle (NGDV) at 8 feet and 9 inches tall, however, the eSprinter is much longer than the NGDV at 23 feet long. A key fob is required to access and operate the van; it relies on a push button ignition to start the engine. The eSprinter has three driving modes: Comfort, Eco and Max Range. Comfort mode provides full heating and air conditioning output for the driver while maximizing torque and the van's power availability. Eco mode limits some power to the van's comfort options and shifts them to improving its efficiency and increasing battery life. Max Range mode heavily reduces torque and comfort feature output so that its focus is on maximizing the driving range. Additionally, there are four regenerative braking options equipped on the eSprinter that help extend the charge of the battery throughout the day. The eSprinter is expected to travel 233 miles on full charge.

The cabin has both a driver and passenger seat with manual controls to adjust for comfort. Controls for power locks and windows are located on each cabin door. The driver's-side door has additional controls for heated seating and powered side mirrors. The touchscreen monitor located in the center of the eSprinter's dashboard displays a rear camera view when in reverse, like most newer



passenger vehicles on the road today. The cabin monitor also features a digital clock, navigational tools, audio display and the current battery charge. Below the monitor are cup holders and a control panel for features such as audio volume, climate control and hazard lights.

A sliding bulkhead door separates the cabin from the cargo area like other models in the USPS fleet. The cargo area is 6.5 feet tall, so it should accommodate most carriers. There are seven lights installed throughout the cargo area to aid visibility. The area contains two levels of adjustable shelving with four shelves along the roadside of the vehicle and two along the curbside. Two hinged doors, which open outward up to 180 degrees, are at the rear of the vehicle. There is a sliding curbside cargo door with two steps and a handle inside the vehicle for dismount, while a third retractable step extends to the curb from underneath the vehicle when the sliding door opens. If the vehicle is parked too close to the curb, the third step will not extend and the curbside door will not open. The retractable step was identified as an issue to the Postal Service during the observation.



Letter carriers shared early feedback on their experience with the test model. The carriers have had to adjust to the eSprinter's length and its retractable third step. While each carrier spoke favorably about the van's handling, they explained that it is more difficult to clear the rear of the van when turning and harder to find suitable parking on the street. The retractable step causes the carriers to park farther away from the curb so that they can use the curbside cargo door. The carriers haven't experienced any battery issues and charge the van only once a week. Any carriers assigned to drive the eSprinter Van will be asked to complete a survey each time the vehicle is driven during the pilot test.

I want to give thanks to our carriers for sharing their experiences. The pilot test is expected to continue through June of this year. My staff and I will monitor the test and provide updates to the membership. Be sure to read my article each month and visit nalc.org for more information.

A president's power is not absolute



Manuel L. Peralta Jr.

My column last month addressed the actions of the new administration in its quest to reduce the federal budget. Since then, we have seen hectic showmanship designed to torture good and decent public servants. The high-profile discarding of so many federal employees, without a scintilla of evidence indicating misconduct, is just wrong.

And, even if there were actionable evidence, there should be a dignified way of taking the appropriate steps to remove an employee if it was justified. There is nothing wrong with looking for

and addressing fraud and waste in our government; however, it is terribly wrong for the administration to bypass due process.

President Franklin Delano Roosevelt signed the National Labor Relations Act (NLRA) into law on July 5, 1935. In so doing, he indicated that:

A better relationship between labor and management is the high purpose of this Act. By assuring the employees the right of collective bargaining it fosters the development of the employment contract on a sound and equitable basis. By providing an orderly procedure for determining who is entitled to represent the employees, it aims to remove one of the chief causes of wasteful economic strife. By preventing practices which tend to destroy the independence of labor, it seeks, for every worker within its scope, that freedom of choice and action which is justly his.

Section 3 of the NLRA provides that a National Labor Relations Board (NLRB) shall be created and that after initial appointments, the terms will be for five years. In Section 10 of the NLRA, it indicates that:

[The] board is empowered...to prevent any person from engaging in any unfair labor practice...affecting commerce... Whenever it is charged that any person has engaged in or is engaging in any such unfair labor practice, the Board, or any agent or agency designated by the Board for such purposes, shall have power to issue and cause to be served upon such person a complaint stating the charges in that respect, and containing a notice of hearing before the Board...

Why the brief history reference? Gwynne Wilcox, who was appointed to the NLRB by President Biden

in 2021, and who was re-appointed to a five-year term and confirmed by the Senate in December of 2024, was summarily fired by President Trump by letter received on Jan. 27, 2025.

She is quoted as saying: "I handled cases where workers were fired and retaliated against for their conduct, but I never imagined that I would be the person being fired for doing my job."

"The high-profile discarding of so many federal employees, without a scintilla of evidence indicating misconduct, is just wrong."

In a decision dated March 6, 2025, Judge Beryl A. Howell of the United States District Court for the District of Columbia reversed the "removal" with the following wording:

...To start, the Framers made clear that no one in our system of government was meant to be king—the President included—and not just in name only...A President who touts an image of himself as a 'king' or a 'dictator,' perhaps as his vision of effective leadership, fundamentally misapprehends the role under Article II of the U.S. Constitution. In our constitutional order, the President is tasked to be a conscientious custodian of the law, albeit an energetic one, to take care of effectuating his enumerated duties, including the laws enacted by the Congress and as interpreted by the Judiciary.

In the conclusion, the judge provided the following:

The President seems intent on pushing the bounds of his office and exercising his power in a manner violative of clear statutory law to test how much the courts will accept the notion of a presidency that is supreme...An American President is not a king—not even an "elected" one—and his power to remove federal officers and honest civil servants like plaintiff is not absolute, but may be constrained in appropriate circumstances, as are present here.

I share the above as I believe there is a hypocrisy in unjustly firing a civil servant who serves on the board whose purpose is to prevent unfair labor practices.

Stand up for what is right and just, and respect the rights of employees. Stand up with your union when you are called on to rally and keep an eye on each other.

Social Security benefits based on your spouse



Dan Toth

Most of the time when we start talking about benefits through the Social Security Administration (SSA) we refer to a person's own earned benefit. However, an important aspect to understand is the benefit based on your spouse's work history. This article will look at spousal benefits and survivor benefits.

One may be entitled to a spouse's benefit if you don't have enough SSA credits for yourself, or your benefit is smaller than your spouse's. Your spouse must be collecting their benefit before you can collect a spousal benefit. So,

if your spouse isn't receiving retirement or disability benefits, you'll have to wait. Additionally, you must be age 62 or older, or any age if you have a child who's younger than 16 in your care or has a disability and is entitled to benefits on your spouse's record.

The amount of your spousal benefit is up to half of the worker's primary insurance amount, depending on the spouse's age at retirement. If you receive your spouse's benefits before you reach your full retirement age, your payment will be permanently reduced. The primary insurance amount is the amount a person will receive if they begin receiving benefits at their full (or normal) retirement age. Those born after 1960 have a full retirement age of 67. The spousal benefit does not increase based on earning delayed retirement credits. In other words, if your spouse doesn't begin collecting at age 67 or their full retirement age, and rather collects at age 70, your spouse's benefit is based on their age 67 benefit. The delayed retirement credits they earn after full retirement age do not transfer to your spousal benefit.

If you are eligible for both a retirement benefit and a spousal benefit, you must apply for both. Under SSA rules, if you apply for one benefit, you are deemed to be filing for the other. SSA will pay your earned benefit first, but if your spousal benefit is higher, you will get a combination of the benefits equaling the spousal benefit. In other words, you receive a higher amount.

Unless you were 62 years of age in 2015 or earlier, you cannot begin your spousal benefit and later switch to your earned benefit. In any case, those who were 62 prior to 2016 would be at their maximum benefit and have hopefully begun collecting.

Now you might be asking yourself, "But what if I'm divorced?" If you are at least age 62, unmarried, and your divorced spouse is entitled to SSA retirement or disability benefits, and your marriage lasted at least 10 years, you may be eligible. If you have remarried, you are not entitled—unless that marriage ended by annulment, divorce or death. Unlike spousal benefits based on a current marriage, your ex-spouse does not need to be collecting benefits for you to begin your benefits based on their work history. Collecting a spousal benefit based on your ex-spouse's work history does not affect their benefit.

Another important benefit is the survivor's benefit. If your spouse died, you may be eligible for reduced benefits at age 60 if the marriage lasted at least 10 years. If you have a disability, you may be eligible at age 50. And benefits may be available at any age if you take care of your child who is younger than age 16 or who has a disability. The 10-year marriage requirement is not applicable if you have a disability or are caring for a child younger than age 16. The survivor benefit is 71.5 to 100 percent of the deceased's benefit amount, depending on the age you apply. A survivor reaches 100 percent of the benefit if they begin receiving benefits at or after their full retirement age.

Until recently, there was a provision called the Government Pension Offset (GPO) that negatively affected civil service retirees who are spouses and surviving spouses. This provision reduced your spousal or survivor benefit by two-thirds of your government pension. Fortunately, the 118th Congress passed a bill, which was signed into law by President Biden on Jan. 5, 2025, that eliminates this unfair reduction effective January 2024. For more updates on the repeal of the GPO (and the Windfall Elimination Provision), head to SSA's update page at ssa.gov/benefits/retirement/social-security-fairness-act.html.

If you log into your "my Social Security" account at ssa.gov, you can receive an estimate of your benefit. It's a good idea for everyone to log into their SSA account on a yearly basis. You can check your current benefit estimates and ensure that your work history is correct. If you're already retired and collecting a benefit, you can make sure your contact information stays up to date and review your deductions.

MBA representatives



**James W.
“Jim” Yates**

Every branch of the NALC is required to have a Mutual Benefit Association Representative (MBA Rep) as an elected officer of their branch. This has not always been the case. A little over two and a half years ago the delegates convened at the 72nd Biennial convention in Chicago approved an amendment to Article 4 Section 1 of the *Constitution* for the Government of Subordinate and Federal Branches adding the position of MBA Rep as a required officer position. If your branch does not currently have an MBA Rep, your by-laws need to be updated to add this officer position.

The MBA is a fraternal benefit society that has been providing various types of insurance and annuities to letter carriers and their families since it was chartered in 1892. While our products have changed over time, our dedication to city letter carriers has remained the same.

As a fraternal society, the MBA does not have salespeople. Instead, we have MBA reps. The duties of the MBA rep and be found in General Law 3 of the *Constitution and General Laws of the United States Letter Carriers Mutual Benefit Association*. They are:

Section 1. The MBA Representative shall be a member of the NALC and duly elected in the manner prescribed for election of NALC Branch Officers. The MBA Representative is neither an agent of the MBA nor an agent of the NALC and therefore has no authority to act as such.

Sec. 2. The MBA Representative shall be the liaison between the members of their Branch and the MBA home office and perform such duties as required by the MBA home office.

Sec. 3. Before entering on the discharge of their duties, they shall enter into and acknowledge a bond of such sureties as the branch may deem sufficient for the faithful discharge of their duties as MBA Representative.

Sec. 4. At the expiration of their term of office, they shall turn over to their successor or to the branch, all documents, books, papers or money that may be in their possession and belonging to the MBA.

MBA reps play an important role in the operation of the MBA. Educating their branch members on the products offered, assisting with applications or claims, and answering questions about how the MBA can help with their

insurance needs are all part of the MBA rep’s role. Reps can educate their membership in many ways, including at branch meetings, in newsletter articles, or through one-on-one conversations. If they need brochures, applications or assistance, they can contact our office and we will provide them with what they need.

MBA reps should become familiar with the products we offer. To assist with this, the MBA holds training sessions. In 2024 we held three virtual training sessions, one on each line of business we sell: life insurance (whole and term), retirement savings plans, and accident and health (short-term disability and hospital confinement). We are planning to run these same three sessions in 2025. Keep an eye on the NALC website for dates and details.

This year, in addition to the virtual training, we will be printing an updated version of a book with in-depth information on all of our products for MBA reps. This update was requested though a resolution submitted to the Boston convention last summer by a longtime MBA rep and was adopted by the delegates. Once complete, we will mail a copy to every branch in the country for their MBA rep.

As an insurance company, the MBA is required to securely maintain the personal information of our policyholders. We take that responsibility very seriously. As part of their duties, MBA reps also are required to protect this information. Personal information may not be shared with anyone without written consent.

Unlike the Federal Employees' Group Life Insurance program, which we are not affiliated with, there is no time frame for purchasing an MBA policy. There are no open seasons or 60-day windows. The only requirement is that you are a member of the NALC. Additionally, an NALC member may purchase most of our products for their spouse, children, grandchildren, great-grandchildren (all including steps), and parents.

Stepping into the role of an MBA rep may seem overwhelming at first. It will take many of us outside of our comfort zone. In the role of an MBA rep, we are not defending discipline or upholding the contract, but we are providing a valuable service to the nation’s city letter carriers. If you are feeling overwhelmed in this position, we are here to help. Just give us a call.

For more information regarding any of the MBA products, please call the MBA office at 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. You may also visit our website at nalc.org/mba.

Vacation preparation, statistics and 2025 NALC HBP seminar



**Stephanie
Stewart**

As the spring and summer months arrive, many of you may be planning spring break trips with your family or possibly preparing for summer destinations that include travel outside of the United States. From choosing the location, hoping for sunshine, and making sure it includes the perfect activities, there are many things to consider. We understand that this is a time to distress from life's challenges, and we want to do our part as your health benefit plan to make sure your well-being is at the front of the journey.

As you start your travel checklist, consider the following:

1. Don't forget to pack your NALC Health Benefit Plan (the Plan) identification card. Should you have a medical emergency, you will need this information at the time or point of care. Need a backup plan? Make sure to register for the Plan's Member Access Portal, where you can download or view a digital version 24/7 anywhere you go.
2. If you take prescription medication, it is imperative to plan ahead to make sure that you have enough to get you through the entire length of your stay. If you do not have enough, visit our website where you will find a Vacation Prescription Request Form, which allows additional fills of medications when travel leaves you without access to a CVS pharmacy. Keep in mind, although the Plan may place an override allowing payment for an early fill, it is ultimately up to the pharmacist's discretion whether to approve or deny filling the medication.
3. If you are traveling strictly within the United States, make sure to familiarize yourself with all network hospitals and urgent care centers in the surrounding area of travel or destination. Through the nationwide Cigna Open Access Network, we offer more than 36,000 general acute hospitals and facilities and more than 5.5 million primary care physicians and specialists nationwide, thus providing greater access to quality care, and allowing you to make informed health care decisions. If you are

traveling outside of the United States and require medical or prescription attention, our standard out-of-network benefits will apply. Keep in mind, all claims must be itemized to include all information as listed within Section 7, Filing Claims for Covered Services, of the official brochure. Charges must include an English translation and will be converted to U.S. dollars using exchange rate at the time the expenses were incurred. Services performed outside of the United States are paid at out-of-network rates and are subject to the calendar-year deductible. You are responsible for the difference between the billed amount and our payment.

4. Finally, I encourage you to speak with your provider about any health questions or concerns before leaving. It is important to ensure that you are current on routine vaccinations endorsed by the Centers for Disease Control and Prevention and that any preventative care screenings are completed so you know your health status before leaving.

2024 statistics: As your union-owned, union-operated and not-for-profit plan, we firmly believe that support of letter carriers is not an option, but a steadfast priority and must continue throughout the coming years. Not only do we offer competitive health benefit coverage, but we make sure to support this mission through our day-to-day business operations.

In 2024, our Customer Service Department answered 886,000-plus calls, mailed more than 5.8 million pieces of mail or packages, and spent in excess of \$3.7 million on postage.

I am extremely proud of these numbers, and I hope you recognize that when you enroll and become a member of the NALC Health Benefit Plan, you also continue to support our fellow letter carriers.

Save the date—2025 NALC Health Benefit Plan seminar: This year the NALC Health Benefit Plan's 37th seminar will be held at the Disney Coronado Springs Resort in Orlando, FL, Nov. 2-5. While the seminar has always been considered an educational tool for our health benefit representatives to prepare them for the upcoming Open Season, the registration is open to all branch officers who want to help promote the Plan.

