

Best website: 3rd place

 **NALC BRANCH 1100** 714-748-1100

National Association Of Letter Carriers, AFL-CIO Barbara Stickler, President

Home Member Services Branch Officers Stewards Corner Carrier Corner Branch Meeting Legislative Health Benefits Injury Comp

Branch Election Results

Do you need Union Representation?

Shop Steward of the Quarter

Upcoming Calendar of Events

Texting Scanning & Weingarten Rights

CCA Health Benefit Information

2016 Food Drive Results


Barbara Stickler,
President

Union Representation

If you need Union representation whether its for a workplace issue or some type of disciplinary action, like a letter of warning, here are a few things you should know. [read more](#)

NALC Retirement Planning Seminar [\[more info\]](#)
with National Officer Ron Watson Director of Retired Members

USPS Shared Services
NALC Mutual Benefit

2016 Rotating Day Off [Calendar](#)

2016 Shop Stewards Appreciation Luncheon [Pictures](#)

Tweets by @NALC_National
Letter Carriers

Garden Grove, CA Branch 1100

Best website: 2nd place

The screenshot shows the website for the Massachusetts Northeast Merged Branch 25 of the National Association of Letter Carriers. At the top, there is a logo featuring a map of Massachusetts with a circular seal. Below the logo, the text reads "Massachusetts Northeast Merged BRANCH 25 National Association of Letter Carriers". A list of member locations is provided in a blue box: Acton, Amesbury, Andover, Bedford, Beverly, Billerica, Burlington, Chelmsford, Concord, Danvers, Dracut, Gloucester, Haverhill, Holliston, Ipswich, Lowell, Lynnfield, Manchester, Marblehead, Maynard, Merrimac, Newburyport, North Chelmsford, North Reading, Peabody, Reading, Rockport, Salem, South Hamilton, Sudbury, Tewksbury, Topsfield, Wakefield, Wayland, Wilmington, Winchester.

On the left side, there is a vertical navigation menu with buttons for: Home Page, Branch Officers, Branch 25 Photos, Branch Contact Info, Carriers' Page, Stewards' Page, NALC Website, NALC Health Benefit Plan, Making Healthy Choices, Employee Assistance - EAP, Letter Carrier Political Fund, Join E-Activist, Contact Your Senator, and Contact Your Congressman.

The main content area features a date "Today is July 27, 2016" and a headline "UPS To Test Saturday Delivery Waters ...". Below the headline, it says "Story ID: 0134" and "Story Date: July 17, 2016". There is a UPS logo and a quote: "We just continue to see more and more demand for e-commerce shipments." attributed to Steve Gaut, UPS Spokesperson. Another quote from John McClane says "Welcome to the party, Pa !!!". A paragraph of text follows: "With demand high and no signs of slowing down (Thank you, Amazon ...), UPS reportedly will dip it's sizable toe into the Saturday delivery waters this summer. Bloomberg News has the scoop right here."

On the right side, there are two calendar widgets. The first is for June 2016, and the second is for July 2016. The July calendar shows the current date as the 27th. Below the calendars is a button for August 2016.

At the bottom right, there is a logo for MDA (Muscular Dystrophy Association) with the tagline "Delivering The Cure".

