

Volume 137/Number 3 March 2024

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Nalcrest celebrates

NALCREST
Relax! It's more than a zip code!
 33896

—PAGES 14-19

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NALC's podcast "You Are the Current Resident" is available on Apple Podcasts, Spotify, Google Podcasts, and wherever you listen to podcasts.

During each episode, NALC President Brian Renfroe and guests discuss vital topics affecting the letter carrier craft and the union. The show's format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.



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It is time, Mr. President



**Brian L.
Renfroe**

For more than a decade, NALC has urged three presidential administrations to stop the raid on postal pension funds. For 52 years, a glaring misallocation of pension liabilities has persisted, resulting in at least \$90 billion in unjust financial obligations to USPS.

The accounting problem was first revealed in a study by the USPS Office of Inspector General in the late 2000s, then further came to light in 2010 when the Postal Regulatory Commission released the results of an independent audit conducted by The Segal Group. It is now commonly referred to as the “Segal Report.”

The audit examined the Postal Service’s assets and liabilities within the Civil Service Retirement System (CSRS) and found that the methodology used by the Office of Personnel Management (OPM) in its valuation of postal CSRS pensions did not meet the standard of “fair, equitable, or preferred [private-sector] methodology.”

The report recommended immediate reforms. Almost 15 years later, the problem persists, and inaction has continued to harm postal finances. The Postal Service has been paying more than its fair share into CSRS pensions for half a century, and it is well past time to correct the issue.

NALC members fought hard for the successful passage of the Postal Service Reform Act of 2021. This reform bill was a positive step for the future of USPS. Legislation such as this reform can often take years to enact, whereas the misallocation of USPS’s pension costs can be addressed through executive action by the administration. The president has full legal authority to fix the problem and direct OPM to reallocate USPS’s pension liabilities.

Unfortunately, both the Obama and Trump administrations sidestepped the issue and avoided our repeated requests to remedy this problem. In a 2020 NALC candidate questionnaire, then-candidate Biden expressed support for rectifying the misallocation of CSRS pension costs. Now, he has a unique opportunity to deliver for letter carriers exactly when we need it.

President Biden is frequently referred to as the “most pro-labor president in history.” He stood on the picket

line with our union siblings at the United Auto Workers and has repeatedly voiced support for collective-bargaining rights and unions. Now is his chance to show his commitment to postal union workers by directing the OPM to implement the much-needed reforms recommended by the Segal Report.

The task is simple, but the result would be a huge step forward in strengthening the Postal Service’s short- and long-term financial position. If done now, implementing the action recommended in the Segal Report can save USPS \$3.2 billion this year by eliminating any CSRS amortization payment in FY 2024. It also would allow tens of billions of dollars to be transferred into the Postal Service Retiree Health Benefits Fund in FY 2025. The next transfer can’t be made until 2035, under current law. The time for this administration to act is now.

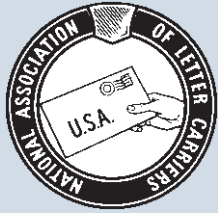
“NALC is calling on the administration to stand with the hardworking, dedicated members of NALC by directing OPM to accurately value the Postal Service’s pension assets and liabilities.”

As we get closer to the end of our collective-bargaining process with the Postal Service, implementation of the Segal Report would have an immediate and positive impact on our efforts. NALC is calling on the administration to stand with the hardworking, dedicated members of NALC by directing OPM to accurately value the Postal Service’s pension assets and liabilities.

I encourage you to join us and make the ask at nalc.org/action. There, you can send a message to White House officials explaining why this issue matters to letter carriers and why action is needed now.

Postal pension fairness is the next step toward securing the financial future of the Postal Service. Letter carriers deliver to every community in this country every day. Now, it’s time for the administration to deliver on its promise to letter carriers.

A handwritten signature in black ink, appearing to be the name of the author, written in a cursive style.



National Association of Letter Carriers, AFL-CIO

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Whole-of approach, times two



**Philip
Dine**

Back in July, with summer in full bloom and the weather far warmer, President Renfroe agreed to talk to Gray TV, which owns 113 local stations around the country, about the surging thefts and attacks targeting letter carriers. Reporter Heather Graf, accompanied by her camerawoman, conducted a thorough interview at NALC Headquarters geared for broadcast in a national weekday program called “InvestigateTV+” that Gray planned to launch in the fall, with a focus on long-form, investigative and consumer stories.

Production schedules being what they are, particularly for new shows, not to mention an avalanche of events both foreign and domestic

(from wars to approaching elections), the segment didn’t air until a week ago as I write this—a six-month interval.

The timing couldn’t have been better. We had just finished our 10th “Enough is enough” rally, getting the word out in cities and regions about the need to address these attacks, and this 30-minute national segment helped tie things together with an in-depth look at the broad problem—featuring our president’s analysis of the factors sparking the crimes and reflecting NALC’s determination to protect letter carriers.

All of Gray’s local stations (a mix of ABC, NBC, Fox and CBS affiliates, each owned by Gray) carried the show that Monday afternoon, with a potential audience into the tens of millions. Of Gray’s 113 stations, 79 are their market’s top-rated TV outlet; 101 are first or second.

Shifting to the other end of the media spectrum, around the time the Gray program aired, Region 7 NBA Patrick Johnson spoke with a small weekly newspaper in Valders, WI, some 45 miles south of Green Bay.

Reporter Todd Bergmann was looking into delivery schedules, specifically a shift from the day’s mail being trucked out both morning and afternoon to just a morning truck. As a result, when *The Valders Journal* is published each Wednesday, it wouldn’t be sent out to subscribers among the village’s 968 residents and beyond until Thursday—a day’s delay in folks getting their award-winning chronicle of local news.

Why did Patrick take the time, fresh off the Minneapolis “Enough is enough” rally, to talk with this 2,800-circulation weekly?

As we’ve often noted in this space, small media doesn’t mean unimportant media; on the contrary, local outlets often have a strong impact on residents, who tend to perceive them as credible and close to the community. Plus, you never know

who’s in the reading audience—perhaps a business leader or the spouse of a lawmaker. Moreover, as a one-man reporting crew, Todd doesn’t have the luxury of specializing on this or that beat, so he might benefit from guidance on postal matters from the lead letter carrier in the region.

“We appreciate the fact that when he reached out to you, [NALC] was able to talk to him,” *Valders Journal* editor Mary Thomsen said, “because it is a critical issue. It’s important to get the newspaper out on time, because we still have a sizable readership that wants a physical newspaper product.”

Speaking of NBAs, those who serve at this level of our union have been a major asset in NALC’s communications efforts—whether with the rallies (often functioning as the regional glue between the national perspective offered by President Renfroe and the local experiences provided by rank-and-file carriers, shop stewards, branch officers or state presidents), or by dealing with individual journalists on topics such as service matters or weather-related safety challenges. And, indeed, on the crime issue even in places where rallies haven’t so far been held; Region 14 NBA Rick DiCecca’s office has, for example, been doing yeoman’s work dealing with the Boston media as brazen attacks occur in the area.

This whole-of-union effort helps NALC stand out in a labor movement that too often relies on a top-down communications approach—a strategy that would seem to make little sense given the need for labor to muster as much public support as possible. The reason our union is able to summon voices from throughout our ranks is simple: We are blessed, at all levels, with letter carriers who are informed, dedicated—and willing to help get out the message.

Combine that with what might be termed a whole-of-media approach, aimed at using all available options—from community news outlets to national media organizations—and it is no wonder that NALC disseminates its message widely, consistently and effectively. And does so, moreover, in pivotal periods such as this, when surging criminality, hotter weather, a new postal business plan and key legislative goals require no less.

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The Postal Record (ISSN 0032-5376) is published monthly by the National Association of Letter Carriers. Periodicals postage paid at Washington, DC, and at additional mailing offices.

POSTMASTER: Send address changes to Membership Department, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Subscription included in membership dues. First-class subscription available for \$20 per year (contact Membership Department).

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Circulation: 287,000. Union-printed using soy-based inks.

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AFL-CIO's MLK conference honors past while fighting for workers



More than 800 union leaders, members and activists attended the AFL-CIO's MLK Civil and Human Rights Conference in Montgomery, AL.

NALC Chief of Staff Kori Blalock Keller (l) led a panel on the importance of state houses in advancing a pro-worker agenda, expanding civil rights and pushing back against rising extremism.



In January, the AFL-CIO hosted the Rev. Dr. Martin Luther King Jr. Civil and Human Rights Conference in Montgomery, AL, to honor what the labor federation termed King's "vision for collective action at the voting booth, in the community and in the workplace to safeguard the pillars of our democracy." More than 800 union leaders, members and activists, including from NALC, attended the week-end's events, which were designed to boost mobilization ahead of this year's fall elections.

Along with his lifelong struggle on behalf of civil rights, King also championed working people and labor unions, which he saw as integral to racial and economic justice. He was supporting striking sanitation workers in Memphis, TN, in 1968 when he was assassinated.

Attendees at the Jan. 12-14 event were greeted by Acting Secretary of Labor Julie Su, AFL-CIO President Liz Shuler and Sen. Laphonza Butler (D-CA). "We are 12 days into a year that is going to be a huge turning point for our country," Shuler said. "And our voices are going to make the difference in how it all turns out."

Workshops were held on the first day, with topics that included the effect of artificial intelligence and other technology on workers, the empowerment of immigrants, the transition to clean energy, lobbying and advocacy skill improvement, and the protection of public education.

On the morning of the second day, attendees listened to panels of experts talk about the electoral work the labor movement is doing at the ballot box and beyond, such as the mobilizing of voters of color and the Labor 2024 get-out-the-vote campaign. A panel moderated by NALC Chief of Staff Kori Blalock Keller featured legislators from across the country, who discussed the importance of state houses in advancing a pro-worker agenda, expanding civil rights and pushing back against rising extremism.

The attendees spent the afternoon on volunteer work—giving back to the Montgomery community, packing essential needs kits for the homeless, writing letters to veterans and more.

The last day featured a tour of the Legacy Museum in Montgomery, which chronicles the horrors of slavery as well as the enduring racial inequality and injustice in this country. The weekend's events ended with the AFL-CIO Civil and Human Rights Awards Gala, celebrating those who work tirelessly for the labor and the civil rights movements.

"Unions, such as the NALC, are strengthened when all voices are heard and we work for the betterment of all workers," NALC President Brian L. Renfro said. "This is the way that we honor the Rev. Dr. Martin Luther King Jr.'s life and continue his legacy." **PR**

NALC call on Biden to accurately value USPS pension assets and liabilities

On Feb. 1, NALC President Brian L. Renfroe sent the following letter to President Joe Biden, again requesting executive action to direct the Office of Personnel Management to accurately value the Postal Service's pension assets and liabilities.

This is an urgent issue. All four postal unions are urging the Biden administration to act quickly to remedy this unfair misallocation. Go to nalc.org/action to contact White House officials and ask them to stop the raid on postal pensions. **PR**



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of Letter Carriers**

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February 1, 2024

President Joseph R. Biden
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear President Biden:

On behalf of the 285,000 active and retired letter carriers represented by the National Association of Letter Carriers, I write to you once again to urge you to take executive action directing the Office of Personnel Management (OPM) to accurately value the Postal Service's pension assets and liabilities.

As stated in a previous joint letter from all four postal unions in March 2021 (attached), this is an urgent matter and time is now running out for you to take action. The Postal Accountability and Enhancement Act of 2006 created a mechanism to more fairly allocate postal pension liabilities and to transfer the resulting surpluses in the postal portion of the Civil Service Retirement and Disability Fund (CSRDF) to the Postal Service Retiree Health Benefit Fund (PSRHBF) at designated intervals. The next transfer under the law is scheduled for 2025 and the one after that, in 2030 is too long to wait.

Our union is currently near the end of the collective bargaining process with USPS. Directing OPM to accurately value the Postal Service's pension assets and liabilities would have a direct and immediate positive impact on our collective bargaining process as we seek an agreement that will fairly reward hundreds of thousands of hard-working and dedicated letter carriers. Executing this action would support our union, our members, and our collective bargaining efforts. **Continued failure to execute this action harms these efforts.**

Given the positive steps Congress has taken to restore financial stability to the agency through the 2022 enactment of the Postal Service Reform Act, we urge your administration to fulfill its promise to take action to achieve postal pension fairness, a step that will save USPS several billions in annual amortization payments to the CSRDF and bolster the long-term solvency of the PSRHBF.

Americans rely on the Postal Service for lifesaving medications, Social Security checks, essential packages and to cast their votes. Executive action is necessary to secure the financial future of the Postal Service, the essential agency that employs the hundreds of thousands of dedicated public servants we represent.

Sincerely,

Brian L. Renfroe
President

BR/MA/jg

Great Postal Strike remembered with videos available online



Above: Carriers from Dearborn, MI, go out on strike.

Below: The strike crippled the nation's ability to send and receive mail.



It started small, but it grew to become the most important event in the modern history of NALC and the Post Office. The Great Postal Strike of 1970 still affects our lives and careers today, and that's why we celebrate its anniversary every March.

The best way to remember this watershed event is through the eyes and voices of those who participated in it.

NALC has posted a pair of videos about the strike on YouTube for anyone who wants to learn about the strike, an event that ushered in dramatic change for the union, its sister unions and postal operations, and led to letter carriers finally achieving collective-bargaining rights.

Tensions boil over

The strike began with a few thousand letter carriers walking off the job in New York City, but the conditions that led carriers in New York Branch 36 to vote to strike had been festering for decades in every station in the country. The only way to get a pay raise was for Congress to vote for one, and lawmakers had failed time and time again to raise postal pay to adequate levels. Because letter carriers and other postal workers had no collective-bargaining rights—they could only ask Congress for better wages and benefits, rather than negotiate for them—labor advocates called their situation “collective begging.”

Low pay caused high turnover, so 1 in 4 letter carriers left their jobs each

year. Some of those who stayed earned so little that they qualified for welfare benefits.

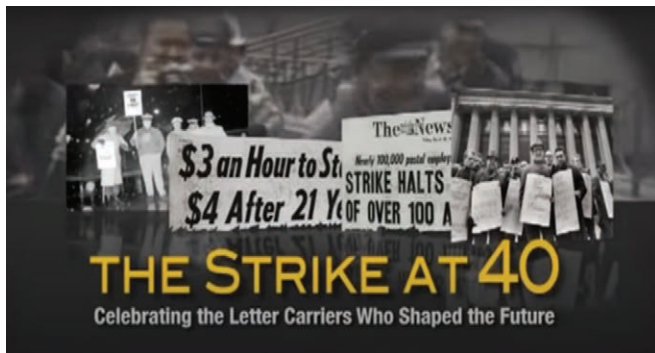
The tension boiled over on March 17, 1970. A congressional committee had voted for a pay raise for postal employees a week earlier, but it only angered them because it was so small. The fact that Congress had raised its own pay by 41 percent the year before didn't help.

Led by rank-and-file letter carrier Vincent Sombrotto, who later became president of the NALC, Branch 36 members voted 1,555 to 1,055 to strike, taking that step even though they lacked the legal right to strike, and risked being arrested.

At midnight, letter carriers set up picket lines in front of post offices in Manhattan and the Bronx. Millions of paychecks, pension checks, bank transfers and other vital mail quickly piled up in New York's post offices, unsorted and undelivered.

Members of other postal unions refused to cross the picket lines. Soon, NALC branches in other parts of the country began voting to join the strike, threatening to make the crisis a national one.

In an attempt to break the spreading strike, President Richard Nixon ordered a group of active duty, reserve and National Guard troops to New York City post offices to deliver mail. Hundreds of sailors, airmen and soldiers arrived at the post office on Eighth Avenue and 33rd Street on March 24 and quickly learned how difficult sorting and delivering mail really was. With no training or experience as letter carriers, they couldn't keep up with a day's mail, let alone the mail already piled up during the strike.



Nixon, convinced by Secretary of Labor George Shultz to take the strike seriously, told Shultz to negotiate an end to the crisis. The Nixon administration ended up agreeing to most of the strikers' demands. Then-NALC President James Rademacher was crucial to this outcome, negotiating a deal that increased postal wages, gave postal employees collective-bargaining rights, and outlined postal reform, while guaranteeing a promise that a public postal system would be preserved. Letter carriers returned to work eight days after the strike began, and the landmark event in NALC's history was over.

Congress kept its promise, adopting major postal reforms that went beyond a simple pay increase for its workers. It passed legislation removing the Post Office Department from the presidential cabinet and creating the Postal Service that we have today—a Postal Service that negotiates pay and benefits with the unions representing its workers, and that funds itself through earned revenue. From that day forward, NALC has represented letter carriers not just in Congress but at the bargaining table.

Preserving history

Since 1970, NALC staff and independent scholars have gathered historical information about the strike to preserve its memory and better understand its effects. This has included many interviews with strike leaders and participants in two films that can be viewed on the union's YouTube channel: youtube.com/ThePostalRecord.

"The Strike at 40" is a 32-minute film produced in 2010 that uses archival news footage and new interviews from strike participants to tell the

ground-level story of the strike. Those participants, including Sombrotto, who after the strike would become president of Branch 36 and later of the national union, explain the frustrating conditions that led them to risk their jobs and even risk arrest by going out on strike. The video leads viewers through the historic strike vote at the Manhattan Center and its aftermath. It shows the immediate reaction of the public and the media to the strike, and how supportive the public was as the strike spread to other cities. It includes historical footage of the National Guard and other military personnel attempting to fill in for letter carriers.

In 2020, NALC produced a nearly one-and-a-half-hour documentary to add a broader perspective.

"The Revolt of the Good Guys" looks at the strike from the point of view of then-NALC President James Rademacher. The film features interviews, archival footage, long-forgotten records, and even part of a fictional episode about the strike from the Amazon Prime show "Good Girls Revolt," complete with a character based on Sombrotto. That fictional account bookends the all-too-real story of letter carriers risking it all. The film starts well before 1970, showing how the Post Office Department was on a "race toward catastrophe" that ultimately led to the strike.

As the conflict stretches on, letter carriers' frustrations led to the strike vote. The film details the actions of the strike with interviews and footage that show the difficult position Rademacher was in as leader of NALC during a wildcat strike. It meticulously shows how the White House and NALC Headquarters resolved the conflict af-

ter the strike ended by negotiating the establishment of a postal corporation along with a pay raise and collective-bargaining rights for postal employees. Finally, the video explains the importance of the strike for letter carriers in the 1970s through today and beyond.

The 85-minute documentary, created by Sutherland Media Productions of Washington, DC, won six Telly Awards, the premier awards honoring TV commercials and programs, as well as video and film productions, last year. The awards consisted of a "gold" in the history category and "silvers" for editing, writing, long-form documentaries, education and training, and general information.

"It's important to remember history, and the Great Postal Strike was one of the most important events in NALC's past," NALC President Brian L. Renfroe said. "The strike changed so much, and new letter carriers may not realize just how important it is to their daily lives. The strike had such a dramatic impact for our union, our members and the Postal Service, that I invite carriers to check out these award-winning videos to see up close what happened and to hear it from those who lived it."

The strike was an important event in the history of not just NALC and the nation's postal system, but also the labor movement and the country itself, and NALC wants to preserve this history. There may be important pieces of strike history in letter carriers' attics and branch halls around the country. If you have any items related to the strike that you think the NALC might be interested in, please reach out to NALC Director of Research Holly Feldman-Wiencek at feldman-wiencek@nalc.org or 202-662-2485. **PR**

Safety rules are a carrier's best tools

Federal law and the National Agreement mandate that the Postal Service provide safe working conditions for letter carriers and other postal employees. Ensuring that safe working conditions are maintained is a cooperative effort between management and employees. Safety in the workplace is always important and carriers should insist on having a workplace that is as safe as possible.

New city carriers might not know how they fit into the overall workplace safety picture. This article will briefly describe the National Agreement requirements, the Postal Service's responsibilities, and how carriers can address unsafe working conditions.

The Postal Service is subject to the Occupational Safety and Health Act.

This law empowers the Department of Labor's Occupational Safety and Health Administration (OSHA) division to enforce the Act's standards and regulations. The Postal Service is required to investigate accidents and to maintain records on occupational injuries and illnesses.

In addition to its requirements under federal law, Article 14 of the National Agreement obligates the Postal Service "to provide safe working conditions" in postal facilities and "develop a safe work force." Additionally, Article 14 affirms that NALC will cooperate with and assist management to live up to this responsibility.

Article 14 states in part:

Section 1. Responsibilities

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

Section 2. Cooperation

The Employer and the Union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions. Mechanization, vehicles and vehicle equipment, and the workplace must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions. The Employer shall make available at each installation forms to be used by employees in reporting unsafe and unhealthy conditions. If an employee believes he/she is being required to work under unsafe conditions, such employee may:

- (a) notify such employee's supervisor who will immediately investigate the condition and take corrective action if necessary;
- (b) notify such employee's steward, if available, who may discuss the alleged unsafe condition with such employee's supervisor;

- (c) file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee's supervisor if no corrective action is taken during the employee's tour; and/or;

- (d) make a written report to the Union representative from the local Safety and Health Committee who may discuss the report with such employee's supervisor.

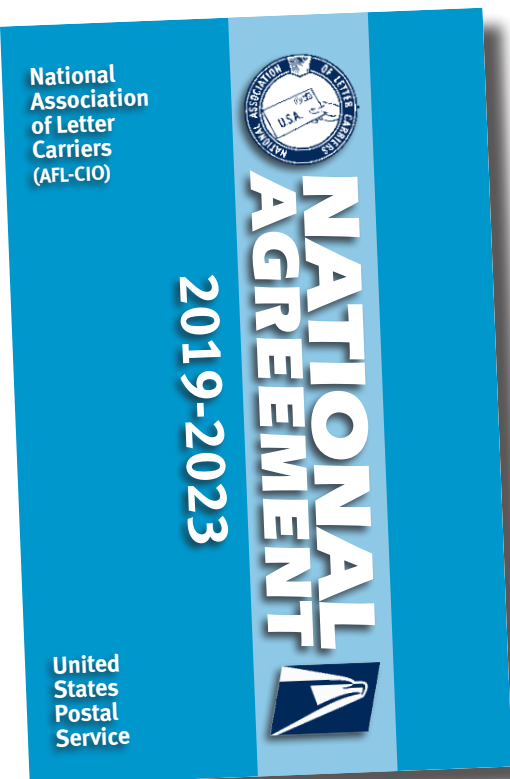
The National Agreement provides that employees have the obligation to observe safety rules and procedures, and that management correct unsafe conditions and equipment and also ensure that the workplace is safe and sanitary. In fulfilling its responsibilities, management must make available at the workplace PS Form 1767, Report of Hazard, Unsafe Condition or Practice that carriers and other employees can use to report unsafe and unhealthy conditions.

Section 824 of the *Employee and Labor Relations Manual (ELM)* outlines the procedures for employees to report hazards and unsafe conditions or practices to their supervisors. PS Form 1767, Report of Hazard, Unsafe Condition or Practice (on opposite page) should be used by any employee, or their union representative, who believes that an unsafe or unhealthy condition exists in the workplace.

From the *ELM*:

824.6 Investigating Employee Reports of Hazard, Unsafe Condition, or Practice

PS Form 1767 is designed to encourage employee participation in the Postal Service safety and health program and to provide prompt action when employees report a hazard. This form provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of al-



leged hazards, unsafe conditions, or unsafe practices.

The *ELM* directs supervisors to ensure that an adequate supply of PS Form 1767 is readily available for employees to report when unsafe conditions exist. It also requires that employees be able to obtain and/or submit the form anonymously:

824.62 Availability of Form

Supervisors must maintain a supply of PS Forms 1767 in the workplace in a manner that provides employees with both easy and (if desired) anonymous access.

Carriers should never feel guilty, foolish or intimidated about reporting a safety issue.

Section 824.63 of the *ELM* discusses employee responsibilities for reporting hazards. There are several ways an employee may report safety concerns:



824.631 Employee

Any employee, or the representative of any employee, who believes that an unsafe or unhealthful condition exists in the workplace may do any or all of the following:

- a. File a report of the condition on PS Form 1767 with the immediate supervisor and request an inspection of the alleged condition.
- b. If the employee desires anonymity, file PS Form 1767 directly with the installation’s safety personnel, who will immediately give the report to the employee’s supervisor for necessary action. (In such cases, safety personnel must not disclose the name of the individual making the report.)
- c. Report alleged unsafe conditions to a steward, if one is available, who may then discuss the condition with the employee’s supervisor.

Discrimination against an employee for reporting a safety and health hazard is unlawful.