If you have attended before, it is important to note that the schedule of events will be different and should be considered when making travel arrangements.

Stay tuned over the next few months, as there will be more to come about this event. We hope to see you there.

Safety blitzes, street supervision and disciplinary action

On Dec. 17, 2024, the Postal Service notified NALC of its intent to establish Headquarters Safety Engagement Teams to assist the district field offices in conducting safety observations. According to USPS, the overall number of accidents has risen by 10.26 percent over the past two years, with fatalities and motor vehicle accidents increasing by 15.64 percent since Fiscal Year 2022. The Safety Engagement Teams are supposed to monitor letter carriers during the performance of their street duties. Because these teams may include management personnel other than a letter carrier's immediate supervisor, the team members should be driving official Postal Service vehicles. Team members should provide their USPS identification if they need to interact with a letter carrier while making these safety observations.

Multiple Postal Service handbooks obligate supervisors to conduct driving observations at least twice a year for every driver under their direction. Based on the notification from USPS, it's likely the Safety Engagement Team will be taking on this responsibility as part of its duties. Letter carriers should be mindful of the fact that these teams, instead of their immediate supervisor, could be observing the carrier's vehicle operation skills and driving habits.

This month's Contract Talk will help explain management's responsibilities when performing street supervision, driving observations and issuing discipline.

Handbook M-41, City Delivery Carriers Duties and Responsibilities, reminds city carriers that they may be supervised anytime while they are working. Section 16, Supervision, of *Handbook M-41* states:

Carriers may expect to be supervised at all times while in performance of their daily duties.

While carriers should expect to be supervised at any time, management has certain responsibilities when performing this street supervision. These requirements are found in Section 134, Street Management, of *Handbook M-39, Management of Delivery Services*, which states in pertinent part:

134.12 Accompanying carriers on the street is considered an essential responsibility of management and one of the manager's most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times.

Section 134.3 of *Handbook M-39*, which identifies specific circumstances that may require additional street supervision, states:

134.3 Criteria for Need
Certain criteria may call attention for individual street supervision. When overtime or auxiliary assistance is used frequently on a route (foot, motorized, parcel post, collection, relay), when a manager receives substantial evidence of loitering or other ac-

tions or lack of action by one or more employees, or when it is considered to be in the interest of the service, the manager may accompany the carrier on the street to determine the cause, or meet the carrier on the route and continue until such a time as the manager is satisfied. No advance notice to the carrier is required.

While there is no requirement for management to notify carriers in advance, Sections 134.21 and 134.22 of *Handbook M-39* provide the proper approach management must use when conducting street supervision:

134.2 Techniques

134.21 The manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above board manner.

134.22 The manager is not to spy or use other covert techniques. Any employee infractions are to be handled in accordance with the section in the current National Agreement that deal with these problems.

The language in the above section requires management to use a straightforward, upfront manner and not to spy on carriers when supervising them on the street. When conducting street observations, supervisors are obliged to highlight the importance of working safely. This requirement is found in Section 134.5 of *Handbook M-39*, which states:

134.5 Safety

During any period of street supervision, every opportunity must be taken to emphasize safety while driving, walking on sidewalks, walking up and down steps, crossing streets, collecting mail, or delivering relays or parcels.

In addition to the requirements found in *Handbook M-39, Chapter 3-5.10 of Handbook EL-801, Supervisor's Safety Handbook*, requires supervisors to observe driving practices.

3-5.10 Observation of Driving Practices

To enforce a high standard of professional driving performance, you must complete PS Form 4584, Observation of Driving Practices, for each driver under your supervision twice a year and at other times deemed appropriate. You must familiarize yourself with defensive driving techniques so that you know what the common driving errors are, how they can be detected, and how they can be prevented.

Likewise, Section 14 of *Handbook EL-804, Safe Driver Program*, reiterates the need for driving observations, as well as the methods and responsibilities for supervisors who are conducting them:

141 Observation of Driving Practices

To enforce a high standard of driving performance, supervisors must observe, at a minimum, the number of driving observations shown in Exhibit 141 and complete PS Form 4584, *Observation of Driving Practices*, for each driver under their direct supervision.

(continued on next page)

Safety blitzes, street supervision and disciplinary action (continued)

(continued from previous page)

The frequency of driving observations, according to *Handbook EL-804*, varies based on the years of postal experience of the driver. In the first 90 days, management should include driving observations with a new employee's 30-, 60- and 80-day reviews. After that, non-career employees and employees with four to 23 months' postal experience should be observed once per quarter. Employees with two or more years' experience should expect driving observations at least twice per year.

The top of the PS Form 4584, Observation of Driving Practices, provides:

The primary purpose of conducting driving observations is to improve driving practices by identifying and correcting actions that could lead to accidents and injuries. This form provides an opportunity for positive recognition and reinforcement of defensive and safe driving practices. Conduct positive discussions with drivers, including the benefits gained from demonstrating safe driving practices. If a driving observation is determined to require official action, such action will be in accordance with the terms of the National Agreements.

Supervisors should document driving practices on the PS Form 4584 and provide the original to the carrier. As indicated, these management interactions should be positive in nature, reaffirming the positive attitude required by Section 134.12 of *Handbook M-39*. Section C of PS Form 4584 offers a list of driving practices supervisors should consider when conducting observations, and Section D instructs supervisors to recognize employees who exhibit safe driving.

Carriers who wish to review these handbooks in more detail can visit nalc.org and retrieve a PDF of the handbook by entering the handbook name in the search box on the top right corner of the main page.

In some locations, observations by these new Safety Engagement Teams have resulted in city carriers either being removed from their street duties using the emergency procedures found in Article 16, Section 7 of the National Agreement, being issued disciplinary action through the other sections, or both. While safety infractions may be serious, as indicated in the PS Form 4584 instructions, there are National Agreement provisions that management must follow when issuing discipline.

For management to sustain any disciplinary action against letter carriers, they must satisfy all the requirements related to the just cause principles contained in Article 16.

The *Joint Contract Administration Manual (JCAM)* defines just cause by breaking it into six sub-questions that arbitrators use when deciding whether to uphold

disciplinary action. These questions are summarized here; the complete explanation of just cause can be found beginning on page 16-1 of the *JCAM*.

1. Is there a rule? If so, was the employee aware of the rule? Was the employee forewarned of the disciplinary consequences for failure to follow the rule?
2. Is the rule a reasonable rule? Management must make sure rules are reasonable, and based on the overall objective of safe and efficient work performance. Management's rules should be reasonably related to business efficiency, safe operation of our business, and the performance we might expect of the employee.
3. Is the rule consistently and equitably enforced? A rule must be applied fairly and without discrimination.
4. Was a thorough investigation completed? Before administering the discipline, management must make an investigation to determine whether the employee committed the offense. Management must ensure that its investigation is thorough and objective.
5. Was the severity of the discipline reasonably related to the infraction itself and in line with that usually administered, as well as to the seriousness of the employee's past record?
6. Was the disciplinary action taken in a timely manner? Disciplinary actions should be taken as promptly as possible after the offense has been committed.

The fourth sub-question of just cause requires that before the decision to impose discipline is made, management must conduct a full, fair and impartial investigation, including giving the letter carrier an opportunity to respond to the charges. In most cases, a supervisor simply observing a safety infraction is not enough to sustain a disciplinary action.

As communicated in this article and the *JCAM*, management has specific contractual and handbook responsibilities they must fulfill when assessing city carrier performance, safety and efficiency. As always, if management removes a carrier from their duties using the emergency procedure or issues a disciplinary action letter, they should contact their steward immediately and give the steward a copy of any written notifications. The steward can then investigate to determine if management has satisfied their obligations when issuing the discipline.

NALC encourages city carriers to always perform their duties safely and to make safety the most important focus throughout the day. Remember, you are the most important delivery.

Emotional injuries and OWCP, Part 1



Regional Workers' Compensation Assistant Coby Jones

Workers claiming emotional injuries under the Federal Employees' Compensation Act (FECA) have to meet the same conditions of coverage as workers claiming physical injuries. They have the same burden of proof to establish the five basic elements of their claim: 1) time, 2) civil employee, 3) fact of injury, 4) performance of duty, and 5) causal relationship.

However, establishing these basic elements in emotional injury cases can be much more challenging than in

physical injury cases. Claims examiners are often skeptical in emotional cases. While physical injuries are objectively verifiable through direct observation, clinical studies or imaging, emotional injuries are largely invisible. And in emotional occupational disease cases in particular, the causes of the injury may be complicated and difficult to establish. This is especially true in cases that attribute the emotional condition to misconduct, error, or abuse by Postal Service management. In such cases, the injured employee will also shoulder an additional burden of proof.

Emotional injuries can be either traumatic (CA-1), or an occupational disease (CA-2). For letter carriers, they also fall into two broad categories: 1) in-house emotional injuries that arise through interactions with USPS management or co-workers, and 2) out-of-house emotional injuries that arise from encounters and incidents with the public while performing letter carrier duties, usually outside the office on the street. Although in-house emotional injuries can be traumatic, they usually involve occupational disease. Almost all out-of-house emotional injuries are traumatic and result from assaults, threats, animal attacks or and traumatic accidents.

Historically, most emotional injury cases have been in-house and have involved allegations that the stresses of the workplace environment and management misconduct, or abuse, have led to the claimed emotional condition. In recent years, because of the unfortunate surge in assaults and attacks on letter carriers, out-of-house emotional injuries have become more and more common.

As President Brian L. Renfro describes it in his President's Message in the September 2023 *Postal Record*: "Every day our members are being targeted in neighborhoods nationwide. Violence, assault, robbery, shootings, and even murder have become part of the job in many locations." Not only do letter carriers sustain physical injuries and even death as a result of these assaults, they also often sustain emotional injuries as well. All of these injuries should be covered under FECA.

Because out-of-house emotional injuries almost always involve specific traumatic events, getting them accepted by OWCP has always been more straightforward than in-house emotional injuries. However, prior to 2023, OWCP required a medical report and rationale from either a psychiatrist or a licensed clinical psychologist in order to accept the condition in all emotional condition cases. Letter carriers who sustained emotional conditions as a result of assaults, in particular, had a difficult time finding psychiatrists or licensed clinical psychologists to diagnose and treat these conditions. It often took months or even the greater part of a year before they could receive treatment for conditions that demand immediate attention.

All this changed with *FECA Transmittal 23-04*, published in May 2023, which revised *FECA Procedure Manual* Chapter 2-805, "Causal Relationship," regarding the requirements for a medical specialist needed to establish an emotional condition. With the revision, only extended occupational disease claims for emotional conditions now require a medical report from a psychiatrist or clinical psychologist to support the explanation of causal relationship required for the claim to be accepted.

The revision allows physicians with other specialties or even family physicians to submit medical reports to establish initial claims and provide treatment in traumatic emotional injury cases. This has been a lifesaver for letter carriers who have been emotionally traumatized by assault and are ill-equipped to deal with jumping through bureaucratic hoops. Not only are their claims accepted more quickly, they more promptly receive the benefits they are entitled to under the FECA, such as counseling and wage-loss compensation if they are incapacitated from working due to their condition.

According to the *Transmittal*, the revision is intended to apply to "typically traumatic injuries where the event or events are very specific, unambiguous and are generally clearer to physicians outside the psychiatric specialty as incidents that may naturally result in an extreme emotional reaction." In such cases, evidence establishing the traumatic event, such as a police report or accident report, should be submitted as part of filing the claim, in addition to the medical report.

The revisions from *FECA Transmittal 23-04* do not apply to emotional conditions in CA-2 occupational disease claims—usually in-house cases that involve allegations of stress or abuse in the workplace by postal management. Not only are these cases much more difficult to get accepted, OWCP also will still require a causal explanation from a psychiatrist or licensed clinical psychologist.

Next month's column will continue the discussion of emotional injuries and will focus on these more complicated in-house cases.

Monthly CSRS annuity payments for letter carriers who retire on May 1, 2025

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on May 1, 2025. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step O/P carriers and vary by length of postal/federal/military service.

Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

	CC Grade 1 / High-3 Average ¹ : 74,736			CC Grade 2 / High-3 Average ¹ : 76,305		
Years of Service ²	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,258	\$203	\$2,054	\$2,305	\$208	\$2,097
21	2,382	216	2,166	2,432	221	2,211
22	2,507	228	2,279	2,559	233	2,326
23	2,631	241	2,391	2,687	246	2,440
24	2,756	253	2,503	2,814	259	2,555
25	2,880	266	2,615	2,941	272	2,669
26	3,005	278	2,727	3,068	284	2,784
27	3,130	290	2,839	3,195	297	2,898
28	3,254	303	2,951	3,322	310	3,013
29	3,379	315	3,063	3,450	322	3,127
30	3,503	328	3,175	3,577	335	3,242
31	3,628	340	3,288	3,704	348	3,356
32	3,752	353	3,400	3,831	361	3,471
33	3,877	365	3,512	3,958	373	3,585
34	4,001	378	3,624	4,085	386	3,699
35	4,126	390	3,736	4,213	399	3,814
36	4,251	403	3,848	4,340	411	3,928
37	4,375	415	3,960	4,467	424	4,043
38	4,500	427	4,072	4,594	437	4,157
39	4,624	440	4,184	4,721	450	4,272
40	4,749	452	4,296	4,849	462	4,386
41	4,873	465	4,409	4,976	475	4,501
41+11 months & over ⁵	4,982	476	4,507	5,087	486	4,601

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between May 1, 2022, and April 30, 2025, at Step O/P.

2. Years of service includes any unused sick leave.

3. The reduction for a survivor's annuity is the amount necessary to provide maximum benefits (55 percent of basic annuity) to a surviving spouse.

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$576.50 per month if for self plus one (code 323), \$516.58 if for self and family (code 322), or \$238.29 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-3 average on the basis of unused sick leave accumulated under CSRS.

Clip and save—may not be printed every month. Always available at nalc.org.

Monthly FERS annuity payments for letter carriers who retire on May 1, 2025

The Federal Employees Retirement System (FERS) covers federal and postal employees hired on or after Jan. 1, 1984. FERS employees earn retirement benefits from three sources: the FERS Basic Annuity, Social Security and the Thrift Savings Plan.

An additional Special Annuity Supplement is paid to FERS annuitants who retire at Minimum Retirement Age (MRA) plus 30 years or more, or at age 60 plus 20 years or more. It is approximately calculated by taking an individual's Social Security age 62 benefit estimate, multiplied by the number of years of FERS

coverage, divided by 40. It is payable to age 62 and then ends. Social Security benefits are payable beginning at age 62.

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on May 1, 2025. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O/P carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : 74,736			CC Grade 2 / High-3 Average ¹ : 76,305		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,246	\$125	\$1,121	\$1,272	\$127	\$1,145
21	1,308	131	1,177	1,335	134	1,202
22	1,370	137	1,233	1,399	140	1,259
23	1,432	143	1,289	1,463	146	1,316
24	1,495	149	1,345	1,526	153	1,373
25	1,557	156	1,401	1,590	159	1,431
26	1,619	162	1,457	1,653	165	1,488
27	1,682	168	1,513	1,717	172	1,545
28	1,744	174	1,569	1,780	178	1,602
29	1,806	181	1,626	1,844	184	1,660
30	1,868	187	1,682	1,908	191	1,717
31	1,931	193	1,738	1,971	197	1,774
32	1,993	199	1,794	2,035	203	1,831
33	2,055	206	1,850	2,098	210	1,889
34	2,118	212	1,906	2,162	216	1,946
35	2,180	218	1,962	2,226	223	2,003
36	2,242	224	2,018	2,289	229	2,060
37	2,304	230	2,074	2,353	235	2,117
38	2,367	237	2,130	2,416	242	2,175
39	2,429	243	2,186	2,480	248	2,232
40	2,491	249	2,242	2,543	254	2,289
Each additional year ⁵	62.28	6.23	56.05	63.59	6.36	57.23

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between May 1, 2022, and April 30, 2025, at Step O/P.

2. Years of service includes any unused sick leave.

3. The reduction for survivor's annuity is the amount necessary to provide maximum benefits (50 percent of basic annuity) to a surviving spouse.