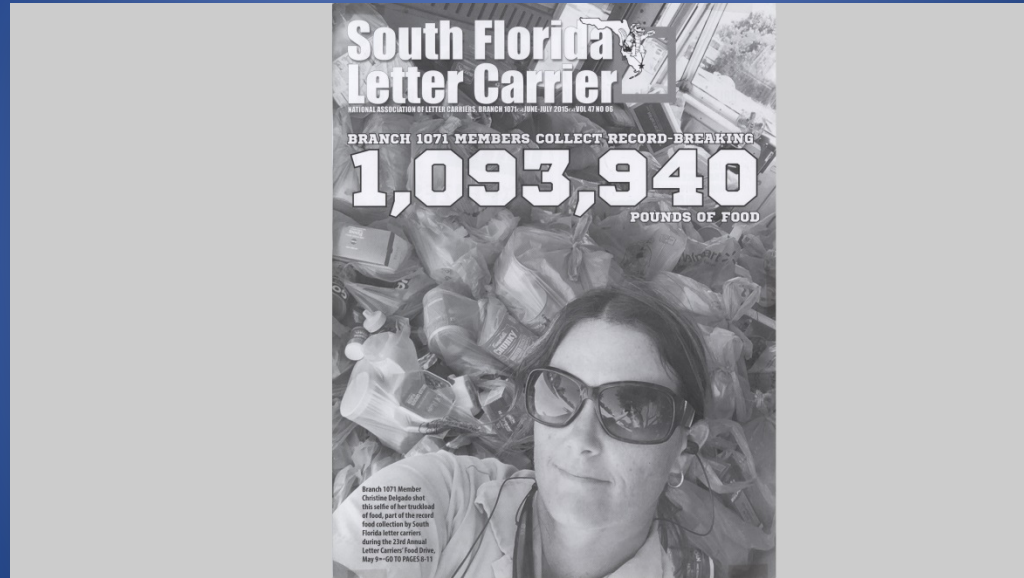
MA Northeast Mgd. Branch 25

Best website: 1st place

The screenshot shows the homepage of the NALC 916 website. At the top left is the logo for the Emerald Empire Branch, featuring a circular emblem with 'NALC 916' and 'EST. 1993'. To its right is the text 'NALC 916' in a large, bold, italicized font, with 'The Emerald Empire Branch' underneath. A search bar is located in the top right corner. Below the header is a navigation menu with links for 'NALC', 'OSALC', 'WEB LINKS', 'BRANCH 916 INFORMATION', 'RESOURCES', and 'STEWARD RESOURCES'. The main content area is divided into several sections: a blue bar with 'NALC916.org', a large central image of the NALC 916 and National Association of Letter Carriers logos, a blue bar with 'Random Photos' above a photo of a group of people, a blue bar with 'MDA', a 'Deliver the Cure' campaign graphic with 'MDA' and 'Donate online Here!', and a blue bar with 'Upcoming Events' listing three meetings: 'Branch Meeting: Aug. 4, @ 7 PM (MAP)', 'E-Board Meeting: Jul. 28, @ 5:30 PM (MAP)', and 'Steward Meeting: Jul. 28, @ 6:30 PM (MAP)'.