Letter carriers are encouraged to contribute to a safer work environment

	Report of Hazard, Unsafe Condition or Practice		Hazard Control Number (Assigned by Safety Officer) _____
I. EMPLOYEE'S ACTION			
Area (Specify Work Location)			
Describe hazard, unsafe condition or practice. Recommended corrective action.			
Employee	Print and Sign		Date and Tour
II. SUPERVISOR'S ACTION			
Recommend or describe action taken to eliminate the hazard, unsafe condition or practice. (If corrective action has been taken, indicate the date of abatement.)			
	Print and Sign		Date
III. APPROVING OFFICIAL'S ACTION (Check One and Complete)			
The following corrective action was taken to eliminate the hazard, unsafe condition or practice (Indicate date of abatement):			
A work order has been submitted to the manager, plant maintenance to effect the following change:			
There are no reasonable grounds to determine such a hazard exists. This decision is based upon:			
Approving Official	Print and Sign		Date Date Employee Notified
IV. MAINTENANCE ACTION (Complete if Necessary)			
Maintenance Supervisor	Print and Sign		Date Date Hazard Abated
PS Form 1767, March 2017 PSN 7530-01-000-9422 WHITE – Local Safety Office (After Abatement) PINK – Local Safety Official (Initial Notice) YELLOW – Approving Official BLUE – Employee			

by using this form to report hazards that they encounter. In addition, employees must report all accidents and injuries immediately.

Article 14 provides several paths for employees to pursue should they believe they are being required to work under unsafe conditions. These

The “Safety and Health” tab is located on the NALC website’s dropdown menu.



Safety rules (continued)

avenues include notification to a supervisor, notification to a supervisor through a shop steward, the filing of a PS Form 1767, and ultimately the filing of a Formal Step A grievance within 14 days of notifying management if no corrective action has been taken during the employee’s tour.

Finally, the National Agreement attempts to foster a cooperative approach to safety and health by establishing joint safety and health committees at the national, area and local levels to oversee, evaluate and improve management’s safety and

health programs.

Every postal employee, including city carriers, plays a role in making sure that the work environment is safe. City carriers should not be afraid to report safety concerns. If a carrier isn’t comfortable reporting a concern to the supervisor or postmaster, they should take their PS Form 1767 to their NALC shop steward, who can submit it.

For more information related to NALC efforts to promote safety and health, select “Safety and Health” on the “Workplace Issues” tab on the NALC website at nalc.org. **PR**

Deadlines approaching for national convention



Boston Convention and Exhibition Center

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

Delegate eligibility lists for the convention have been mailed to all branches. The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 5 for branch

representatives to be registered as delegates to the convention.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine’s office by June 5 as well. That date is 60 days in advance

of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July’s *Postal Record* for the membership to review.

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

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

Editors of branch and state association newsletters and websites who wish to enter the NALC Branch Publications Competition must submit their entries to be received by April 1. The announcement and rules for the competition were published in the January issue of *The Postal Record*, available on the NALC website.

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

Branches prepare for May food drive

The largest single-day food drive in the nation is quickly approaching. With just two months to go until the May 11 event, time is running out for branches to register to guarantee that postcards will be delivered in time to distribute to our customers. Registration is simple and requires only a few minutes. Branch presidents 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 a dialog box will appear, 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.

The registration deadline to receive postcards is March 24. Any branch that registers after the deadline will not be guaranteed postcards. Branch registration will remain open without postcard guarantee until April 22. 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.

Hunger exists in every community in the country, and each year food banks depend on letter carriers to help replenish the shelves in the communities we serve. Food drive bags delivered to customers to use for making their donations have been proven to significantly increase the

total amount of food collected. If a branch needs assistance with finding bag sponsors, volunteers, distributing the food, etc., the branch should first reach out to its regional or state coordinator.

Branches are then encouraged to visit unitedway.org/find-your-united-way to find contact information for their local United Way. Often, United Way can help branches find local food pantries, coordinate distribution of food, and find sponsors for bags. The most common sponsors for bags are local grocery stores. Other partners who may be able to assist include the AFL-CIO, Kellanova and the United Food and Commercial Workers International Union (UFCW). You can find your local UFCW by visiting ufcw.org/members/find-your-local. Please be mindful of the bag deadlines posted at nalc.org/toolkit under the heading “Important information for coordinators.”

Getting the word out is essential to the success of the food drive. Once the branch is registered, the food drive coordinator should visit nalc.org/toolkit to review the coordinator’s manual and order merchandise. Wearing food drive T-shirts; putting out lawn signs; hanging posters and flyers inside banks, apartment complexes, churches or grocery stores; working with apartment complexes to send out community emails; and sharing information on social media will help boost community support and improve the outcome of the food drive.

From letter carriers to postal customers to volunteers, anyone can order merchandise from the Frank Doolittle Company or online from the Stamp Out Hunger® store at stampouthungerstore.com. To ensure timely delivery of merchandise, please order before the deadlines listed on the food drive website under the heading “Buy your official Stamp Out Hunger merchandise online.” Food drive posters can be ordered by branch presidents or coordinators via the food drive database located on the Members Only portal. All



poster orders and payments must be received at NALC Headquarters by April 22. Orders received after the deadline will not be guaranteed delivery prior to the food drive.

NALC Headquarters’s social media team and the Department of Communications and Media Relations, along with our national partners, will continue spreading the word and raising awareness for the Stamp Out Hunger Food Drive. Remember to follow the food drive’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 stay up to date and to learn more about NALC’s national partners. To find or send messages about the food drive on either platform, use [#StampOutHunger](https://twitter.com/StampOutHunger).

The Letter Carriers’ Stamp Out Hunger Food Drive, which is held annually on the second Saturday in May, is rapidly approaching. Regional and state coordinators are available to help. More information about the Stamp Out Hunger Food Drive can be found online at nalc.org/food.

Thank you for continuing the fight to Stamp Out Hunger! **PR**

Carriers and the mail make news online

Recently, numerous mail-centered stories and anecdotes have appeared on social media and other news sources. The following are some that have come to NALC's attention. If you come across a story you'd like us to consider featuring, send it to postalrecord@nalc.org.

Rare stamp sells for \$2 million

One of the extremely rare 105-year-old "Inverted Jenny" stamps sold for a record-smashing \$2 million to stamp collector Charles Hack on Nov. 13.



Only 100 Inverted Jenny stamps were ever sold, because they featured a mistakenly printed upside-down airplane. They are among the most rare and expensive stamps ever produced.

The stamp that was sold in November, known as "Position 49" because of its place on the original sheet of 100, has an especially high value for more than its rarity—it was locked in a vault by its original purchaser and his descendants for its entire lifespan, resulting in a lack of sunlight exposure and wear and tear, according to an article published online by the BBC.

A Nov. 20 article by National Public Radio quoted Scott Trepel, a stamp expert, who said that Position 49 is "the cream of the crop" when it comes to inverted Jenny stamps. "We grade stamps from one to 100 in terms of the centering of the design with the perforations around it," he said. "And this one is a 95, and there is no better. There's no 98. There's no 100. This 95 is the best that any Jenny will ever get."

The stamp's fame even made its way into pop culture when it was featured in an episode of "The Simpsons." In the episode, Homer is at a flea market where he finds the highly coveted Inverted Jenny stamp in a 5-cent bin. After noticing the stamp's printing mistake, he decides not to purchase what he thinks is clearly a defective item.

50 years later, message sent by egg is answered

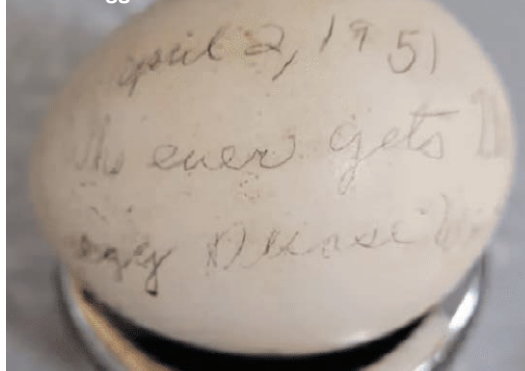
Instead of sending messages by post, in 1951 Iowa native Mary Foss Starn communicated by egg. Bored at her egg-packaging job, Starn and her friends started selecting random eggs and writing their name, town and a message asking whoever found them to write them back. In the past 73 years, the now 92-year-old Starn never got a message back, until recently.

John Amalfitano, a New Jersey native, was helping an older friend clean out his house when Amalfitano found one of Starn's eggs tucked in a cloth inside a box. The egg still said, "Mary Foss. Forest City, Iowa. Whoever gets this egg, please write." His friend told him that he had held onto the egg all those years because of its message, and gifted the egg to him.

Amalfitano kept the egg in a metal container in his cabinet where it stayed for nearly 20 years. At one point he tried to search the internet for Starn, but came up empty-handed. Years later, in August 2023, he was looking for something to post on the "Weird (and Wonderful) Secondhand Finds That Just Need To Be Shared" Facebook group, when he remembered that he still had the egg.

The post received more than 11,000 likes, 1,900 comments and 546 shares on Facebook, and was written about

Mary Foss Starn's egg



by many news outlets, including *The Washington Post*. A cousin of Starn's daughter saw the post on the Facebook page. She was able to get the two in contact and they were able to talk on the phone.

After speaking with Amalfitano, Starn told *The Washington Post*: "I'm happy to have a new friend. I finally have my pen pal and it only took 72 years."

New designs, price of stamps in 2024

USPS's mantra for the new year seems to be new year, new stamps—and new stamp prices. The Postal Service announced the release dates of new stamps up until March in a press release, and is planning to release more throughout the year.

Marking the fantasy tabletop role-playing game's 50th anniversary, the Postal Service is coming out with its first ever Dungeons & Dragons Forever stamps. The 10 stamp designs will feature dragons, warriors, wizards and other popular creatures from the game.

Another new face on 2024 Forever stamps will be former University of California Los Angeles basketball



The Dungeons & Dragons stamps

coach John Wooden. Wooden follows James Naismith as the second college basketball coach to be featured on a stamp, according to the *Los Angeles Times*. He is known for leading the UCLA Bruins to 10 national college basketball championships in a 12-year stretch, including seven in a row.

Aside from people, 2024 will see stamps celebrating Lunar New Year, carnivals, love, bluegrass music, weddings, manatee conservation and a variety of other phenomena. Some of the new stamps will debut with first-day-of-issue ceremonies in cities that particularly identify with the theme of the stamp.

Another change to Forever stamps came on Jan. 21 when the price of stamps went up from 66 to 68 cents—a 3 percent increase. This is the fourth time stamp prices have risen in the past two years, and the 18th time they have risen since 2000, according to *Axios*. The last increase was about eight months ago, in July, with an increase from 63 to 66 cents.

Message in a bottle found 26 years later

It was 1997 and Ben Lyons, a Sandwich, MA, fifth grader, put a message in a bottle and then it was thrown off a Cape Cod pier and into the Atlantic Ocean for a science project.

“Dear Beachcomber, Thank you for being kind enough to pick up my bottle,” Lyons wrote. “We are studying ocean currents in science class. We dropped these bottles in Nantucket Sound in October 1997. If you could please fill out the question and return them to us.”

His message asked where the bottle was discovered and what condition it was in.

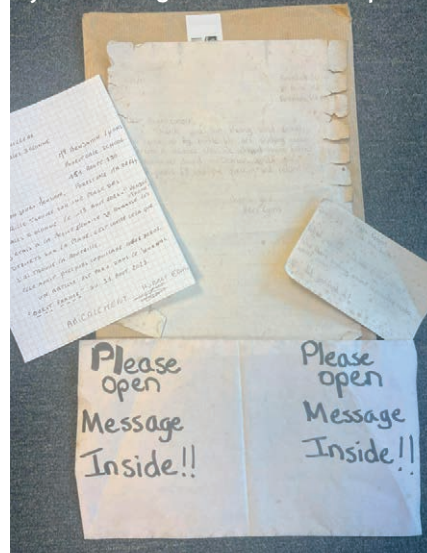
A 71-year-old French fisherman, Hubert Eriau, found the bottle on Aug. 11, 2023, at a beach in Les Sables-d’Olonne in the western region of Vendée on the Atlantic Ocean. Eriau told the newspaper *Ouest France* that he spends most mornings fishing and cleaning up the beach.

Eriau mailed the note along with his answers to the questions back to the Forestdale School in Sandwich, but that was followed by confusion. According to *USA Today*, the school Lyons had given as the return address no longer offered fifth grade, as it goes only up to the second grade.

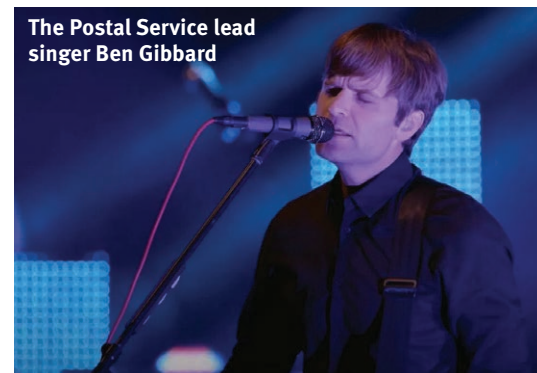
Hoping to find Lyons, the note was sent to the town’s third-to-sixth grade Oak Ridge school, where a teacher who knows his parents recognized his name.

Assistant Principal Brandy Clifford told *USA Today* that when she delivered the message to Lyons, “It brought back really great memories [to him] of his classmates and his math and science teacher.” She added, “The secretaries were thrilled because they felt like they found the message in a bottle themselves.”

Lyons’s message and the letter in response



After 26 years, Lyons was finally able to complete his fifth-grade science project, according to the newspaper.



The Postal Service lead singer Ben Gibbard

The Postal Service band due to perform for 20th anniversary

The Postal Service, an indie rock band, took its name from its practice of mailing recordings on CDs back and forth to band members with conflicting schedules. Ironically, the band members never actually used USPS to send their recordings—instead opting for FedEx or UPS, according to *Entertainment Weekly*.

According to a 2004 *New York Times* article, after the band’s first album came out, USPS issued a cease-and-desist order for copyright infringement. However, the band and USPS struck a cross-promotional deal where the band was able to continue using its name as long as it encouraged people to use the Postal Service. The band even performed at that year’s USPS National Executive Conference and USPS sold the band’s CDs on its website.

The band released two albums, one in 2003 and one in 2014. Celebrating the 20-year anniversary of its first album, the group plans to perform the entirety of that album on May 14 at the Just Like Heaven festival in Pasadena, CA. **PR**



Nalcrest celebrates





It opened 60 years ago, and it's still going strong. Nalcrest, NALC's retirement community in central Florida, celebrated six decades of fun for its retired letter carrier residents a few weeks ago.

The one-of-a-kind retirement venue, which broke ground in 1962 and welcomed its first residents 18 months later, hosts retired letter carriers and their companions in 500 garden-style apartments. Residents enjoy many amenities right outside their doorsteps.

Nalcrest's residents and guests marked last month's anniversary with celebrations. The guests included several family members of former NALC President William Doherty, who conceived of Nalcrest and made it a reality.

Doherty, a carrier from Cincinnati, OH Branch 43, was elected NALC president in 1941. In a visit to Europe, he saw retirement communities sponsored by labor unions, religious groups and fraternal organizations, and was inspired to start one for letter carriers. Doherty proposed at the NALC's 1954 Biennial Convention in Cleveland that NALC create its own affordable, nonprofit retirement community for letter carriers.

NALC created the Nalcrest Foundation (an acronym for NALC Retirement, Education, Security and Training) to

buy land, build homes and manage property for the new retirement community. A perfect source of low-risk financing for Nalcrest became available in 1959 when Congress passed a law providing loans to help build housing for seniors.

The union found a location on the shore of 15-square-mile Lake Weohyakapka in Polk County, FL, 40 miles south of Orlando. On July 1, 1962, President Doherty turned the first shovel of earth in a groundbreaking ceremony at the Florida site.

"The dream of many years is quickly approaching realization," Doherty wrote in the July 1962 *Postal Record*. "Nalcrest is on the way, and future generations of letter carriers will bless the wisdom and perseverance of those who made this dream possible."

Nalcrest's first residents arrived in late 1963 after the first phase of construction was complete. The community officially opened its doors on Jan. 20, 1964, with a dedication ceremony that attracted 2,000 residents and guests. The Miami letter carrier band entertained the crowd, along with The Singing Mailmen, which was a singing group composed of real letter carriers, as well as a local high school band and an all-female water ski team, the Aquamaids, that performed on the lake.

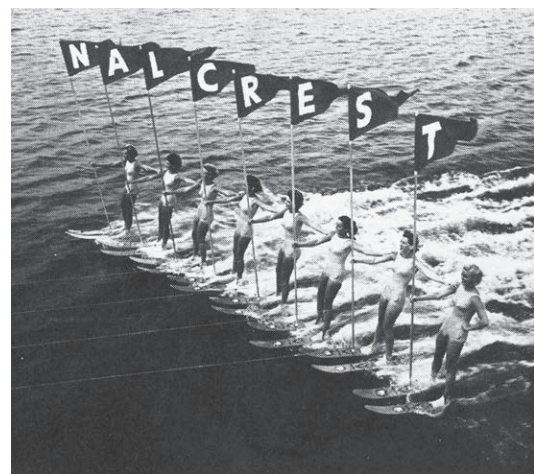


Opposite page: The beach at Nalcrest

Top: An aerial view of Nalcrest

Above: NALC President William Doherty turns the first shovel of earth on July 1, 1962.

Below: As part of the 1964 dedication, the water ski team, the Aquamaids, perform a show on Lake Weohyakapka.





Top: Nalcrest's town center prepares for the 60th anniversary

Above: Street signs at Nalcrest

Below: One resident's lawn ornament
Bottom: Part of the miniature golf course at Nalcrest



With NALC President Jerome J. Keating presiding, Postmaster General John A. Gronouski joined members of Congress and union leaders in giving speeches congratulating NALC for the achievement. U.S. President Lyndon B. Johnson sent a congratulatory telegram. Doherty had moved on from NALC after President John F. Kennedy appointed him as U.S. ambassador to Jamaica a year earlier, but he couldn't bear to miss the opening ceremony.

Doherty's dream of a retirement community was later fulfilled in a personal sense when he joined his fellow retired carriers as a resident of Nalcrest, living there until his death in 1987.

Doherty's vision remains uncommon in the United States, which is one reason why it attracts so much attention. This unique community has attracted press coverage from news outlets around the country and around the world, including the largest U.S. newspaper, *The Wall Street Journal*, *National Geographic* and Swedish television. It appears to be the only retirement community in the United States created by a labor union, or any other organization, for its members.

A similar retirement community called Fedhaven, intended for other federal retirees, was built next to Nalcrest by a postal union that later merged with other unions to become the American Postal Workers Union (APWU). Fedhaven never got off the ground, though, and was sold to private owners and renamed Lakeshore.

The use of a federal loan for Nalcrest came with one important condition—Nalcrest could not actually restrict its residents to letter carriers. However, renting apartments to others helped keep Nalcrest financially stable in its early years. Nalcrest paid off the loan in 2002, and now only NALC members are admitted.

Building a community

Sixty years after its opening, life at Nalcrest is tranquil, yet never boring. The first residents set about creating a community—one that thrives to this day.

With the help of its residents, Nalcrest has grown into a town unto itself, with nearly 750 residents living in garden-style, single-level apartments. The amenities include a town center with basic conveniences; a 500-seat auditorium named for Doherty; a sports complex added in 1987 (named for NALC President Emeritus Vincent R. Sombrotto) with a heated, Olympic-size swimming pool and hot tub year-round; shuffleboard, horseshoes, basketball, bocce and tennis courts; and a miniature golf course.

The development is clustered around two peaceful lagoons connected to the lake, offering more recreational opportunities such as sailing, canoeing and fishing. Residents also can simply stroll along the shore,



Top: A footpath surrounding the community's lagoon

Below: Donald and Janice Bobbitt

Bottom: A row of garden-style apartments

where they might spy sandhill cranes, eagles, wild turkeys, and of course an alligator or two among oaks dripping with Spanish moss. A 150-acre area of the property has been left undeveloped. Conveniences are close at hand, too. The town center sports the fitness center, laundromat, restaurant and chapel.

Residents have formed a variety of clubs to bring people with similar interests together, whether to pursue hobbies, learn new skills, serve the community or just socialize. The Nalcrest Ladies Club, for instance, organizes recycling, greets newcomers, and celebrates major birthdays and anniversaries. The Ladies Club Garage—a thrift store that offers furniture, appliances and other needs for residents and donates the profits to charity—was organized by resident Janice Bobbitt, wife of retired carrier **Donald Bobbitt**.

The Bobbitts discovered Nalcrest when Janice noticed it in *The Postal Record* after he retired in 2012. “She said, ‘You know you all have a retirement place in Florida, don’t you?’” Donald Bobbitt explained. “We came down in 2016 to visit. We just fell in love with the place and we put our name on the list.”

Bobbitt, who finished his 32-year career in Jasper, AL, as a member of Branch 3099, moved to Nalcrest with Janice in 2017. With 22 grandchildren and four great-grandchildren between them, the couple splits their time between Nalcrest and visiting family.

As soon as he moved in, he knew he was home, Bobbitt said.

“It’s comfortable, convenient, affordable and [has] a beautiful view,” he said, “And it was so personable, and the people, our neighbors—we love them. So, it was an ideal fit for us.”

After 19 joint surgeries related to his hard work as a carrier, Bobbitt has another reason for liking Nalcrest.

“The warm weather is an added amenity for us,” he said. “I love the warmth. The sun is just like holistic medicine for me. I can get out and get in the sun and my joints feel so much better.”

Janice Bobbitt, who taught elementary school for 40 years, had wanted to open a thrift store and found the perfect opportunity at Nalcrest. The Ladies Club Garage raises funds for





Top: As part of the 60th anniversary events, NALC President Brian L. Renfroe introduces the Executive Council to the Nalcrest community.

Above: Joe Nittoli

Below: Residents enjoy the celebratory catered dinner and dancing.



Nalcrest clubs and activities, Janice said, “and we donate for the homeless in some of the different schools, children that are in poverty, kids that miss their meals when they go home.”

“We also feel very secure here,” Donald Bobbitt added, thanks to volunteer security patrols, professional security at night and a remote location with only one entrance from the public road.

Joe Nittoli came for a visit and decided to go straight from his home in Livingston, NJ, to Nalcrest as soon as he retired.

“I thought it’d be a bunch of old letter carriers not doing anything or just not [being] active,” he said. On his weeklong visit, he said, “I went to the ball field, and I played softball and I played tennis, and I had horseshoes, and I went to the pool. It was just a sportsman’s paradise.”

The New Jersey Merged Branch 38 member carried the mail from 1965 to 2004 and has lived at Nalcrest ever since. “And I haven’t looked back,” he said.

“It’s the perfect location,” Nittoli said. “It’s away from everything, and yet it’s not that far to get to places you want to do things. And there’s plenty of stuff to do here. You can do as much as you want here or as little as you want.”

“Doherty and his team,” he added, “when they picked the location, picked the perfect spot.”

Like the Bobbitts, Nittoli loves the spirit of community.

“Everybody helps each other,” he added. “If somebody needs something, word just spreads.” He recalls a time when his computer monitor broke and he mentioned it to a tennis partner, and within hours a resident he didn’t know knocked on his door to offer a spare monitor. And then there was the time when someone needed help unloading a truck and a half-dozen residents showed up within a few minutes and got the job done.

“People get the call,” he said, “and we go and help each other.”

“And the people coming in, they’re all coming from all over the country,” Nittoli added, “and you get to meet people from other parts of the country—Washington (the state), North Dakota, Wyoming. And they’re all the same—they all want to get involved. They’re not a bunch of letter carriers with their spouses sitting around doing nothing.”

Celebration

Nalcrest marked its milestone anniversary with two celebrations Jan. 29 to Feb. 2—a catered dinner with entertainment in the evening, and a barbecue on the beach adjoining the retirement community on the shore of Lake Weohyakapka that featured more entertainment and door prizes. There also was a ceremony honoring military veterans and, with so many active

The anniversary events included a ceremony honoring military veterans.

residents at Nalcrest, several sporting events.

Guests included the members of the NALC Executive Council, which held its quarterly meeting at Nalcrest.

Members of Nalcrest's board of trustees—former Region 9 National Business Agent Matty Rose (board of trustees president), NALC Secretary-Treasurer Nicole Rhine (board of trustees vice president), NALC Executive Vice President Paul Barner, former Tampa, FL Branch 599 President Tony Diaz, NALC Assistant Secretary-Treasurer Mack Julion, former NALC President Fredric Rolando, and NALC Director of Retired Members Dan Toth—attended the celebration. Diaz, Rolando and Rose make up the trustee standing committee that oversees Nalcrest's day-to-day operations. Former trustees Don Southern and Tom Young also attended.