4. If covered by the NALC Health Benefit Plan, a further deduction of either 576.50 per month if for self plus one (code 323), 516.58 if for self and family (code 322), or 238.29 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under FERS rules, there is no maximum allowable yearly annuity. However, given the FERS formula of 1 percent per year, it is highly unlikely that any FERS employee will ever exceed the 80 percent maximum limit under CSRS.

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10 percent—their annuities are calculated at 1.1 percent times years of service times high-3 average salary.

State Summaries

Alabama

The Alabama State Association convention will take place June 26-29 in Tuscaloosa at the Embassy Suites, 2410 University Blvd. 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 by May 1 any submissions for bylaws changes, as well as the names of any brothers and sisters whom we have lost since the 2023 state convention. Host letters have been mailed! We look forward to seeing you there.

In solidarity—

Accacia S. Hammonds

California

Are any of you looking over your shoulder to see if Elon is coming after you next? Did any of you expect anything different? He gave more than \$270 million to The Donald! No one shells out that kind of money and doesn't get anything in return.

I know some of you might have thought, "Hey, Sean O'Brien from the Teamsters has influence with the president and might steer him in the right direction. He nominated a secretary of Labor who had an OK record on unions. So maybe things this time will be different, right?"

Sorry, zebras don't change stripes. Almost everyone the president surrounds himself with is anti-labor. Both the president and his pimp, Elon, have stated that the USPS should be privatized. Does that surprise you? During his first administration, he repeatedly berated the Postal Service and recommended that it become a private company.

And that's not all. To pay for a \$4.5 trillion tax cut for the wealthy, your benefits are on the table—that is to say:

1. Elimination of the special annuity supplement. If you could retire at age 57, this effectively raises your retirement age to 62.
2. Retirement will be based on high-5 as opposed to high-3.
3. Pre-2013 hires would pay 4.4 percent of their base salary into FERS, a nearly \$2,400 a year pay cut.
4. The USPS will pay a fixed amount toward your health premiums, as opposed to a percentage based on inflation, costing you hundreds extra per year.

Next time you report to work, take a good look at your fellow co-workers. Many of them are one or two missed paychecks away from losing their homes. Then look at Elon Musk. Who do you have more in common with?

Hint: Not the one who wants to take a chainsaw to your benefits.

Eric Ellis

Colorado

Several branches throughout Colorado had very successful rallies with great support from community members and others who know that the USPS is critical for our country.

Branches from the Western slope to the Eastern plains, to the Denver metro area and Northern and Southern communities, came together to push back and say "Hell no!" to privatizing the USPS. The fight is just beginning, and we can't let our guard down now.

Follow us on Facebook at "Colorado Letter Carriers" to stay informed on Colorado issues that concern letter carriers and how you can help to take action when needed.

Thank you for your continued and unwavering dedication!

Richard Byrne

Florida

From May 16-18, the FSALC, along with NBA Eddie Davidson and the RAAs, will conduct a contract training and legislation seminar. This training will be held at South Florida Branch 1071's union hall, located at 4225 Flamingo Road in Miramar.

Two hotels are available for those sending some of their officers and stewards. They are the Hilton Garden Inn Miramar, located at 14501 Hotel Road, Miramar (phone is 954-438-7700 with room rates of \$143 per night) and Tru by Hilton, located at 14577 SW 27th Way, Miramar (phone is 954-628-1400 with room rates of \$143 per night). Branch presidents may make reservations for their members by calling the hotels and stating that this is for the FSALC.

Training will be held on Friday, May 16, from 9 a.m. to 5 p.m. and Saturday, May 17, from 9 a.m. to 5 p.m. Additionally, on Sunday, May 18, from 9 a.m. to 1 p.m., there will be a retirement seminar for anyone wishing to attend. Breakfasts and lunches will be provided for the attendees at no cost to their branches.

The training will begin with a general session conducted by NBA Eddie Davidson on Friday from 9 a.m. to noon. The scheduled training classes are as follows: "Grievance Procedures from A to B," "Overtime equitability," "Grieving Start Time Changes," "Before the Mail Count and Inspection, Part 1," "During the Mail Count and Inspection, Part 2" and "After the Mail Count and Inspection, Part 3."

NBA Davidson has provided branch presidents with a sign-up form. These forms should be returned ASAP in order to determine the amount of training materials needed.

O.D. Elliott

Indiana

A serious game with words and intention. A Presidential Executive Order 14151 is titled "Ending Radical and Wasteful Government DEI (diversity, equity, inclusion) Programs and Preferencing." At the stroke of a pen, it is now directed to "terminate, to the maximum extent allowed by law, all DEI, DEIA (diversity, equity, inclusion, and accessibility), and ... all "equity action plans," "equity" actions, initiatives, or programs, "equity-related" grants or contracts..."

Letter carriers are familiar with the term "equity" meaning fair. Fairness rarely happens in our work environment and now through the

federal government. This directive is saying to terminate all fairness. Eventually, it leads to giving most American men advantages that are not fairly distributed to all American people. Coming from the stroke of a pen through to a whisper in words and into discriminating against groups of people. The best qualified really means the person that has the decision-maker's favor.

Indiana Gov. Mike Braun addressed DEI when he wrote Executive Order 25-14, "Ensuring all Hoosiers have equality of opportunity by eliminating DEI in State Government." The language in this directive refers to a decision made by the Supreme Court on June 29, 2023, from a Federal Supreme Court. The review by the executive state agencies will be completed by April 20, and more chaos will come from the written report after July 1.

The United States and the state of Indiana has seen worse in history than these degrading executive orders. The U.S. Supreme Court was strategically hand-picked, so taking cases to court will likely favor the current decision makers. In the '80s, artist Chuck D said, "Fight the power. Fight the powers that be." We will not succumb to politicians who won't let their signature pen rest. We are our brothers and sisters' keeper.

Kieaunta Roberson

Kentucky

While winter has begun to retreat across the Bluegrass State, our letter carriers continue to face different stresses upon their psyches. The threat and uncertainty from privatization is something NALC has battled for decades.

What can those who carry the mail do? Support the union, give something to LCPF, get active, and be informed as much as you can. From President Renfro to our local union officials, we will continue to "fight like hell." All should be paying dues—solidarity matters.

Contact our two U.S. senators, McConnell and Paul, who chairs Homeland Security and Governmental Affairs, which has oversight for the U.S. Postal Service. Contact your U.S. rep-

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.

representative; we have six in Kentucky. Comer is in KY-1, and is chair of House Oversight Committee, which directly oversees USPS. The others are Guthrie in KY-2, McGarvey in KY-3, Massie in KY-4, Rogers in KY-5 and Barr in KY-6. You can google their contact info or call 202-224-3121, the Capitol switchboard, to connect with their offices. When President Renfroe urges us to contact Congress about votes on NALC legislation that benefits us and our employer, continue to make the calls. Your Kentucky State Association of Letter Carriers may also relay information through your branches. You should be off the clock and out of uniform.

We will need all members, regardless of political affiliation, to get involved. Nobody voted to dismantle the Postal Service last November.

Our elected U.S. reps need to know that, and they all run for election (Senators every six years; representatives every two years). Go to nalc.org for more info or contact a NALC official. Let's win this together!

Bob McNulty

Tennessee

Hello, sisters and brothers of the satchel! Scholarships are a wonderful gift to a high school student applying for admission to an institution of higher learning. And here in Tennessee, your state association has two \$1,000 scholarships to be awarded this year.

Interested parents whose children are high school seniors are encouraged to apply by phone (865-660-3264) to the undersigned,

who also doubles as the vice president of the state association. An application will be mailed out with the application instructions. Our suspense date is May 28, which will allow our scholarship committee time to review the applications during our 99th annual Tennessee State Association of Letter Carriers state convention in Gatlinburg at the Glenstone Lodge June 5-7.

Our mission is to provide legislative liaison support to all National Association of Letter Carriers branches in Tennessee, and one of our programs is to award these two scholarships to deserving students of NALC parents. These scholarships are to be used toward pursuing an undergraduate degree at an accredited college of their choice.

Tony Rodriguez

Anchorage, Alaska

Many CSRS retirees have gotten their SS back pay and the increase in their monthly payment. It took decades to fix, but the power of COLCPE, and now LCPF, was evident. With my new monthly increase to SS, I'll be increasing my monthly contribution to the LCPF, and I encourage everyone to increase the contribution.

FERS carriers, you're in a position to make a change for your retirement. H.R. 1522, the Federal Retirement Fairness Act, will benefit 65 percent of active carriers, allowing them to buy back their non-career time. Imagine being able to retire sooner than you currently can because you can make catch-up contributions. More than 132,000 carriers started in non-career positions. And nearly everyone I've spoken to would buy back their time to retire sooner. Given the current circus in Washington, retiring as soon as you can looks very appealing now.

While many retirees or soon-to-be retired say they're glad they are out and don't have to worry about the crazy ideas being floated by the current administration, who says you're safe? What makes you think your current benefits can't be touched? There's no law that grandfathers you in for your benefits. Your health benefits can cost much more, according to the Project 2025 manifesto. Those running the show now believe the benefits you receive are much too generous and should be rolled back.

To stop this madness from happening, we need friends on Capitol Hill. And those friends come at a cost. That's where LCPF comes in. Don't be the one saying, "If I only gave \$5 a paycheck, that could have helped save my retirement."

"Don't step over a dollar to save a nickel" is a phrase that means trying to save too much money can end up costing more in the long run.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

I read an article about a Michigan couple who, along with one other person, won the \$842.4 Powerball lottery from a ticket that was purchased on New Year's Day. It took them six months to come forward to claim their winnings.

They opted for a cash sum of \$305 million after taxes. The couple, who have two children in their teens, said that they will continue to work for a while longer and possibly buy property in Florida to get away from the Michigan winters.

I congratulate them, and maybe this is just me thinking that almost any letter carrier who won this much money would not hesitate to call in and say, "I will not be returning to work anytime soon," and say goodbye to all the B.S.

They plan on sharing their winnings with immediate family and also donate to charities.

I think it's time to buy some lottery tickets. Good luck to all.

Dennis Spoto, Branch 425

Paterson, New Jersey

On a beautiful Sunday morning, specifically Oct. 27, 2024, the National Association of Letter Carriers Branch 120 held its retiree breakfast honoring 24 of its most recent retirees at LaNeve's Cedar Cliff restaurant in Haledon, NJ.

Among the honored retirees were: Carolnette G. Arrick, Larry L. Banks, Jaime Bermudez Jr., Robert H. Blanos, Maria R. Borja, Richard Caccavella, Gregory W. Carter, Virginia G. Carter-Timmons, Renato L. Chavez, Carol L. DeGroot, Guy Demarest, Carlos Dominguez, John E. Drexler, Milagros L. Gonzales, Wilbert Home, Linda K. Hughes, Debra J. Olive-James, Javier Ortiz, Cherrie L. Padilla, Felix M. Pagan, Angelo Palatucci Jr., Gerald L. Thompson, Brian K. Webster and Larry E. Wheeler.

We wish all of our retirees many more years of good health, happiness and good fortune.

Retiree Reports

We appreciate their long and many years of dedication to our union, to the United States Postal Service, and to the American Public.

Joseph Murone, Branch 120

Springfield, Ohio

I am sorry to report that longtime branch member Jerry "Slats" Schuyler passed away last month. All Branch 45 members extend our condolences to his family.

Jerry retired in December 1995, only two months after I started working at the Post Office. He was a T-6 and then switched over to Route 377. Route 377 no longer exists, and is now Route 358.

Slats served many years as the branch health benefits and Mutual Benefit Association representatives. He was also a branch delegate to several union conventions.

Jerry was a Branch 45 member for 64 years—a feat not many of us will ever achieve. I have been told that back in the day, after the monthly union meeting ended, carriers would stay around, drink beer and play poker. Jerry was rumored to be quite good.

Although I did not know Jerry at work, I met him many times at branch meetings. He was always interested in what was going on in Springfield, offering insights into how things got to where they were. Slats had a great sense of humor, as well as being level-headed during the sometimes contentious branch meetings.

I would like to thank all the retirees who voted in the branch elections in December. Your votes helped make a difference. Special thanks to Dominick Dennis, Butch DeSantis and Don Bendure for being on the election committee.

Branch meetings are the second Thursday of each month at 6:30 p.m. on the second floor of the post office. Elevator is available. Free pizza and soda. Hope to see you there.

Brian Gourillis, Branch 45

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

Roosevelt J. Harris Jr.	St. Louis, MO	Br. 343
Donald C. Holder	Canton, OH	Br. 238

70-year plaques

Charles M. Bloomquist	CT Mgd.	Br. 20
Franklin J. Montgomery	Oak Park, IL	Br. 825
Leroy F. Rossman	Oak Park, IL	Br. 825
Paul J. Feldkamp	Louisville, KY	Br. 14
Roland T. Dornier	St. Paul, MN	Br. 28
Marvin R. Rahn	St. Paul, MN	Br. 28
Robert F. Avery	St. Louis, MO	Br. 343
Percy L. Cox	St. Louis, MO	Br. 343
Charles P. Dalton	St. Louis, MO	Br. 343
Robert E. Flaherty	St. Louis, MO	Br. 343
Wilbert L. Hubbard	St. Louis, MO	Br. 343
Delbert E. Butters	Salt Lake City, UT	Br. 111
Paul M. Robison	Salt Lake City, UT	Br. 111

65-year pins

William J. Leonard Jr.	Montgomery, AL	Br. 106
G. Tautkus	CT Mgd.	Br. 20
James W. Yarbrough Jr.	Valdosta, GA	Br. 998
Jack L. Dawson	Oak Park, IL	Br. 825
Art N. Dykema	Oak Park, IL	Br. 825
Ronald V. Fugiel	Oak Park, IL	Br. 825
John A. Heddleson	Oak Park, IL	Br. 825
Arnold F. Iben	Oak Park, IL	Br. 825
Karl F. Schalk	Oak Park, IL	Br. 825
Lee G. Spinka	Oak Park, IL	Br. 825
Raymond R. Vendl	Oak Park, IL	Br. 825
Frederick R. Vollman	Oak Park, IL	Br. 825
Louis K. Buckel	Louisville, KY	Br. 14
Joseph D. Cahill	Louisville, KY	Br. 14
John W. Clay	Louisville, KY	Br. 14
David A. Potts	Louisville, KY	Br. 14
John D. Schroeder	Louisville, KY	Br. 14
Arthur R. Linington	Mt. Clemens, MI	Br. 654
Wallace L. Billy	St. Paul, MN	Br. 28
Vernon O. Grimsrud	St. Paul, MN	Br. 28
James R. Drysdale	Florissant, MO	Br. 4839
Edward Gruenloh	Florissant, MO	Br. 4839
Joseph G. Gruenloh	Florissant, MO	Br. 4839
David L. Hackmeister	Florissant, MO	Br. 4839
Jimmie A. Howell	Florissant, MO	Br. 4839
William J. Kaatman	Florissant, MO	Br. 4839
Walter O. Kaiser	Florissant, MO	Br. 4839
Richard Allison	St. Louis, MO	Br. 343
Wade E. Cross	St. Louis, MO	Br. 343
Robert L. Ecker	St. Louis, MO	Br. 343

James T. Goheen	St. Louis, MO	Br. 343
John H. Haake	St. Louis, MO	Br. 343
Vernon C. Herrington	St. Louis, MO	Br. 343
Thomas N. Howery	St. Louis, MO	Br. 343
Ronald B. Johnson	St. Louis, MO	Br. 343
Lonnie L. Jones Jr.	St. Louis, MO	Br. 343
Richard H. Miriani	St. Louis, MO	Br. 343
Howard J. Neels	St. Louis, MO	Br. 343
Richard G. Preusser	St. Louis, MO	Br. 343
Walter W. Schriber	St. Louis, MO	Br. 343
Bobby J. Whitaker	St. Louis, MO	Br. 343
Charlie R. Nichols	Winston-Salem, NC	Br. 461
Glenn E. Coates	Canton, OH	Br. 238
Richard H. Farber	Canton, OH	Br. 238
John C. Johnson	Canton, OH	Br. 238
John A. Seckler Jr.	Canton, OH	Br. 238
John M. Amodei	Southeast PA Mgd.	Br. 725
Sheldon L. Broadbelt	Southeast PA Mgd.	Br. 725
Vincent J. Deletto	Southeast PA Mgd.	Br. 725
Francis J. Disanti	Southeast PA Mgd.	Br. 725
Charles R. McMullen	Southeast PA Mgd.	Br. 725
Charles W. McQuaid	Southeast PA Mgd.	Br. 725
James E. Racine	Southeast PA Mgd.	Br. 725