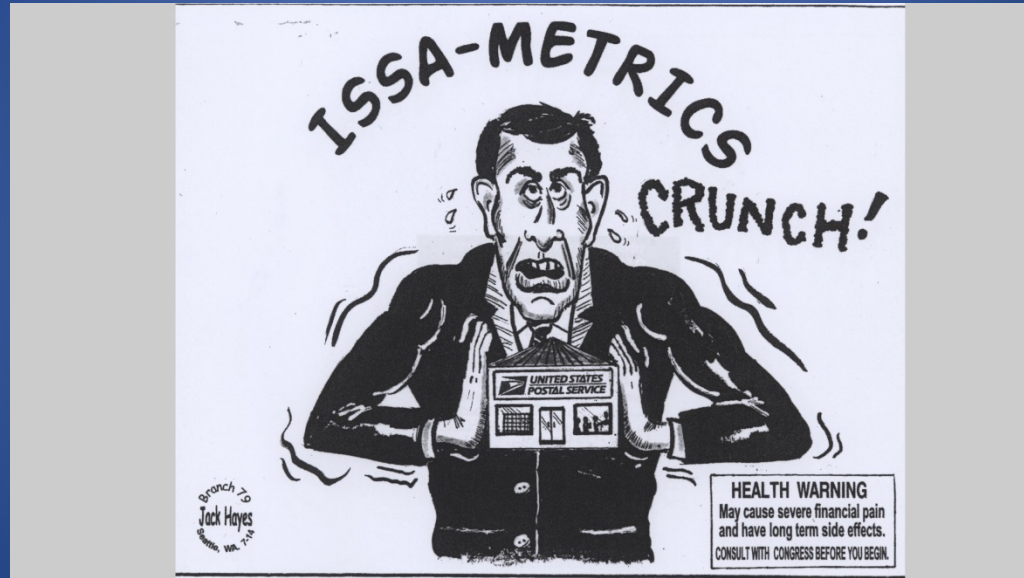
Eugene, OR Branch 916

Best cartoon or photo: 3rd place



Christine Delgado, South FL Branch 1071

Best cartoon or photo: 2nd place



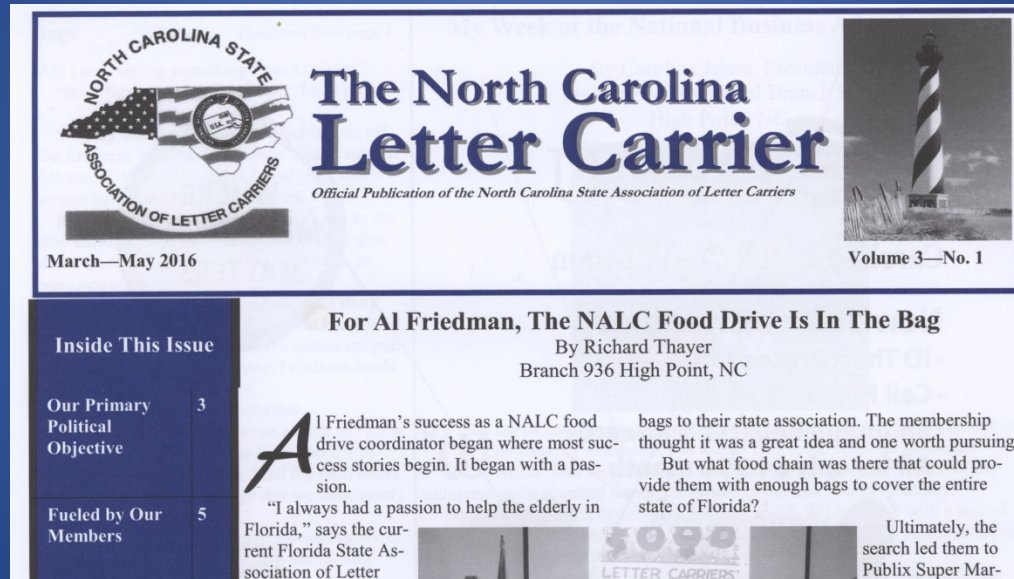
Jack Hayes, Seattle Branch 79

Best cartoon or photo: 1st place



Ken Bonin, MA Northeast Mgd. Branch 25

Best news or feature story: 3rd place



North Carolina State Association of Letter Carriers

The North Carolina Letter Carrier

Official Publication of the North Carolina State Association of Letter Carriers

March—May 2016 Volume 3—No. 1

Inside This Issue	
Our Primary Political Objective	3
Fueled by Our Members	5

For Al Friedman, The NALC Food Drive Is In The Bag

By Richard Thayer
Branch 936 High Point, NC

Al Friedman's success as a NALC food drive coordinator began where most success stories begin. It began with a passion.

"I always had a passion to help the elderly in Florida," says the current Florida State Association of Letter Carriers

bags to their state association. The membership thought it was a great idea and one worth pursuing.

But what food chain was there that could provide them with enough bags to cover the entire state of Florida?

Ultimately, the search led them to Publix Super Mar-

Richard Thayer, NC State Association

Best news or feature story: 2nd place

NORTH CAROLINA STATE
ASSOCIATION OF LETTER CARRIERS

The North Carolina Letter Carrier

Official Publication of the North Carolina State Association of Letter Carriers

December—February 2014/2015

Volume 2—No. 8


Inside This Issue

We Must Work to Build New Relationships in Congress	3
Democracy or Something Else?	5

After 68 Years, America's Senior Letter Carrier Hangs Up His Satchel

By Richard Thayer
Branch 936
High Point, NC

After 68 years of delivering mail, Rudy Tempesta had experienced more than his share of hot, humid days. But today was different.



letter carriers have succumbed to the heat in the past—his life did not pass before his eyes. But if it had, these are some of the scenes he might have revisited:

Richard Thayer, NC State Association

Best news or feature story: 1st place

PAGE 4 THE BEAST OF BURDEN NALC BRANCH 290

CCA Diary: "Blues on Wheels" by Jess Stoner


A writer becomes a carrier for the United States Postal Service out of a long-held love for the mail. What she discovers are screams, threats, lies, labor violations, and a dog attack.

After taking a personality test online and another exam consisting mostly of questions evaluating the sharpness of my memory, I was granted a five-minute interview and hired as a city carrier assistant (CCA) for the United States Postal Service.

The CCA position, akin to a contract letter-carrier, was created in 2013 to save the USPS money and shift higher-paid transitional employees (TEs) into lower-paying jobs. Or, as one district supervisor screamed at me: "YOU EX-

taken by ambulance to the hospital. His supervisor told him he could visit them, but he had to return to deliver the mail. He had already worked more than 14 days in a row.

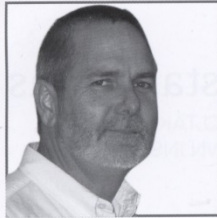
Once you leave the classroom, you head to the station you're assigned to for three days of shadowing. My first day on the job, I clocked in at the beginning of my shift and was immediately reprimanded by my supervisor, who told me, "You don't clock in until I tell you to clock in." But the shadowing went well; I worked



I cried once more, a few weeks in. The mail was heavy, and I was covering a route with a number of apartments whose mailboxes were old, often wouldn't budge, and even when they did, residents so rarely checked their mail that I had to painstakingly fold and squish letters to fit them in. Then I dropped my scanner and it broke. I called the station to tell them I was running late. My supervisor screamed, "YOU'RE HORRIBLE," and I said, "I'm doing my best," and I meant it. When an assistant supervisor showed up to help 20 minutes later, the strap on my satchel also broke. I thanked the supervisor for her help, although even she couldn't get the mailbox closed, and turned away so she couldn't see my face. I drove to my next loop and sobbed aloud as I tried to shove thick magazines through thin, razor-sharp mail slots that made my fingers bleed. I kept crying, from exhaustion and frustration, as I walked through hedges and tree branches. When

Jess Stoner, Santa Barbara, CA Branch 290

Promoting unionism: 3rd place



Say no to Walmart!