The trustees have put Nalcrest on a sound financial footing and at full occupancy. While in the past there were some vacant units, Nalcrest now has a waiting list.

"The 60th anniversary of Nalcrest is an historic event for NALC," Rose said. "We are the only union that has a retirement community for its members. In the last decade, we've accomplished a monumental number of improvements that have benefited the residents, and we are working on more."

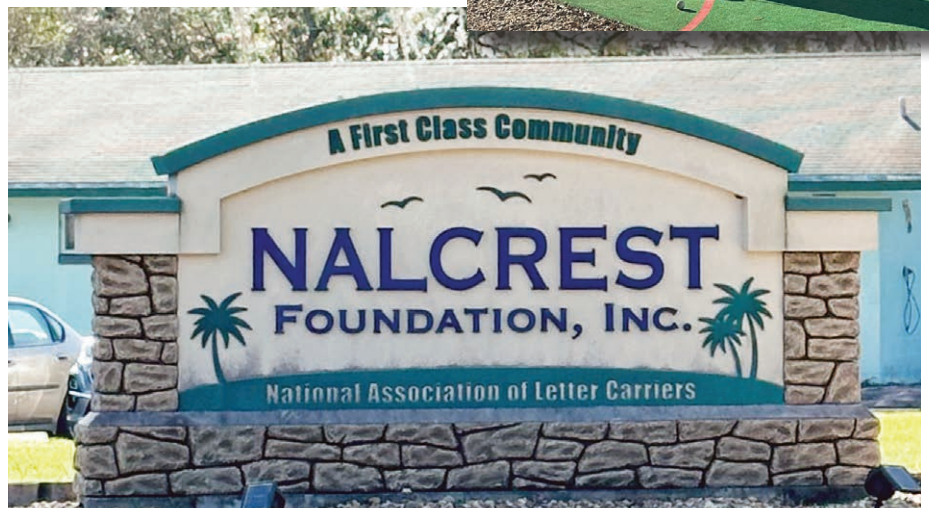
"The Nalcrest trustees and staff work diligently to ensure that President Doherty's dream of an amazing low-cost retirement community will continue to prosper and to serve our members for another 60 years and beyond," Rolando said.

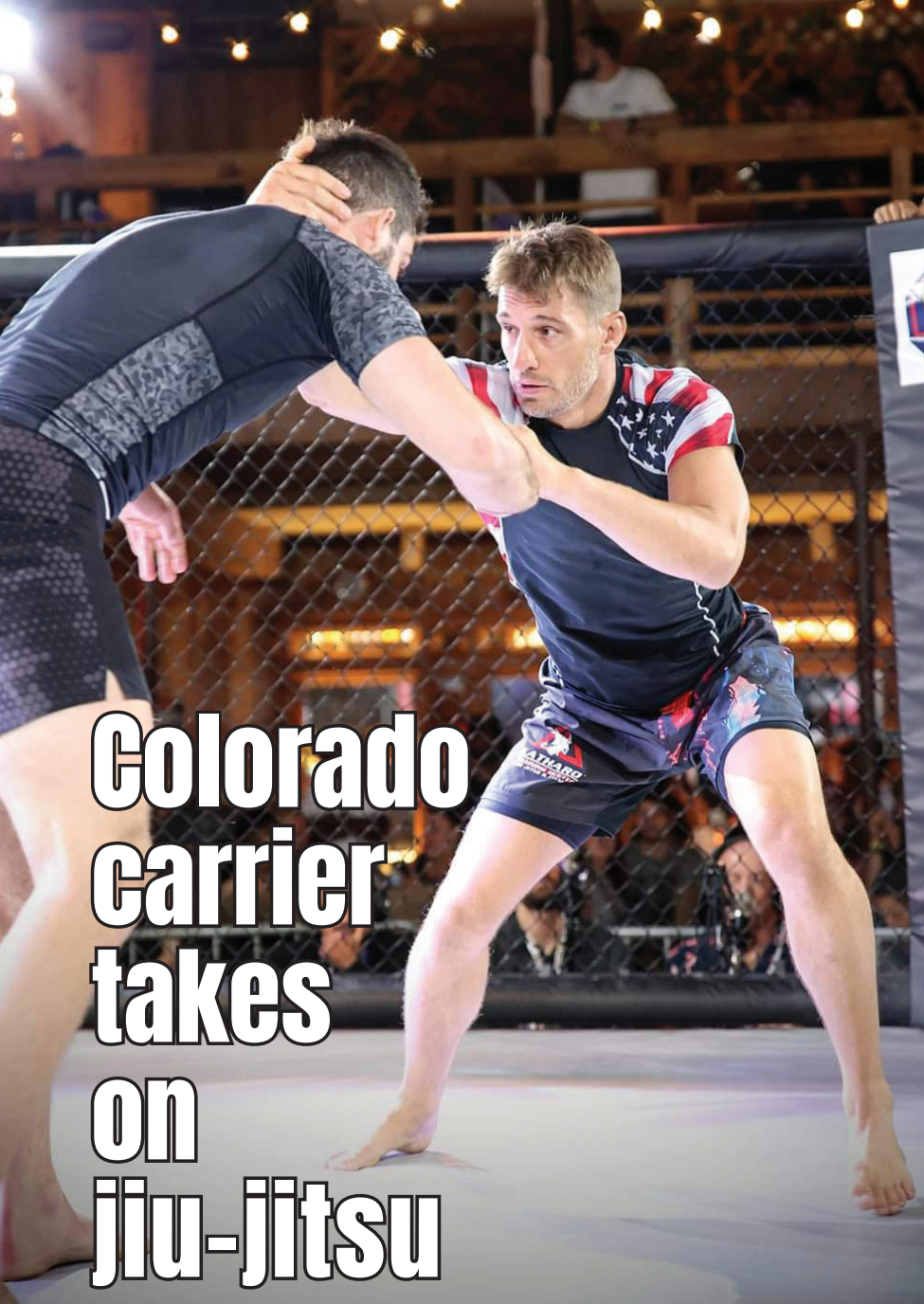
Nalcrest has efficiencies, one-bedroom and two-bedroom apartments



for rent. As mentioned above, there currently is a waiting list. To apply, simply fill out and mail the application and questionnaire found on page 49 of this magazine. NALC members who are interested can visit Nalcrest and even rent one of the guest apartments reserved for short stays (call 863-696-1121 for more information). You can visit nalc.org/nalcrest for a brochure and to print the application. **PR**

A golfing event was held during the anniversary weekend.





Colorado carrier takes on jiu-jitsu

An athlete most of his life, Mark Eder has tried quite a few sports. He wrestled from elementary school through college, played football and other sports in high school, then played professional rugby for seven years after college.

“Then I had to hang up those spikes, because it was a rough sport,” he said. “So, I was thinking to myself, ‘What else can I jump into that would really go hand in hand with my previous experience?’ ”

The answer came to him while delivering mail.

Eder, a letter carrier since 2020, delivered to the Katharo Training Center

in Littleton, CO, a few times, and seeing the Brazilian jiu-jitsu, kickboxing and Muay Thai that the facility offered piqued his curiosity.

The Centennial, CO Branch 5996 member, a self-described natural competitor, decided to give Brazilian jiu-jitsu a try. “Once I got on the mat and started learning, I just fell in love with the sport,” he said.

Choosing jiu-jitsu because it’s a “grappling” style of self-defense that he thought would complement his wrestling skills, Eder found that it was a tougher transition than expected. “In wrestling, you want to be this individual who’s constantly going at it and putting a lot of pressure on your opponents,” he explained, “where jiu-jitsu is kind of like you’re moving—or you’re reacting—toward your opponent’s moves. So, it’s a little bit more—I would say, a calm calculation kind of attack.”

Fighters start off with a white belt, then move up to blue, purple, brown and then black belt. Masters with decades of experience can obtain a higher coral belt, though there are only about seven people in the world with that designation.

In between belt color levels, there are four degrees that are earned as fighters progress and that are awarded by the professor. Eder currently is a three-stripe blue belt.

When fighters advance to the next belt, a ceremony is held because it’s “quite the achievement,” the carrier says.

He practices at the training center four to five days a week after work. “It’s a lifestyle,” Eder says. “I try and get my route done, and then I go straight to training, where I decompress and de-stress.”

That constant practice has made a difference for Eder. “I got really good at it really quick,” he said. “I’ve jumped a few belts within a short period of time,

which has allowed me to then join into competitions.”

Brazilian jiu-jitsu teaches even the smallest person to be able to defend themselves against the biggest opponent, he explains, so there are no assigned training partners—it’s whoever shows up that day.

Eder loves that the jiu-jitsu community as a whole helps each other develop. “There’s something about going into a battle, or a hand-to-hand combat kind of experience, with another person,” Eder said. “It’s almost like an intimate moment that you share with that particular person, and that particular person knows exactly what you’re going through. They share the same struggles, they share the same difficulties. And when you guys come out of that together, it’s just a wonderful celebration. I love feeling that elation.”

For training, he walks in and suits up in his gear, called “gi,” a traditional kimono-style uniform used for jiu-jitsu, although sometimes he opts for “no gi,” which instead consists of tighter clothes, like shorts and a shirt, and doesn’t allow for opponents to grab each other’s clothing. The former puts the focus on leverage and technique, while the latter puts emphasis on speed and agility.

“When we start our 6 p.m. class, we do a 30-minute hard roll,” Eder said. “That means we put the timer on for 30 minutes, and you pick a partner, and for five-minute matches, we go hard.”

He continued: “We try and tap each other out. We try and choke each other out. But there’s an etiquette there. We’re not trying to hurt our training partners. We do that to our competitors. So, you have to have a certain maturity level.”

Afterward, they’ll have a half-hour class from his professor, the training

center’s owner, Steven Hordinski III, to learn technique and new moves, and then practice them. Following that, Eder generally mixes it up—either attending a beginner jiu-jitsu class both to learn fundamentals and help newer students; taking a mixed-martial arts or kickboxing class; or hitting the weight room.

Eder competes in Brazilian jiu-jitsu tournaments every two months, the most recent being in February. He generally competes within Colorado but has traveled to Texas and Arizona for tournaments.

Last fall, he also started participating in cage fighting matches, where it’s a no-striking/submission-only jiu-jitsu match in the cage. “There’s no point system—you go until somebody gets tapped out or somebody gives up,” he said.

Though his current record is 18-6 in Brazilian jiu-jitsu tournaments, he’s gone 9-0 in his last nine matches, and he’s won both of the cage matches he’s fought in. “I’m looking to continue that success this year,” Eder said.

Perhaps unsurprisingly, the name he fights under is Mark “The Mailman” Eder. And the crowd is sometimes filled with two dozen supportive co-workers chanting “Mail-man, Mail-man,” which the carrier called “really awesome,” adding that it brings the postal community closer together.



Mark Eder

Below: The belt levels in Brazilian jiu-jitsu
Bottom: Eder practicing at the Katharo Training Center





Eder grapples with an opponent during a tournament.

His postal customers, on the other hand, don't generally know about his hobby. "I'm not really this

in-your-face type of person; I'm kind of reserved. I'd rather ask about my customers' lives," he said, though he added, given the opportunity, "I always relish the chance when I can bring it up, because I think jiu-jitsu can provide so much to people's lives that I just want to promote it to everybody."

Eder loves the physical and combat-oriented aspect of jiu-jitsu. "I'm a fighter. I love fighting," he said, "and so this provides me a legal way of getting out there and fighting in a sport that is quite the adrenaline rush."

He continued: "I love getting out there and using my muscles. If my muscles don't ache, it's because I'm not using them. I crave the pain of physical confrontation. It's part of our DNA as animals, as human beings. It's ingrained with us, this physical aspect. It's fight or flight."

To prepare for a match, he'll go through a two-month preparation camp, with extra cardio and training, and he'll study video of his opponent and develop a strategy on how to beat him.

Fighters are matched based on the type of competition, Eder says. Normal Brazilian jiu-jitsu tournaments are grouped by belt level, weight and age, while in the cage matches, it's by belt degree and weight without age consideration. (The two competitors the 43-year-old carrier beat in the cage matches were 27 and 32 years old.)

Some tournaments have absolute divisions (in which he participated in last month), where they are fighting for a belt, so it is by belt level. "So, if a guy who wanted to win the belt in this particular belt level was 135 pounds, he's going to have to beat the guy who's 200 pounds because they're in the same belt level," he said.

Patience, trust and vulnerability are required traits for pupils of jiu-jitsu.

"Throughout my whole jiu-jitsu career, my professor is going to be paying attention to my success, and he's going to be paying attention to how much mat time [I have] and how much I come in to train and how much I'm learning from him," he said. "I have to remove my ego so that I can learn from somebody else and accept the fact that I'm below this person in knowledge. It's very humbling."

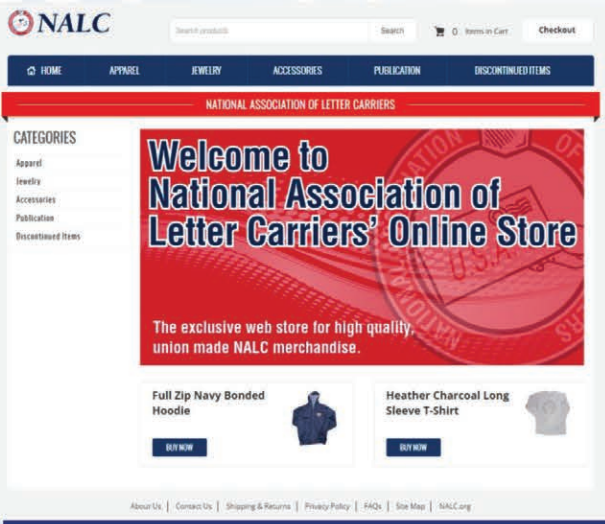
Eder loves the fact that there are so many benefits to the sport. "It creates self-confidence, which allows me to perform at a higher level in every aspect of life. I love that it provides problem-solving skills," he said, adding that jiu-jitsu allows him to get any aggression out "so that when I'm out in the public, I'm just this happy-go-lucky guy who wants to pick up flowers and hand them out."

Eder plans to continue competing "until I feel like I can't," he said, "because I've still got the fire."

He'd like to obtain his black—or even coral—belt and eventually open up his own Brazilian jiu-jitsu fitness gym.

"I want to spend a lifetime learning jiu-jitsu and teaching other people," he added. "If I can develop a spot for a community where people can come in and then leave [as] a better person, that's really a huge goal. But for right now, it's all about learning, competing and advancing." **PR**

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For Muslim letter carriers, Ramadan means working without food or water



Ahmed Ibrahim



Abraham Askar

Ramadan, which falls in the ninth month of the lunar-based Islamic calendar, begins with the first sight of the new crescent moon and ends with the next new moon. It marks the prophet Muhammad's initial revelation of the Quran, the holy book of Islam. The month is a sacred time when Muslims practice fasting—one of the five pillars of Islam, the most important practices of the religion. Fasting generally entails abstaining from food and drink from before the first light of dawn until the setting of the sun.

When Muslim letter carriers, or any letter carriers, go on a fast, it can be difficult for them as they are performing a physical job. As we all know, letter carriers are expected to carry satchels up to 35 pounds at a time and packages weighing up to 70 pounds. In addition to carrying heavy parcels, carriers often walk more than 12 miles a day.

Ramadan falls about 10 days earlier every year, this year lasting from March 10 to April 9. Muslims break their fast before sunrise at *Suhoor*, meaning pre-dawn meal, and after sunset at *Iftar*, meaning the breaking of the fast. For Muslim letter carriers, this means going without food and water for almost their entire workday.

The Postal Record spoke with four Muslim letter carriers to learn about Ramadan's traditions and the challenges that fasting presents when working a physical job. One is **Abraham Askar**, an 18-year carrier from Kenner, LA Branch 4323, who was eager to share his experiences during Ramadan. Three of the carriers are from Western Wayne County, MI Branch 2184 in the Dearborn area, which is west of Detroit. Dearborn is considered the most densely populated area by Muslims in the United

States and is home to the largest mosque in North America.

Marwan Ghoteimi, a carrier in Dearborn Heights, employs his own strategy when it comes to fasting. Instead of eating at *Suhoor* in the morning, he goes without eating until *Iftar*, when he eats his entire day's worth of food.

"Some people, if they eat in the morning, they get hungry very soon," Ghoteimi said. "I'm one of those kinds of people. Because when we go home after the sunset, we'll be making a lot of food, so we eat a lot."

For his part, Askar has come up with a diet that helps him make it through the day. In the mornings he wakes up an hour before dawn "in order to have a healthy meal and hydrate properly before the sun begins to rise."

"I try to consume high protein, high complex carbohydrates and hydrating foods such as melons, cucumbers, dates, raw honey, figs, bananas, eggs, Greek yogurt and oatmeal," Askar said. "I also take a multivitamin and hydrate with lots of alkaline water before the sun rises. Also, I avoid overeating."

Ghoteimi has been a letter carrier since 2012, so during much of his time as a carrier Ramadan occurred during the hot summer months of the year. During summertime, it was difficult for him to go without water throughout the day. At times, he even had to break his fast to drink water.

"I [would] just take what I need[ed], like just a little bit of water," Ghoteimi said. "I didn't drink as much as I could or the amount that I needed."

If Muslims break their fast, they can make up for the fast at another time in the year, which Ghoteimi said he did if he ever needed to drink water during the day, when Ramadan occurred in summer.



“In the wintertime...I don’t care about food, I don’t care about eating,” Ghoteimi said.

Now that Ramadan will be in winter and springtime, he is not at all concerned with breaking his fast.

“It’s not going to be a big deal for me,” said Ghoteimi. “For some people, if they don’t eat, it’s an issue for them.”

As a Louisiana native, Askar’s fasting has at times coincided with temperatures reaching over 100 degrees in the summers. He said, “that was really a test of my faith,” but noted that the food and water he drinks before and after sunlight have helped him a lot. During his breaks Askar sits in cool, shaded areas.

Mohamad Rahal, a seven-year carrier in Dearborn, said, “The first couple of days [are] very hard, especially because every day you’re drinking water by habit or whatever, so it’s hard.”

After a few days, Rahal said, he gets used to fasting and can go throughout his day without getting very hungry or experiencing other side effects from going without eating.

For **Ahmed Ibrahim**, a 12-year carrier in Dearborn, it usually takes about a week to adjust to fasting.

Despite the difficulties that fasting presents when working a physical job, the four carriers each called it a necessity for those who practice Islam.

“It is very important, it’s part of the religion, so it’s not like you have the option to do it or not to do it—you have to do it unless you have a medical reason,” Rahal said.

Fasting means more to Muslims than simply not eating; the practice is done for multiple reasons, including the sense of empathy that it fosters.

“We have to feel what people that don’t have enough food to eat every

day feel, to feel what they feel,” said Ibrahim.

In addition to the empathy, Ibrahim and Ghoteimi both said they feel that fasting rejuvenates their bodies. “Fasting makes the body refresh itself again,” Ghoteimi said.

At the end of the month of Ramadan is one of the major holidays in Islam, Eid al-Fitr. That translates to “Festival of Breaking Fast,” when Muslims are done with fasting and celebrate by holding community prayer in the morning, followed later in the day by meals, gifts and socialization with family and friends. Before the prayer, members of the community offer Zakat al-Fitr, a charitable donation of food, and it is collected to be distributed to those who need it.

In 2001, the Postal Service issued its first Eid Blessings stamp, which was commissioned for USPS’s Holiday Celebrations series. Three new issues of the stamp have since been released. The stamp features the Arabic phrase “Eid Mubarak,” which can be translated as, “Blessed Eid.” **PR**

In accordance with the five pillars of Islam, Askar made a pilgrimage to Mecca (Hajj).



Proud to Serve

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

Honoring heroic carriers

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

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

Carrier saves 3-year-old from busy intersection



David Moulton

On Dec. 9, 2023, eight-year Massachusetts Northeast Merged Branch 25 carrier **David Moulton** was on his route in Salem when a 3-year-old boy ran past him in the opposite direction into a nearby park.

Moulton said, "I found it odd that he wasn't wearing a jacket and a hat or shoes."

About a minute went by and he again saw the boy running out of the corner of his eye, this time toward a busy intersection.

Moulton knew that meant trouble. "I just made a run for him before he could get to the street," he said. "And 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. They would have never seen him. He would have been struck."

Manuel Lastre and the retired rural letter carrier he rescued



After Moulton scooped him up, the boy began to cry. The carrier put him down on the sidewalk and called his supervisor and 911.

"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. "I mean, I'm wearing four layers and I'm still cold, you know?"

Emergency personnel showed up a few minutes later and were eventually able to deduce that the child had escaped from a nearby day care facility.

Moulton's story appeared in multiple local news outlets and the child's parents called Moulton to personally thank him for rescuing their son.

"I don't even think I'm a hero," Moulton said. "I just didn't want anything to happen to the little guy."

Retired rural carrier's hero is his city carrier

Manuel Lastre, a Lynchburg, VA Branch 325 member, was starting his route one warm and sunny August day in 2023 when he dropped off the mail to the first house on his route and heard a faint scream.

The four-year letter carrier didn't know where it was coming from and thought that someone must have been screaming in the distance. As he continued onto the next house and went up the porch steps, however, he heard the scream much

more clearly, and eventually found out that it was an elderly man on the floor of the house screaming for help.

The man had an elderly friend over at the house, but she hadn't heard his faint screams. When she heard the knocking at the door, she looked out the window and saw Lastre. She opened the door for him and then Lastre saw the man on the floor.

The elderly homeowner had been trying to get up the stairs with his cane when he tripped and fell. He had been on the floor for about 20 minutes, leaning on his shoulder, when Lastre found him. Lastre helped the man onto his back to relieve the pressure from his shoulder, then the carrier slowly helped him up.

As Lastre was helping the man, who had sustained only a small cut on his arm, the city carrier learned that the customer had had an almost 40-year career as a rural letter carrier before retiring. Lastre said he continues to check up on the man and to have conversations with him, adding, "He's doing great."

Carrier finds woman trapped in her house

Dennis Rudenauer has been a letter carrier for eight years and has worked on his current route for four or five, so he notices when things are off or out of place.

"I just know people, their habits and stuff, and what people will leave mail, what people pick up mail every single



Dennis Rudenauer

day like clockwork," the Elmira, NY Branch 21 member said.

On a chilly day in November 2022, Rudenauer had just returned from a few days of vacation. As he was going about his route, he noticed that an elderly woman who he knew retrieved her mail every day hadn't picked up her mail since the last day he worked.

"She always, always, always, always gets her mail, like, every day," Rudenauer said.

Having a "bad feeling," he went up to the door, but before he reached the door, he heard something. He thought it was the elderly woman saying, "Help." He responded by telling her that it was the mailman, then he heard a clear "help" from the woman. He called 911.

"I'm getting you help right now," he told her. "They're coming. I'll wait here until help gets here." He kept reassuring her, even though he was uncertain of her condition.

He stayed until first responders arrived and found that the woman, who lived alone, had fallen in her house and was unable to get up. Rudenauer said he found out from neighbors that this wasn't the first time this had happened. He tried to check on her several times, but eventually learned that she had moved to an assisted-living facility.

Woman 'pinned' by recycling bin helped to safety

Jan. 19 was a wintry day in East Providence, MA, and while delivering his route, first-year letter carrier **Jeffrey Cabral** heard someone calling out for help. It had snowed within the past few days, and snow and ice were still on the ground.

The Providence, RI Branch 15 member was talking to a homeowner when he noticed an elderly woman across the street who had fallen on the slippery ground and was trapped. "I see her trying to get up, pinned underneath a recycling bin," Cabral said.

He dropped his satchel and got over to the opposite side of the street as quickly as he could, he said. He asked the woman if she needed help, before picking up her cane, which she had dropped, and helping her get out from under the bin.

"I walked her over to her side door because it was still icy and slippery," Cabral said. "I wanted to make sure she was OK."

The woman said she had been stuck for about 25 minutes with no one there to help her. The woman called him her "angel," and fortunately she walked away with only a small scratch on her hand. The customer's daughter later called the post office to thank Cabral for helping her and said she was glad that her mother had a new friend. **PR**



Jeffrey Cabral



Wounded Warriors Leave rights

As Veterans make up almost a quarter of NALC membership, the subject of Wounded Warriors Leave needs to be front and center and NALC leaders should be well versed in the topic. NALC has received many questions about it recently, so this article is to provide newer veteran members with education about it and should serve as a refresher for other members.