60-year pins

Steve G. Herrera	San Bernardino, CA	Br. 411
Gene E. Kennedy	San Bernardino, CA	Br. 411
George J. Dostaler	CT Mgd.	Br. 20
William R. Montefiore	CT Mgd.	Br. 20
William E. Stevens	CT Mgd.	Br. 20
Donald H. Barnacle	Oak Park, IL	Br. 825
Lawrence P. Bilek	Oak Park, IL	Br. 825
Malvern D. Brandow	Oak Park, IL	Br. 825
Malcolm D. Fisher	Oak Park, IL	Br. 825
Carl L. Grams	Oak Park, IL	Br. 825
Willie Jones Jr.	Oak Park, IL	Br. 825
Robert E. Joyce	Oak Park, IL	Br. 825
John D. Lee	Oak Park, IL	Br. 825
Harold W. Polnow	Oak Park, IL	Br. 825
Thomas S. Rogers	Oak Park, IL	Br. 825
Walter F. Rueff	Oak Park, IL	Br. 825
William R. Seidler	Oak Park, IL	Br. 825
John A. Whitmer	Oak Park, IL	Br. 825
Jerry W. Blue	Louisville, KY	Br. 14
Richard J. Brown	Louisville, KY	Br. 14
Martin G. Bruck	Louisville, KY	Br. 14
Richard L. Crawford Sr.	Louisville, KY	Br. 14
Jerry L. Emmons	Louisville, KY	Br. 14
William E. Furlong	Louisville, KY	Br. 14
William C. Harrison	Louisville, KY	Br. 14
Bobby G. Kennedy	Louisville, KY	Br. 14

Edward E. Lee Jr.	Louisville, KY	Br. 14
George E. McGinity	Louisville, KY	Br. 14
Robert B. Rich	Louisville, KY	Br. 14
Paul R. Seitz	Louisville, KY	Br. 14
Bobby L. Stewart	Louisville, KY	Br. 14
Herman J. Strohbeck Jr.	Louisville, KY	Br. 14
Rodger D. Tullock	Louisville, KY	Br. 14
Thomas A. Webb	Louisville, KY	Br. 14
Larry W. Wilson	Louisville, KY	Br. 14
James B. Gossard Sr.	Hagerstown, MD	Br. 443
Roy K. Stone	Hagerstown, MD	Br. 443
Neal D. Jermyn	MA Northeast Mgd.	Br. 25
Duane L. Duffey	Mt. Clemens, MI	Br. 654
Edmund J. Karnes	Mt. Clemens, MI	Br. 654
Andrew W. Knapp Jr.	Mt. Clemens, MI	Br. 654
Patrick H. Langan	Mt. Clemens, MI	Br. 654
Eugene D. Lindstrom	St. Paul, MN	Br. 28
Joseph A. Badalamenti	St. Louis, MO	Br. 343
George R. Bauer	St. Louis, MO	Br. 343
Charles A. Brabec	St. Louis, MO	Br. 343
Raymond E. Breakfield	St. Louis, MO	Br. 343
Ronald E. Fromm	St. Louis, MO	Br. 343
Daniel W. Gangloff	St. Louis, MO	Br. 343
Robert W. Gerdes	St. Louis, MO	Br. 343
Thomas H. Glass	St. Louis, MO	Br. 343
Vernon E. Isenman	St. Louis, MO	Br. 343
John R. Rickhoff Jr.	St. Louis, MO	Br. 343
Joseph B. Shadduck Jr.	St. Louis, MO	Br. 343
Larry A. Streib	St. Louis, MO	Br. 343
Arthur J. Toney	St. Louis, MO	Br. 343
Leonard Turner	St. Louis, MO	Br. 343
Harold White Jr.	St. Louis, MO	Br. 343
Charles H. Allen	Brooklyn, NY	Br. 41
Ralph A. Tarantino	Hudson Valley Mgd., NY	Br. 137
Anthony R. Mayberry	Winston-Salem, NC	Br. 461
Frederick P. Feldkircher	Southeast PA Mgd.	Br. 725
Harry B. Lentz Jr.	Southeast PA Mgd.	Br. 725
Gabriel M. Muscella	Southeast PA Mgd.	Br. 725
William T. Beavers Sr.	Greenville, SC	Br. 439
Frank R. Godbey	Greenville, SC	Br. 439
Glenn M. Christensen	Salt Lake City, UT	Br. 111
Steven G. Franz	Salt Lake City, UT	Br. 111
Jerry L. Brown	Parkersburg, WV	Br. 481

55-year pins

Fanchon A. Carrigan	Greater E. Bay, CA	Br. 1111
Arcadio Cortez Jr.	CT Mgd.	Br. 20
George J. Dostaler	CT Mgd.	Br. 20
J. A. Jannetty	CT Mgd.	Br. 20
David C. Bass	Lakeland, FL	Br. 1779
Stephen R. Clarrey Jr.	Lakeland, FL	Br. 1779

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

Michael J. Bober	W. Palm Beach, FL	Br. 1690	Donald B. Lockhart	MA Northeast Mgd.	Br. 25	Harvey J. Bisofsky	Brooklyn, NY	Br. 41
Travis L. Bush	Warner Robins, GA	Br. 4057	Donald J. Lord	MA Northeast Mgd.	Br. 25	Leo Bouvet	Brooklyn, NY	Br. 41
Lowell E. Darnell	Warner Robins, GA	Br. 4057	Gerald P. Mayhew	MA Northeast Mgd.	Br. 25	Mark T. Bromberg	Brooklyn, NY	Br. 41
Robert T. Albano	Oak Park, IL	Br. 825	Patrick McNamee	MA Northeast Mgd.	Br. 25	William J. Brueckner	Brooklyn, NY	Br. 41
Terry W. Belskey	Oak Park, IL	Br. 825	Michael Milinazzo	MA Northeast Mgd.	Br. 25	Joseph D. Bryant	Brooklyn, NY	Br. 41
Steven C. Benes	Oak Park, IL	Br. 825	Lester F. Mountain Jr.	MA Northeast Mgd.	Br. 25	Stanley J. Butwill	Brooklyn, NY	Br. 41
David G. Benhart	Oak Park, IL	Br. 825	Paul C. Murray	MA Northeast Mgd.	Br. 25	Joseph Cafarelli	Brooklyn, NY	Br. 41
Michael J. Bennett	Oak Park, IL	Br. 825	Ronald J. Noviello	MA Northeast Mgd.	Br. 25	Angelo Calato	Brooklyn, NY	Br. 41
Robert G. Burns Jr.	Oak Park, IL	Br. 825	G. F. O'Brien	MA Northeast Mgd.	Br. 25	J. V. Hayworth	Salisbury, NC	Br. 934
James E. Carey	Oak Park, IL	Br. 825	Ernest J. Patenaude	MA Northeast Mgd.	Br. 25	William E. Baughman Jr.	Canton, OH	Br. 238
Robert P. Dreksler	Oak Park, IL	Br. 825	G. R. Perry	MA Northeast Mgd.	Br. 25	Richard G. Glantzer	Canton, OH	Br. 238
Leland B. Eilers	Oak Park, IL	Br. 825	R. D. Pickett	MA Northeast Mgd.	Br. 25	Richard D. Lemay	Canton, OH	Br. 238
Carl L. Grams	Oak Park, IL	Br. 825	Adrien R. Poirier	MA Northeast Mgd.	Br. 25	Edward J. Miller	Canton, OH	Br. 238
Dennis B. Hebda	Oak Park, IL	Br. 825	Albert G. Razzaboni	MA Northeast Mgd.	Br. 25	Darrell R. Murphy	Canton, OH	Br. 238
Bruce C. Hill	Oak Park, IL	Br. 825	Robert E. Renaud	MA Northeast Mgd.	Br. 25	Dominick H. Palombo	Canton, OH	Br. 238
Kenneth F. Hurtig	Oak Park, IL	Br. 825	D. E. Smith Jr.	MA Northeast Mgd.	Br. 25	Michael H. Pukansky	Canton, OH	Br. 238
Lanny R. Jakubowicz	Oak Park, IL	Br. 825	John H. Talty	MA Northeast Mgd.	Br. 25	Donald D. Rohrer	Canton, OH	Br. 238
Henry W. Janiszewski	Oak Park, IL	Br. 825	Henry R. Theberge	MA Northeast Mgd.	Br. 25	Frances R. Scheetz	Canton, OH	Br. 238
Ronald R. Karner	Oak Park, IL	Br. 825	Thomas F. Wozniak	MA Northeast Mgd.	Br. 25	Michael A. Pileski	Elyria, OH	Br. 196
Jeffrey M. Kneiss	Oak Park, IL	Br. 825	Eric A. Green Jr.	Mt. Clemens, MI	Br. 654	John V. Armenio	Southeast PA Mgd.	Br. 725
Helmut G. Luehr	Oak Park, IL	Br. 825	Paul M. Kudzia	Mt. Clemens, MI	Br. 654	Pedro T. Alvarez	Ponce, PR	Br. 826
John W. Morris	Oak Park, IL	Br. 825	Dennis L. Hill	East Lansing, MI	Br. 2555	Angel L. Cordero	Ponce, PR	Br. 826
Charles S. Moss	Oak Park, IL	Br. 825	Fred W. Kane	East Lansing, MI	Br. 2555	Luis A. Cotte	Ponce, PR	Br. 826
James A. Potter	Oak Park, IL	Br. 825	John P. Wege Jr.	St. Paul, MN	Br. 28	V. A. Delpilar	Ponce, PR	Br. 826
Mary A. Poynor	Oak Park, IL	Br. 825	Ronald W. Zimanski	St. Paul, MN	Br. 28	Julio E. Mendez	Ponce, PR	Br. 826
James A. Rausch	Oak Park, IL	Br. 825	Wesley H. Bland	St. Joseph, MO	Br. 195	Jesus Ruiz	Ponce, PR	Br. 826
Mark B. Rettman	Oak Park, IL	Br. 825	Clarence E. Bartoszkievicz	St. Louis, MO	Br. 343	J. A. Salaberrios	Ponce, PR	Br. 826
Reny R. Reutter	Oak Park, IL	Br. 825	Ruth A. Eidson	St. Louis, MO	Br. 343	David Vargas	Ponce, PR	Br. 826
Robert S. Slackert	Oak Park, IL	Br. 825	Leroy T. Foster	St. Louis, MO	Br. 343	Nelson Velez	Ponce, PR	Br. 826
Gregory F. Small	Oak Park, IL	Br. 825	Vincent J. Galli	St. Louis, MO	Br. 343	Glenn M. Christensen	Salt Lake City, UT	Br. 111
Robert D. Smothers	Oak Park, IL	Br. 825	George J. Garger	St. Louis, MO	Br. 343	Paul A. Wedan	Superior, WI	Br. 337
Michael A. Spielman	Oak Park, IL	Br. 825	Thomas W. Grafton	St. Louis, MO	Br. 343			
Kerry A. Stone	Oak Park, IL	Br. 825	James E. Harnden	St. Louis, MO	Br. 343			
Thomas J. Reisdorf	Dubuque, IA	Br. 257	Winston Hodges	St. Louis, MO	Br. 343			
Ronald G. Richey	Dubuque, IA	Br. 257	Alan J. Kalil	St. Louis, MO	Br. 343			
Kevin E. Welsh	Dubuque, IA	Br. 257	Frederick M. Keys	St. Louis, MO	Br. 343			
Jimmie Jansen	Webster City, IA	Br. 655	Aron Leach	St. Louis, MO	Br. 343			
Michael D. Morris	Hutchinson, KS	Br. 485	Donald L. McQuiston	St. Louis, MO	Br. 343			
Alan D. Peters	Hutchinson, KS	Br. 485	Robert W. Miller Jr.	St. Louis, MO	Br. 343			
Wendell K. Snowbarger	Hutchinson, KS	Br. 485	Max R. Morrissey	St. Louis, MO	Br. 343			
Lawrence W. Curt	Independence, KS	Br. 1035	Herman H. Ottens III	St. Louis, MO	Br. 343			
Wilbur L. Olsen	Independence, KS	Br. 1035	Glennon L. Parks	St. Louis, MO	Br. 343			
Darrell L. Turner	Independence, KS	Br. 1035	Roy A. Poddig	St. Louis, MO	Br. 343			
Carl E. Bell	Louisville, KY	Br. 14	Arvell Reynolds	St. Louis, MO	Br. 343			
Ronald Childress	Louisville, KY	Br. 14	Richard G. Rhyner	St. Louis, MO	Br. 343			
Michael F. Finegan	Louisville, KY	Br. 14	Roscoe Roberts	St. Louis, MO	Br. 343			
George L. Gittings Jr.	Louisville, KY	Br. 14	Charles E. Touzinsky Jr.	St. Louis, MO	Br. 343			
Russell H. Hale	Louisville, KY	Br. 14	Jerome V. Alexander	NJ Mgd.	Br. 38			
Jerry D. Harrison	Louisville, KY	Br. 14	Vance S. Claassen	Farmington, NM	Br. 4377			
Gregory L. Lewis	Louisville, KY	Br. 14	R. L. Davis	Farmington, NM	Br. 4377			
Billy G. Meacham	Louisville, KY	Br. 14	Tyrone L. Lemmons	Farmington, NM	Br. 4377			
Robert L. Roncarti	Louisville, KY	Br. 14	Ronald B. Lujan	Farmington, NM	Br. 4377			
Edward E. Rudolph	Louisville, KY	Br. 14	Patrick E. Maurer	Farmington, NM	Br. 4377			
George W. Yeager	Louisville, KY	Br. 14	Robert M. Molchan	Farmington, NM	Br. 4377			
Paul O. McKenzie Jr.	Bossier City, LA	Br. 4617	Jimmy D. Reynolds	Farmington, NM	Br. 4377			
Gerald M. Melton	Bossier City, LA	Br. 4617	Anthony F. Abbruzzese	Brooklyn, NY	Br. 41			
Rupert W. Procell	Bossier City, LA	Br. 4617	John A. Allocco	Brooklyn, NY	Br. 41			
David L. Ward	Hagerstown, MD	Br. 443	Thomas Amelio	Brooklyn, NY	Br. 41			
Jean R. Bedard	MA Northeast Mgd.	Br. 25	Gabriel F. Amoroso	Brooklyn, NY	Br. 41			
R. F. Berton	MA Northeast Mgd.	Br. 25	Stanley A. Andersen	Brooklyn, NY	Br. 41			
Robert J. Carroll	MA Northeast Mgd.	Br. 25	Frank C. Arena	Brooklyn, NY	Br. 41			
Anthony P. Cassaro	MA Northeast Mgd.	Br. 25	Stephen J. Barakakos	Brooklyn, NY	Br. 41			
Richard A. Dragon	MA Northeast Mgd.	Br. 25	Richard M. Barnes	Brooklyn, NY	Br. 41			
Robert L. Harris	MA Northeast Mgd.	Br. 25	Leonard C. Bayley	Brooklyn, NY	Br. 41			
Thomas J. Kobrenski	MA Northeast Mgd.	Br. 25	John A. Bellome	Brooklyn, NY	Br. 41			
Francis W. Landry	MA Northeast Mgd.	Br. 25	Steven Bianco	Brooklyn, NY	Br. 41			

50-year gold cards and pins

William P. Russo	Monterey, CA	Br. 1310
Lorenzo Cobb	South FL	Br. 1071
Arthur T. Ornstein	South FL	Br. 1071
Michael J. Bober	W. Palm Beach, FL	Br. 1690
James W. Grayer Jr.	Macon, GA	Br. 270
Lowell E. Darnell	Warner Robins, GA	Br. 4057
Robert W. Mankowski	Downers Grove, IL	Br. 1870
Terrance P. Chatton	Oak Park, IL	Br. 825
Paulette F. Lind	Oak Park, IL	Br. 825
Helmut G. Luehr	Oak Park, IL	Br. 825
Ronald J. McCluskey	Oak Park, IL	Br. 825
Michael L. Meeker	Oak Park, IL	Br. 825
Larry R. Peterson	Oak Park, IL	Br. 825
Nicholas S. Rugen	Oak Park, IL	Br. 825
Bruce W. Seidler	Oak Park, IL	Br. 825
Lawrence W. Curt	Independence, KS	Br. 1035
Robert W. Hessee	Independence, KS	Br. 1035
Wilbur L. Olsen	Independence, KS	Br. 1035
Darrell L. Turner	Independence, KS	Br. 1035
Richard C. Evans	Louisville, KY	Br. 14
Larry D. Keen	Louisville, KY	Br. 14
James M. Williams	Louisville, KY	Br. 14
Randy J. Ford	St. Joseph, MO	Br. 195
Michael W. Yancura	Akron, OH	Br. 148
Bernard V. Gidich	Elyria, OH	Br. 196
Larry L. Hadaway	Elyria, OH	Br. 196
Richard J. Miller	Elyria, OH	Br. 196
Thomas P. Hickey	Southeast PA Mgd.	Br. 725
Joseph M. Murphy	Southeast PA Mgd.	Br. 725
Jesus Ruiz	Ponce, PR	Br. 826
Glenn M. Christensen	Salt Lake City, UT	Br. 111
John G. Groves	Salt Lake City, UT	Br. 111

Branch Items

Albany, New York

Following reports that President Trump planned to seize control of USPS by removing the Postal Board of Governors and placing the agency under the Commerce Department, the NALC swiftly launched the “Fight Like Hell” campaign. Letter carriers nationwide flooded Speaker Mike Johnson’s office with calls, shutting down his phone lines in protest. National also organized a “Save USPS” rally in Washington, DC, drawing hundreds of members, labor leaders and supporters who oppose dismantling the Postal Service.