THIS HOLIDAY SEASON CONSIDER SPENDING YOUR HARD EARNED UNION WAGES ON RETAILERS THAT RESPECT AMERICAN WORKERS

MARK TRAVERS VICE PRESIDENT

Since the holidays are fast approaching, I felt it was a good time to write about some of the reasons to avoid spending our hard earned union dollars at Walmart. Here is an excerpt from the Institute for Local Self-Reliance* website:

While the big-box business model Sam Walton pioneered half a century ago has been great for Walmart, it hasn't been so great for the US economy.

Walmart's explosive growth has gutted two key pillars of the American middle class: small businesses and well-paying manufacturing jobs.

Change at Walmart is a campaign challenging Walmart to help rebuild our economy and strengthen working families. Anchored by the United Food & Commercial Workers (UFCW), we are a coalition of Walmart associates, union members, small business owners, religious leaders, community organizations, women's advocacy groups, multi-ethnic coalitions, elected officials and ordinary citizens who believe that changing Walmart is vital for the future of our country.

There are many, many more reasons to avoid supporting a company such as Walmart— what they reportedly do to

as taxpayers in our local communities subsidize the low wages paid by Walmart, so let's not support them by spending our money at Walmart as well.

Support companies that are either union or are known for treating their employees with respect and dignity. Companies like Costco, Trader Joes, Gap, and Zappos to name a few. We can and should send a message with our spending, nothing motivates companies to change like the bottom line. If spending is reduced because of their pay policies and how they treat workers, then the Walmarts of the world will have no

Mark Travers, South FL Branch 1071

Promoting unionism: 2nd place (tie)

July/August 2014 THE VOICE Page 7

A nationwide campaign gathers steam


Grassroots action to defend the Post Office

By Dave Welsh, Retiree

As postal workers, we're in for a fight – to protect our union jobs and the public Post Office that people have depended on since it was founded in 1775.

Private companies, and their cronies in Congress and USPS headquarters, are scheming to dismantle and privatize this highly successful, \$68-Billion-in-annual-revenue operation. In the end, what they want is to slash the pay and protections of the people doing postal work.

How can we fight it? By itself, the legislative strategy – trying to influence Congress – is not enough. Congress is bought and sold by the 1%, and that goes for both major parties. They won't begin to listen to us until we're in the streets, mobilized in all our numbers.



The rank and file postal workers, and our communities, who support us – this is the source of our real strength. We need to reach out and tap into it, just as we did in the Great 1970 Postal Strike. That grassroots

Fighting back

A grassroots effort has sprung up to defend our postal jobs and services. As space permits, here are a few early highlights of this national struggle:


- In the Harlem, South Bronx, Staten Island, Coop City and Chelsea neighborhoods of New York City, as well as in Portland (Oregon) and San Francisco, large protests, marches or postal lobby occupations were organized to oppose the closing of postal facilities. In Portland, activists blocked scab trucks to stop the privatization of postal trucking. From Arizona to Connecticut, aroused communities have stopped or delayed the closing or sale of many post offices and mail processing plants.
- The Rural Organizing Project counts many successes in its "Return to Sender" grassroots campaign to preserve full-service post offices in rural Oregon.
- In San Francisco in 2012, a crowd of 200 with an Occupy the Post Office banner marched and took over the lobby of Civic Center station – one of five in the city slated for closure. The station is a lifeline for the very poor who get their mail in P.O. boxes or "general delivery," and a contingent of homeless people took part in the occupation. Shortly after the action, the USPS removed Civic Center and the other four stations from the closure list.
- Local coalitions in many cities banded together in 2012 to form Communities & Postal Workers United. CPWU organized a four-day hunger strike in Washington DC, with saturation media, telling Con-

Dave Welsh, San Francisco Branch 214

Promoting unionism: 2nd place (tie)

On this Mother's Day...

BRIDGING the PAY GAP between MEN & WOMEN in AMERICA



PEGGY DURSO ASSOCIATE EDITOR

adds up to over \$400,000.

As Mother's Day approaches, it is important to celebrate the strides in equality women have made, never forgetting there is still progress to be made. We have successful women in politics. In the South Florida area we have Congresswomen Debbie Wassermann Schultz, chair of Democratic National Committee, Frederica Wilson, Lois Frankel and Ileana Ros-Lehtinen. Statewide we have three additional congresswomen, Corrine Brown, Kathy Castor and newcomer Owen Graham. And, then there is former Secretary of State Hillary Clinton, running for President in 2016.

In the business world we now have 23 women CEOs of Fortune 500 companies. While this is still only a mealy 4.6% of all CEOs, it is an increase from one woman CEO in 1998. The companies women lead today range from soup canners (Denise Morrison, Campbell Soup Co.) to car makers (Mary Barra, GM), with information technology, defense technology and energy thrown in the mix.

We have three women currently sitting on the Supreme Court— Ruth Badar Ginsburg, Sonia Sotomayor, the first Hispanic woman named to the Supreme Court, and Elena Kagan. And, of course, Sandra Day O'Connor, now retired. And, let us not forget, we now have a female, the first female, postmaster general, Megan Brennan.