The creation of Wounded Warriors Leave (WWL) came about in response to the passage of the Wounded Warriors Federal Leave Act of 2015, which allows employees who meet the eligibility requirements to use this category of leave to undergo up to 104 hours of medical treatment for a service-connected disability rating of 30 percent or more.

This category of leave is an important benefit to letter carriers who are also veterans with a disability rating of 30 percent or greater. Disabled veterans generally are required to attend regular medical appointments to maintain their health and to continue their eligibility to receive their veterans' benefits. Frequently, such appointments must be scheduled during normal work hours, and before the creation of WWL, letter carriers often were required to use their annual leave, sick leave or leave without pay (LWOP) to attend those appointments. WWL provides some relief to those who are eligible and must receive necessary treatment.

Eligibility to receive WWL can be verified on the carrier's PS Form 50. In Box 11 on their PS Form 50, it should indicate "6-10pt-Comp over 30%." If they are eligible and Box 11 does not denote "6-10pt-Comp over 30%," the employee will need to submit the necessary documentation to certify that they meet the eligibility requirements. Employees who need

to provide their documentation to the USPS Human Resource Shared Service Center.

For career employees, items can be sent by mail to USPS/HRSSC, Attn: RTR Team, P.O. Box 970100, Greensboro, NC 27497-0100, or by fax to 336-577-4324.

For non-career employees, items can be sent by mail to USPS/HRSSC, Attn: Form 50 Team, P.O. Box 970400, Greensboro, NC 27497-0400, or by fax to 336-662-4070 or 336-662-4073.

It is an employee's responsibility to notify the Postal Service of their eligibility before requesting WWL. Employees must provide documentation from the Department of Veterans Affairs, or on any Office of Personnel Management certification form developed for administration of WWL, certifying that they have a qualifying service-connected disability. Eligible employees who have not yet submitted the necessary paperwork should do so now to the above addresses.

Eligible employees are required to request this leave in advance, when possible, by completing and submitting to their supervisor a PS Form 3971, Request for or Notification of Absence. The employee should designate the reason for the absence as "Other" on PS Form 3971 and write "Wounded Warriors Leave" in the space provided. The supervisor is responsible for approving or disapproving requests by signing PS Form 3971 and returning a copy to the employee. In addition, to verify that WWL requested by an employee is appropriately used for the treatment of a service-connected disability, the requesting employee must provide proof from a health care provider that they used the leave to receive treatment for a covered disability. This

can be done by submitting a completed PS Form 5980, Treatment Verification for Wounded Warriors Leave.

Should the need to use this leave be unforeseeable, the employee must notify their supervisor of the expected duration of the absence and the applicability of WWL. Employees also may use the Interactive Voice Response system to report absences if this process is used in their employing office. A PS Form 3971 is required upon returning to work and a PS Form 5980 no later than 15 calendar days after returning.

Employees eligible for WWL also may be eligible for protection under the Family and Medical Leave Act (FMLA)—see Section 515 of the Employee and Labor Relations Manual for more information and eligibility requirements. Supervisors will initiate FMLA leave if they have reasonable grounds to believe that the leave might qualify. It is the employee's responsibility to provide complete and sufficient documentation to establish eligibility for FMLA. FMLA protection will run concurrently with WWL.

The eligibility requirements for WWL, as outlined in USPS Management Instruction EL-510-2019-2 (M-01901 in NALC's Materials Reference System), are as follows:

Eligibility

Eligible Employees

All employees who have a single or combined service-connected disability rating of 30 percent or more are eligible for Wounded Warriors Leave.

Employees with Pending Disability Determinations

Otherwise eligible employees with pending disability determinations who at any time during any Leave Year receive a 30 percent or more disability rating, will be eligible for leave retroactively to the first day

of that current Leave Year. Any leave without pay (LWOP) or leave used while the determination is pending will be reimbursed and replaced with Wounded Warriors Leave, as appropriate, up to the maximum number of hours allowed. Wounded Warriors Leave may be retroactively applied for only the most current Leave Year and for no more than 104 hours.

Losing the Disability Rating

If an employee’s service-connected disability rating is decreased to below 30 percent or discontinued during any Leave Year then the employee no longer has a qualifying service-connected disability. The employee must notify the HR Shared Service Center of the effective date of the change in the disability rating. The employee is no longer eligible for Wounded Warriors Leave as of the effective date of the rating change.

Accrual and Crediting

General

It is an employee’s responsibility to notify the Postal Service of his or her eligibility before requesting Wounded Warriors Leave. Employees must provide documentation to

the HR Shared Service Center from the Department of Veterans Affairs certifying that the employee has the requisite level of service-connected disability.

Initial Eligibility

Newly hired eligible employees or those returning to the Postal Service will be credited with 104 hours of Wounded Warriors Leave following the Postal Service’s receipt of documentation supporting the employee’s eligibility. Wounded Warriors Leave will be available for use retroactively to the first day of their enter-on-duty date, or the current Leave Year, whichever is later, for use through the end of the Leave Year.

Additional Eligibility

Eligible employees will be credited with 104 hours of Wounded Warriors Leave on the first day of each Leave Year and the leave is available for use until the last day of the Leave Year.

Carryover

Wounded Warriors Leave must be used during the Leave Year in which it is credited and will not be carried over. No employee may accrue more than 104 hours during any Leave Year.

Separation

If the employee leaves the Postal Service at any time during any Leave Year, any remaining leave will not be reinstated or paid out, except as permitted by OPM regulations if the employee transfers to another federal agency.

The need for veterans to obtain medical treatment for service-connected health issues has been acknowledged and guarded for decades. Remember, medical examination and treatment are important to maintaining good health. Veterans should be aware the Postal Service acknowledges that absences for these purposes are legally protected.

Information regarding the rules and regulations of WWL is available on the NALC website, nalc.org, and can be found on the NALC Veterans, Contract Administration Unit and City Delivery pages. PS Form 5980 can be found on those pages as well. After reviewing those guidelines, if you have any further questions about WWL, make sure to discuss them with your shop steward or a branch officer.

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:
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National interpretive grievance—LiteBlue



**Paul
Barner**

On July 12, 2023, President Brian L. Renfroe initiated a national-level grievance related to the theft of letter carrier wages when the Postal Service failed to safeguard the USPS Human Resources website, LiteBlue.usps.gov (LiteBlue).

The issue in this case involves incidents that occurred in late 2022 and early 2023. Hundreds of postal employees, which included letter carriers, fell victim to hackers who were able to access their LiteBlue accounts using dubious tactics. Employee account information was obtained when employees entered their login information into fake

LiteBlue websites created by criminals. As a result, these letter carriers had their paychecks misdirected into bank accounts owned by the criminals.

When this happened, NALC Headquarters created a grievance starter detailing the contractual violations related to management's failure to protect the LiteBlue website by ensuring that employees could unknowingly log in into fake LiteBlue websites. Both industry standards and Postal Service handbooks have made multi-factor authentication (MFA) a requirement to protect people's personal identification information, such as bank routing and account numbers. By failing to institute MFA, the Postal Service made it possible for these criminals to steal the hard-earned money of letter carriers. In addition to the Postal Service neglecting its duty to properly protect LiteBlue with MFA, the NALC argued that USPS had failed to ensure that these letter carriers were compensated for their time.

On Jan. 23 and 24, this case was heard by National Arbitrator Dennis R. Nolan in Washington, DC. In national-level cases, the parties involved are represented by attorneys who specialize in labor law. In this case, NALC was represented by Peter DiChiara, an attorney from our law firm, Cohen, Weiss and Simon, while the Postal Service was represented by three lawyers employed in the USPS Law Department. In cases that affect all USPS employees, including bargaining-unit members from the other crafts, their unions can intervene in the hearing. Since employees represented by the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU) were victims of the theft, both unions intervened

in this case and were represented by labor attorneys.

The Postal Service made three arguments when it presented its case. First, USPS argued that the case did not represent an interpretive issue since NALC did not identify a violation of the National Agreement. The second argument was based on the security protocols the Postal Service instituted to restrict access to LiteBlue. The last contention was that USPS notified employees, including letter carriers, in 2017 of the existence of fake LiteBlue websites. The Postal Service took the position that this notification absolved it of any responsibility for employees being duped by criminals into giving away their login information.

Because this case involved an alleged violation of the National Agreement, NALC bears the burden of proof to prove that the Postal Service's actions violated the articles cited in the grievance. NALC's attorney, Peter DiChiara, outlined the numerous contractual violations the Postal Service had committed when it failed to ensure that letter carriers were paid for their time on the clock. Among the articles cited were Articles 8, 9 and 34, which are the provisions of the contract that require the Postal Service to compensate letter carriers for the time spent on the clock. To address the second claim by USPS that it was not required to protect LiteBlue by adopting MFA, DiChiara introduced testimony about the process involved in accessing LiteBlue to make changes to the payroll system.

The last argument proffered by the Postal Service, regarding the 2017 notification, was made when the parties met at the national level, but it had not been advanced during the lower steps of the grievance process. To rebut this position, the NALC relied on the testimony of NALC member Lawrence Ritz from Springfield, IL Branch 80. Brother Ritz, one of the victims covered by this case, testified that he had begun his employment with the Postal Service after 2017 and had never been informed about fake LiteBlue websites.

The hearing portion of this process was closed when the Postal Service finished presenting its case. Moving forward, the attorneys for NALC, APWU, NPMHU and USPS will draft written briefs outlining each party's position in the case. These briefs are due to be delivered to Arbitrator Nolan in mid-April, with his written decision issued following his receipt of the briefs.

Since this is a national-level case, the decision of Arbitrator Nolan will be final and binding on the parties as it pertains to this issue, as well as on any cases filed over the same issue that have not been resolved at a lower step of the grievance procedure. When the arbitrator's decision is received by NALC, the membership will be informed.

‘Passing the baton’ of leadership



James D. Henry

There is an abundance of symbolism in the phrase “passing the baton.” Passing the baton connotes a change in leadership. Just as in a relay race, a fumble in this passing may trigger the demise of the team. Shared leadership between the one passing the baton and the one receiving the baton instills confidence.

In a larger sense, the baton exchange reflects the passing forward of a legacy or tradition. In sports, the legacy may relate to bringing home a trophy; in religion, to sustaining a belief system from generation to generation.

In our great union—the NALC—it is realized through identifying, cultivating and mentoring future leaders in a sustained effort to aid and enable the continued existence of the USPS. Leaders are present at all levels of our organization—from the shop stewards on the workroom floor and the executive board members of the state associations, to the resident officers at NALC Headquarters. It is a historical fact that the NALC has a rich tradition of producing leaders who have been mentored to undertake the worthy cause of representation of city letter carriers.

Our union is the caretaker of a quality of work that should be passed to the next generation of letter carriers in good working order. Like every baton pass, it requires two-part cooperation, a willingness to give and a willingness to receive. Therein lies the obligation of shared leadership and one’s obligation to teach and assist future leaders, and also to be receptive and maintain the knowledge being shared.

NALC is most successful in its mission in representing letter carriers when quality leadership exists and is passed on at the local, state and national levels. Each level includes important components of the NALC. No one level or individual is more important than the other. The shared goal of continuity of success is more likely when “each one teaches one,” and our duty to the membership is placed first.

I firmly believe that it is the obligation of each individual to do their part to ensure the baton is passed, and that the NALC and USPS continue to keep moving

forward through the strength of our experience, knowledge and efforts. I think another very important passing of the baton happens every day for every one of us. Peer-to-peer sharing also must be present for our long-term success. You don’t have to hold an official title to be viewed as a leader. Respect is accorded to senior letter carriers, which prompts new hires and junior carriers to depend on their guidance to navigate conflict with management, and to fulfill expectations by the customers. They learn from veterans how to simplify, and do their job more efficiently and effectively. The senior carriers become de facto leaders on the workroom floor. After all, it is universally recognized that there is no substitute for experience.

“Our union is the caretaker of a quality of work that should be passed to the next generation of letter carriers in good working order. Like every baton pass, it requires two-part cooperation, a willingness to give and a willingness to receive.”

Whether or not you are privileged to hold an official position of leadership in the NALC, some other organization, the community, or are viewed by your peers due simply to your stature, there will come a time when we must effectuate the hand off. Ideally, the passing of the baton will be seamless, effective and produce the desired progress.

We all must prepare to pass and/or receive the baton. Assume your position and embrace your responsibility. You don’t have to be a star, just star in your role. Ultimately, in the end, we all will be remembered by how well we ran our own leg of the race and how we helped those who take up the running after us.

IRS, Labor Department reporting and other important reminders



Nicole Rhine

All branches, whatever their income and whether or not they receive local dues, must file an IRS Form 990, 990-EZ or 990-N every year. Branch officers are responsible for ensuring that the appropriate form is filed by the 15th day of the fifth month after the end of the branch's fiscal year. Generally, the branch president or treasurer completes the form. The income and assets of the branch determines which form should be filed:

- **Form 990**—Branches whose annual gross receipts are generally \$200,000 or more or whose total assets are \$500,000 or more at the end of the fiscal year.
- **Form 990-EZ**—Branches whose annual gross receipts are generally less than \$200,000 and whose total assets are less than \$500,000 at the end of the fiscal year. A Form 990 may be filed in lieu of a Form 990-EZ if the branch prefers.
- **Form 990-N**—Also referred to as the e-Postcard, this involves only a few questions. Branches receiving \$50,000 or less in income per year, including branches with no income at all, must file a Form 990-N (easiest); however, a Form 990-EZ or Form 990 may be filed in lieu of a Form 990-N. You can access the filing site directly at irs.gov/charities-non-profits/annual-electronic-filing-requirement-for-small-exempt-organizations-form-990-n-e-postcard.

Failure to comply can result in fines, penalties and interest. A branch that fails to file required information returns for three consecutive years will automatically lose its tax-exempt status.

As a reminder, per the Taxpayer First Act enacted July 1, 2019, all 990 forms must be filed electronically for tax years ending July 31, 2021, and later. To file the form electronically, the filer must use software that can provide the correct data in the proper format for processing by the IRS. The IRS website has a list of providers that have passed the IRS Assurance Testing System (ATS) requirements for software. To access the list of providers on the IRS website, go to irs.gov/e-file-providers/approved-irs-e-file-for-business-providers. Local tax professionals also might have the necessary software.

Note: Branch officers should be aware that in addition to filing an appropriate 990, the branch still might be liable for tax on its *unrelated business income*, if it received \$1,000

or more in such gross income. The branch must complete a Form 990-T, Exempt Organization Business Income Tax Return, and pay any tax due. This form has the same filing deadlines as the Form 990s and must be filed electronically as well. Branches subject to taxes also are required to make quarterly estimated tax payments. Items usually considered to be unrelated business income and therefore reportable on the Form 990-T and taxable if the branch or state has income of \$1,000 or more from these sources include:

- The excess of advertising income from a branch or state publication over the cost of the publication.
- Rental income from “debt-financed property,” such as a branch-owned building subject to a mortgage.
- Reimbursements for NALC Health Benefit Plan members (associate members).

More information on filing Form 990, 990-EZ, 990-N, and 990-T is available at irs.gov.

Officer information list: Many branches installed officers in the past few months. If you have not already done so, please immediately update the Membership Department via letter or a “branch information record” card.

Reciprocal Agreement: *Union representatives must notify NALC's Membership Department if an incoming member wishes to cancel dues to the losing craft's union.* This can be done by simply circling the appropriate union to cancel dues to on the Form 1187 next to “Union Transfer.” Refunds for double-dues taken while a member belonged to NALC and another union are made only upon request and only for the time period between when NALC Headquarters was notified of the dual membership and when the dues to the other union were discontinued. For more information, please consult the Reciprocal Agreement booklet available on the NALC website.

Reporting to the Department of Labor: Unless your branch has no annual income or financial activity, you must file with the Office of Labor-Management Standards one of three types of financial reports, depending on the total annual receipts of the branch. The Labor-Management Reporting and Disclosure Act (LMRDA) requires that unions file the report within 90 days after the branch's (or state association's) fiscal year. Most branches have fiscal years ending Dec. 31, so most should be filing by March 31. However, because 2024 is a leap year, the filing will be due by March 30. Branch presidents and secretary-treasurers are responsible for ensuring that required reports are filed in a timely and accurate manner. The LMRDA does not provide for, or permit an extension of, time for filing for any reason. Please reference my January *Postal Record* article for more information on filing requirements for LM reports—including the requirement that all LM reports be filed electronically.

It's not *their* money



**Mack I.
Julion**

A few months ago, I found myself in a rather uncomfortable situation. I was sitting at a table gathering up the moving violations I'd accumulated since moving to Washington, DC. I needed to pay up if I didn't want the fines to double. Not since I moved to the western suburbs of Chicago more than 10 years ago had I paid for so many tickets—mainly because those payments at that time served as a deterrent to my driving behavior. Now, once again after paying these newly acquired fines, I have adjusted my driving to a city that is inundated with speed cameras in areas that are restricted to a pal-

try 25 mph limit. Whether or not I agree with the limit is irrelevant; those are the rules, and if I don't follow them, there are consequences. Costly consequences.

I start my article with that personal analogy because those of us who deal with postal managers on a daily basis see how their total disregard for our collective-bargaining agreements comes at a cost to our employer. In fact, I am convinced that their callous neglect and refusal to comply with our contracts reflects the fact that the money that is paid on grievance settlements does not come out of the pockets of the offenders. There is no personal impact on them, and this "cost of doing business" doesn't involve *their* money. So, individually or collectively, there is no real financial deterrent to get them to change their actions. I have been representing letter carriers for more than 20 years now at every level of our union, and unfortunately, this is not a new revelation for me.

I wrote about this in our local newsletter years ago. One of our former postmasters in Chicago did attempt to pass the bill on to those reprobates in management who were costing our company so much money. The supervisors and managers received "letters of demand" for their wanton violations. I was later informed that the National Association of Postal Supervisors put an end to that idea. This appears to have further emboldened the supervisors and managers, and it's obvious that this fiduciary recklessness is acceptable throughout the organization. Instead of addressing the issue of bad management, it is easier to point the finger at the postal unions and blame

our representatives for "making them pay" for their repetitive violations. They will tell you that the problem isn't their management team—it's because "your union is on a money grab" or seeking "undue riches" that will eventually bankrupt the Postal Service. That's like me blaming the District of Columbia for installing speeding cameras to enhance their budget. There would be no issue if I weren't speeding.

A few years ago, as branch president in Chicago, I made a very intentional decision that we would seek remedies to the branch for every non-compliance or repetitive grievance that we had to pursue, along with the monetary remedy for the grievant. I figured that if they had to pay the grievant *and* the union, it would get their attention, and someone would surely put a stop to these repeated violations. I mocked them for growing our building fund and upgrading the speaker system and the newly installed LED lights in our union hall due to their "generosity," but they didn't stop. Article 8 grievances (overtime), unwarranted emergency placements, non-compliances and simply not providing requested information were the most common forms of these blatant violations. Ultimately, these grievances would make it to arbitration because of the escalating remedies that were requested, practically begging them to stop the violations and adhere to our contracts.

Well, arbitrators are not going to beg. They intend for their rulings to be obeyed. But again, they are dealing with postal management.

Finally, we received consecutive awards that provided automatic remedies to the branch whenever there was a contractual violation or non-compliance, in addition to the monetary remedy provided for the grievant. One award mandated contract compliance training for *all* executive and administrative schedule employees (EAS) in the Chicago installation *and* provided \$2,000 to the branch whenever information was not provided. The other penalized them \$2,500, payable to the branch for *any* non-compliance.

The arbitrator informed the Postal Service that the branch was not at fault for seeking such remedies. Its payment for each offense was akin to it being in "contempt of court" and it had the power to stop it at any time. More than \$5 million has been paid to the branch in the last two years, and yet the Postal Service has not been deterred!

For years our members have viewed the remedies received for overtime grievances as "free money" stemming from management's inability to manage. Apparently, the money is *free* to managers too, because as of this writing, they have not stopped the violations.

First Article Test and Welcome to USPS



Christopher Jackson

In December, the Postal Service issued an updated Record of Decision for Next Generation Delivery Vehicle (NGDV) acquisitions. To replace existing delivery vehicles nationwide that have reached the end of their service life, the Postal Service has determined that it will implement the Preferred Alternative presented in its Sept. 29, 2023, Final Supplemental Environmental Impact Statement. The Preferred Alternative is to purchase and deploy a mixed fleet of 106,480 NGDV and commercial off-the-shelf (COTS) vehicles over six years, with a battery electric vehicle (BEV) commitment of 62 percent. In this month's column, I will provide an update on one

of the COTS vehicles the Postal Service is looking to use in its delivery fleet and to discuss a recent notice concerning new employee orientation.

First Article Test of the Ford E-Transit: The Ford E-Transit is a left-hand drive BEV best suited for park-and-loop routes and parcel delivery. The Postal Service began testing the use of the vehicle with letter carriers in September 2022 at the Vienna Post Office in Vienna, VA. The Ford E-Transit is equipped with many modern features that are found in today's passenger vehicles. More information on Ford E-Transit features and the 2022 pilot test can be found in my column in the January 2023 issue of *The Postal Record*.



In January, the Postal Service conducted a First Article Test (FAT) and inspection of the Ford E-Transit vehicle in Romeo, MI. My staff and I attended this FAT and inspection

event at the Michigan Proving Grounds with representatives from the National Rural Letter Carriers' Association (NRLCA), Vehicle Maintenance staff from the American Postal Workers Union (APWU) and personnel representing several departments at USPS Headquarters. We were introduced to the good people at the Ford Company and shown many miles of roads containing course conditions designed to test the durability of the Ford E-Transit and other vehicles that it produces.

Weather conditions were wintry during the FAT and inspection. Snow started falling early that morning and later

turned to rain. My staff and I had the opportunity to observe several road, acceleration, brake and water spray tests conducted on the Ford E-Transit. We spent time inspecting the vehicle while it was parked inside the facility, and eventually we performed our own test drive around the grounds with Ford personnel riding along to answer questions. The vehicle handled the weather and road conditions very well in our experience.



Later, we participated in a group discussion to provide the Postal Service with feedback and suggestions. Some of the issues identified in the discussion focused on the potential for the steps leading into the curbside sliding door of the cargo area to become a slipping hazard in snowy and rainy conditions, the height of the cargo area for taller individuals, and the comfort level of the passenger-side jump seat due to a safety bolster installed between the seat and the vehicle door.

Welcome to the USPS (W2USPS): In late December, the Postal Service sent notification that it would be updating the format in which the Welcome to the USPS (W2USPS) New Employee Orientation Curriculum is delivered. Under the new format, orientation content will be provided via a series of pre-recorded videos. All newly hired employees represented by NALC, APWU, NRLCA and the National Postal Mail Handlers Union will receive orientation simultaneously. Each union will continue to be allotted time to address new employees in their respective crafts. Local facilitators from Field Human Resources will be on site to play the videos, answer questions, administer the Oath of Office, and ensure that onboarding documentation is completed.

The Postal Service states that the format change helps to ensure consistent messaging and allows districts to schedule orientation based on their local time zone. Providing districts with the ability to schedule orientation based on their local time zone is useful, since personnel on opposite coasts of the country have identified difficulties in participating in the virtual classes simultaneously. My staff and I are currently discussing the updated orientation materials with the Postal Service to ensure that it is in compliance with our National Agreement and postal handbook and manual provisions.

As always, I will continue to monitor these matters and provide the membership with updates. Be sure to read my monthly column and visit the City Delivery page on the NALC website for all the latest news on city delivery activities.

Accident investigation, continued



**Manuel L.
Peralta Jr.**

In my December 2023 column, I addressed the need to report accidents and injuries so that the hazard that is causing those injuries can be abated. I then addressed what rights you may have if the employer retaliates against you for the accident that you reported.

In my January column, I addressed the investigation of accidents to find the true cause. The true cause of an accident is not the shortest route to blame you, but rather involves conducting an objective investigation geared toward finding out what really happened without placing blame.

Taking these two parts together, we report an accident, investigate what happened and study all the facts to determine the true cause of the accident. We then develop an action plan to alert others on how to avoid a similar event.

When management does not objectively investigate the accident, the union might need to step up, investigate what really happened, compile those facts and then challenge management's opinion through the grievance procedure, if necessary.

In September of 2003, I received a call from the officers of Las Vegas, NV Branch 2502 seeking advice on an emergency suspension and removal issued to a carrier following a vehicle accident, after management's investigator had issued an opinion that the grievant had caused the accident. I shared my advice, grievances were processed and the matter was presented before an arbitrator.