Meanwhile, another avenue of recourse—the National Labor Relations Board (NLRB)—has been significantly weakened. President Trump’s recent dismissal of an NLRB member has left the agency without a quorum, paralyzing its ability to rule on labor disputes. This limits our ability to fight back through traditional legal channels.

Given this unprecedented attack on USPS and our union, the NALC Executive Council has recommended expedited interest arbitration to secure a contract. Much to our dismay, this process will likely result in the work rules of the previously rejected tentative agreement being implemented, while an arbitrator will decide on the economic package. Although 63,680 NALC members voted down the tentative agreement, securing a contract is critical if we need to challenge President Trump’s actions in court.

With events moving at breakneck speed, members must remain vigilant. In one week, we went from hearing a report to holding phone banks, to rallying on the streets, to flooding the White House with emails, and to holding a lunch break call to our elected representatives.

Staying informed, taking action and maintaining solidarity will be key to protecting our jobs and the future of the USPS and NALC. Every letter carrier must stay engaged—visit nalc.org daily, listen to your favorite NALC podcast, contact your representatives, and stand united. Our collective strength is our best defense!

Norris Beswick, Branch 29

Camden, New Jersey Merged

Crazy times, huh? As I write this, the president of the United States, and his unvetted billionaire crony, are on a feeding frenzy. And what’s for dinner? Our jobs. Not just our jobs, but thousands of our brothers and sisters’ federal worker jobs. Good-paying jobs, many of which were held by military veterans. This madness has got to stop. Who knows how far things have gone by the time you read this article.

As I write this, I am sitting in my hotel room in Atlantic City, NJ, attending our Region 12 rap session. On my drive down here, I stopped off and participated in my first “Fight Like Hell” rally. The rally was hosted by Greg Kilar’s Branch 370 in Atlantic City. It was a pretty impressive sight. As I followed my GPS directions, I could see the red shirts from a quarter-mile down the road. I knew I had arrived. It was a sunny day, and the energy was high. There was chanting, signs and honking horns. Our branch, along

with Cherry Hill/Haddonfield Branch 769 and South Jersey Branch 908, will be hosting a rally on March 23. We cannot take this attack lying down. We must stand together and stay united.

I also want to thank Karen Dickerson for her efforts as our branch’s director of MDA. She once again did a great job on our annual John Finnegan Memorial Bowloathon. We hold it on the Sunday of the Martin Luther King Jr. holiday weekend, and this year it also happened to be our first major snowfall of the season. We all had a great time. I want to thank everyone who braved the weather to attend. Thanks, Karen, for putting together our branch’s kick-ass bowling team, which won back our branch bowling challenge trophy.

Chuck Goushian, Branch 540



Phoenix, AZ Br. 576 honors its retirees at its annual retiree luncheon. Pictured (l to r) are NALC Director of Retired Members Dan Toth, Branch President Jack Van Dyke; Legislative and Political Organizer John Beaumont, National Auxiliary President Cynthia Martinez, Region 4 NBA Dan Versluis, Arizona State Association President Eric Gregorovic and Branch Vice President Nicholas Aragon Jr.

Charlotte, North Carolina

We at Branch 545 would like to thank all our members who were able to attend the North Carolina state spring seminar in Durham. We appreciate your attendance and look forward to all the knowledge you will bring back to the branch to make us stronger.

Also, management is continuing with their “safety blitzes,” and we want all of our members to be aware of the situation. Please follow all the safety protocols that you have been taught in driver training and always carry your satchel with you. Make sure to be aware of your surroundings for your own personal safety as well as keeping an eye out for management with their covert operations. If management stops you on the street or you see them doing a street observation on you, ask for a copy of your 4584 form when you return to your office. If one is not provided, request in writing to see your union steward immediately, and we can hold management accountable. If we follow our safety protocols, then there is nothing management can do against us.

The union leadership would like to let all of our members know that we are continuing with our in-person meetings. We are holding our meetings on the third Tuesday of every month for anyone who is interested in attending. 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

April showers supposedly bring May flowers. I wish it would bring mail being delivered more quickly than it has been, for at least the last year. You might get your April *Postal Record* delivered before May gets here. Here on this beautiful Sunday, March 9, I’m still waiting for March’s magazine, along with what is next on the agenda for the dismantling or privatization of our beloved Post Office.

The arbitration process began the week of March 17; hopefully we know the results very soon. A lot of carriers are expecting something better than what was originally in our tentative agreement, but I’m not very optimistic. It just doesn’t feel like giving more is in the Post Office’s future. I hope I’m wrong about all of this, because believe me, we are all owed more than what has been offered.

“Fight Like Hell” rallies are being held on March 23 throughout the United States. We should have already fought like hell before the election of our present dictator who took office. We have nobody to blame but ourselves. If you didn’t see this coming with him being elected, then you either had your head buried in the sand, or you just don’t care about what happens to our future of being an independent part of the government.

Route inspections are in full bloom again here in the Queen City. For those who get the honor of going through this, I beg you, please take your time and show your route in either being right on for the day if not over. We all work hard enough; we don’t need more added to our day. Eventually all the young people will feel the effects of carrying mail for a living.

Meetings are every second Thursday of the month.

In solidarity!

Chris Rought, Branch 43

Emerald Coast, Florida

Recently in my office, we have had a host of outside supervisors saying that they’re assisting the current management team with “getting the office back into shape.”

One of their main concerns is attendance. So, they have appointed a “attendance monitor” to review attendance issues in my office. Mind you, we have our own supervisors in our office, but they (MPOO) wanted someone from her team to do it. It started out OK. They were meeting with the carriers to discuss their attendance, then they started having the steward present during the discussions (*wrong*), then having the steward present for the PDI (protecting the carrier). Now the attendance monitor is issuing discipline (*hell no*).

It is my opinion that the attendance monitor does just that: monitor the attendance. And if

there is an issue, they would get with the immediate supervisor and advise them of the attendance issue(s). This is not happening. The attendance monitor has become the judge, jury and executioner, with the immediate supervisor completely out of the picture, which is a violation of Article 16.

Discipline has been issued in the form of seven- and 14-day suspensions, with no active or prior discipline in their files. We had an OIC in the office during this time, but the attendance monitor signs the request for discipline as the postmaster, which they are from another office totally, on one, as and the administrative assistant on the other.

We will get to the bottom of this and protect the carriers' rights. The funny part about this is that both the OIC and the immediate supervisor(s) were completely left out of the loop. Attendance is the flavor for the day. If you are going to monitor it, stay in your lane.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

March was Women's History Month and International Women's Day. Women have expressed the greatest love known by man. Women carry on the creation from each generation, nurture their family, are fiercely protective, and often are the behind-the-scenes influences on local and national issues and for world leaders. It has been amazing to witness their capabilities, despite worldly limitations that often have not allowed them to reach their potential.

We all should recognize and honor the women who had and will continue to have an impact on our lives. If there is a woman in your life, let them know your appreciation for their work and sacrifices. Balancing work and family life is now more difficult than ever.

Remember your wife, mothers, grandmothers, sisters, daughters, and anyone who has taken on a motherly role. If you are one of the many who assume the role of a mother, thank you. We appreciate the leaders in our homes, from our communities and all across the nation and world for their contributions.

I am reminded of the quote from Eleanor Roosevelt, wife of President Franklin Roosevelt: "Great minds discuss ideas; average minds discuss events; small minds discuss people."

Her quote is fitting, given the changing landscape of our country and the possible changes that might be proposed to the USPS. By the time this will be published, our local Branch 205 will have had a "Hell No to Dismantling the Postal Service" rally in Fargo. As craft, we often see waste at our level. If there are efficiencies to be realized, let them be thoughtful and surgically accomplished, and not going in swinging an axe.

For the past, current and future female letter carriers, thank you for your service to our craft and community.

Just a thought.

David Steichen, Branch 205

Fresno, California

So, what does privatizing our Postal Service accomplish? Better, faster mail delivery service? No. It's about union busting, taking away worker rights, health insurance and voting rights; and censorship in our country. Merging the Postal Service into the Department of Commerce would be a death blow. The Department of Commerce is a Cabinet agency under control of the president. A crazed, anti-union, anti-Postal Service maniac.

For over a year, I have read and heard some NALC members scoff at our Postal Service ever being privatized. They say, "It will never happen," or "It's in the Constitution." It is not a new idea. Former President George W. Bush asked the then-Teamster president how he felt about privatizing more than 16 years ago. Allegedly. Our current president would gladly do it, if allowed to. Why do some of our own members still support this traitor hell-bent on destroying the best postal service in the world that handles 44 percent of the world's mail? The Board of Governors members are the only ones who can fire the PMG. So, if he resigns, they themselves can all be fired.

Are you connecting the dots yet? It's not about a smaller government. It's about greed, union busting, censorship, forbidding vote-by-mail, and further attempting to destroy democracy. Democracy still exists. That is why they keep attacking it.

We must be united, work with Congress, and quit attacking our own. See the threat to our future, to our country. This is not a Democrat or Republican issue. It is a threat to all of us, including the 73,000 veterans in the Postal Service. All because of a radical, corrupt administration in the White House.

Jesse Dominguez, Branch 231

Hagerstown, Maryland

Next month, on May 10, we will have our annual Stamp Out Hunger Food Drive. This year, thanks to the efforts of James Gelwicks, we will again have plastic bags to go along with the postcards to every address. James was able to make a connection with Fitzgerald Auto Mall, and they have agreed to sponsor our food drive locally and provide bags. It is our sincerest hope that this will result in a massive turnout in donations—hopefully back to the levels we were at before the pandemic.

Last month we were able to host, along with the members of Branch 638 in Cumberland, our "Fight Like Hell!" rally. While at the time of this writing the event has not yet happened, I am hopeful that the turnout between both of our branches was significant and the message we sent was clear: We will not lay down and allow any administration to take away our rights and our careers. We have all worked tirelessly to further the USPS as well as our careers, and no matter our political affiliation, none of us voted in the election to end the Postal Service.

Finally, as we have headed into arbitration, all of our members are eagerly anticipating the outcome of this collective-bargaining agreement. Every member who receives this magazine knows exactly how hard letter carriers

work and that we deserve significantly higher wages across the board, as well as work rules that properly protect every carrier. We are all counting on our union leadership to deliver the results that are much needed. Just as we always have, and always will, letter carriers will continue to strive for a prosperous, fulfilling career.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

Well, where does one start? To date, the entire federal government workforce, including the USPS/NALC, has been tossed into turmoil. Employment status is unpredictably dependent on the next email. With thousands already fired and uncertainty looming for others, the landscape of America has changed dramatically.

Postmaster General Louis NoJoy, appointed by the POTUS during the COVID-19 era, has dipped. His "Pinky and the Brain" idea of cut and consolidation forgot the missing ingredient: The players didn't buy into the 10-year plan. Yet PMG NoJoy does receive credit for our current dilemma. Trashing processing equipment, closing processing centers, re-routing trucking schedules and cutting positions didn't quite work out. Changes in delivery standards and ever-increasing postage rates gained public interest. The creation of the PD&C, dramas involving NALC branch consolidation, and the myriad maintenance problems in the facilities themselves happened behind the scenes. Long truck lines and delayed mail was witnessed by the public. Hundreds sought assistance from congressional representatives, who asked PMG NoJoy questions. His response was to cover his ears.

However, the NALC has repeatedly proven our commitment to America—through acts of heroism, natural disasters, global pandemics, elections, violent criminal acts and the MDA. The NALC has been there for the American people when push comes to shove. This is why it is so disheartening to witness our brothers and sisters not fully understanding the importance of our *chosen* profession and, let's just say, being unprofessional.

Those who do care have boldly come forth in a wave of rallies being held across the nation. Branch 30 is joining that list as USPS craft and management come together in a show of unity. From us *versus* them to us *and* them. I'm not sure how it will end, but let's start *here* and *now!* Unified for survival.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters of the satchel! Hear ye, all who carry mail in this great state! History has come full circle again, with Herr Trump and President Musk. They tried to privatize the Post Office during the two Bush administrations and during the first Trump administration. Now it looks like a fourth attempt might succeed. We *need* to get our rear ends in gear to stop this from happening or we will be

Branch Items

sliced and diced by non-postal management and non-postal politicians.

So, to help us figure out what is potentially coming down the pike, we have invited NALC Vice President James D. Henry to attend our May 6 meeting to provide us with updated information from NALC Headquarters and from the U.S. Congress. Brother Henry is a 22-year Marine Corps veteran and has a wife, Janice, and their three children. His view on life is “the best ability is dependability.”

Privatization is a scary subject and will be untested waters for the Post Office and for our union and the other unions that represent our brothers and sisters. This is an issue that may be the only issue that might unite our union with management. We don't know, but James Henry will be at our May meeting to give us some guidance. Your attendance at the meeting will be immensely appreciated, particularly city carrier assistants, since your careers might be hanging in the balance with an Elon Musk-engraved axe awaiting thee.

Tony Rodriguez, Branch 419

Lima, Ohio

Hello, Lima: A lot has happened in the last month, with the postmaster general stepping down, contract negotiations, and President Trump wanting to merge the Postal Service with the Department of Commerce. With PMG DeJoy's departure, President Trump stated, “We have to have a P.O. that works well and doesn't lose massive amounts of money” and “I think it will operate better.”

Meanwhile, NALC branches are hosting local rallies to say “Hell no!” to dismantling the Postal Service, fighting for higher wages and protecting retirement for thousands of people!

Arbitration begins on March 17, where Dennis R. Nolan will sit between USPS and National and will ultimately decide the fate of the contract.

The union is still asking for support for the Protect your Letter Carriers Act (H.R. 1065/S. 463), which prosecutes people who harm letter carriers while on duty.