However, it is equally important to remember there are still working women who do not have the basic necessities to support themselves and their families. In fact, working women make only 78 cents on the dollar compared to what a man in America makes. This pay gap has barely budged

The Equal Pay Act of 1963, signed into law by President John F. Kennedy, which amended the Fair Labor Standards Act, aimed to eliminate some of the disparity. More recently, President Obama signed the Lily Ledbetter Act in 2009 which has certainly helped, but we have a long way yet to travel.

Last year, on Equal Pay Day, President Obama signed two executive orders that will hopefully help close the pay gap. One order prohibits retaliation against employees of government contractors who speak out about their pay to co-workers and the other directs the Department of Labor to collect wage information to include the race and sex of the employees of federal contractors.

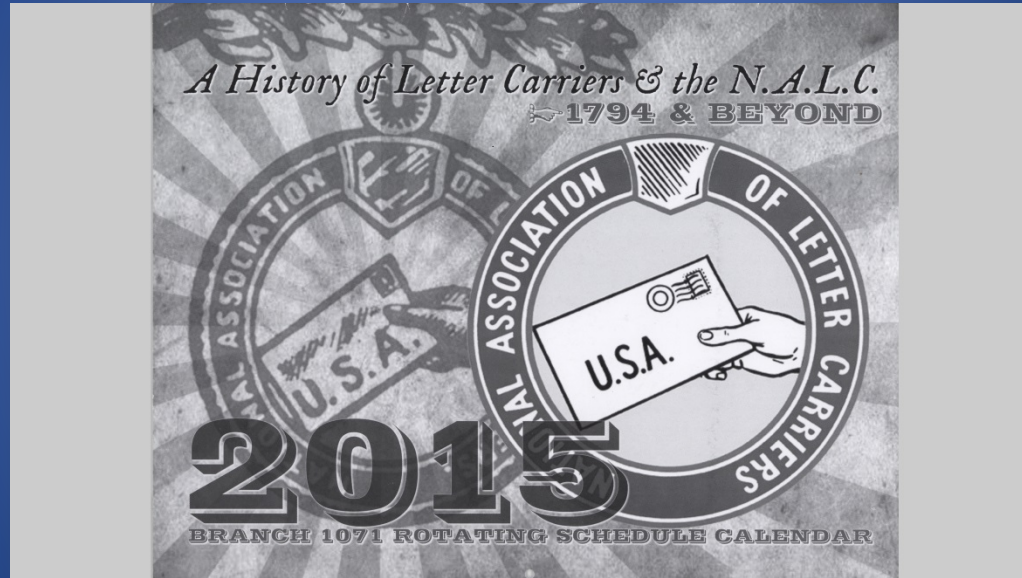
In July of 2014, President Obama signed another executive order which requires those who wish to be federal contractors to disclose any labor violations within the last three years. This is significant as there are 700 billion dollars in federal contracts up for grabs every year and this executive order would keep those who win contracts from discriminating. In addition, one in four Americans are employed by the more than 200,000 businesses that receive federal funds for contracted work.

Although these executive orders will benefit the employees of federal contractors, they do not help the millions of other workers who do not work for federal contractors, and they do not address all the issues that contribute to the pay disparity between women and men. Those of us in the labor movement must be part of the fight to bridge the pay gap between men and women and lobby for Congressional intervention.

Erica Clemons, a young worker with the United Food and Commercial

Peggy Durso, South FL Branch 1071

Promoting unionism: 1st place



Javier Rodriguez, South FL Branch 1071

Best editorial or column: 3rd place

EXECUTIVE VICE-PRESIDENT

SUSAN LEWIS



PUTTING THE SERVICE BACK IN POSTAL SERVICE

I'll admit it. I like writing about managements' bad behavior. We have some doozies out there: the clueless, the arrogant, the lazy, the ruthless and all combinations of each. It's almost been done to death. What's harder for me to write about is bad carrier behavior. I'd like to believe that each of us has our Brothers' and Sisters' best interest at heart, along with the best interests of our customers. But, sometimes we fall short, especially when we think we're acting with good reason.

There are conscientious carriers among us, trying their best to "make the numbers" by working off the clock. Maybe they just grab their scanner and set it up or case their dog warning cards before hitting the clock. Or, maybe they punch in from the street before they've unloaded their vehicle, so it appears that they are on office time by some arbitrary hour that management has designated as an absolute. Some may be working through their unpaid half hour lunches, others through their two ten minute breaks. Harmless, right? Wrong! Every minute of every carrier's day is quantified in one report or another by the postal service. And, every report is scoured over by someone whose job it is to make the jobs of letter carriers longer and harder. If every one of the 1200 carriers in Branch 3 worked just two minutes off the clock, the carriers each only

hundreds of certified letters. Many of the addressees live in pockets of the city on just a few routes per zip code. It's not unusual for a single carrier to have fifty to seventy-five certs for their route. Each needs a 3849. Each needs to be attempted. Each needs a signature and a scan. That takes a good amount of time, yet I've heard management tell carriers to "notify them all". That is NOT the service that the sender has paid for. With Every Door Direct mail, the sender expects it to be delivered to every door, not every door without stairs or every door that has other mail for the day. They paid for a service and not giving it could cost a carrier their job.