The arbitrator summarized the dispute as follows:

The Postal Service version of what happened is that the Grievant parked at XXXXXX, delivered to it, then pulled away from the curb directly into [the other vehicle] as it was passing by in the west bound traffic lane, causing the accident. The Union's version of how the contact occurred is that the Grievant did not pull out from a parked position into [the other vehicle], but rather was already traveling on the west bound traffic lane at 10 to 15 miles per hour, that he moved about one foot to the left to avoid the mirrors of a parked vehicle, that, at that point, [the other vehicle] passed his LLV in the middle of the road, sideswiping it, thereby causing the accident, and that the Grievant was never aware and still was not aware at the arbitration hearing that contact was made. The two versions of the ac-

cident are irreconcilable. If the Postal Service's version is true, the Grievant committed an unsafe act; if the Union's version is true, he did not.

The employer presented its accident investigator in support of the charges. Then the union presented an accident reconstruction specialist who the union hired following the advice they received. This specialist had worked for the Colorado Springs Police Department for 27 years and retired as the sergeant in charge of vehicular accident investigations. The arbitrator noted that the union qualified him as an expert witness.

“Remember that the investigation of an accident is supposed to find out what really happened.”

The arbitrator summarized the expert's opinion as follows (C#25100):

(1) [T]hat a collision between the two vehicles had probably occurred, and (2) that the apparent angle of the collision indicated that it occurred while the [other vehicle] was passing the LLV while both vehicles were traveling in common direction at the point of impact, and that impact did not occur as a result of the LLV entering the roadway from a parked position. He testified, 'It was relatively simple to determine the angles of the two vehicles at the point of impact; they were parallel.' For reasons stated below, the Arbitrator finds that the Postal Service did not prove that its version of the facts occurred.

The emergency suspension and the removal were rescinded, and the arbitrator ordered that the grievant be made whole.

Remember that the investigation of an accident is supposed to find out what really happened. Never should such an investigation be conducted in a way to support a theory or an opinion. Get to the truth and deal with the truth.

On a personal note: On Jan. 15, Las Vegas, NV Branch 2502 President Glenn Norton passed away. I met Glenn in early 1992 while preparing for the arbitration of five letter carriers who had been terminated for extending their lunches. Glenn and I later became good friends. I enjoyed working with him in spite of the challenges that came with his sense of humor. I was privileged to install him as president of Branch 2502 in January of 2007. He held that position until his passing. Rest well, my friend. See you on the other side.

The FERS Special Annuity Supplement



Dan Toth

Letter carriers retiring under the Federal Employees Retirement System (FERS) may be entitled to an additional annuity, known as the Special Annuity Supplement or Retiree Annuity Supplement. This supplement often is mistakenly called a “Social Security Supplement”—however, it is paid by the Office of Personnel Management (OPM), not by Social Security. And Social Security has no role in deciding whether a retiree is entitled to it.

The Special Annuity Supplement is just part of your annuity. It is not paid separately from your annuity—you will receive one check or deposit that includes the combined amount of your basic benefit and the supplement. There is no separate or additional process to apply for the supplement. OPM will determine automatically if you are entitled to the supplement once you apply for retirement.

“As always is the case with retirement, there is a personal balance to strike between time and money.”

To be eligible for the Special Annuity Supplement, a retiring employee must meet either their Minimum Retirement Age (MRA) with 30 years of service, or age 60 with 20 years of service. An individual’s MRA depends on their year of birth. Those born in 1970 and after have an MRA of 57. Individuals aged 62 or older do not receive the supplement. However, those retiring at age 62 or older with at least 20 years of service will receive a larger basic benefit, because the factor used in the calculation will be 1.1 percent instead of 1 percent (a 10 percent increase).

Those electing a deferred retirement, a disability retirement or an MRA+10 retirement are not eligible for the annuity supplement.

The annuity supplement is paid until the earlier of the last day of the month in which you reach age 62, or the last day of the month before the first month for which you would be entitled to actual Social Security benefits.

The formula that OPM uses to calculate the amount of an individual retiree’s Special Annuity Supplement is complex. There is a simplified calculation that can be used to estimate the supplement, but it is not recommended due to its inaccuracy. To request an annuity estimate, head to liteblue.usps.gov or call the Human Resources Shared Service Center at 877-477-3273. Remember that this estimate will get you in the ballpark, but it will not be perfect. Always leave some room in your budget when planning. The Retirement Department occasionally receives calls from retirees who had expected the Postal Service estimate to be perfectly accurate.

The FERS annuity supplement is subject to an earnings test similar to that of Social Security. The supplement is reduced if you earn more than the exempt amount of earnings in the immediately preceding year. In 2024, the exempt amount is \$22,320. The supplement is reduced by \$1 for every \$2 of earnings over the exempt level. If the supplement is reduced to zero, there is no additional impact. The basic benefit is also not reduced if earnings wipe out the supplement.

The reduction to the supplement is applied in the year after the earnings limit was exceeded. This means that if you exceed the earnings limit in the year you turn 62, the following year there will be no special annuity supplement to be reduced, and therefore no penalty or loss.

Earnings for the year consist of the sum of wages for service performed in the year, plus all net earnings from self-employment for the year, minus any net loss from self-employment for the year. Income from investments, withdrawals from Thrift Savings Plan accounts, pensions (including the Special Annuity Supplement), etc., are not included in determining whether the earnings limit has been exceeded. If you receive a supplement, you must report your earnings to OPM. You will receive instructions on how to report your earnings once you begin receiving the annuity supplement.

There are no cost-of-living adjustments for the Special Annuity Supplement. What you get is what you get. This fact becomes more important the longer you are eligible for the supplement and the higher inflation is. As we’ve seen recently, inflation can spike and eat away at our purchasing power fairly quickly. Even low inflation for a few years will eat away at purchasing power. On the other hand, time is a commodity that we can’t buy more of. As always is the case with retirement, there is a personal balance to strike between time and money.

Group insurance



**James W.
“Jim” Yates**

An often-forgotten benefit of being a member of NALC is the Group Accidental Death policy (G-001). This insurance policy is administered by the U.S. Letter Carriers Mutual Benefit Association (MBA). The premium for the policy is paid by the NALC, so the coverage is provided free of charge to all members in good standing. This includes all active and retired members, both career and non-career alike. The coverage amount on this policy is \$5,000.

Benefits are paid under this group policy in the unfortunate event where a NALC member dies as a result of an accident. The proceeds are paid in equal shares to the surviving

person(s) in the first of the following categories: widow/widower, children, parents, brothers/sisters, executors/administrators. The insured member may elect to designate a beneficiary other than as stated above by filing out the designation of beneficiary form for the Group #G-001 policy, which can be found on our website, or a copy can be obtained by calling our office.

This policy remains in force as long as you are an NALC member in good standing. It does not build a cash value. All new members of the NALC are mailed an official notification and certificate of participation in the NALC Group Accidental Death Benefit policy, as required by law. They should place the Group Insurance Certificate of Participation with their other insurance policies. It is a valuable document the same as any other insurance policy documents.

Additional Group Accidental Death and Group Term Life Insurance. Individual NALC branches may purchase additional group accidental death and/or term life insurance for their active members. These plans also are administered by the Mutual Benefit Association and come in many benefit levels to fit into branches’ budgets. This additional group coverage covers only active members (career and non-career) of the branch, retired members may not be covered. Currently, MBA administers 168 group policies for 138 branches.

The process for a branch to purchase additional group supplemental accidental death or term life coverage is simple. Once a branch has made the determination to purchase this additional coverage, it should contact MBA, which will send a group supplemental application to be completed by the branch president. The branch will then mail the completed application and a check for the first month’s premium payment to the MBA. Coverage will become effective the first

day of the following month after MBA has received the application and first month’s premium. MBA will bill NALC for the branch’s future monthly premiums. NALC Headquarters will deduct the monthly premium amount from the branch’s dues reimbursement check.

A branch that has elected to purchase additional supplemental group coverage must include every active member of the branch. Additionally, all covered members must be provided with the same level of coverage. The following explains the plan’s coverage:

- **Supplemental accidental death coverage**—branches may elect to cover their active members with additional accidental death coverage. This coverage costs as little as 3 cents per month, per active member, per \$1,000 of coverage. Coverage is available at nine benefit levels. Benefits are paid under this coverage when the member’s death is the result of bodily injuries sustained directly by accident and independently of all other causes.
- **Supplemental term-life insurance**—branches may elect to cover their active members with group term life insurance. This coverage can be purchased through the MBA at low group rates. These rates start at as low as 44 cents per month, per active member, per \$1,000 of coverage. Any group term coverage more than \$5,000 per month costs only 33 cents for each additional \$1,000 of coverage per month, per active member. Coverage is available at 16 benefit levels. This coverage pays for all causes of death, whether accidental or natural.

The chart below shows examples of the cost to a branch for supplemental accidental and term life coverage. These are only four of the available benefit levels.

Supplemental Accidental Death		Supplemental Term Life	
Coverage amount	Monthly premium per member	Coverage amount	Monthly premium per member
\$1,000	\$0.03	\$1,000	\$0.44
\$5,000	\$0.15	\$5,000	\$2.20
\$15,000	\$0.45	\$15,000	\$5.50
\$20,000	\$0.60	\$20,000	\$7.15

These benefits can help letter carriers provide a secure future for their family members, should the unforeseen happen, at a low cost to participating NALC branches.

For more information, call toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m. Eastern time, or 202-638-4318, Monday through Friday. Visit nalc.org/mba.

The struggle of joint and back pain for letter carriers



**Stephanie
Stewart**

Today I want to talk about the true and real struggle for many letter carriers—back and joint pain. If you are reading this article or listening to the podcast, I am sure that most of you can pinpoint that discomfort, the ache or pain I'm referring to. Unfortunately, it is a reality far too common in our ranks. A tremendous daily amount of strain is placed on our back, shoulders, knees and muscles in general, just from doing our jobs—from the repetitive movements while casing mail, the physical aspect of loading or moving heavy packages, the carrying of a heavy

satchel, to the walking of countless miles.

Knowing this, my goal is not to leave you with a discouraging feeling, but rather to bring awareness about a comprehensive solution offered by the NALC Health Benefit Plan. Since 2022, we have offered a musculoskeletal (MSK) program through Hinge Health. The Hinge program has reported amazing results for our membership, and I want to encourage more of you to take advantage of this benefit.

Hinge is a digital physical therapy option that offers our members the flexibility they need when time is limited. Wait, did I mention the cost? This program is absolutely free to our members.

Whether the issue involves a recent injury, the overcoming of pain or preparation for surgery, the program is designed for each individual patient who signs up. And, depending on the treatment needed, this program offers access to physicians, physical therapists and health coaches. Based on the intake form that needs to be completed at registration, members will be placed in one of the following:

- **Wellness/prevention** is a step geared toward members interested in stretching, education and general well-being. Exercises are job-specific, so someone with a physically demanding job will have a different approach than someone with a desk job.
- **Acute** is a plan that treats recent injuries; for example, sprained ankles and soft tissue injuries. Members can download the Hinge Health app to a personal device and schedule face-to-face visits with a doctor of physi-

cal therapy. The physical therapist then might design an exercise therapy program geared to help treat that specific ailment. Enrollees also will receive education and continued support from a health coach.

- **Chronic** treats members who have persistent (12 weeks or longer) pain in five critical areas: back, knee, hip, shoulder or neck. Members can download the Hinge Health app to their own device or Hinge will ship a tablet to them, and with either option, they will receive sensors to help track their movements while performing the exercise therapy sessions. The chronic program also includes a care team consisting of a physical therapist and health coach to provide motivation and support, which holds the patient accountable for the best results
- **Surgery** is for members needing MSK-related surgery. A physical therapist designs a pre- and post-surgical rehab program, which the member's surgeon reviews and approves before providing it to the member. Subsequently, updates are provided to the surgeon as the member progresses through each phase of the rehab. Like the chronic program, this comes with sensors to track movement, and a member can either download the app or choose to receive a tablet.

If you would like to enroll or just speak to someone about the details, you can call 855-902-2777 or visit hingehealth.com/nalc.

The NALC Health Benefit Plan continues to grow, and it works hard to be the best health plan option for all letter carriers. Although the 2024 Open Season numbers will not be finalized until later this month, here are some 2023 year-end statics I'd like to share.

In 2023, our Customer Service Department answered more than 864,000 calls. The plan also mailed 5.5 million-plus pieces of mail or packages and spent more than \$3.4 million in postage.

In closing, I would like to take a moment to recognize Cleveland, OH Branch 40 for helping the Plan accomplish health initiatives in the Cleveland area. A special thank-you goes to President Erick Poston, Health Benefit Representative Patrice Ashley and all other branch officers whose assistance was paramount to our success. Your hard work did not go unnoticed, and we truly appreciate the effort that everyone contributed.

The Plan is excited to educate and encourage individuals to take time for their health, and we plan to continue expanding health initiatives to many other areas. Stay tuned as we work together building a healthier future.

Contract Administration Unit

Paul Barner, Executive Vice President
James D. Henry, Vice President
Christopher Jackson, Director of City Delivery
Manuel L. Peralta Jr., Director of Safety and Health
Dan Toth, Director of Retired Members
Jim Yates, Director of Life Insurance

Orientation for new career employees

Orientation for new career city letter carriers is extremely important, as it is the first opportunity to explain to them their benefits, such as annual leave and sick leave, the Thrift Savings Plan (TSP), the various Federal Employees Health Benefits (FEHB) program insurance plans, Federal Employees' Group Life Insurance (FEGLI), and flexible spending accounts (FSAs). Making sure that orientation is provided promptly is critical, as some benefits such as FEHB, FEGLI and FSAs have a 60-day enrollment period that begins on their first day as a career employee.

In many locations throughout the country, new city letter carriers are hired directly to career part-time flexible positions and attend the Welcome to the USPS (W2USPS) orientation as part of their onboarding process. Portions of the W2USPS orientation explain benefits and thereby inform those new career employees of their options. However, many new employees are hired as non-career city carrier assistant (CCA) letter carriers, and while these non-career employees may attend the W2USPS orientation at the time they are first hired as a CCA, they never receive the proper orientation when they later convert to career. If they do not receive orientation upon conversion to career, this is a violation of their rights.

Section 715.2 of the *Employee and Labor Relations Manual (ELM)* outlines the requirement to provide orientation to all new career employees, including CCAs who are converted to career status, on their first day as a career Postal Service employee. That section of the *ELM* states:

An orientation program is required at all levels for new career employees on their first day of official duty.

As a newly appointed career Postal Service employee, letter carriers are eligible to enroll in FEHB insurance plans. Section 524 of the *ELM* sets forth the rules and regulations regarding enrollment in these plans.

Section 524.521 of the *ELM* explains the time limits for enrollment as follows:

New Appointment—a new employee eligible for coverage may enroll within 60 days after date of appointment in any available plan, option, and type of enrollment.

New career letter carriers have 60 days from the effective date of their appointment to enroll in a FEHB plan. If these employees do not receive orientation on their first day of official duty as a career employee, they might be unaware of these time limits. Ultimately, some new career letter carriers may not be given the full time span to

make a proper determination about, or even given the opportunity to enroll in, their preferred benefits plan. If this happens, it can cause the new career city letter carrier and their family members significant harm by depriving them of their benefits until the next open season. Article 17, Section 6 of the National Agreement grants the union the right to address new employees during any employment orientation prior to the employee being provided health benefit enrollment forms. Article 17, Section 6 states in part:

Health benefit enrollment information and forms will not be provided during orientation until such time as a representative of the Union has had an opportunity to address such new employees.

The national parties have agreed that NALC representatives shall have the right to discuss the available NALC Health Benefit Plan's plans during orientation. This joint understanding is found in the explanation of Article 17, Section 6 on page 17-9 of the 2022 *Joint Contract Administration Manual (JCAM)*, which states in part:

The union will also be provided an opportunity to discuss and address the NALC Health Benefit Plans available to career employees, pursuant to Article 17.6, when a CCA becomes a career employee.

If new career letter carriers are not provided the above-mentioned orientation information on their first day of employment as a career employee, or if the union is not provided the opportunity to address those new employees, a grievance should be initiated. Union representatives should request that management cease and desist violating the National Agreement as well as the *ELM*. Grievance remedies also should ask that affected employees be provided with career employee orientation in accordance with Section 715.2 of the *ELM* as soon as administratively possible.

Once this orientation is provided, we should ask that those individuals be given 60 days from the date of their career orientation to review, enroll and make any necessary changes to any previously selected career employee benefits plan options. When appropriate, we also should ask that they be made whole for any lost benefits and expenses incurred due to not being able to select a plan or option in a timely manner.

NALC has created a grievance starter to assist branch representatives with filing grievances on this issue. Along with dozens of grievance starters on other topics, this grievance starter is available in the Members Only section of the NALC website. Additionally, branch officers can contact their national business agent for a copy.

Medical evidence and OWCP, Part 6

The CA-2 for occupational disease, continued



Regional Workers' Compensation Assistant Coby Jones

This month's column concludes the discussion that began in January's column on the medical evidence needed to establish a CA-2 occupational disease claim.

4. OWCP requires a description of the physiological mechanism by which the work duties caused, contributed to, exacerbated, or accelerated the diagnosed conditions

The single most important item that the Office of Workers' Compensation Programs (OWCP) requires in a medical report—the causal explanation—is unfortunately the item that most attending physicians have the hardest time understanding and writing. Doctors are very interested in diagnosing and treating their patients' injuries. And they are also interested in getting paid. Most insurers require detailed diagnostic information and an explanation explaining the necessity of the treatment from the doctor before they pay them. No other insurer, however, apart from OWCP, requires a causal explanation. It is a bureaucratic element that OWCP requires before it can accept a claim ("mechanism of injury" is a term unique to OWCP).

The attending physician must explain in biomechanical terms how the specific work duties that the injured letter carrier describes in their work narrative—casing mail, reaching, lifting, climbing, walking, etc.—either caused or even just contributed to the diagnosed conditions.

In their report, the attending physician should state that they have reviewed the injured letter carrier's description of their job duties, and explain how those duties caused or even just contributed to the diagnosed conditions.

It is vital to understand that a physician's mere statement that there is a causal relationship between the work factors and the injury will not be sufficient for OWCP to accept a claim. There are also some basic bureaucratic and procedural distinctions that the attending physician should understand before writing the causal explanation.

a. Work only has to be a contributing factor to the injury for the claim to be accepted, it can even be a small contributing factor

This concept is discussed in detail in the September 2023 column under the "Non-Appportionment Rule."

OWCP makes the point this way on the new CA-20 form:

Please note that there is no apportionment under the FECA. Any contribution from work factors is compensable. However, you must explain how the work activity or workplace

incident was sufficient to have caused or aggravated the diagnosed conditions for your response to be accepted. Any contribution from work factors is compensable.

b. A degree of "reasonable medical certainty" is required for the claim to be accepted

The concept of "reasonable medical certainty" also is discussed in detail in the September 2023 column. The attending physician should avoid terms such as "possibly," "could," "may" or "might be" because OWCP will find them speculative and deny the claim. OWCP does not require absolute medical certainty, but it does require "reasonable medical certainty," the belief that the claimed work factors likely or probably caused or contributed to the diagnosed conditions.

c. The attending physician should describe the biomechanical process by which the work factors caused or contributed to the diagnosed conditions

Here is an example of an explanation of "mechanism of injury" for an arthritic knee injury that OWCP found acceptable:

Given that Mr. [Doe] is 59 years old, one would expect to find some pre-existing arthritic changes in his knees. This arthritis, however, has been permanently accelerated by four decades and tens of thousands of hours of repetitive activities at work involving his knees. His osteoarthritis is characterized by progressive and degenerative changes in the articular cartilage, bone, and other joint issues. In the course of his work as a Letter Carrier, his knee joints were subjected to countless cycles of loading... passing through the joints of his knees. His altered gait while carrying a weighted satchel increased the joint stress upon his knees. The altered and abnormal joint loading and overuse that came from years of pivoting and twisting while sorting and delivering mail resulted in an increase of the shear forces that lead to alterations in the composition and structures of articular cartilage. The excessive loading of his knees as a result of both long-term and heavy weight loading... also influenced inflammation and degeneration as it occurred on a daily basis over time.

This is an example of the sort of rationale OWCP requires. Every rationale, of course, will be different depending on the specific fact circumstances. The attending physician should write a similar brief, but detailed, rationale based on the work duties described in the injured letter carrier's work narrative.

If the attending physician has any questions on the content of an acceptable medical report for a CA-2 occupational disease claim, the injured worker should provide them with copies of the September 2023, January 2024 and March 2024 workers' compensation columns.

Labor summit showcases tech that could change letter carrying



Special Assistant to the President Doug Lape

On Jan. 9-10, the AFL-CIO held its fifth annual Labor Innovation and Technology Summit (LITS) in conjunction with the Consumer Electronics Show (CES) in Las Vegas, NV. The summit was organized by the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) to discuss concerns over the use of technology, particularly the use of artificial intelligence (AI), in the entertainment industry.

Both SAG-AFTRA and the Writers Guild of America have such pressing concerns about AI being used to generate characters based on real people's likenesses and to write scripts that both unions went on strike and included AI concerns in their negotiations. During the summit, representatives from both unions as well as labor leaders from the transportation, communications and service sectors discussed ways in which unions can tackle the potential threats that new technology poses in the workplace.

Advances in technology are inevitable, which is among the reasons the AFL-CIO holds this summit during CES, one of the largest gatherings of technology companies in the world. Each year, more than 100,000 people gather in Las Vegas to experience what the future might hold. The summit gives CES attendees the chance to see the machinery that could affect their workplaces.

As letter carriers, we don't always know what technological advances could eliminate our jobs. A century ago, letter carriers prepared their routes for delivery by casing their letters and flats manually, without any preparation being done by machine. Today, most of the letter mail is placed in Delivery Point Sequence (DPS) by machines operated by a few clerks. I am sure that letter carriers in 1924 could never have envisioned a day when a machine could read a piece of mail and put in delivery order. In much the same way, it is hard for letter carriers today to foresee the changes that technology could cause to our jobs.

By attending LITS and CES, NALC has the chance to see what engineers are working on and start to think about how it could affect our work. This year, a large portion of the floor space at CES was dedicated to vehicle technology, some of which could affect letter carriers in the future. Autonomous vehicles (AVs), also known as self-driving cars, were on display. For letter carriers who use a vehicle on their route, a vehicle

that drives itself might not seem like a bad idea since a person would still have to deliver the mail. While an AV does not necessarily eliminate the need for a letter carrier, this could be adapted to create mobile delivery units that are loaded at the post office and drive themselves to a centralized destination.

Customers could then walk to the AV, pick up their mail or packages, and the mobile mailbox could drive to the next delivery point. It may seem far-fetched, but if you were a letter carrier in the 1920s, you would probably be skeptical of the idea of DPS ever coming true.

Another piece of technology that could have a postal impact is the advancement of robotics. On display was a robot that could lift parcels from a pallet and place them in a designated area on the ground. If the Postal Service could use a machine like this to load packages in a delivery vehicle, the amount of time a letter carrier needs to load their vehicle could be reduced. Another robot picked up recyclable items, identified them based on the material, such as aluminum or glass, and placed them in the proper receptacle. If this robot could be adapted to read the address on a piece of mail and place it in a mailbox, there might not be a need for letter carriers to deliver to curbside boxes or centralized delivery units. Coupled with an AV, this robot could potentially perform all the work of a letter carrier on a curbside route. While a person would still be needed to deliver parcels in this scenario, drone delivery has been in development for a while now, with more companies taking an interest in developing machines to eliminate the need for a person to deliver a package.

The summit gave attendees the opportunity to hear how other labor organizations are confronting the possibility of technology making workers obsolete. By combining LIT with CES, union representatives can not only hear these ideas, but also learn about what could be on the horizon. Even though letter carriers working today may never see self-driving delivery vehicles and mail-delivery robots and drones, we owe it to future generations to be aware of how changes in technology could affect our job and the workplace.



On display was a self-driving car made by Zoox, a subsidiary of Amazon.

The three-legged stool



Chief of Staff
Kori Blalock Keller

President Brian L. Renfroe often briefs our members on NALC’s agenda in Washington, DC. Lately, the conversation has centered around collective bargaining, crimes against letter carriers, new vehicles, the Delivering for America Plan and its impact on service, staffing and ongoing health and safety efforts to protect our members. Inevitably, Postal Service finances come up and President Renfroe raises

the legislative three-legged stool required to stabilize postal finances. The analogy began years ago as we approached postal reform conversations in a bipartisan manner in both the House and the Senate.