Locally, we have the food drive and a Memorial Day parade. Stay informed! Union meetings are still held at Rigali's Pizza Village at 505 W. North St. at 7 p.m. every second Tuesday of the month. Thank you!

Jeffery Steegman, Branch 105

Louisville, Kentucky

Springing forward to our next mission! We're all on edge with what's next for us at the Post Office. So, like many of our brothers and sisters, we're rallying. Branch 14, along with our neighboring branches, coordinated to go to our state capitol to make sure our voices are heard. Even with that, you have to still reach out to your representatives for different issues going on in the House. For example, H.R. 1065/S. 463, H.R. 70 and H.R. 1522. Go on our NALC app and “Take Action,” and stay informed.

On another note, we're trying to stay positive and making sure our members are active in

various events. In March we hosted our annual trivia night, raising more than \$250. Then in April we'll have our retirees dinner, and a Paint Nite. Of course, May brings in those horses, and we'll make another attempt at our Community Day pop-up shop.

Remember that knowledge is power! Based on the current circumstances, we're all going to need to use that knowledge for power.

Adriane Shanklin, Branch 14

Monterey, California

March 23 marks an important day for letter carriers. Nationwide there is going to be a call to action by letter carriers. The Postal Service is in the mix for change by the current administration. We've heard inklings before, but the outrage of the American public has kept things at bay. Rest assured that this administration doesn't care if you lose your job, doesn't care if you lose your house, and doesn't care if you can't buy groceries for your family. Thank you in advance to our brothers and sisters in other labor unions who stood with us. If we stand together, we can beat this thing!

I've heard folks applauding this massive cut of federal jobs, until they find out they are affected by the craziness. If you haven't called your representatives to voice your concern over the privatization of the Postal Service, don't waste a minute: Pick up the telephone and call. Tell your friends and families to call—the time is now! Don't wait until you no longer have a job, and say, “I guess I should have called.” Call now!

Well, some things never change. Recently the NBA's office came to Monterey and assisted the branch with a labor-management meeting. It appears some agreements were made regarding how the parties were to proceed. I don't know if it's gotten better or not. Thanks go out to Jeff Frazee for coming to Monterey. Sorry I missed you.

When you determine your daily workload, make sure you review *all* the mail you are to deliver each and every day. You have a right to see all your mail before making an estimate. If things seem strange, check it out. DPS, packages, etc. That is your right.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

No empathy!
Empathy is defined as the ability to understand and share the feelings of another. This is something that seems to be...wait...it is missing from some supervisors.

I'll go back to 2004, when I was on my route and my mom called and said, “Your father died this morning.” After the shock, I drove back to the office and told my supervisor my situation. He didn't even say, “Sorry to hear. Is there anything I can do?” No; he said, “Um, before you leave, can you split your route up?” I had to say to him “No, my dad just died,” and I left!

Let's move ahead to mid-2011 and we were having a major storm—I believe it was Hurricane Irene—and we caught the edge of it here in the Philadelphia area. My wife called me in a panic and said our basement was starting to flood and I needed to get home. I have a finished basement with a lot of musical equipment. (Musicians know how important instruments and electronic equipment means to us!) So I told my supervisor (different supervisor), “I have to leave 'cause my basement is flooding.” She said, “Why? It's already flooded.” I said, “Not all the way—I have to get home and save my stuff.”

Fast-forward to this year. A fellow carrier was delivering during a very cold day with snow and ice on the ground, with temps around 12 degrees with wind chill, and she unfortunately slipped on some ice. She called back to the office and told supervisors that she hurt herself. They never asked if she needed an ambulance, or even “Are you OK?” No, they drove down to pick up vehicle and left her there to find her own way to get back to the office. A good Samaritan drove her back. Like I said: No empathy!

Joel Stimmler, Branch 542

North Florida

On March 7, the Trump administration revoked collective-bargaining rights of TSA. The administration stated that the move would “safeguard our transportation system and keep Americans safe.” Now we are hearing that the VA is proposing to eliminate nearly 80,000 of its employee positions. And, of course, we have already heard about attempts to privatize USPS. This administration is doing all it can to make the rich richer and make things more difficult for the workers as well as its continued effort to bust unions.

It's past time that the workforce take action and flood congressional representatives with your positions about your future. With all the layoffs or “DOGE firings,” there is nothing to say that USPS isn't next.

Hopefully members realized that and showed up at the “Fight Like Hell!” rallies held nationwide. Many of you are veterans and already we see how many veterans have been given walking papers as a result of these actions. Can you afford to lose your job? All I can say is that now is the time to step up and make your voice heard. Contact your representative and stay informed at nalc.org and with your local branch.

Stay safe out there!

Bob Henning, Branch 53



Findlay, OH Br. 143 President Marta Witten (l) and Ohio State Association President Jeff Kranz (r) present a 70-year plaque and pin to member Jack Harshbarger.

Pittsburgh, Pennsylvania

As we await the arbitration decision, it is important to *keep the pressure* on your local congresspeople.

The budget passed by the House of Representatives not only eliminates the Social Security supplement for young retirees, but sets the stage for all letter carriers to take some amount of a pay cut. That makes it all the more important to task your co-workers, family and friends with calling their representatives and flooding their inboxes. Make sure they know to keep their hands off of the Post Office.

Pressure does not work if it subsidizes. Pressure is constant. Pressure grates against the proverbial skin. Even if your legislators are a lost cause, be a nuisance. Speak from the heart about your specific situation. Express how much their support would mean, both personally and collectively. They're already sick of us reaching out. Let's nauseate them.

John Conger II, Branch 84

Providence, Rhode Island

There is a big push for attendance discipline everywhere. There is also a big push for discipline regarding stationary time and safety infractions.

Regarding stationary time, carriers should be aware that it will most likely lead to discipline if they get questioned about it. In the event of a pre-disciplinary interview, clearly state that you were working or performing some function of the job. Remember, management must prove that they saw you not working for the discipline to be valid. It's not helpful to admit that you were sitting around not doing anything.

Carriers must also be aware that safety squads are looking for safety infractions, including wearing earbuds and Bluetooth devices, not wearing satchels, not wearing seat belts, distracted driving, etc.

We have seen a significant push on attendance discipline here in Providence. We have also seen a big push on one-track discipline, where management will build on an attendance letter of warning and issue a suspension for safety. While we do not believe this is appropriate, we must deal with this tactic until we get an answer from an arbitrator.

As of February, longtime member Wayne Bowden retired after 37 years in the Postal Service. In addition to his 37 years as a letter carrier, Wayne was also a longtime steward in Garden City. Branch 15 wishes to congratulate Wayne on his great career and thank him for the years he served as a union steward.

Lastly, the branch has reserved Sunday, Oct. 12, for this year's old-timers brunch.

Anthony Turcotte, Branch 15

Racine, Wisconsin

I was riding a donkey the other day when someone threw a rock at me and I fell off. I guess I got stoned off my ass. I know, I'll see my way out. I'm still dropping the mic, though.

Skimming through the postal uniform websites with a fresh uniform allowance, I fell to

my knees grateful that after 35 years I have what I need. It's outrageous, the escalated price increases of letter carrier uniforms. Take a look at any uniform site and you will find items like jackets, rain gear, parkas or boots that are totally out of reach for our CCAs and newer carriers. Granted, newer carriers receive a bit bigger allowance their first time out, but that will only get them so far. A shirt or two, pants and maybe a pair of overpriced shoes. That's just summer wear. We still got a winter around these parts. Newer carriers don't stand a chance of building up their uniform arsenal. You have to dig deep and be patient finding cheaper uniform websites. Maybe it's time that NALC takes a more proactive approach to letter carrier uniforms and sell uniform products through an NALC uniform website.

As we man the rails and bring this ship portside, I would like to give a preemptive shout-out to Branch President Paul Hummer for green-lighting these PR articles the last 10 years. It is truly an honor and a privilege to represent my branch in this format. Ruffled a few feathers, had people scratching their heads, got on my soap box a few times, and didn't get anyone fired. Win-win.

Chris Paige, Branch 436

Rockville, Maryland

We had a significant arbitration win out of our Germantown office. Management delayed forwarding a CA-7 to OWCP for approximately 138 days. Our member was due \$54,352.77. The arbitrator awarded interest at the federal interest rate. Assuming the parties agree on 5 percent, the grievant will receive an additional \$1,027 for the undue delay in processing the CA-7. I want to thank our advocate, Jeannine Gasper, and our TA, Ronnie Salvador, for all the hard work they put into this arbitration. I also want to thank our RWCA, Kristin Williams, for her expert testimony at the arbitration hearing. It is obvious we would not have prevailed without her skillful and knowledgeable assistance. Also, I want to thank Shearly Shawn for handling the grievance at Informal and Formal A.

By the time this is read in April, the rallies planned all over the country on March 23 will have occurred. On Feb. 20, *The Washington Post* reported that the Trump administration would soon issue an executive order placing

the USPS under the Commerce Department. Would the NALC still be able to represent the letter carriers? Our pay, benefits and our jobs are in serious jeopardy. Why did so many working-class people vote against our own interests? It looks like this battle will have to be won in the streets!

Please visit our website at nalc3825.com.

In the struggle—

Kenneth Lerch, Branch 3825

Saginaw, Michigan

Branch 74 election results were: president—Mark Swan; V.P.—Sean Kelley; treasurer—John Hofmann; secretary—Patty Sedlock, sergeant-at-arms—Vince Vargas; health benefits—Brad McKenna; trustees—Dan Ellis, Kristen Duran and Lydia Enos McGregor; Boardwalk stewards—Sean Kelley and Tomiko DeLeon; and Cumberland stewards—Rickie Lee and Jacob Mazzara.

On Saturday, Jan. 18, our Branch 74 winter party was held at the Eagles Club Hall in Shields, where members and guests enjoyed good food and fellowship. Many thanks to Lydia Enos McGregor, Tammy Vinke, Kristen Duran and volunteers!

The annual Branch 74 bowlathon for the Muscular Dystrophy Association was held at Stardust Lanes in Saginaw Township on Sunday, Feb. 16. Bowlers, family and friends raised \$3,300 in donations. Coordinator Crystal Ranville and volunteers made this event a great success!

Congratulations to past President Ron Slone, who graduated from the NALC Leadership Academy.

At Boardwalk Station, Randy Vinke has retired.

After working in the dark all winter because of later start times, Saginaw carriers have been moved back to a 8 a.m. start time. President Mark Swan is looking into tire tread wearing out on Metris vehicles.

On a sad note, two members have passed away: Retiree Kenny Kendall and Sherry Dominowski.

Forrest Robison, Branch 74

COLA: Cost-of-living adjustment

- The 2026 projected COLAs for the Civil Service Retirement System (CSRS) is **1.2 percent**, and for the Federal Employees Retirement System (FERS), **1.2 percent**, following the release of the February consumer price index (CPI). The 2026 COLAs will be finalized with the publication of the September 2025 CPI in October 2025.
- The 2026 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.1 percent** following the release of the February CPI. This COLA will be based on the change in the CPI between December 2024 and December 2025.
- Visit nalc.org for the latest updates.

St. Louis, Missouri

I'm too old for this nonsense! Hardly two months into his second term, and this administration has the United States reeling. Federal government agencies are being dismantled with impunity. The federal government workforce is being fired with not so much as a reason why. And the legislative branch of the United States has collectively lost its spine.

The unelected richest man in the world is wielding his magic wand and firing federal workers at will in so-called cost-saving measures without even weighing the consequences of how those agencies operate or who those individuals serve.

The blitz through Poland in 1939 looks like a cakewalk to the attack this administration is employing against dumbfounded federal works. And just like the hierarchy of that country, its politicians choose to turn a blind eye and seemingly let it happen.

In two short months, this country has become unrecognizable to our former allies. Our allegiance has shifted from supporting the European Union to willfully voting against that body. How in two months have we abandoned our friends abroad and supported our lifelong enemies? Never in my lifetime did I think I would see the day.

This administration has taken the most robust economy in the world over the last three years and run it into the proverbial brick wall by imposing crippling tariffs against our bordering neighbors. O' Canada, you hardly know what hit ya.

I'll guarantee you the muskrat will be setting his eyes on the Postal Service next. You can take that to the bank. For 45 years I've been fighting like hell to enlighten my fellow brothers and sisters in this great union to beware of what could happen to us if we ever let our guard down. Well, here it comes.

Tom Schulte, Branch 343

St. Paul, Minnesota

The end of March saw a big rally at the Minnesota state capitol building to combat privatization and advocate for the contract we deserve. The rally was a joint effort with our brothers and sisters across the river in Branch 9 and many branches all across the state, and it is yet another example of how much more powerful our voices are when raised together to fight against the destruction of our jobs and unions. Thanks to all those who came out to make their voices heard. This event cannot be the end of our fight, though. It needs to be the beginning of a larger movement powered by all of us to protect our jobs and our rights.

Earlier this month the branch held its retirees banquet, which, as always, was an excellent event to honor all the retirees of our branch. The banquet is one of the most popular events the branch puts on, and while it honors the brothers and sisters who came before us, it also honors the fight and struggle that they've been part of. They followed the blueprints left for them by those who came before, and they now help active carriers follow those same plans to craft a stronger, better NALC.

Solidarity forever!

Kaylee Valerius, Branch 28

San Diego, California

As I write this article, we are scheduled to have our "Fight Like Hell!" rally on March 23 at our Mira Mesa Post Office. We expect a good turnout as our members, as well as our retirees, are very active and always answer the call when needed.

There is absolutely no reason that this administration should be coming after the USPS. We do not get any taxpayer money, so there's no money to be saved. We must continue to fight until they take this idea off the table.

Our expedited arbitration for our contract was scheduled to start on March 17. From what I understand, the only thing to be dealt with is our compensation. If that's true, the other things in the tentative agreement that were voted down by the members will still be included in the new arbitrated contract. That's not what the members voted for. Keeping CCAs, a minuscule increase in uniform allowance, new ODL tracking rules, and the green light to allow carriers to work beyond the 12/60-hour limits currently contained in our contract are just a few examples as to why the TA was voted down.

We have a number of events coming up in the branch. Our annual MDA bowling tournament is scheduled for this April, as is our annual retirees luncheon. Then we will have our annual golf tournament this summer, in either July or August. Our stewards dinner and holiday (Christmas) party will also be scheduled later in the year.

Our CCA conversions to both PTF and FTR have continued into the new year. So far, we've had 36 conversions to either PTF or FTR since January in our city and county stations. Congratulations to these carriers, who can now have a little bit of stability in their lives.

George Elias, Branch 70

Seattle, Washington

Letter carriers are not some kind of "plug and play" thing. Every day is different—the weather, the mail makeup, and the stress and strain on your body is accumulative. As each day stacks one upon another, you have to look out for you.

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.

Believe me, management does not have your health and welfare foremost on their mind. The only time they are concerned about your well-being is if you fail to walk through the door at the beginning of the day. Then they have to do the work they're hired to do, which is scheduling, and they hate that. Mostly they want their work to be about being pompous, and strutting around the workroom floor like the cock of the walk, pecking at people and acting important. They're simply cyborgs that believe they're the brains of the outfit and that without them things would grind to a halt. When, truthfully, if you unplugged them from their algorithms, their brain activity would most likely flatline.

We had one of those supervisors with issues, who would sometimes forget to make it into work on time. So, what happened when he was a no-show? Nothing out of the ordinary. Work went on as usual. No one stopped to twiddle their thumbs. No one stopped to sit on their ass. Nobody really noticed, until he finally showed up and began running around from route to route, pleading with everyone to tell them how much First-Class Mail they had received. He needed to plug in his numbers. It reminded me of when one of my toddlers had lost their binky—it was the end of the world!

Believe me, your work is more important than theirs. Don't let them bully you into an injury. Slow and steady wins the race.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

NALC has a slogan: "Fight like hell!" It is very apropos currently. But I'd like to add, "Until our very last breath." Not literally, but isn't this our purpose as union leaders? The other side will never stop its stated goals, but this current attack on us hits differently!