If a route was adjusted to an average of five parcels per day and now it averages fifteen, giving the same service (ringing the bell, waiting for an answer, handing the package to a human being and wishing them a good day, or writing up a FULL 3849) is going to take longer. So, we drop and run. Or we leave a notice without getting out of the truck because it won't fit in the mailbox. Or we leave it in an unsecured place or out in the elements where it may be stolen or damaged. Does that save time? Absolutely! Is it good for business? Not in the least. The one thing letter carriers have always had is the trust and support of the public. If we cannot do that, we are not doing our job.

Susan Lewis, Buffalo-Western NY Branch 3

Best editorial or column: 2nd place



PMG blames unions for USPS woes

OUTGOING POSTMASTER GENERAL PATRICK DONAHOE LAUDS HIS LEADERSHIP SKILLS IN FAREWELL SPEECH AT NATIONAL PRESS CLUB

JAVIER RODRIGUEZ EDITOR

Outgoing Postmaster General Patrick Donahoe's farewell speech before the National Press Club, January 6, was self-congratulatory and blamed the woes of the Postal Service on Congress, mailers and the labor unions. In his hour long talk, Donahoe did place a share of the blame on the pre-funding mandates and pension overpayments, something he rarely acknowledged in the past.

For one who consistently questioned the viability of the Postal Service, Donahoe expressed a surprisingly optimistic outlook for the future of the agency,

of preserving jobs and benefits as they currently exist."

There is no doubt the NALC, like any other labor union, aims to protect the jobs of its members and improve benefits. If that were not the case, the union officers would not be doing their jobs.


However, in contrast to Donahoe's contemptuous and unfair assessment of the union's commitment to save the Postal Service, in reality the NALC and its officers have always been fair in their dealings with the Postal Service at the bargaining table, asking only for what economic experts determined the agency

sage was sobering. He told the delegates, "The basic facts of the Postal Service are dire and dramatic: Congress created it, and whether by action or inaction, indifference or malice, many people are prepared to see it fade away."

Among the obstacles the Postal Service faces in its struggle for survival, aside from reduced mail volume, Bloom told the convention delegates, are a recalcitrant Congress and a management team that lacks the vision to reinvent the agency and has "thrown in the towel." A management team that was lead at the time by Donahoe himself.

Javier Rodriguez, South FL Branch 1071

Best editorial or column: 1st place



From the Editor's Desk **Richard Thayer**

PMG Donahoe's Plan for USPS: Death By A Thousand Cuts

For those of us keeping up with the news about the Postal Service, it can be very disheartening some days. It can become depressing at times. It seems apparent that postal management has as its major objective — come hell or high water — to privatize America's postal service.

In response to recent allegations from proponents of “real” postal reform in Congress that this seems to be the agency's

would eliminate at least 80,000 full-and part-time jobs. And rather than rescind the potentially destructive 2006 law requiring the Postal Service to pre-fund its retiree health benefits 75 years into the future over a 10 year period, has put forward a plan that could actually result in the USPS paying even more. The bill, if passed, would also add an additional \$1 billion burden by making it necessary to pre-fund workers' comp.

In responding to the committee-passed bill President Fredric Rolando said, “The Postal Service is now running an operating profit—\$623 million last year and \$1.1 billion projected by USPS for this year—and so it makes no sense to degrade the networks and employees

customers, not improve it.

One doesn't have to look far on the internet to find story after story of customers from the frozen tundra of Alaska to the sunny state of Florida complaining about late mail delivery. This growing problem has been facilitated by two issues propagated by upper level management: the consolidation of nearly 140 mail processing plants and forcing fewer and fewer carriers to do more and more work.

Although it has temporarily postponed plans to pursue additional consolidations under Phase 2 of its dismantling program, it's only temporary. As soon as it can, it will continue to consolidate plants even though Phase 1 of its plan continues to wreak havoc on service to its customers.

At the same time that it is degrading service and putting carriers in harm's way, the USPS is either closing post offices, reducing their hours or selling them off.

“Although PMG Donahoe is

Richard Thayer, NC State Association

General excellence, small branch: 3rd place

National Association of Letter Carriers

Volume 12 Issue 3
FALL 2014

THE UNION VISION


Official Publication of NALC Branch 2128 Toms River, New Jersey 08754

PHILADELPHIA FREEDOM: NALC COMES TO TOWN

The NALC held its 69th convention in Philadelphia this past July and Branch 2128 was well represented at the event. Attending the biennial gathering were: President Ray Gianotti, VP Gary Avenoso, Treasurer Lou Grohowski, Editor Alan Kloza, Liaison Michele Galda and stewards Mike Hynes, Tracy Rosell and Al Manzo.