At the time, we knew that it was entirely up to Congress to address the mess it had made in the 2006 Postal Accountability and Enhancement Act (PAEA), when it required the Postal Service to pre-fund retiree health care costs decades in advance. It took years for that leg of the stool to be addressed, when we finally convinced a majority of members of Congress to repeal the pre-funding mandate—a requirement that never made sense, especially as the internet and technology were dramatically changing how customers used the mail.

In 2022, Congress not only repealed the mandate, but also codified six-day mail delivery and cut our health care costs by fully integrating postal employee health insurance with Medicare. Congress did so in a way that honored promises to annuitants who previously had opted not to enroll in Medicare Part B and made the deal clear for active employees who will be automatically integrated with Medicare after they retire, beginning in 2025.

While the 2022 reform legislation was vitally important, NALC was very clear that more must be done to address Postal Service finances—a shared responsibility of both Congress and the White House. We knew at the time there was only so much a bipartisan reform bill could do without chasing off unions, mailers or members of Congress. So, we avoided chasing “comprehensive (unicorn) legislation,” that often attracted “poison pills.” We pushed for what was attainable in a divided Congress and made clear that further reforms would need to be enacted.

In this month’s President’s Message, President Renfroe goes into detail regarding the second leg of the stool—implementation of the Segal accounting method to more fairly allocate pension costs between the Postal Service, established in 1971 as a self-sustaining agency, and the federal government, which employed postal

employees pre-1971 in the taxpayer-funded Postal Office Department. The current allocation leaves the Postal Service saddled with costs that

should be covered by Uncle Sam—costing USPS \$3 billion per year and nearly \$100 billion since 1971.

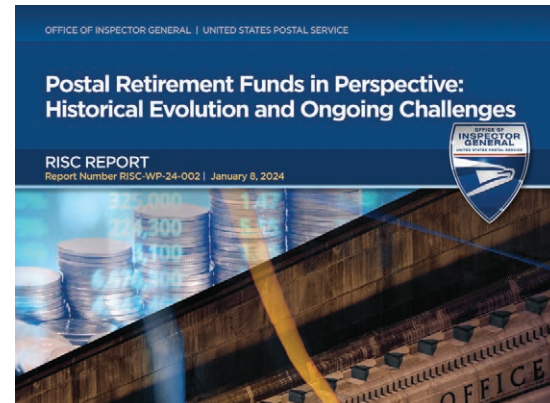
The PAEA created a mechanism to more fairly allocate these costs and directed the Office of Personnel and Management (OPM) to implement fairer allocation methods recommended by the so-called Segal Report, an external review mandated by the PAEA. But OPM has refused to take action, wrongly claiming that Congress must legislate the new methods. This is where the White House comes in.

President Biden can direct OPM via an executive directive to make the overdue changes. Given the glacial pace of solving even the simplest problems in this town, we are running out of time—a key deadline for action is approaching in 2025. Years ago, then-Vice President Joe Biden committed to addressing this issue and reemphasized his commitment in NALC’s 2020 presidential candidate questionnaire. Given the financial significance of making this change, NALC is leaving no stone unturned to ensure that the White House follows through.

As we pursue this second leg, a third leg of the stool will require playing the legislative long game. Currently, the Postal Service’s three retirement funds, the Civil Service Retirement System, the Federal Employees Retirement System and the Postal Service Retiree Health Benefits Fund, are, by law, entirely invested in low-yielding Treasury bonds, notes and bills—some \$290 billion at this point. They should be invested in higher-yielding stocks and bonds, like private retirement funds. This has cost us an average of \$20 billion per year in lost returns in recent decades.

NALC has spearheaded efforts to improve the investment returns on the Postal Service’s retirement funds, at least for future contributions to these funds. This would enable the Postal Service to significantly raise its returns and save billions of dollars on its retirement programs, freeing up money for better wages, USPS investment and lower postage rates.

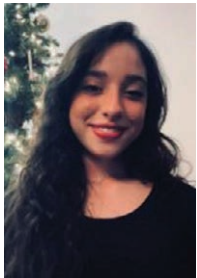
Our hope is to have this legislation introduced in the House and Senate during this Congress to drum up support for action in the next Congress.



2024 national ambassadors

MDA's ambassadors are pivotal to its mission, empowering people living with neuromuscular disease to live longer, more independent lives. Each year, these ambassadors volunteer to share their experiences and perspectives about living with neuromuscular disease, talking about how MDA has affected their lives and the importance of supporting MDA, and dedicating their time and talents to valuable advocacy efforts and a multitude of events geared to support MDA's mission.

MDA has announced its 2024 national ambassadors: Leah Z and Ira Walker.



Leah Z

Leah shares her experiences being an ambassador and what she is looking forward to in her second year as an ambassador.

How would you describe your first year as a MDA national ambassador? Being national ambassador for the Muscular Dystrophy Association has truly been one of the greatest experiences of my life. I have learned and seen so many amazing things that MDA has done for people living with neuromuscular disease. I am so thankful for the opportunity to be a national ambassador and to be able to share my story on a national level.

What are you looking forward to in your second year as a national ambassador? I hope to bring the neuromuscular disease community even closer and influence others to become ambassadors in order to continue to raise awareness. This is so important to me because hearing others from our community share their stories has personally given me hope and inspiration to continue striving. And I want everyone in the community to know that sharing your story is important and empowering—hearing others' stories has certainly encouraged me!

What is one thing you would like everyone out there to know about MDA that you think may not be widely known? One thing that people might not know about the MDA is that they truly work hard to get the latest and best treatment for their patients. They have truly given the gift of life back to their patients. Everyone who is a part of the MDA family should be proud of the impeccable work they have done and continue to do.

Below, Ira shares his experiences and goals as an ambassador.

What are you most excited about as you become MDA national ambassador? Being a member of the MDA family since my youth, it's a humbling and great

honor to be named the 2024 MDA ambassador. My mission and ambition are to frequently meet with individuals and their families through in-person engagements and virtually to offer encouragement, motivation and hope for a bright tomorrow.

What is your biggest goal as a national ambassador? Having fully obtained independence as an adult with a neuromuscular disease in beautiful south Florida, I'm committed to utilizing this platform as a national ambassador to encourage and inspire others with neuromuscular disease to reach for independence and to be a guide to help many achieve their goals and aspirations on independence. A secondary goal is to be a part of innovative activities and initiatives that extend gratitude and appreciation to all our men and women in uniform and first responders that support us on a daily basis and participate in MDA's mission.

What does MDA advocacy mean to you? By utilizing the journey of my life, the passion and spirit of MDA, and the power of voice, I'm of the belief that my role as an ambassador offers the opportunity to be a part of true change.

Reminders: If you want any of your branch events to be shared on social media, please send them to mda@nalc.org, c davidson@nalc.org or social@nalc.org. Please continue to send copies to NALC Headquarters of all items your branch sends to MDA so that we can give your branch credit for 2024.

Please visit the 2024 NALC/MDA national donor page to see whether your branch has been registered to use for online donations: mda.donordrive.com/event/NALC2024. If your branch has not been registered, please contact Tawny Saunders to assist your branch to register.

Saunders is the new account director for NALC with MDA. She might seem familiar because she worked for MDA from 2016 to 2021 as the executive director for Kansas City, often working with branches in Kansas and Missouri.

If you have any questions, you can contact NALC at 202-662-2489 or mda@nalc.org, or contact Tawny Saunders at 312-392-1100 or nalc@mdausa.org.

—Christina Vela Davidson



Ira Walker

Monthly CSRS annuity payments for letter carriers who retire on May 1, 2024

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, 2024. 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 : \$72,686			CC Grade 2 / High-3 Average ¹ : \$74,212		
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	\$2,196	\$197	\$1,999	\$2,242	\$202	\$2,040
21	2,317	209	2,108	2,366	214	2,151
22	2,438	221	2,217	2,489	226	2,263
23	2,559	233	2,326	2,613	239	2,374
24	2,680	246	2,435	2,737	251	2,485
25	2,801	258	2,544	2,860	264	2,597
26	2,923	270	2,653	2,984	276	2,708
27	3,044	282	2,762	3,108	288	2,819
28	3,165	294	2,871	3,231	301	2,931
29	3,286	306	2,980	3,355	313	3,042
30	3,407	318	3,089	3,479	325	3,153
31	3,528	330	3,198	3,602	338	3,265
32	3,649	342	3,307	3,726	350	3,376
33	3,771	355	3,416	3,850	362	3,487
34	3,892	367	3,525	3,973	375	3,599
35	4,013	379	3,634	4,097	387	3,710
36	4,134	391	3,743	4,221	400	3,821
37	4,255	403	3,852	4,344	412	3,933
38	4,376	415	3,961	4,468	424	4,044
39	4,497	427	4,070	4,592	437	4,155
40	4,619	439	4,179	4,716	449	4,266
41	4,740	451	4,288	4,839	461	4,378
41+11 months & over ⁵	4,846	462	4,384	4,947	472	4,475

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between May 1, 2021, and April 30, 2024, 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 \$554.36 per month if for self plus one (code 323), \$480.54 if for self and family (code 322), or \$237.05 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, 2024

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, 2024. 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 : \$72,686			CC Grade 2 / High-3 Average ¹ : \$74,212		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,211	\$121	\$1,090	\$1,237	\$124	\$1,113
21	1,272	127	1,145	1,299	130	1,169
22	1,333	133	1,199	1,361	136	1,224
23	1,393	139	1,254	1,422	142	1,280
24	1,454	145	1,308	1,484	148	1,336
25	1,514	151	1,363	1,546	155	1,391
26	1,575	157	1,417	1,608	161	1,447
27	1,635	164	1,472	1,670	167	1,503
28	1,696	170	1,526	1,732	173	1,558
29	1,757	176	1,581	1,793	179	1,614
30	1,817	182	1,635	1,855	186	1,670
31	1,878	188	1,690	1,917	192	1,725
32	1,938	194	1,744	1,979	198	1,781
33	1,999	200	1,799	2,041	204	1,837
34	2,059	206	1,853	2,103	210	1,892
35	2,120	212	1,908	2,165	216	1,948
36	2,181	218	1,963	2,226	223	2,004
37	2,241	224	2,017	2,288	229	2,059
38	2,302	230	2,072	2,350	235	2,115
39	2,362	236	2,126	2,412	241	2,171
40	2,423	242	2,181	2,474	247	2,226
Each additional year ⁵	60.57	6.06	54.51	61.84	6.18	55.66

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between May 1, 2021, and April 30, 2024, 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 \$554.36 per month if for self plus one (code 323), \$480.54 if for self and family (code 322), or \$237.05 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

California

One of the hats I wear is that of CCA Academy Instructor. As part of the academy, I do the union presentation. One thing I try to do is encourage the new CCAs to be active in their local branches. After all, they are the future. Roughly two-thirds of active letter carriers are CCAs or former CCAs. At some point, our stewards, branch presidents, national business agents and national president will be someone who started as a city carrier assistant. Please be as helpful as possible to our newest co-workers. If they have questions, please do all you can to guide them in the right direction.

If you hold local steward meetings, invite your new CCAs so they can see for themselves what we do for our members on the workroom floor. Let them know when you hold your monthly branch meetings, where your local leadership conducts business and gives updates the membership as to what is going on locally and nationally—not only in regard to contractual issues, but also what’s happening on the legislative side. We need to remind our membership from time to time that collective bargaining for letter carriers was created in 1970 by a stroke of a pen, and it can be taken away in the same manner.

At some point, all of us will be replaced, since we don’t work and live forever. I hit 55 this year and have more than 30 years of USPS service. So, most of my postal time is in the rear-view mirror. We need to pass along the knowledge and experience we’ve gained along the way to our new arrivals. Our union’s future and that of the Postal Service depends on it.

Eric Ellis

Florida

A reminder that applications for the Mary Lou Jackman-William Corbeau Scholarship Fund are available from your local branch president and/or the Florida State Association website at fsalc.com. The Florida State Association director of education administers the fund for the members of the Florida State Association of Letter Carriers.

There are four annual \$2,000 scholarships (two for males and two for females). Eligible children must be dependents of a member or dependents of the spouse of a deceased member who has not remarried. The dependents must have graduated from an accredited high school or have a GED and must enroll as a full-time student in an accredited college or university.

Applications must be filled out completely to include a certification by your local branch president or secretary that you are a member in good standing. Applications must be post-marked no later than July 1.

From May 16-18, the FSALC will hold a combined two-day district meeting of Districts 2, 3, 4 and 5. It will be held at the DoubleTree next to Universal Studios in Orlando. It will consist of political as well as contractual training. The training will be conducted by the NBA’s staff. Room rates will be \$149 per night single/double.

On Thursday and Friday, Feb. 1-2, NALC’s Nacrest community of retired letter carriers celebrated its 60th anniversary. The entire NALC Executive Council was in attendance. There was much good food, dancing and conviviality

among the many guests and residents.

O.D. Elliott

Kentucky

This State Summary was written prior to our KYSALC district spring meeting in February in Ashland, hosted by Branch 745, with Jason Haywood as president. Look for more info in the April *Postal Record*.

Your state association gives you an update on pending NALC legislation as well as an opportunity to ask questions in person. The importance of LCPF, our PAC, should be supported by all of us as leaders and contributors. Your February *Postal Record* can help you get started, or you may contact me. This helps us lobby our federal officials and talk to federal agencies that affect USPS and our members. LCPF helps us get a candidate from *any* party who supports NALC get into office. All info from Ashland and other meetings can be shared back in our branches across the commonwealth.

The two chief pending pieces of legislation in Congress continue to be H.R. 5995, the Federal Retiree Fairness Act, and H.R. 82, the Social Security Fairness Act. The former affects 64 percent of active letter carriers! It would allow them to buy back their non-career time as CCAs, TEs and casuals back to Dec. 31, 1988, and have it credited for retirement. The latter and the “Segal” pension valuation method for CSRS carriers are two other huge NALC thrusts.

Branches that attend state association meetings also have access to information from our talented K-I-M NBA, David Mudd, and his team. Our LPO, Matt Tanner, special assistant to President Renfro, will be there to guide us in legislation, politics and LCPF. NALC can use our support; see what you can afford to give beyond the camaraderie. Information is knowledge; knowledge is power.

Bob McNulty

Louisiana

Greetings, Louisiana; spring is on the way. With a new year comes inevitable change. Branches across the state are welcoming new officers in some instances, and reelecting their incumbents in others. Monroe Branch 136 invited me to speak at their installation at the Catfish Cabin. Elizabeth Osborne was reelected to another term. Brother Ivory Brown and Jimmy Drummond welcomed me to the event. The dinner was well attended, and as usual, the food was good. The topics ranged from Louisiana adding another minority congressional district, to the Postal Health Plan, which will be available starting in 2025.

North Shore Branch 6377 also invited me to its installation, held at the 19th Hole restaurant in Covington. J.J. Mosley was reelected as president, along with his vice president, Adrienne Brumfield, and Secretary Carl Hoover. I was able to see my old friend, George Reyes, and met two young carriers from Bogalusa. After the installation, politics became the topic, especially the inaction of this Congress to pass H.R. 82, and not hearing much about the Federal Retirement Fairness Act. We mostly agreed that this Congress was unlikely to pass any

meaningful legislation this year.

The members of Kenner-Norco Branch 4342 asked President Sterling Caston to have someone come to talk about retirement issues. He called, and I invited State Director of Retirees Marshall Wayne Smith to address their questions, and Letter Carrier Congressional Liaison and Branch 124 Health Benefit Rep Ronnie Torregano was also on hand to answer questions. State Vice President Lloyd Doucet, who lives nearby, added a word on his experiences, being retired.

Those in attendance were receptive, attending were Tommy Juhas, Keith and Kevin Karrigan, Alana Perrin, Allison Robertson, Kyra Leveck, Keshia and Guy Willis, Kourtney Williams, Tyriane Leonard, Trenell Harris, Erica Wallace and Lakisha Rousseve.

Troy Scott

New Jersey

At the 109th New Jersey state convention in September of 2023, a resolution was unanimously passed to expand the NJSALC scholarship program. The resolution allowed the officers and the executive board to add another scholarship in memory of former NJSALC President Tony Massa. The association will now award two scholarships annually.

There will be one application for both scholarships. The professor reviewing the scholarship packet will determine the top two applicants to award for both scholarships. All information must be submitted to the scholarship chair, Christine Strasser (me). For 2024, all applications to receive a scholarship packet must be received by March 15. After receiving the application, the scholarship chair will send a scholarship packet to each applicant. Completed packets must be returned to the scholarship chair by April 26.

The scholarship is open to high school seniors who are dependent children of members of the NALC in the state of New Jersey. The applicant’s parent/guardian must be a member in good standing of the NJSALC for at least one year prior to submitting the application. The recipients of the awards will be announced in the *Garden State Letter Carrier*. A copy of the scholarship application is in the upcoming edition of the *Garden State Letter Carrier*. Ad-

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.

ditional copies are available on the state website at njsalc.com.

The deadline dates for the scholarship applications are absolute. Good luck to all applicants.

Christine A. Strasser

Tennessee

Hello, brothers and sisters!

USPS Health Benefits Program (PSHB) and Medicare! Who needs it? Eventually everyone who is retired or pending retirement. Under this new plan, Medicare is set up to give those who turn 65 an initial enrollment period (IEP). This period lasts for seven months, starting three months before the person turns 65, and ending three months after the month the person turns 65. That IEP is extended for a person still receiving health care through a job or a spouse's job until they no longer receive that coverage. For 2025, every active carrier will need to enroll in a new health benefit plan under the PSHB. This plan appears to be identical to the Federal Employee Health Benefits (FEHB) Program, but only available to postal employees and their families.

After the 2024 Open Season this fall, once postal employees retire and are age 65 or older,

they will be required to enroll in Medicare Parts A and B, unless they live in a foreign country or they get their insurance from another source (e.g., VA, spouse's insurance program).

The new law provides retirees 65 or older who have not enrolled in Medicare Part B a chance to enroll without penalty. There will be a special one-time-only Medicare special enrollment period for eligible seniors this spring. If they enroll, the USPS will pay for the rest of their lives any annual penalties on the premium for not enrolling during their initial enrollment period. This will be a chance for many retirees to opt into Medicare Part B at a period later in their lives when they might need it more, without having to pay a penalty for opting in later.

This program is still evolving, so contact your retiree or HBP director for additional information.

Tony Rodriguez

Wisconsin

The Wisconsin State Association of Letter Carriers' 71st Biennial Convention will be held May 17-18 at the historic Green Bay Packers Lambeau Field.

Thursday, May 16, Titledown Branch 619 in

Green Bay will be having a golf outing to benefit the Muscular Dystrophy Association at Royal St Patrick's Golf Links in Wrightstown. Registration is at 10 a.m.; shotgun starts at 11 a.m. It will be \$85 per person and includes lunch, 18 holes, golf cart and box lunch.

Friday, May 17, delegate registration will be 9:45 a.m. to 12:45 p.m. Convention business session will be 1 to 5 pm. Friday night's ice-breaker will be 7 to 11:30 p.m. with the theme of "Game Day in Titledown." Attire will be sporting your best sports jersey (preferably football and Packers), however, others will be granted access. It will be \$20 at the door. A cashless cash bar will be available with tailgating style hors d'oeuvres with entertainment.

Saturday, May 18, at 9 a.m., will be a memorial service tribute to our brothers and sisters who have passed since our last convention. The convention session will be 9:45 a.m. to 5 p.m. An evening cocktail hour will be 6 to 7 p.m. A banquet and installation of officers will be held from 7 to 11:30 p.m.

Looking forward to the fellowship with the membership.

In solidarity—

Dawn Ahnen

In Memoriam

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

Ronald K. Williams Br. 4006 Canoga Park, CA
 David K. Ganser Br. 1100 Garden Grove, CA
 Leroy Reed II Br. 1100 Garden Grove, CA
 Sandra A. Aguirre Br. 1707 Hayward, CA
 Leonard E. Rabe Br. 627 Napa, CA
 Frank J. Arlotta Br. 214 San Francisco, CA
 Sarah J. Fine Br. 183 Santa Rosa, CA
 Jose A. Lopez Br. 2902 Tri-Valley, CA
 John J. Leahy Br. 86 Hartford, CT
 Thomas H. Grier Br. 191 Wilmington, DE
 John F. Sobieski Jr. Br. 191 Wilmington, DE
 Sean J. Burke Br. 2689 Spacecoast FL
 Fabian Saint Louis Br. 599 Tampa, FL
 James P. Kelly Br. 11 Chicago, IL
 Claudi B. Robinson Br. 11 Chicago, IL
 Kenneth R. Stawicki Br. 11 Chicago, IL
 James R. Nawrocki Br. 2076 Des Plaines, IL
 Jeantt K. Wrzos Br. 2076 Des Plaines, IL
 Lacy A. Sciamie Br. 245 Rockford, IL
 Lawrence J. Lange Br. 4739 Wheeling, IL
 Joseph N. Steinback Br. 377 Evansville, IN
 William R. Bingham Br. 580 Hammond, IN
 John T. Elsmere Br. 580 Hammond, IN
 David L. Giotte Br. 580 Hammond, IN
 Terri Golden Br. 580 Hammond, IN
 Lazarus Holden Br. 580 Hammond, IN
 Donald C. Jackson Br. 580 Hammond, IN
 Patricia J. Parent Br. 580 Hammond, IN
 John A. Percy Br. 580 Hammond, IN
 Earl G. Wilson Br. 580 Hammond, IN
 Ronald C. Winski Br. 580 Hammond, IN
 John J. Cornwell Br. 39 Indianapolis, IN
 Richard A. Best Br. 466 Lafayette, IN
 Jack T. Ehresman Br. 466 Lafayette, IN
 Charles M. Wall Br. 352 Central IA Mgd.
 Jeffrey S. Pefley Br. 257 Dubuque, IA
 Daisy M. Wassam Br. 201 Wichita, KS
 Donna M. Llopis Br. 4342 Kenner, LA
 Frank R. Anderson Br. 176 Baltimore, MD
 Donald W. Edgar Br. 176 Baltimore, MD
 William H. Paugh Br. 3825 Rockville, MD

Neil M. Peters Br. 3825 Rockville, MD
 Arthur W. Veno Br. 25 MA Northeast Mgd.
 Brian Dick Br. 18 Southeast MA Mgd.
 Albert F. Cadette Br. 46 Western MA
 Richard C. Nitz Br. 8500 Members At Large
 Jerry L. Trumbull Br. 56 Grand Rapids, MI
 John W. Herzog Br. 256 Mid-MI
 Rollin D. Norman Br. 114 Duluth, MN
 Karen A. Tompkins Br. 763 Columbia, MO
 Charles E. Neidig Br. 291 Hannibal, MO
 Michael R. Mabion Br. 30 Kansas City, MO
 Norman E. Oetting Br. 30 Kansas City, MO
 Daniel Wills Br. 343 St. Louis, MO
 Vincent A. Derocher Br. 38 NJ Mgd.
 Kenneth E. Macdonald Br. 38 NJ Mgd.
 Dale T. Tully Br. 38 NJ Mgd.
 Albert J. Rizzo Br. 396 Plainfield, NJ
 Devin McNamara Br. 908 South Jersey, NJ
 Ronald K. Meilinger Br. 29 Albany, NY
 V. J. Florida Br. 41 Brooklyn, NY
 Marco T. Clapps Br. 3 Buffalo-Western NY
 Paul J. Prusinowski Br. 3 Buffalo-Western NY
 Alan F. Horowitz Br. 294 Flushing, NY
 Gervasio Ruiz Br. 36 New York, NY
 Charles T. Lanty Br. 134 Syracuse, NY
 Bryan H. Zimmerman Br. 248 Asheville, NC
 William A. Crumpler Br. 2262 Burlington, NC
 Thomas F. Logsdon Br. 897 Barberton, OH
 Leon T. Ricks Br. 897 Barberton, OH
 Gary R. Weber Br. 897 Barberton, OH
 Randy D. Vaughn Sr. Br. 43 Cincinnati, OH
 William F. Anderson Br. 40 Cleveland, OH
 Robert J. Blatnik Br. 40 Cleveland, OH
 Fred A. Buckley Br. 40 Cleveland, OH
 Thomas J. Chambers Br. 40 Cleveland, OH
 Ernest R. Cummings Br. 40 Cleveland, OH
 Donald J. Deptowicz Br. 40 Cleveland, OH
 Charles M. Doss Br. 40 Cleveland, OH
 John M. Kuchynski Br. 40 Cleveland, OH
 John R. Lalkowski Br. 40 Cleveland, OH
 Fred H. Lewis Br. 40 Cleveland, OH

Dale L. McGurer Br. 40 Cleveland, OH
 Charles A. Pachtler Br. 40 Cleveland, OH
 Helga Paul Br. 40 Cleveland, OH
 David L. Phillip Br. 40 Cleveland, OH
 Jack E. Richardson Br. 40 Cleveland, OH
 Ronald A. Rosati Br. 40 Cleveland, OH
 Ronald R. Rose Br. 40 Cleveland, OH
 Salvatore N. Tacchite Br. 40 Cleveland, OH
 Marvin Waxman Br. 40 Cleveland, OH
 Charles J. Zingales Br. 40 Cleveland, OH
 Paul J. Barboza Br. 100 Toledo, OH
 William L. Sims Jr. Br. 63 Zanesville, OH
 Joe L. Allen Br. 458 Oklahoma City, OK
 Douglas Brown Br. 458 Oklahoma City, OK
 Nicholas D. Payne Br. 458 Oklahoma City, OK
 James A. Kopetski Br. 82 Portland, OR
 Gary A. Negelspach Br. 82 Portland, OR
 Peter J. Raz Br. 82 Portland, OR
 Kevin W. Stewart Br. 82 Portland, OR
 Michael Bensorosky Br. 347 Salem, OR
 Terry R. Fisher Br. 347 Salem, OR
 George L. Knox Br. 347 Salem, OR
 Amy L. Johnson Br. 4 Nashville, TN
 Hubert M. Lewis Br. 1037 Amarillo, TX
 Brenda A. Hammond Br. 132 Dallas, TX
 Sylvia J. Garcia Br. 226 Fort Worth, TX
 Jehue Robeson Br. 421 San Antonio, TX
 Christian D. Musto Br. 518 Charlottesville, VA
 Marvin A. Young Jr. Br. 496 Richmond, VA
 Carol A. Ford-Duncan Br. 79 Seattle, WA
 Steven D. Mroos Br. 79 Seattle, WA
 Arthur A. Carmean Br. 852 Yakima, WA
 Edward M. Peterson Br. 852 Yakima, WA
 Ronald V. Bierman Br. 2 Milwaukee, WI
 Rae Hixon Br. 2 Milwaukee, WI
 Robert L. Livesey Br. 2 Milwaukee, WI
 Terry D. Patten Br. 2 Milwaukee, WI
 Robert C. Zoellner Br. 2 Milwaukee, WI
 Ray W. Bertelsen Br. 436 Racine, WI
 Donald L. Burm Br. 337 Superior, WI
 Anthony E. Jaros Br. 337 Superior, WI

Auxiliary Update



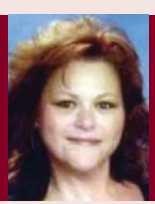
Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the Secretary

Greetings, sisters and brothers. Hopefully, everyone is surviving this crazy winter weather we've been having. I'm so ready for spring to get here.