We are in an existential crisis! This is not some "boy who cried wolf" B.S. We need everyone to continue to rally, contact your congressional representatives, etc. The good news is that NALC is set up for this fight. Why do we always ask for contributions to the Letter Carrier Political Fund? Now, these "relationships" we have built over the years must pay dividends for us. But this crisis so huge that the whole company is at risk. So, even the management organizations have vested interests in warding off the attempts to privatize the USPS.

As carriers, we are used to doing many things at the same time. So, when some of our newer carriers came to me asking about the contract, I refer them to the NALC app, where they can not only get updates on the contract, but can display their opposition to the privatization directly to their congressional representatives.

But while we fight the previously mentioned issues, we must stay vigilant. Because when we win our stated goals, we still face the challenges of the low mail volume. Management will be coming at our routes soon. There has been so much turnover in our workforce that we are vulnerable because so many of our inexperienced carriers are running these routes (even with the pivots).

We must get back to all the basics. We must wear the correct uniform, work in a safe man-

ner, and not let management provoke us into emergency placement.

#NeverGiveUp! #OnlyThroughUnityCanWeReachOurGoals!

Eric Jackson, Branch 725

Springfield, Ohio

Don't look now, but we made it to March. For me, the first three months of the year are always the hardest. Everything is harder when you have to wear extra layers of clothes and multiple gloves, which make dealing with the scanner annoyingly difficult. Though I dread the heat, I do look forward to not having to bring so much gear to work.

Our postmaster followed our senior supervisor out the door. They both went to smaller offices and are both enjoying the slower pace of those offices. They both made our office a better place to work despite not getting much support from their bosses. Our new postmaster is someone many of us already know. She started out in our office many years ago as a carrier and then became a supervisor. After becoming a postmaster at a nearby office, she is now back with us. I think we are fortunate to have someone who already knows the office and is aware of what does and doesn't work for us.

When DPS first came out near the turn of the century, we were told to expect a 2 percent error rate. So, if your DPS count is 1,000 pieces, you may have 20 misthrows. This past week has been awful. We've been having 5 to 10 percent error rates every day. One day, our office collectively had approximately 26 feet of mail in misthrows. We're supposed to write down our error counts in the p.m., but many carriers don't. It does seem pointless when nothing changes at the plant. In fact, we've been told that the plant retaliates when it is criticized for its shoddy product. Here I thought we were all on the same team.

Contract news? Arbitration, of course. Meetings are the second Thursday of the month at 6:30.

Jerry Martens, Branch 45

Staunton, Virginia

“Lemonade out of lemons” has been my mantra for most of this year. So much is changing so fast, it's hard to keep up. What do we do as letter carriers when times are tough?

Well, when more of our community is hunger insecure, we boost the food drive to a new level. As of March 10, 28 branches in Virginia were registered. As the Virginia state food drive coordinator, I find it rewarding to chat with branch leaders and support them. I encounter such enthusiasm and caring despite the long hours everyone is working. I am confident that the few remaining branches will sign up and do their part.

When threats to jobs, collective bargaining and the very existence of a public, universal service USPS continue to mount, we gather with our sister postal unions. We write and call our elected officials. We fight like hell and educate our customers and representatives. Branches across the country are working together to spread the message far and wide. No doubt the nationwide rallies of March 23 will make an impact.

When our extended union family is also under attack, we have their back. Write, call, and rally some more.

We recruit our families and friends to support our causes, too.

This spring is packed with crucial NALC activities here in Staunton and throughout Virginia and Region 13. Staunton is proud to host regional training on LMOUs and other topics in March right before the big rally day. Regional officer training in Delaware and Virginia NALC Lobby Day in April. Food drive and convention in May. So much to do!

Are you ready to Stamp Out Hunger and Save Our Service? Join us; we need all hands on deck to make that lemonade!

Solidarity forever—

Cindy Connors

Toledo, Ohio

As of Valentine's Day, there are more than 400 grievances for the year. 2025 is shaping up to be another busy year. We are awaiting a decision on numerous cases being prepared, which will only make a small dent in the backlog. At the present time we have approximately 400 grievances pending scheduling for arbitration.

We secured two club-level lounges plus spectator seating for our Membership Appreciation Night at the Toledo Walleye hockey game on Feb. 23. Food was provided along with a cash bar. The Huntington Center Arena has been voted one of the best hockey arenas in the ECHL.

As I have mentioned, Branch 100 will be hosting the 72nd Biennial Ohio State Association convention Aug. 6-10. We have arranged for the hospitality room in the rooftop presidential suite. We have booked the *Glass City Sandpiper* for a two-hour cruise on the Maumee River. We are looking into a party bus and pedal bar for additional entertainment.

Good riddance to PMG DeJoy. He lowered standards and the Postal Service can't even meet those! Parcel sorting at the Pontiac, MI, facility is rumored to be weeks behind. Yet there are parcel sorters setting idle at the Toledo facility! Postal logic. Oh, that's right, let's use a program to route garbage trucks to adjust postal routes. That's working really well.

Ray Bricker, Branch 100

Tri-Valley, California

What does light do? It eliminates all forms of darkness. As union activists, we carry the light, and that light will help eliminate darkness from the working lives of many letter carriers. When we are in solidarity, we cannot be stopped. The light cannot be put out. Therefore, if you are an NALC union activist in any capacity, shine your light—the membership of our great union needs it more than ever.

Most of us already know that the Postal Service is under attack by the current White House administration. The same sweeping senseless and tasteless action being applied against our union brothers and sisters nationwide in the federal workforce is also trying to find its ugly way in to infiltrate the Postal Service and remove our jobs as well. It still blows my mind that some postal employees voted for this clown and claimed that they didn't see this coming. How so? Trump has repeatedly issued

negative assaults against the Postal Service since his first term in office.

Our branch received short notice from our NBA via Headquarters: Nationwide “Fight Like Hell” rally scheduled for March 23. And even though I didn't receive sufficient time to prepare as a local host, we were able to join host Los Angeles Branch 24 for this important event. I want to thank Branch 24 President Larry Brown for allowing our branch to participate with them to send a strong message to the White House: “Hands off the Postal Service.”

As letter carriers, we're always in the public's eye, and hopefully they will be watching us as we stand together to fight for what belongs to the American people: the United States Postal Service. Thanks, brothers and sisters, for participating in unionism and being the shining light.

James C. Perryman Jr., Branch 2902

Virginia Beach, Virginia

Felix Maurizio celebrated his 100th birthday at his home in Norfolk, VA, on Feb. 21. The celebration was with family, friends and a 100-candle birthday cake, which the birthday guy blew out on his own.



Felix Maurizio

Felix is known to most as “Mo,” a name given to him by Admiral Nimitz. Mo is a World War II veteran who recently returned to Normandy for the first time in 80 years at the age of 99 in June 2024. Mo is a decorated Navy veteran who served proudly and honorably. Mo's story has been featured by local and national news, most recently by “Good Morning America.”

After serving in World War II, he continued to serve in working for the United States Postal Service as a letter carrier in Virginia Beach. I met Mo in 2001 as a new transfer PTF from New York. It was a challenging experience delivering a park-and-loop. One day I felt so defeated, but then I saw the LLV, and 80-year-old Maurizio completed the route for me that day, and I am forever grateful.

Mo is a gold card and 55-year pin recipient. Mo stays active and stays connected with friends with lunch dates and other activities. On behalf of the members of Branch 2819, we celebrated you on this milestone birthday of 100 years and wish you many more.

Jamie Drayton-Bey, Branch 2819

Washington, District of Columbia

NALC Branch 142 is offering a \$1,000 scholarship to a son, daughter or grandchild of an active or retired letter carrier member in good standing with Branch 142.

The applicant must be a high school senior. The applicant must submit a 500-word essay about “What the union means” and how it has helped their family member. The essay is due no later than July 31.

Along with the essay, the applicant must submit their name and the name of the Branch 142 member, as well as their address and phone number, to NALC Branch 142, 6310 Chillum Place NW, Washington, DC 20011, Attn: April Hines/Scholarship Committee.

Karen Clark, Branch 142

In Memoriam

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

Ernest P. Goggans	Br. 448	Anniston, AL	Larry E. Johnson	Br. 836	Hopkinsville, KY	Alfred F. Rastelli	Br. 36	New York, NY
Glen E. Horn	Br. 448	Anniston, AL	Stanfred G. Kraft Jr.	Br. 14	Louisville, KY	Helen E. Genovese	Br. 210	Rochester, NY
Richard H. Milam	Br. 448	Anniston, AL	Robert A. Coleman	Br. 383	Paducah, KY	Norman C. Lefrois	Br. 210	Rochester, NY
Herbert O. Milstead Jr.	Br. 530	Birmingham, AL	Judy A. Izaguirre Garci	Br. 2464	Houma-Thibodaux- Lockport, LA	James W. Reynolds Jr.	Br. 210	Rochester, NY
Joe L. Williams Jr.	Br. 530	Birmingham, AL	James M. Jones	Br. 197	Shreveport, LA	Robert G. Salerno	Br. 210	Rochester, NY
John P. Beraud	Br. 1902	AZ Mgd.	Louis B. Godin	Br. 345	Auburn, ME	Thomas D. Welsh Jr.	Br. 210	Rochester, NY
Peter L. Razo	Br. 1902	AZ Mgd.	Richard Lamarre	Br. 92	ME Mgd.	Dominick R. Massaro	Br. 375	Utica, NY
Paul W. Blakely Jr.	Br. 6156	Sun City, AZ	George R. Seward	Br. 92	ME Mgd.	Luis R. Montero	Br. 375	Utica, NY
Raymond A. Root	Br. 704	Tucson, AZ	Phillip M. Harris	Br. 176	Baltimore, MD	Alva J. Waters	Br. 780	New Bern, NC
Joe L. Barnett	Br. 231	Central CA	John J. Madden	Br. 176	Baltimore, MD	Ivan W. Woodle	Br. 935	Statesville, NC
James E. Post	Br. 231	Central CA	Carmine J. Ciampa	Br. 34	Boston, MA	William O. McDonald Jr.	Br. 238	Canton, OH
Anthony J. Woods	Br. 2525	Escondido, CA	Michael E. Dandrea	Br. 34	Boston, MA	Donald E. Scott	Br. 238	Canton, OH
Ronald G. Meadows	Br. 1100	Garden Grove, CA	Donald O. Devereaux	Br. 34	Boston, MA	Anthony J. Sciamanna	Br. 43	Cincinnati, OH
Robert E. O'Connor	Br. 1100	Garden Grove, CA	Leonard B. Drew	Br. 34	Boston, MA	Ella M. Harvilic	Br. 1629	Cuyahoga Falls, OH
Sergio Arellano	Br. 24	Los Angeles, CA	W. E. Lundon	Br. 34	Boston, MA	Paul R. Schoonover	Br. 1629	Cuyahoga Falls, OH
Ignacio Campuzano	Br. 24	Los Angeles, CA	Nazzarene Pellegrini	Br. 34	Boston, MA	James F. Soyk	Br. 1629	Cuyahoga Falls, OH
John L. Davis	Br. 24	Los Angeles, CA	Joseph P. Rizzuti	Br. 34	Boston, MA	Paul A. Popp	Br. 164	Steubenville, OH
Jerald P. Dela Masa	Br. 24	Los Angeles, CA	John A. Sofia	Br. 34	Boston, MA	Fernando R. Machado	Br. 100	Toledo, OH
John S. Ross	Br. 24	Los Angeles, CA	William M. Strazzullo	Br. 34	Boston, MA	William L. Hartmeyer	Br. 63	Zanesville, OH
Raymond R. Redmon	Br. 133	Sacramento, CA	James J. Sullivan	Br. 34	Boston, MA	Frank J. Alvarez	Br. 254	Bethlehem, PA
Hubert V. Littleton	Br. 70	San Diego, CA	Paul J. Tivnan	Br. 34	Boston, MA	Brian L. Oplinger	Br. 254	Bethlehem, PA
Eugene F. Lorenzo	Br. 193	San Jose, CA	Edward C. Williams	Br. 34	Boston, MA	Bernard F. Camus	Br. 84	Pittsburgh, PA
Gil F. Abar I	Br. 214	San Francisco, CA	G. Zardas	Br. 34	Boston, MA	Joseph Como	Br. 84	Pittsburgh, PA
Lynda T. Beigel	Br. 214	San Francisco, CA	Norman E. Levesque	Br. 51	Fall River, MA	Bernard F. Dervis	Br. 84	Pittsburgh, PA
Valiente S. Briones	Br. 214	San Francisco, CA	Larry M. Bitler	Br. 25	MA Northeast Mgd.	E. J. Grimm	Br. 84	Pittsburgh, PA
Dino J. Delgrande	Br. 214	San Francisco, CA	Donald J. Lord	Br. 25	MA Northeast Mgd.	Russell G. Jones	Br. 84	Pittsburgh, PA
George A. Nolley	Br. 214	San Francisco, CA	Edward G. Rabidou	Br. 25	MA Northeast Mgd.	Edmund S. Lewandowski	Br. 84	Pittsburgh, PA
Robert W. Haase	Br. 1427	Santa Clara, CA	Norman J. Rivard	Br. 25	MA Northeast Mgd.	Gerald G. Logue	Br. 84	Pittsburgh, PA
Carroll M. Arnaud	Br. 183	Santa Rosa, CA	Peter M. Desnoyers	Br. 286	Pittsfield, MA	R. V. McLaughlin Jr.	Br. 84	Pittsburgh, PA
Walter L. McKean	Br. 213	Stockton, CA	Francis A. Giardina	Br. 286	Pittsfield, MA	Lawrence M. McManus	Br. 84	Pittsburgh, PA
Danilo P. Haduca	Br. 857	Watsonville, CA	Peter A. Melo	Br. 18	Southeast MA Mgd.	Thomas C. Morgan	Br. 84	Pittsburgh, PA
Alex F. Sanchez	Br. 204	Colorado Springs, CO	Paul S. O'Connor	Br. 12	Worcester, MA	Charles E. Nice	Br. 84	Pittsburgh, PA
David F. Quintana	Br. 47	Denver, CO	Franklin E. Barnes	Br. 262	Battle Creek, MI	Michael E. Paranzino	Br. 84	Pittsburgh, PA
Henry A. Geter	Br. 32	Bridgeport, CT	David C. Bunce	Br. 262	Battle Creek, MI	Joseph F. Punturi	Br. 84	Pittsburgh, PA
Gustave C. Breny Jr.	Br. 20	CT Mgd.	Gary E. White	Br. 262	Battle Creek, MI	Paul F. Rosenberger	Br. 84	Pittsburgh, PA
Raymond F. Kauczka	Br. 20	CT Mgd.	Dan D. Bulbuk	Br. 1	Detroit, MI	Charles W. Schramm	Br. 84	Pittsburgh, PA
John A. Maccio	Br. 20	CT Mgd.	Bennie A. Ciolek	Br. 1	Detroit, MI	William F. Scullion	Br. 84	Pittsburgh, PA
Joseph C. Micale	Br. 20	CT Mgd.	Chrispus D. Grant	Br. 1	Detroit, MI	Langston V. Smith Jr.	Br. 84	Pittsburgh, PA
Raymond J. Decker	Br. 86	Hartford, CT	Sherry A. Miller	Br. 74	Saginaw, MI	Robert P. Subasic	Br. 84	Pittsburgh, PA
Anthony J. Denicola	Br. 86	Hartford, CT	John H. Joseph	Br. 28	St. Paul, MN	Michael J. Uhren	Br. 84	Pittsburgh, PA
James C. Holter	Br. 86	Hartford, CT	Alexander J. Maki	Br. 28	St. Paul, MN	Ralph R. Rostock	Br. 162	Pittston, PA
Donald V. Rahl	Br. 199	New Haven, CT	Roger L. McClure	Br. 28	St. Paul, MN	David R. Standen Jr.	Br. 725	Southeast PA Mgd.
Dennis P. Regan	Br. 19	New Haven, CT	Earl J. Olson	Br. 28	St. Paul, MN	Michelle L. Mulcahy	Br. 115	Wilkes-Barre, PA
Christopher L. Walker	Br. 60	Stamford, CT	Merle G. Schmaus	Br. 28	St. Paul, MN	Herbert W. Brewster	Br. 15	Providence, RI
Herman McAlister	Br. 142	Washington, DC	Harold J. Westgard	Br. 28	St. Paul, MN	Richard T. Lesniak	Br. 15	Providence, RI
George Stulb Jr.	Br. 53	North FL	Charles L. Dobbins	Br. 2202	Corinth, MS	Paul S. Lewis	Br. 15	Providence, RI
Gerald R. Mims	Br. 1071	South FL	James R. Drysdale	Br. 4839	Florissant, MO	Anthony J. Scavitti	Br. 15	Providence, RI
Thomas F. Rose	Br. 2689	Spacecoast FL	Richard R. Grace	Br. 4839	Florissant, MO	Russell S. Taylor	Br. 15	Providence, RI
Michael F. Hayes	Br. 1477	West Coast FL	Joseph A. Badalamenti	Br. 343	St. Louis, MO	Richard L. Whaley	Br. 15	Providence, RI
Louis C. Brown	Br. 313	Brunswick, GA	Chester N. Chunn	Br. 343	St. Louis, MO	Hampton A. Morris	Br. 1416	Florence, SC
Billy E. Buchanan	Br. 2225	Decatur, GA	William K. Grau	Br. 343	St. Louis, MO	William Wherry	Br. 1003	Rock Hill, SC
Lucille J. Harmor	Br. 1364	Idaho Falls, ID	Thomas E. Harman	Br. 343	St. Louis, MO	John G. Miller	Br. 491	Sioux Falls, SD
Veronica N. Julion	Br. 2076	Des Plaines, IL	Anthony F. Jakuboski	Br. 343	St. Louis, MO	Don E. Brown	Br. 1037	Amarillo, TX
Walter J. Diven	Br. 11	Chicago, IL	Angelika S. Pierce	Br. 343	St. Louis, MO	Arthur Morales	Br. 226	Fort Worth, TX
Tracy Harris	Br. 11	Chicago, IL	Francis E. Vineyard	Br. 390	Grand Island, NE	Alex J. Perinchief	Br. 283	Houston, TX
Terrence R. Leber	Br. 245	Rockford, IL	Antoinette D. Anderson	Br. 2502	Las Vegas, NV	Christian E. Zingerman	Br. 3792	Midland, TX
Michael J. Tyler	Br. 245	Rockford, IL	Alton W. Hayward	Br. 44	NH Mgd.	James K. Dempsey	Br. 4784	Richardson, TX
Ronald B. Wennerdahl	Br. 245	Rockford, IL	Sylvio P. Lemelin	Br. 44	NH Mgd.	Larry N. Cassada	Br. 595	Danville, VA
Kenneth D. Koster	Br. 4016	S. Suburban Mgd., IL	George D. Perkins	Br. 44	NH Mgd.	Melissa A. Mitchell	Br. 496	Richmond, VA
William A. Venn	Br. 4016	S. Suburban Mgd., IL	Louis Mennona	Br. 5420	Brick Town, NJ	James H. Cones Jr.	Br. 247	Tidewater VA
Glen L. Gorrell	Br. 116	Fort Wayne, IN	Bertram D. Creighton	Br. 38	NJ Mgd.	Michael F. Offield	Br. 79	Seattle, WA
Guy B. Willis	Br. 116	Fort Wayne, IN	D. E. Dalton	Br. 38	NJ Mgd.	Sona Rakhmanova	Br. 79	Seattle, WA
Eugene E. Budzinski	Br. 820	Mishawaka, IN	Kumar Laloo	Br. 38	NJ Mgd.	David Harms	Br. 791	Snohomish Co., WA
Lloyd D. Imus Jr.	Br. 820	Mishawaka, IN	Louie R. Gutierrez	Br. 504	Albuquerque, NM	Robert W. Muntz	Br. 130	Tacoma, WA
Thomas I. Powell	Br. 820	Mishawaka, IN	Jerome J. Zamiaara	Br. 3	Buffalo-Western NY	Donald A. Velloff	Br. 507	Madison, WI
Richard D. Cline	Br. 330	South Bend, IN	A. M. Green	Br. 6000	Long Island Mgd., NY	Eugene C. Joiner	Br. 2	Milwaukee, WI
Nelson W. Yockey	Br. 330	South Bend, IN	Lionel Brown	Br. 36	New York, NY	Dale B. Lofquist	Br. 2	Milwaukee, WI
Fred E. Czichas	Br. 506	Davenport, IA	Pasquale Demartino	Br. 36	New York, NY	Lloyd D. Ciha	Br. 490	Manitowoc, WI
Ralph F. Ruebling	Br. 506	Davenport, IA	Alvin A. Lawrence	Br. 36	New York, NY	Arnold L. Wanek	Br. 490	Manitowoc, WI
Warren K. Weasmer	Br. 506	Davenport, IA	Harmon J. Moats	Br. 36	New York, NY			
Robert D. Johnson Jr.	Br. 499	Kansas City, KS						