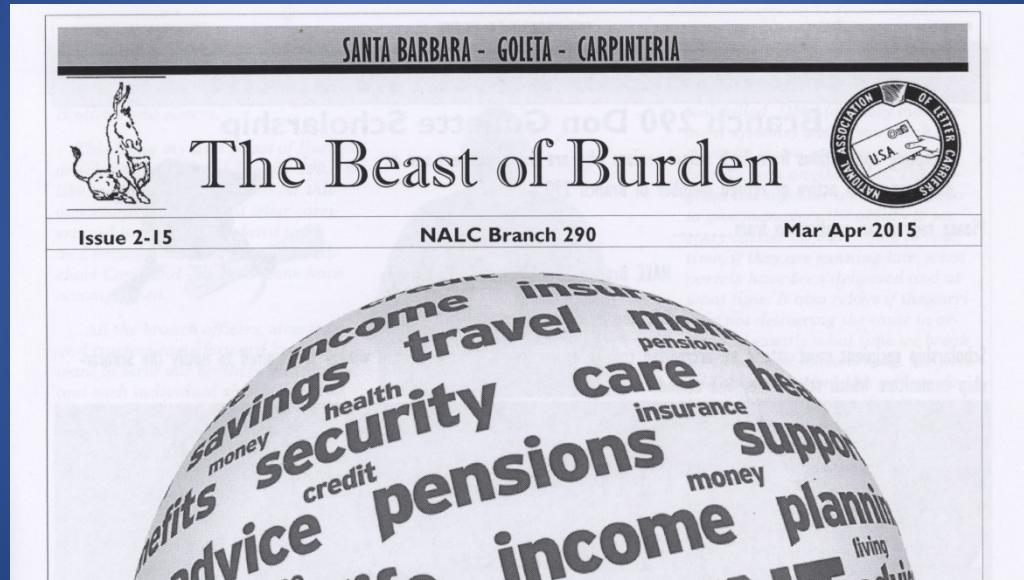
"This is the largest contingent of officers we've sent to a national convention in a long time," said Gianotti, "and it was a rewarding experience to say the least."

"As the convention in Philly was a little more than an hour's drive from Toms River, it gave us the opportunity to send more delegates without having




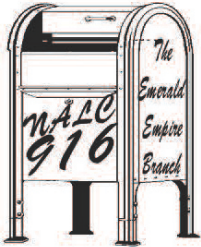
Toms River, NJ Branch 2128

General excellence, small branch : 2nd place



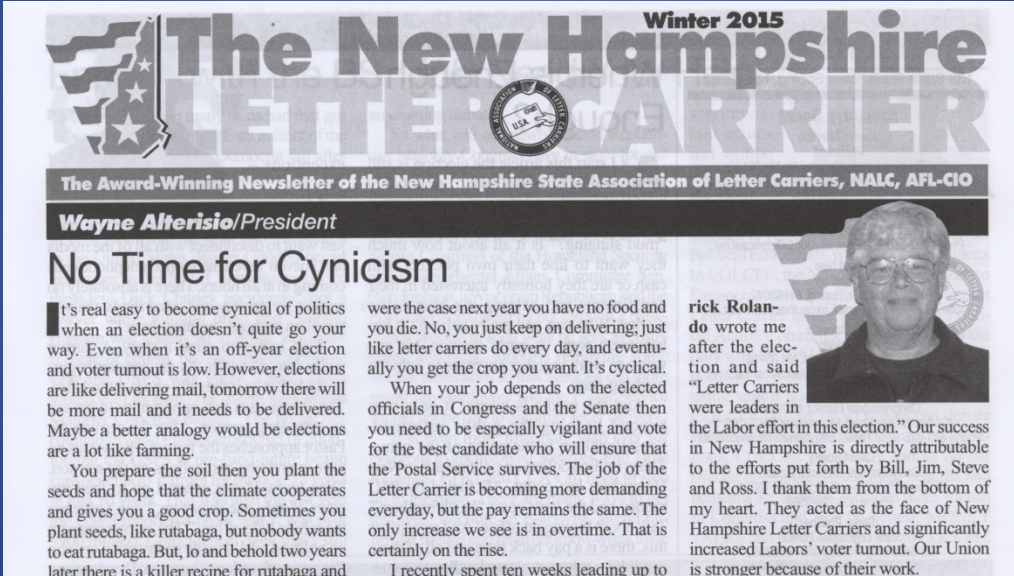
Santa Barbara, CA Branch 290

General excellence, small branch: 1st place

<h2>◆ The Relay Box ◆</h2>		
Volume 21 Issue 7	The Emerald Empire Branch 916 NALC	JULY 2016
		<h3>Quote of the Month</h3> <p>Correction does much, but encouragement does more.</p> <p>-Johann Wolfgang von Goethe</p>
<p>President's Page by Ricky Horton</p>		

Eugene, OR Branch 916

General excellence, large branch/state assoc.: 3rd place



Winter 2015
The New Hampshire
LETTER CARRIER

The Award-Winning Newsletter of the New Hampshire State Association of Letter Carriers, NALC, AFL-CIO

Wayne Alterisio/President

No Time for Cynicism

It's real easy to become cynical of politics when an election doesn't quite go your way. Even when it's an off-year election and voter turnout is low. However, elections are like delivering mail, tomorrow there will be more mail and it needs to be delivered. Maybe a better analogy would be elections are a lot like farming.