Registration forms for 2024 were mailed out Dec. 26, so everyone should have them by now. If you haven't received yours, please contact me and I will get them out to you.

As you know, this is a convention year, and we're working hard planning this year's convention. We will be having a Country Store, so get your items together and you can send them to me until June 21. You can also bring them with you to the convention. Please make sure you price your items before you send them. Registration for convention begins now; the fee for convention is \$30 until June 21, and after that date, the fee will be \$35 until convention. Send registration form and fee to me.

I'm excited about convention and I hope to see you there.

Crystal Bragg

From the Treasurer

Family and friends, I am very excited for the coming events this year! Convention is in August, and we all need to prepare in advance to make our week together enjoyable and educational.

As we all know, the NALC will be having its annual food drive in May. Our letter carriers will be

collecting food for their local food pantries. Get involved! Contact your local branch president and find out what you can do to help. There is much to do for the food drive—before, during and after. Find out who the coordinator is for your branch. Plan to help pick up food, help sort, or help feed our hungry heroes. You may have an opportunity to talk about the food drive with your local radio or TV stations. If you have questions, text or call me. I have lots of ideas to help our carriers. Let us all help the carriers stamp out hunger!

There are several events the NALC has every year to help MDA. Plan to attend one or more of these events. Two of these events include Bowling for MDA and Golfing for MDA. An auxiliary member can participate in these events. I cannot bowl or golf, *but* I am at these events. I will run a 50/50 raffle for MDA. In addition to the MDA events set up by National, *you* can create an event! My branch has raffles every month for MDA at our monthly meeting. Everyone likes to

win money, so suggest a 50/50 to be run by an Auxiliary member during your local meeting.

Since my last article, we have had our holiday events, including our annual Christmas party in early December. We were also treated to a dinner at the Toledo Zoo prior to a magical night of "Lights Before Christmas" displays and music. We had a taco bar at our January meeting.

At our February meeting, we planned celebrate Black History Month with delicious soul food and sharing stories and singing songs. Good times were expected!

March is Easter month. Spring is starting, and so is baseball season! Members will be treated to a Toledo Mud Hens game with food and fun.

I am very hopeful for this year's events! All can be successful. Will you be helping in creating this success? I know you can!

The caterpillar works hard to become a butterfly.

Samantha Yerg

AUXILIARY OFFICERS

Cynthia Martinez, President
3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
canslm@yahoo.com

Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer
4553 County Road 137
Gibsonburg, OH 43431
419-410-6162
samanthayerg@yahoo.com

Nalcrest Update

From the Trustees

During the week of Jan. 29, the residents and many guests celebrated together the 60th anniversary of Nalcrest. Working with NALC's event planner, the Nalcrest standing committee and office staff planned numerous events and activities around NALC business meetings during the week. Such meetings included the monthly meeting of the Nalcrest standing committee, the annual meeting of the Nalcrest trustees, and a residents meeting open to all those who live at Nalcrest. Additionally, for the first time in more than 10 years, the entire NALC Executive Council held two days of Council meetings at Nalcrest. The vast majority of the existing Council members had never been to Nalcrest.

Additional guests during the week included many NALC members from surrounding branches, and as a special surprise, several members of former NALC President/Nalcrest Founder Bill

Doherty's extended family. Many members of his family reminisced about their childhood memories at Nalcrest visiting "Grandpa Bill."

In addition to a dinner party in the auditorium, a barbecue at the lakeside pavilion and a tribute at the Veterans Memorial, the residents and guests participated together in a number of games and events such as softball, golf, tennis, pickleball, cornhole, shuffleboard, horse-shoes and bocce ball.

The event was a great way to not only recognize 60 years of Nalcrest, but also as an opportunity for our resident retirees, lead-

ers, activists, staff and new friends to mingle as they celebrated one of NALC's truly unique treasures.

Fred Rolando

Nalcrest Trustees

- NALC Executive Vice President Paul Barner
- NALC Secretary-Treasurer Nicole Rhine
- NALC Assistant Secretary-Treasurer Mack I. Julion
- NALC Director of Retired Members Dan Toth
- Nalcrest Trustees President Matty Rose
- Nalcrest Trustees Vice President Fred Rolando
- Nalcrest Trustees Vice President Tony Diaz

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

Application and Confidential Questionnaire

**All questions must be answered!
Please print legibly or type.**

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent ranges starting at \$383 per month. Prices subject to change due to periodic trustee approval.
Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form – please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS A NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (Location and Branch Number): _____

Are you a Gold Card Member? YES NO
(50 years of membership with NALC)

Are you a Veteran? YES NO

Additional information and photos can be accessed at NALC.org

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

If accepted, you must be willing to sign a 1 year lease.
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____ Date: _____

NALCREST FOUNDATION, INC.
P.O. Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

NALC's retirement community



Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.

 Find us on Facebook



Nalcrest Foundation, Inc.

Apartments are leased unfurnished, on a yearly basis. Rent includes trash, wi-fi, stove, refrigerator and maintenance.

Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

No pets allowed.

Smoking is only permitted in designated areas.



Retiree Reports



Region 2 National Business Agent Nick Vafiades installs the officers of Anchorage, AK Branch 4319.

Anchorage, Alaska

We recently concluded our installation of officers and retiree banquet. NALC Director of City Delivery Chris Jackson and NBA Nick Vafiades were our guests and installing officials. Nick was accompanied by our former branch vice president, James Frankford, who now serves us as Region 2 RAA. The event was well attended by both active and retired members.

During the installation of officers, the newly elected officers were asked to raise their right hand and repeat the obligations they are about to accept. One of the obligations is to promote the welfare of the branch. Inherent in the duties of an officer is to promote unionism as well as brother/sisterhood and to bring members together. As I looked around the room that night, I found that there were certain offices that had a good percentage of their members in attendance. And it was obvious the officer/steward promoted the event.

What I also found was that our largest office (largest in Alaska as well) only had two members in attendance. And they were there because they were getting installed as officers. This office used to have a majority of members in attendance at nearly all of the events the branch conducted, but the members from that office have stopped attending. That is a failure of leadership.

We have offices with half the carriers of that office attending branch meetings and events. Those offices have leaders setting an example

on promoting the welfare of the branch. Those leaders that come to mind are Josper Villegas, vice president and Midtown steward, and Cindy Hall, trustee and Lake Otis steward.

Getting members involved makes the branch stronger and promotes solidarity. I am challenging the new officers during their term of office to take their obligation seriously and promote the branch and the NALC. C'mon, make us proud!

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

I am pretty sure that no carrier enjoyed delivering mail when it was raining.

You had to wear a raincoat that kept you dry, except the fact that everything you wore underneath the coat became wet from sweat. And don't even get me started with the head gear—you had a safari-looking pit helmet that, when it got rained on, the water would just fall off the rim and land on the mail that you were carrying. Then when you took it off, you ended up with this red indentation on your forehead from the strap. It was never a fun day, and throw in a few of your customers who decided they needed to ask you, "Why is my mail wet?" I know what I wanted to say, but always decided to do the right thing and just smile and walk away. Hopefully tomorrow the sun comes out. Stay well. Join our Facebook group.

Dennis Spoto, Branch 425

Centennial, Colorado

The January branch meeting will go down as the most unique event ever hosted. It started off with a deviation from business to hear from President Brian Renfro, who was attending in person! He spoke for an hour on a variety of subjects, such as the current contract negotiations, the recent podcast he did with State President Rick Byrne, the uniform debacle, vehicle updates, Delivering for America and his relationship with Mr. DeJoy. He proceeded to answer questions from the members, and

it was such a treat to see seasoned carriers, retirees and brand new PTFs interacting with him. He addressed Article 8 with new carriers. He has a gift for being able to identify an issue and seek guidance from those who can help—evidenced by his relationship with Republican Sen. Fitzpatrick, who has expertise in law enforcement and who is willing to introduce legislation that will strengthen prosecution of assaults on letter carriers. We are blessed to have such a hardworking leader. After he installed the newly elected officers of Branch 5996, we proceeded to approve a budget for 2024 and discussed miscellaneous business, including accepting two new members in attendance.

But the uniqueness of the meeting did not end there. Brother Roy Zuniga stood up with an electric razor and asked if anyone wanted to have their head shaved to show solidarity with a brother undergoing chemotherapy. Seven members stood in line, and by the time it was done, there was not a dry eye in the house. NALC is truly a diverse group of people, but that particular night we were united in our goal of solidarity.

Finally, be ready for the Colorado state convention in April, hosted by Branch 5996.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

The National Association of Letter Carriers Branch 120 announces the new officers listing for 2024 through 2025: President Salvatore Rodriguez; Vice President Christy Ball; Secretary-Treasurer Robert H. Blanos; Trustees Tasha Barr, Shakira Hooker and Assanah Wegman; Health Benefit Representative Wanda Rosario; Director of Retirees Joseph Murone; Mutual Benefit Association Representative Nicola Miller Peart; and Political Liaison Craig Howe. These are your elected officials, and any questions, comments, suggestions or ideas can be forwarded through our union office.

Congratulations to all!

Joseph Murone, Branch 120

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.

son retired

I am the _____ of 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 _____

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*.



Additionally, the national secretary-treasurer's office handles

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.

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

75-year pins

Edward F. Blalock Jr.	Santa Clara, CA	Br. 1427
Harold V. Shields	Santa Clara, CA	Br. 1427
Samuel F. Teresi Sr.	Santa Clara, CA	Br. 1427
Peter F. Quagliata	Flushing, NY	Br. 294
William H. Graves	Philadelphia, PA	Br. 157
Phillip J. Bouffleur	La Crosse, WI	Br. 59

70-year pins

Placido S. Castillo	Garden Grove, CA	Br. 1100
Edward G. Chicots	Garden Grove, CA	Br. 1100
Benny C. York	Garden Grove, CA	Br. 1100
Julius Glover Jr.	Atlanta, GA	Br. 73
Charles M. Wall	Central IA Mgd.	Br. 352
Mervin L. Robinson	Garden City, KS	Br. 1412
Albert H. Browne	St. Louis, MO	Br. 343
Jean L. Doksansky	Fremont, NE	Br. 89
Gerald R. Cope	Buffalo-Western NY	Br. 3

65-year pins

Jerry E. Davis	Huntsville, AL	Br. 462
Clarence H. Stringer	Montgomery, AL	Br. 106
James S. Vickers	AZ Mgd.	Br. 1902
Robert N. Soots	Phoenix, AZ	Br. 576
Richard H. Avakian	Garden Grove, CA	Br. 1100
Norman W. Gillespie	Garden Grove, CA	Br. 1100
Robert P. Hess	Garden Grove, CA	Br. 1100
Ralph C. Hulstrom	Garden Grove, CA	Br. 1100
Lee L. Lockyer	Garden Grove, CA	Br. 1100
Kenneth D. McCarthy	Garden Grove, CA	Br. 1100
Jose Ortega Jr.	San Diego, CA	Br. 70
Vince R. Casella	Santa Clara, CA	Br. 1427
James E. McDougall	Santa Clara, CA	Br. 1427
John R. Novotny	Santa Clara, CA	Br. 1427
Gustave C. Breny Jr.	CT Mgd.	Br. 20
Stanley A. Ewanowski	CT Mgd.	Br. 20
James J. Fleming	CT Mgd.	Br. 20
Theodore S. Gosztyla	CT Mgd.	Br. 20
Anthony J. Iannicelli	CT Mgd.	Br. 20
Bernard J. Lawlor	CT Mgd.	Br. 20
Anthony F. Perrotti	CT Mgd.	Br. 20
Herbert C. Heath	Atlanta, GA	Br. 73
David W. King	Downers Grove, IL	Br. 1870
Ronald R. Weir	Central IA Mgd.	Br. 352
Armand A. Santos Jr.	Southeast MA Mgd.	Br. 18
Robert E. Bennane	Detroit, MI	Br. 1
Julius H. Cook	Detroit, MI	Br. 1
Theodore J. Markiewicz	Detroit, MI	Br. 232
Lester N. Pappas	Lansing, MI	Br. 122
Herbert E. Dyer	Mid-MI	Br. 256
Marvin A. Legrand	Cape Girardeau, MO	Br. 1015
Robert B. Smith	Cape Girardeau, MO	Br. 1015
Glen L. Atkinson	Kansas City, MO	Br. 30
Lester W. Erxleben	St. Louis, MO	Br. 343
James L. Keller	St. Louis, MO	Br. 343
Michael A. Kelly	St. Louis, MO	Br. 343
Dick C. Leong	St. Louis, MO	Br. 343

Lawrence McHaynes Jr.	St. Louis, MO	Br. 343
Leonard L. Bechtel	Fremont, NE	Br. 89
John B. Ballance	Las Vegas, NV	Br. 2502
Donald J. Bogdan	Buffalo-Western NY	Br. 3
John J. Bonghi	Buffalo-Western NY	Br. 3
Ronald F. Du bois	Buffalo-Western NY	Br. 3
Frank H. Heath	Buffalo-Western NY	Br. 3
James R. Holden	Buffalo-Western NY	Br. 3
Robert F. Kingston	Buffalo-Western NY	Br. 3
Richard C. Williams	Buffalo-Western NY	Br. 3
W. A. Connelly	Northeastern NY	Br. 358
Frank G. Lamb	Northeastern NY	Br. 358
Ron H. Prenoveau	Northeastern NY	Br. 358
Leland Yost	Northeastern NY	Br. 358
Donald D. Larson	Grand Forks, ND	Br. 517
Stephen A. Geisinger	Bismarck, ND	Br. 957
Robert T. Williams	Newark, OH	Br. 281
Edward L. Weirback	Bethlehem, PA	Br. 254
Bob L. Hamric Jr.	Wichita Falls, TX	Br. 1227
Alden C. Kuschel	Appleton, WI	Br. 822
Wayne A. Schiel	Milwaukee, WI	Br. 2

60-year pins

Thomas D. Byrd	Huntsville, AL	Br. 462
Jerry E. Davis	Huntsville, AL	Br. 462
William A. Hilliard	Huntsville, AL	Br. 462
Bill Jones	Huntsville, AL	Br. 462
Maxwell H. Lee	Huntsville, AL	Br. 462
Edward J. Rogers	Huntsville, AL	Br. 462
Marvin D. Sharp	Huntsville, AL	Br. 462
Bobby W. Tate	Huntsville, AL	Br. 462
Robert G. Walker	Huntsville, AL	Br. 462
Larry D. Worley	Huntsville, AL	Br. 462
Robert B. Alexander	Huntsville, AL	Br. 462
Gilbert G. Berumen	Huntsville, AL	Br. 462
William H. Smith	Phoenix, AZ	Br. 576
Richard W. Frizelle	Phoenix, AZ	Br. 576
Roger G. Tarte	Pine Bluff, AR	Br. 240
Jimmie R. Anderson	Central CA	Br. 231
Carl W. Boliou	Garden Grove, CA	Br. 1100
Michael A. La Rocco	Garden Grove, CA	Br. 1100
Ronald G. Meadows	Garden Grove, CA	Br. 1100
Denis G. Bloomquist	Santa Clara, CA	Br. 1427
Lynn A. Deaver	Santa Clara, CA	Br. 1427
James L. Dillon	Santa Clara, CA	Br. 1427
Clifford J. Johnson Jr.	Santa Clara, CA	Br. 1427
Jesse A. Jones	Santa Clara, CA	Br. 1427
John M. Spencer	Santa Clara, CA	Br. 1427
Donald R. Fuffo	CT Mgd.	Br. 20
Richard H. Kelsey	CT Mgd.	Br. 20
Thomas J. Kyrzcz Jr.	CT Mgd.	Br. 20
Bernard M. Lynch	CT Mgd.	Br. 20
John A. Maccio	CT Mgd.	Br. 20
Lawrence S. Polowy	CT Mgd.	Br. 20
George E. Rathbun	CT Mgd.	Br. 20
Jack M. McCarthy	Spacecoast FL	Br. 2689
Charles W. Dallas	Atlanta, GA	Br. 73
Robert D. Ellenberg	Atlanta, GA	Br. 73

Raymond A. Griggs	Atlanta, GA	Br. 73
Kenneth R. Holland	Atlanta, GA	Br. 73
Ronald C. Mason	Atlanta, GA	Br. 73
George C. Mitchell	Atlanta, GA	Br. 73
Conrad T. Sweat	Atlanta, GA	Br. 73
H. R. Thompson	Atlanta, GA	Br. 73
Charles D. Windham Jr.	Atlanta, GA	Br. 73
Ray E. Harwood	Central IA Mgd.	Br. 352
Keith J. Johnson	Central IA Mgd.	Br. 352
Lee A. Jones Jr.	Baton Rouge, LA	Br. 129
Ernest J. Robinson Jr.	Laurel, MD	Br. 3755
William J. Kirby	Dedham, MA	Br. 764
Ronald E. Flanders	Southeast MA Mgd.	Br. 18
Ruth A. Nevins	Lansing, MI	Br. 122
Robert B. Pell	Lansing, MI	Br. 122
John C. Gleason III	Mid-MI	Br. 256
Melville N. Mick	Mid-MI	Br. 256
Harold H. Hoppe	St. Paul, MN	Br. 28
Virgil G. Johnson	St. Paul, MN	Br. 28
Eugene R. Joyce	St. Paul, MN	Br. 28
Lew A. Plonty	St. Paul, MN	Br. 28
Wayne W. Warling	St. Paul, MN	Br. 28
Marvin A. Legrand	Cape Girardeau, MO	Br. 1015
Lyndall L. Liley	Cape Girardeau, MO	Br. 1015
Gene C. Clements	St. Louis, MO	Br. 343
Donald R. Doebber	St. Louis, MO	Br. 343
Michael G. Hennessy	St. Louis, MO	Br. 343
J. Edward Holt Jr.	St. Louis, MO	Br. 343
Wayne L. Imes	St. Louis, MO	Br. 343
Dennis W. Jenicek	St. Louis, MO	Br. 343
Jack Leschen	St. Louis, MO	Br. 343
Michael J. Martise	St. Louis, MO	Br. 343
Joseph C. Mikes Jr.	St. Louis, MO	Br. 343
Raymond J. Murrh Jr.	St. Louis, MO	Br. 343
James M. Oldenburg	St. Louis, MO	Br. 343
Carltn W. Pleasant	St. Louis, MO	Br. 343
Jerry J. Sikorski	St. Louis, MO	Br. 343
Gordon J. Smith	St. Louis, MO	Br. 343
Vernon L. Warren	St. Louis, MO	Br. 343
Carl L. Whitaker	St. Louis, MO	Br. 343
Robert D. Renner	Lincoln, NE	Br. 8
Richard L. King	Las Vegas, NV	Br. 2502
Eugene H. Davis	Camden, NJ Mgd.	Br. 540
Alonzo E. Marshall	Camden, NJ Mgd.	Br. 540
Joseph W. Robinson	Camden, NJ Mgd.	Br. 540
Thomas Perconte	Westfield, NJ	Br. 1492
Thomas F. Prisco	Brooklyn, NY	Br. 41
Ralph L. Richardson	Brooklyn, NY	Br. 41
Francis J. Santanelli	Brooklyn, NY	Br. 41
Anthony J. Armeli	Buffalo-Western NY	Br. 3
Gary A. Marzolf	Buffalo-Western NY	Br. 3
James D. Walek	Buffalo-Western NY	Br. 3
Charles J. Anderson	Flushing, NY	Br. 294
John B. Blackwell	Flushing, NY	Br. 294
Anthony D. Fabiano	Flushing, NY	Br. 294
Frank J. Bush Jr.	Northeastern NY	Br. 358
Roger H. Guglielmo	Northeastern NY	Br. 358
Pat Madden	Northeastern NY	Br. 358
William B. Rogers	Northeastern NY	Br. 358

Honor Roll

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

Richard G. Ward Northeastern NY Br. 358
 Michael V. Crane Syracuse, NY Br. 134
 Robert L. Curtis Cincinnati, OH Br. 43
 Nelson R. Gorley Jr. Newark, OH Br. 281
 Edward L. McDonald Newark, OH Br. 281
 Duane E. Hart Wooster, OH Br. 480
 William C. Paslay Eugene, OR Br. 916
 Gary L. Rosencrantz Eugene, OR Br. 916
 Ronald G. Knox Salem, OR Br. 347
 Salvatore Vitelli Erie, PA Br. 284
 Ronald C. McNeil Philadelphia, PA Br. 157
 Nick J. Hoepfner Wichita Falls, TX Br. 1227
 James H. Davis Bristol, VA Br. 807