Nalcrest Update

From the Trustees

As members of the Nalcrest Standing Committee overseeing the operations and finances of Nalcrest, Tony Diaz and I communicate daily with each other and the Nalcrest property manager, Lisa Senecal. We also hold a weekly Webex meeting with the property manager, and we meet monthly on site at Nalcrest. We also communicate as needed with the other four Nalcrest Trustees: EVP Paul Barner, Secretary-Treasurer Nicole Rhine, Assistant Secretary-Treasurer Mack Julion and Director of Retirees Dan Toth.

At least once a year, all seven Nalcrest Trustees meet on site at Nalcrest, and hold an annual meeting with the residents at Nalcrest. The 2025 annual meeting with the residents was held on Feb. 28. The annual meeting gives us the opportunity to share with the residents, from branches all across the country, information regarding the operations and finances of Nalcrest, as well as legislative, political, retiree and other NALC issues of importance to our members. Equally important, the residents have an opportunity to share information and

concerns regarding life at Nalcrest.

This year, the meeting was very well attended, with lots of participation. The meeting lasted well over three hours, with dozens of issues being discussed. We manage to maintain a low-cost community for retired letter carriers, while dealing with many challenges, such as the 60-year-old water/sewer infrastructure, and the significant roof damage from the last hurricane. Nalcrest has 584 apartments that are rented on a yearly basis, and 16 guest apartments that are rented by the night. There are currently almost 400 members on the waiting list to live at Nalcrest.

A large number of the residents with annual leases at Nalcrest are snowbirds. They start heading out before it gets too hot in Florida, and start returning before it gets too cold from wherever they go. Each year the residents have a Going Away Residents Party sometime before those who will be snowbirding leave. This year, the party was scheduled for Sunday, March 30. Hopefully, we will have a much calmer hurricane season this year while they're gone.

Fred Rolando

Apply to live at Nalcrest

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

Nalcrest Trustees

- NALC Executive Vice President Paul Barner
- NALC Secretary-Treasurer Nicole Rhine
- NALC Assistant Secretary-Treasurer Mack I. Julion
- NALC Director of Retired Members Dan Toth
- Nalcrest Trustees Vice President Fred Rolando
- Nalcrest Trustees Vice President Tony Diaz

Scholarships available for Florida colleges

The Costas G. Lemonopoulos Scholarship Trust, established by the late West Coast Florida Branch 1477 member Costas G. Lemonopoulos, will award scholarships to children of NALC members attending public, four-year colleges or universities supported by the state of **Florida**, including St. Petersburg College (no private colleges, universities, or junior colleges).

For an explanation of the rules governing the awards and instructions on how your son or daughter can compete, fill out and send the form at right by **June 1** to the Costas G. Lemonopoulos Scholarship Trust, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Lemonopoulos Scholarship Application
(Please print clearly)

Date _____ Check if renewal

Please send details on how I can compete for a scholarship award.

I am the _____ of _____ retired _____ active letter carrier _____
 _____ daughter deceased _____ (Name)

of Branch No. _____ City _____ State _____

My name is _____

My home address is _____
 City _____ State _____ Zip _____

Signature of NALC parent member _____ Signature of branch officer _____
 (or spouse if deceased)

NALC parent's Social Security No. _____ Title _____ Date _____

Mutual Exchanges

CA: Burbank (6/15) to Fresno, Clovis, CA. Regular city carrier. Great work environment, strong local union, and good weather. Not far from amazing beaches. Both Sun Valley and Burbank in bidding cluster. Overtime available. Taron, 818-299-1763 or taron299@gmail.com.

CA: Los Angeles (6/01) to Tucson, AZ. May bid stations; lots of OT, if desired. Great weather year-round. Regular city carriers only. Family reasons. Saul, 626-590-4950 or sauloliveros@sbcglobal.net.

FL: Fort Lauderdale (5/19) to Lawrenceville, Conyers, Dacula, Duluth, Lilburn, Norcross, Snellville, Buford, GA. Fort Lauderdale S&DC. Regular city carrier. Erika, 305-519-7876 or eriekab@yahoo.com.

NH: Derry (9/04) to Fort Myers, FL. Regular city carrier. Great office and co-workers. Email with any questions. Tim, 3jays72@comcast.net.

TX: Houston (2/09) to Seattle, WA. Regular city carrier. Gene, 346-342-9499 (call or text).

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., April's deadline is for the May 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.

Election Notices

Garden Grove, California

This is official notice that, pursuant to Article 5 of Branch 1100 bylaws, nominations for officers for the 2025-2028 term will be held at the regular branch meeting at 7:30 p.m. on Tuesday, June 10, at Branch 1100's meeting hall, 13252 Garden Grove Blvd., Garden Grove.

All members in good standing must be present and/or signify, in writing, their willingness to accept the nomination and may accept nomination for only one position.

At the time of nomination, candidates must certify that they have not applied for or served as a supervisor, either temporary or permanent, during the 24 months preceding nomination.

All elected offices are open for nomination and are for a term of three years. In addition, those elected for a position shall, by virtue of that position, be a delegate to all state and national conventions during the term of office.

The election shall be conducted by secret ballot. Ballots must be returned by 11:30 a.m. on Monday July 7, at to be counted. All others will be void.

Sharon Peralta, Exec. Sec./HBR, Br. 1100

Greenville, South Carolina

This will serve as official notice for all members of Branch 439 that, at the May meeting at 7 p.m. on May 1 at the union hall located at 211 E. Butler Road, Mauldin, a motion will be made to merge with Travelers Rest Branch 5423. If the merger is approved, the bylaws of Branch 439 will be the bylaws of the merged branch. The officers of Branch 439 will be the officers of the merged branch. The assets of Branch 5423 will be transferred to Branch 439. The dues for the merged branch will be the dues paid by Branch 439.

Michelle Harlow, Sec., Br. 439

Kentucky

This is the official notice to all members of the Kentucky State Association that nominations and election of all officers and executive board members for a two-year term, 2025-2027, will be conducted at the state convention June 8-9 in Bowling Green, in accordance with Article VII of the *Constitution of the Ken-*

tucky State Association of Letter Carriers.

Steve Terry, Sec., KYSALC

Marietta, Georgia

In accordance with Article 5, Section 4 of the NALC Constitution and Branch 119 bylaws, notice is given regarding the nomination and subsequent election for delegates to the 2026 state and national conventions.

Nominations of delegates shall be made from the floor at the regular branch meeting on Oct. 7. All candidates must be present at the time of their nominations or else signify their willingness, in writing, to accept if elected.

The election of delegates shall be secret ballot at the regular branch meeting on Nov. 4. The polls will open at 3 p.m. at the November meeting and remain open until 7 p.m.

Any member who is retired, incapacitated, or whose duty assignment prevents them from voting during the published limits may request, in writing, from the election committee an absentee ballot after nominations have closed. Request for absentee ballots must be received by the election committee at least two weeks before the election. Send those absentee ballot requests to: NALC Branch 119 Election Committee, 734 Roswell St., Marietta, GA 30060. Completed absentee ballots must be returned to the election committee prior to the polls opening on Nov. 4.

Willie Young, Pres., Br. 1119

Massachusetts Northeast Mgd.

Notice is hereby given to members of Branch 25 that nominations for delegates to the 74th national convention shall be held at 8 p.m. at the Oct. 14 regular branch meeting at the Knights of Columbus in Wilmington.

Further, notice is hereby given to members of Branch 25 that the election of delegates to the 74th national convention shall be held at the Nov. 11 regular branch meeting at the same location.

Expenses for elected delegates shall be voted on at the November meeting. All delegates must have attended 60 percent of the regular monthly meetings held between elections to be an

expenses-paid delegate to conventions. Any member who has not been a member for the prior two years will have their attendance prorated from the date of their membership. In addition to the provisions of Article 5 of the Branch 25 bylaws, which designates the branch president and the executive vice president as automatic delegates to these functions, Article 5 of the *NALC Constitution* shall prevail.

Joseph E. Stearns, Sec., Br. 25

Memphis, Tennessee

This is an official notice to all active and retired members of Branch 27 that a special meeting will be held the evening of the regular branch meeting on June 12. This meeting will be held at the Branch 27 union hall at 584 South B.B. King Blvd., Memphis, and the regular meeting will begin at 7 p.m. Any proposed changes to the branch bylaws should be submitted and discussed at this meeting.

Any proposed changes will be voted on at the regular meeting on July 3.

Michelle Johnson, Branch 27

Northern Kentucky

This is an official notice to members of Branch 374 that elections for the following positions will be held at the July monthly meeting: president, vice president, treasurer, financial-recording secretary, health benefits, workers' compensation, retirement, sergeant-at-arms, three trustees and delegates. The meeting will be at 6:30 p.m. on the second Tuesday of the month, July 8, at Veterans of Foreign Wars, 6 Electric Ave., Southgate.

Allen T. Dotson, Sec., Br. 374

Reno, Nevada

In accordance with current Branch 709 bylaws, Article IX, Section 1, and Article V of the *NALC Constitution*, this is official notice to all members of Branch 709 that nominations for the following officers will be held at the regular branch meeting on Oct. 1 at the AFL-CIO Building, located at 602 E. John St., Carson City: president, vice president, recording secretary, financial secretary/treasurer, health benefits/Mutual Benefit Association rep-

resentative, sergeant-at-arms, three trustees, and delegates to the 2026 national convention and the 2027 Nevada State Association convention.

In accordance with Branch 709 bylaws, Article VIII, Section 2, nominees must be present, or present to the recording secretary prior to the October meeting a written statement stating that they are willing to accept the position for which they are nominated. In addition, any member who is unavoidably detained from attending the said meeting and contacts the branch within 24 hours shall be considered a candidate. The recording secretary may be contacted at recsec709@yahoo.com.

The terms of office for elected officers will be two years, beginning January 2026.

The election will be conducted by secret mail ballot.

Shawn Wells, Rec. Sec., Br. 709

Roanoke, Virginia

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 524, this is an official notice to all members of Branch 524 of nominations for all Branch 524 officer positions, to include president, vice president, executive vice president, recording secretary, treasurer, board of trustees, sergeant-at-arms, health benefits and Mutual Benefit Association representative, and director of retired members.

All nominees must be in attendance to accept their nomination and willingness to serve if elected, either orally or in writing to the recording secretary if they cannot be present. Branch 524 provides in its bylaws that nominations may be in writing, with the nominations to be received by the recording secretary not less than 30 days before the date of the election. The positions of all officers elected will begin January 2026 and end December 2028. Nominations will take place at the regular business meeting held on Nov. 18.

Elections, if necessary, will take place at the regular business meeting held between 6 p.m. and 9 p.m. on Dec. 9. The Branch 524 business meetings are held at the union hall, located at 1015 Georgia Ave. NE, Roanoke.

Jack Green, Sec., Br. 524



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

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

The app's features include:

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

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

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.

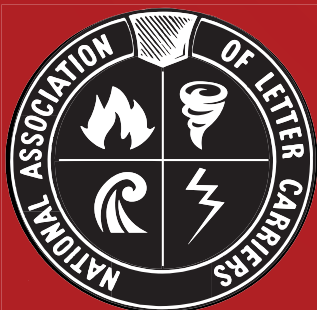
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

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**