You prepare the soil then you plant the seeds and hope that the climate cooperates and gives you a good crop. Sometimes you plant seeds, like rutabaga, but nobody wants to eat rutabaga. But, lo and behold two years later there is a killer recipe for rutabaga and

were the case next year you have no food and you die. No, you just keep on delivering; just like letter carriers do every day, and eventually you get the crop you want. It's cyclical.

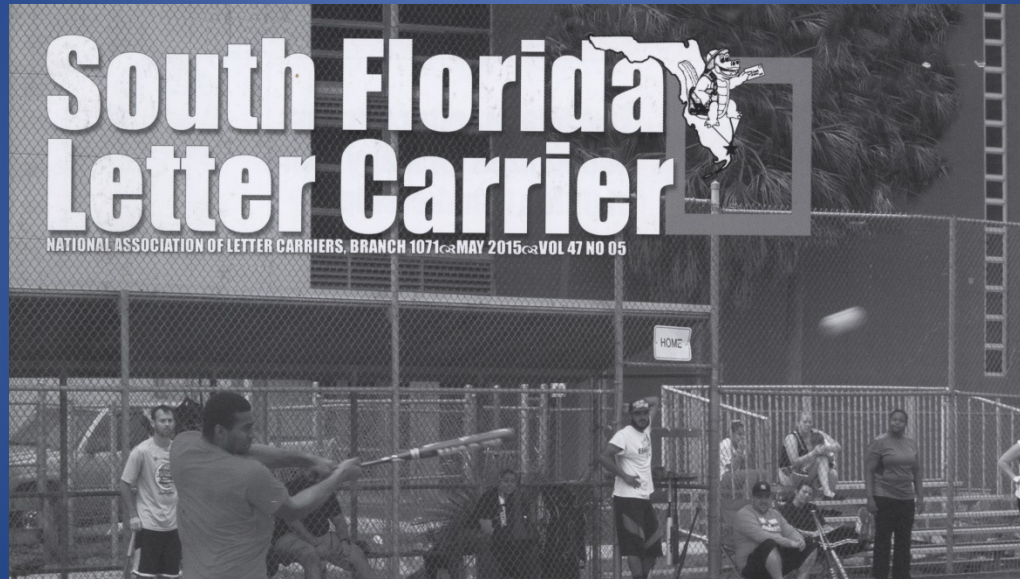
When your job depends on the elected officials in Congress and the Senate then you need to be especially vigilant and vote for the best candidate who will ensure that the Postal Service survives. The job of the Letter Carrier is becoming more demanding everyday, but the pay remains the same. The only increase we see is in overtime. That is certainly on the rise.

I recently spent ten weeks leading up to

rick Rolando wrote me after the election and said "Letter Carriers were leaders in the Labor effort in this election." Our success in New Hampshire is directly attributable to the efforts put forth by Bill, Jim, Steve and Ross. I thank them from the bottom of my heart. They acted as the face of New Hampshire Letter Carriers and significantly increased Labors' voter turnout. Our Union is stronger because of their work.

NH State Association

General excellence, large branch/state assoc.:
2nd place



South FL Branch 1071

General excellence, large branch/state assoc.: 1st place

National Association of Letter Carriers
Joseph P. Considine Branch 34 NALC, AFL-CIO
400 West Cummings Park, Suite 3950
Woburn, MA 01801-6396
Address Service Requested

Non-Profit Org.
U.S. Postage
PAID
Boston, MA
Permit No. 54631

The Award-Winning Newspaper
of Joseph P. Considine
Branch 34 NALC, AFL-CIO

Volume XLV, Number 2
June-July 2016

BOSTON, MA NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 34's CLAN

CELEBRATING 126 YEARS OF UNION PARTICIPATION AND ACCOMPLISHMENTS ★ 1890-2016

Meetings
Tuesdays at 7:00 PM
September 13, 2016
at the
Malden Moose Hall
582 Broadway (Rt. 99)
Malden 02148
October 11, 2016
at the
Sons of Italy Hall

President's Report
Contract Negotiations and CCA Conversions

At the outset, I would like to wish you all a safe summer and hope you get to enjoy to career Full-Time status for our City Carrier Assistants (CCA) in Boston and our associate and women hired during the months

Boston Branch 34