55-year pins

Clay G. Thomas Huntsville, AL Br. 462
 Paul W. Bacon Jr. Sun City, AZ Br. 6156
 Charles H. Beck Sun City, AZ Br. 6156
 Gary L. Detwiler Sun City, AZ Br. 6156
 Donald L. Eggert Sun City, AZ Br. 6156
 Royce E. Parker Sun City, AZ Br. 6156
 Harold Rapp Sun City, AZ Br. 6156
 James B. Reece Sun City, AZ Br. 6156
 Lawrence L. Russell Sun City, AZ Br. 6156
 Robert D. Scott Sun City, AZ Br. 6156
 Charles R. Bray Pine Bluff, AR Br. 240
 Alfonso A. Diaz Central CA Br. 231
 Harry C. Driver Central CA Br. 231
 David J. Esqueda Central CA Br. 231
 Henry R. Aguilar Garden Grove, CA 1100
 Carol J. Brunson Garden Grove, CA 1100
 Bonnie E. Carruth Garden Grove, CA 1100
 David E. Cecil Garden Grove, CA 1100
 Timothy K. Darcy Garden Grove, CA 1100
 Alvin R. Fowler Garden Grove, CA 1100
 Bernard A. Garcia Garden Grove, CA 1100
 Aurelio J. Gonzalez Garden Grove, CA 1100
 Wayne F. Higley Garden Grove, CA 1100
 Martha E. Kovach Garden Grove, CA 1100
 Eulalio Marquez Garden Grove, CA 1100
 John R. Martinez Garden Grove, CA 1100
 James D. Mayer Garden Grove, CA 1100
 Michael A. Najera Garden Grove, CA 1100
 Pamela J. Prevatt Garden Grove, CA 1100
 Kenneth R. Rusk Garden Grove, CA 1100
 Abel Salazar Garden Grove, CA 1100
 Sarah A. Serviss Garden Grove, CA 1100
 Don E. Shilling Garden Grove, CA 1100
 Gerald A. Taylor Garden Grove, CA 1100
 Frederick M. Williams Garden Grove, CA 1100
 Joseph L. Williams Garden Grove, CA 1100
 Norman L. Wright Garden Grove, CA 1100
 David L. Conner Sacramento, CA Br. 133
 Augusto B. Acayan San Diego, CA Br. 70
 Charles F. Agerton San Diego, CA Br. 70
 Norman L. Alcorn San Diego, CA Br. 70
 Vincent S. Allegra San Diego, CA Br. 70
 Norma L. Anderson San Diego, CA Br. 70
 Walter M. Bailey San Diego, CA Br. 70
 Lonzo H. Bennett San Diego, CA Br. 70
 Bruce A. Bargo San Diego, CA Br. 70
 Raoul J. Bisbal San Diego, CA Br. 70
 Martin R. Blanks San Diego, CA Br. 70
 Charles A. Bero San Diego, CA Br. 70
 Lonnie C. Brunini San Diego, CA Br. 70
 James R. Carico San Diego, CA Br. 70
 Benjamin R. Casbier Jr. San Diego, CA Br. 70
 Jesus Cate San Diego, CA Br. 70
 Louis A. Cavicchioni San Diego, CA Br. 70
 August W. Clarke San Diego, CA Br. 70
 Paul J. Console San Diego, CA Br. 70
 Earl L. Cox San Diego, CA Br. 70
 Quinten S. Coyer San Diego, CA Br. 70
 John E. Craig San Diego, CA Br. 70
 Arthur Fernandez San Diego, CA Br. 70
 Robert L. Floquet San Diego, CA Br. 70

Virgil J. Fontenot San Diego, CA Br. 70
 Stanley S. Ford San Diego, CA Br. 70
 Kenneth G. Garbarino San Diego, CA Br. 70
 James R. Gibson San Diego, CA Br. 70
 Francisco L. Gogue San Diego, CA Br. 70
 Pedro Gonzales San Diego, CA Br. 70
 Samuel G. Green San Diego, CA Br. 70
 Patrick J. Hause San Diego, CA Br. 70
 Richard T. Hennessy San Diego, CA Br. 70
 Stephen R. Heyer San Diego, CA Br. 70
 Ben Hirahara San Diego, CA Br. 70
 Kathleen A. Howell San Diego, CA Br. 70
 Michael C. Hughes San Diego, CA Br. 70
 Richard Jaconette San Diego, CA Br. 70
 Ronald Y. Kang San Diego, CA Br. 70
 Dennis F. Klein San Diego, CA Br. 70
 Oscar C. Lacy Jr. San Diego, CA Br. 70
 Howard R. Larson San Diego, CA Br. 70
 Hubert V. Littleton San Diego, CA Br. 70
 George F. McCusker San Diego, CA Br. 70
 Donald P. Murray San Diego, CA Br. 70
 Ignacio M. Orduno San Diego, CA Br. 70
 Adan D. Perez San Diego, CA Br. 70
 Charles A. Perez San Diego, CA Br. 70
 Bedford L. Pippin San Diego, CA Br. 70
 Harold D. Ramos Jr. San Diego, CA Br. 70
 Patrick D. Regan San Diego, CA Br. 70
 Burt W. Repine San Diego, CA Br. 70
 Margaret E. Reynolds San Diego, CA Br. 70
 Charles W. Scallorn San Diego, CA Br. 70
 Adolph B. Schoenen Jr. San Diego, CA Br. 70
 Solomon Shaw San Diego, CA Br. 70
 Carlyle A. Sherman San Diego, CA Br. 70
 Christine C. Sidabras San Diego, CA Br. 70
 Rolland E. Thomas Jr. San Diego, CA Br. 70
 Larry W. Todd San Diego, CA Br. 70
 Roy D. Vanderhook San Diego, CA Br. 70
 Jose Velez San Diego, CA Br. 70
 Helen M. Vidal San Diego, CA Br. 70
 Mitchell M. Weinmann San Diego, CA Br. 70
 Richard W. Araujo Santa Clara, CA Br. 1427
 Eugene P. Arballo Jr. Santa Clara, CA Br. 1427
 Eustacio B. Beltrano Santa Clara, CA Br. 1427
 Walter B. Benson Santa Clara, CA Br. 1427
 Richard N. Boechler Santa Clara, CA Br. 1427
 Henry J. Boucher Jr. Santa Clara, CA Br. 1427
 William O. Bricker Santa Clara, CA Br. 1427
 Norman W. Bunker Santa Clara, CA Br. 1427
 Leroy Childs Santa Clara, CA Br. 1427
 David W. Chinn Jr. Santa Clara, CA Br. 1427
 Maree R. Creed Santa Clara, CA Br. 1427
 Margaret L. Dodson Santa Clara, CA Br. 1427
 Paul R. Drendel Santa Clara, CA Br. 1427
 James R. Elvestad Santa Clara, CA Br. 1427
 Michael J. England Santa Clara, CA Br. 1427
 John D. Felix Santa Clara, CA Br. 1427
 Kenneth W. Fisher Santa Clara, CA Br. 1427
 Joseph A. Flippo Santa Clara, CA Br. 1427
 Donald E. Frahm Santa Clara, CA Br. 1427
 Edward M. Frigerio Santa Clara, CA Br. 1427
 James J. Giacominno Santa Clara, CA Br. 1427
 Wallace K. Gibson Santa Clara, CA Br. 1427
 Robert W. Haase Santa Clara, CA Br. 1427
 Frederick D. Halfyard Santa Clara, CA Br. 1427
 Larry K. Hughes Santa Clara, CA Br. 1427
 Robert R. Ippolito Santa Clara, CA Br. 1427
 Joe C. Jochem Santa Clara, CA Br. 1427
 William E. Johnston Santa Clara, CA Br. 1427
 Larry L. Jones Santa Clara, CA Br. 1427
 David A. Jorgensen Santa Clara, CA Br. 1427
 O. L. Kelley Santa Clara, CA Br. 1427
 Kenneth H. Kettler Santa Clara, CA Br. 1427
 Gregor H. Kindel Santa Clara, CA Br. 1427
 Joan G. Kuntz Santa Clara, CA Br. 1427
 Gary L. Luck Santa Clara, CA Br. 1427
 Joseph F. Marko Santa Clara, CA Br. 1427
 Alexander S. Martinez Santa Clara, CA Br. 1427

Paulette A. McLain Santa Clara, CA Br. 1427
 Joseph V. Mercado Santa Clara, CA Br. 1427
 Robert E. Morris II Santa Clara, CA Br. 1427
 Alene W. Murray Santa Clara, CA Br. 1427
 Daniel Nicholson Santa Clara, CA Br. 1427
 Jose Pascua Santa Clara, CA Br. 1427
 Henry P. Pope Santa Clara, CA Br. 1427
 Marilyn J. Price Santa Clara, CA Br. 1427
 Carol M. Redmon Santa Clara, CA Br. 1427
 Joan A. Reeves Santa Clara, CA Br. 1427
 Napoleon A. Rentar Santa Clara, CA Br. 1427
 Michael Rivera Santa Clara, CA Br. 1427
 James L. Rodriguez Santa Clara, CA Br. 1427
 Michael D. Rovella Santa Clara, CA Br. 1427
 Joe A. Rubalcaba Santa Clara, CA Br. 1427
 Amos M. Rubio Santa Clara, CA Br. 1427
 Filomeno M. Saldavia Jr. Santa Clara, CA Br. 1427
 Frank R. Sandt Santa Clara, CA Br. 1427
 Melvin T. Sato Santa Clara, CA Br. 1427
 Quentin G. Selby Santa Clara, CA Br. 1427
 George Sena Santa Clara, CA Br. 1427
 Michael D. Smith Santa Clara, CA Br. 1427
 Earl C. Smoot Santa Clara, CA Br. 1427
 Scott S. Spencer Santa Clara, CA Br. 1427
 Allen G. Struck Santa Clara, CA Br. 1427
 Robert J. Vasconcellos Santa Clara, CA Br. 1427
 Duane E. Walker Santa Clara, CA Br. 1427
 Richard C. Wiggen Santa Clara, CA Br. 1427
 David M. Williams Santa Clara, CA Br. 1427
 John R. Wilson Santa Clara, CA Br. 1427
 Frank L. Bailey Grand Junction, CO Br. 913
 Douglas G. Buffa Grand Junction, CO Br. 913
 Dean A. Despalmes Grand Junction, CO Br. 913
 Wayne Foster Grand Junction, CO Br. 913
 Fred O. Hayes Grand Junction, CO Br. 913
 Vicki A. Holley Grand Junction, CO Br. 913
 Melvin L. Hoover Grand Junction, CO Br. 913
 Raymond W. Kuhn Grand Junction, CO Br. 913
 John Mariz Grand Junction, CO Br. 913
 Kurt E. Nelson Grand Junction, CO Br. 913
 Harold W. Phillips Grand Junction, CO Br. 913
 William E. Williams Grand Junction, CO Br. 913
 Frank T. Pillarella CT Mgd. Br. 20
 P. E. Bourdeau Jr. Fairfield, CT Br. 2313
 Lawrence Beaujea Fort Lauderdale, FL Br. 2550
 Joseph V. Cisario Fort Lauderdale, FL Br. 2550
 Herschel W. Davies Spacecoast FL Br. 2689
 William E. Dietz Spacecoast FL Br. 2689
 Michael A. Johnson Spacecoast FL Br. 2689
 Victor L. Johnson Spacecoast FL Br. 2689
 Richard Laszlo Spacecoast FL Br. 2689
 Michael A. Nagy Spacecoast FL Br. 2689
 Vincnt D. Pinto Spacecoast FL Br. 2689
 Jerome H. Porter Spacecoast FL Br. 2689
 Carl W. Spear Spacecoast FL Br. 2689
 Joyce K. Stromstedt-Alle Spacecoast FL Br. 2689
 Walter J. Truss Spacecoast FL Br. 2689
 Ernest E. Wilkes Spacecoast FL Br. 2689
 James R. Allen Atlanta, GA Br. 73
 Bernard G. Amiot Atlanta, GA Br. 73
 Joe R. Anthony Atlanta, GA Br. 73
 Frederick E. Austin Atlanta, GA Br. 73
 Kenny D. Austin Atlanta, GA Br. 73
 Grady T. Bagwell Atlanta, GA Br. 73
 Clifford E. Ball Atlanta, GA Br. 73
 Ralph T. Baughcum Atlanta, GA Br. 73
 Donald M. Beavers Atlanta, GA Br. 73
 Arthur L. Bell Atlanta, GA Br. 73
 Gregory D. Bing Atlanta, GA Br. 73
 Amos W. Bonner Jr. Atlanta, GA Br. 73
 Claude T. Bowden Atlanta, GA Br. 73
 A. W. Bowen Atlanta, GA Br. 73
 William Brelinsky Atlanta, GA Br. 73
 Sarah D. Briscoe Atlanta, GA Br. 73
 Walter D. Brock Atlanta, GA Br. 73
 James R. Brock Jr. Atlanta, GA Br. 73
 Edward K. Burdett Atlanta, GA Br. 73

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

Clark H. Burnett	Atlanta, GA	Br. 73	John I. Chaney III	Lilburn, GA	Br. 1537	Lafrance Burge	Detroit, MI	Br. 1
Jimmie Burns	Atlanta, GA	Br. 73	Jimmy G. Roberts	Valdosta, GA	Br. 998	James R. Byrd Jr.	Detroit, MI	Br. 1
Thomas C. Burrell Jr.	Atlanta, GA	Br. 73	Anthony T. Ferreira	Hilo, HI	Br. 2932	Cecelia A. Cason	Detroit, MI	Br. 1
Grady E. Cannon	Atlanta, GA	Br. 73	Edwin R. Dretke Jr.	Coeur D' Alene, ID	Br. 1260	Carole G. Brooks	Lansing, MI	Br. 122
Kenneth E. Cannon	Atlanta, GA	Br. 73	James R. Mathey	Coeur D' Alene, ID	Br. 1260	Robert L. Buffington	Lansing, MI	Br. 122
Milton Cobb	Atlanta, GA	Br. 73	Kenneth W. Anderson	Arlington Heights, IL	Br. 2810	Patrick M. Burnett	Lansing, MI	Br. 122
Melvin Colbert	Atlanta, GA	Br. 73	Michael P. Blaker	Arlington Heights, IL	Br. 2810	Michael J. Chamberlain	Lansing, MI	Br. 122
C. P. Coles	Atlanta, GA	Br. 73	Gordon L. Bogner	Arlington Heights, IL	Br. 2810	David B. Conant	Lansing, MI	Br. 122
Richard D. Cox	Atlanta, GA	Br. 73	Kevin J. Chesney	Arlington Heights, IL	Br. 2810	Steven S. Fabiano	Lansing, MI	Br. 122
Kenney G. Dalton	Atlanta, GA	Br. 73	Jeannette M. Cline	Arlington Heights, IL	Br. 2810	Dennis C. Frazier	Lansing, MI	Br. 122
Isaac Daniel	Atlanta, GA	Br. 73	Regan D. Dangelo	Arlington Heights, IL	Br. 2810	Glenn R. Grossman	Lansing, MI	Br. 122
Nathaniel H. Dominick	Atlanta, GA	Br. 73	Kim B. Dettmann	Arlington Heights, IL	Br. 2810	Terri L. Grossman	Lansing, MI	Br. 122
Donald O. Earwood	Atlanta, GA	Br. 73	Jerome M. Donahue	Arlington Heights, IL	Br. 2810	Larry D. Hatt	Lansing, MI	Br. 122
Michael W. Echols	Atlanta, GA	Br. 73	Patrick S. Donahue	Arlington Heights, IL	Br. 2810	Darrin Herp	Lansing, MI	Br. 122
Debbie P. Evans	Atlanta, GA	Br. 73	Jay L. Fiedler	Arlington Heights, IL	Br. 2810	David L. Horodynski	Lansing, MI	Br. 122
Ronnie W. Evans	Atlanta, GA	Br. 73	Bernhard A. Hildebrandt	Arlington Heights, IL	Br. 2810	Cynthia A. Horski	Lansing, MI	Br. 122
Joseph R. Fabean	Atlanta, GA	Br. 73	Randall K. Johnson	Arlington Heights, IL	Br. 2810	Kevin D. Kelley	Lansing, MI	Br. 122
Edgar E. Fagan	Atlanta, GA	Br. 73	G. W. Kasper	Arlington Heights, IL	Br. 2810	Colleen S. Martin	Lansing, MI	Br. 122
Ike R. Finnie	Atlanta, GA	Br. 73	Eleanor M. Lincoln	Arlington Heights, IL	Br. 2810	Harriett M. McQuillian	Lansing, MI	Br. 122
John M. Gates	Atlanta, GA	Br. 73	Chris F. Malinowski	Arlington Heights, IL	Br. 2810	Donald J. Plunkett	Lansing, MI	Br. 122
Robert Green	Atlanta, GA	Br. 73	Kim B. R. Precin	Arlington Heights, IL	Br. 2810	James H. Pocan	Lansing, MI	Br. 122
John L. Harper	Atlanta, GA	Br. 73	Ella D. Quarrie	Arlington Heights, IL	Br. 2810	Carl A. Randall	Lansing, MI	Br. 122
Richard L. Harvey	Atlanta, GA	Br. 73	George A. Reineking	Arlington Heights, IL	Br. 2810	Dennis L. Spencer	Lansing, MI	Br. 122
Charlie J. Hayes	Atlanta, GA	Br. 73	Richard W. Rossiter	Arlington Heights, IL	Br. 2810	La Roy J. Starks	Lansing, MI	Br. 122
Harry Haynes	Atlanta, GA	Br. 73	Charles Schroeder	Arlington Heights, IL	Br. 2810	Phillip L. Thorston	Lansing, MI	Br. 122
Jimmy K. Henard	Atlanta, GA	Br. 73	Jerome M. Slania	Arlington Heights, IL	Br. 2810	Gary L. Tompkins	Lansing, MI	Br. 122
Irvin B. Hendrick	Atlanta, GA	Br. 73	Lawrence P. Stiles	Arlington Heights, IL	Br. 2810	Jose A. Torres	Lansing, MI	Br. 122
Early A. Hollis	Atlanta, GA	Br. 73	John E. Tegtmeyer	Arlington Heights, IL	Br. 2810	Darrell L. Uhl	Lansing, MI	Br. 122
Howard Holmes	Atlanta, GA	Br. 73	Patrick E. Willford	Arlington Heights, IL	Br. 2810	Scott R. Wolfe	Lansing, MI	Br. 122
James Holston Jr.	Atlanta, GA	Br. 73	Frank Z. Zillinger	Arlington Heights, IL	Br. 2810	Craig W. Zerkle	Lansing, MI	Br. 122
Julius T. Hughey	Atlanta, GA	Br. 73	Alexander P. Zyzak	Arlington Heights, IL	Br. 2810	Paul R. Zielinski	Lansing, MI	Br. 122
Albert Jackson II	Atlanta, GA	Br. 73	Sell Jones	Decatur, IL	Br. 317	Myra L. Nowak	Mid-MI	Br. 256
Wayne T. Jenkins	Atlanta, GA	Br. 73	Ronald A. Bambuch	S. Suburban Mgd., IL	Br. 4016	Linda K. Snyder	Mid-MI	Br. 256
Albert Johnson	Atlanta, GA	Br. 73	Lorran R. Burkman	S. Suburban Mgd., IL	Br. 4016	Doris J. Stark	Mid-MI	Br. 256
Lonnie Johnson	Atlanta, GA	Br. 73	Jack Chin	S. Suburban Mgd., IL	Br. 4016	Billie R. Welch Jr.	Mid-MI	Br. 256
Bobby C. Jones	Atlanta, GA	Br. 73	Nancy T. Crowley	S. Suburban Mgd., IL	Br. 4016	Russell H. Anderson	Muskegon, MI	Br. 13
Paul J. Kallio	Atlanta, GA	Br. 73	Thomas J. Dillman	S. Suburban Mgd., IL	Br. 4016	Chris J. Angelakos	Muskegon, MI	Br. 13
Harry L. Keith	Atlanta, GA	Br. 73	Frank W. Harden	S. Suburban Mgd., IL	Br. 4016	David J. Benedict	Muskegon, MI	Br. 13
Will R. Kelly	Atlanta, GA	Br. 73	Harry A. Kortge	S. Suburban Mgd., IL	Br. 4016	James A. Benovic	Muskegon, MI	Br. 13
Wayne B. Kendall	Atlanta, GA	Br. 73	Tommie L. Lofton Jr.	S. Suburban Mgd., IL	Br. 4016	Douglas L. Campbell	Muskegon, MI	Br. 13
Andrew Knox	Atlanta, GA	Br. 73	Walter C. Pahr	S. Suburban Mgd., IL	Br. 4016	Robert H. Heckathorn	Muskegon, MI	Br. 13
Thomas R. Mann	Atlanta, GA	Br. 73	Albert C. Piper Jr.	S. Suburban Mgd., IL	Br. 4016	Karl L. Konarski	Muskegon, MI	Br. 13
David Manuel	Atlanta, GA	Br. 73	Wayne J. Tarsitano	S. Suburban Mgd., IL	Br. 4016	James W. Carter	Niles, MI	Br. 775
Wiley B. McBride	Atlanta, GA	Br. 73	Wayne W. Waite	S. Suburban Mgd., IL	Br. 4016	Robert J. Jacobs	Niles, MI	Br. 775
Calvin L. McDaniel	Atlanta, GA	Br. 73	Michael C. Kuhl	Central IA Mgd.	Br. 352	Donald L. Anderson	St. Paul, MN	Br. 28
Bernrd G. Mock Jr.	Atlanta, GA	Br. 73	Donald H. Martin	Central IA Mgd.	Br. 352	Donald J. Bieniek	St. Paul, MN	Br. 28
William M. Moreland	Atlanta, GA	Br. 73	William B. Roberts	Central IA Mgd.	Br. 352	Eugene J. Brenhoffer	St. Paul, MN	Br. 28
William M. Oneal	Atlanta, GA	Br. 73	Gregory L. Vanrees	Central IA Mgd.	Br. 352	William D. Cook	St. Paul, MN	Br. 28
John H. Owens Jr.	Atlanta, GA	Br. 73	Ronald G. Beeler	Fort Madison, IA	Br. 403	Virgil T. Crowder Jr.	St. Paul, MN	Br. 28
Frank J. Patterson	Atlanta, GA	Br. 73	Ronald C. Dieck	Sioux City, IA	Br. 69	Paul D. Davis	St. Paul, MN	Br. 28
Joseph W. Pinson	Atlanta, GA	Br. 73	James D. Major Jr.	Sioux City, IA	Br. 69	Raymond E. Doyle	St. Paul, MN	Br. 28
Houston H. Poss	Atlanta, GA	Br. 73	Ronald J. Odendahl	Sioux City, IA	Br. 69	Lillian J. Frank	St. Paul, MN	Br. 28
Paul Price	Atlanta, GA	Br. 73	Kenneth E. Riessen	Sioux City, IA	Br. 69	Karen M. Houle	St. Paul, MN	Br. 28
John M. Riley Jr.	Atlanta, GA	Br. 73	Douglas M. Rose	Sioux City, IA	Br. 69	Michael D. Huey	St. Paul, MN	Br. 28
Larry E. Roberts	Atlanta, GA	Br. 73	David L. Vanpeurseum	Sioux City, IA	Br. 69	John J. Jennings	St. Paul, MN	Br. 28
C. W. Seabolt	Atlanta, GA	Br. 73	Harold B. Vermeer	Sioux City, IA	Br. 69	Donald G. Johnson	St. Paul, MN	Br. 28
Herbert L. Sexton	Atlanta, GA	Br. 73	Edwin A. Tennissen	Wichita, KS	Br. 201	Corrine L. Kendall	St. Paul, MN	Br. 28
John W. Sexton	Atlanta, GA	Br. 73	Douglas W. Barrett	Henderson, KY	Br. 410	Steven W. McGraw	St. Paul, MN	Br. 28
James M. Skelton	Atlanta, GA	Br. 73	Lionel M. Bazile Jr.	Baton Rouge, LA	Br. 129	Stephen R. Metzendorf	St. Paul, MN	Br. 28
Jimmy L. Smith	Atlanta, GA	Br. 73	Ernest Lee Jr.	Baton Rouge, LA	Br. 129	Reuben L. Newborg	St. Paul, MN	Br. 28
Melvin Smith	Atlanta, GA	Br. 73	Shirley L. Hardee	Baltimore, MD	Br. 176	R. D. Oswald	St. Paul, MN	Br. 28
John S. Sorrells	Atlanta, GA	Br. 73	Maurice E. Carey	Laurel, MD	Br. 3755	Ronald J. Rapienski	St. Paul, MN	Br. 28
Allen Spence	Atlanta, GA	Br. 73	Travis F. Hensley	Laurel, MD	Br. 3755	Merle G. Schmaus	St. Paul, MN	Br. 28
Larry E. Teal	Atlanta, GA	Br. 73	Joseph Kundrat Jr.	Laurel, MD	Br. 3755	Donald R. Smith	St. Paul, MN	Br. 28
Willie F. Thornton	Atlanta, GA	Br. 73	Robert O. Mitchell	Laurel, MD	Br. 3755	James K. Walser	St. Paul, MN	Br. 28
Gordon P. Tillirson Jr.	Atlanta, GA	Br. 73	Ignacio Ortiz	Laurel, MD	Br. 3755	Clifford H. Ward	St. Paul, MN	Br. 28
Frank J. Trembley	Atlanta, GA	Br. 73	Charles R. Phelps Jr.	Laurel, MD	Br. 3755	Wayne W. Warling	St. Paul, MN	Br. 28
Bobby L. Turner	Atlanta, GA	Br. 73	Warren J. Curtin	Lynn, MA	Br. 7	Anthony Wilfahrt	St. Paul, MN	Br. 28
Wiley Q. Wade	Atlanta, GA	Br. 73	David E. Garber	Lynn, MA	Br. 7	Robert E. Witte	St. Paul, MN	Br. 28
Billy C. Wallace	Atlanta, GA	Br. 73	William J. Kirby	Dedham, MA	Br. 764	Peter J. Yanish	St. Paul, MN	Br. 28
Isaac Webb Jr.	Atlanta, GA	Br. 73	Paul G. Leonard	Dedham, MA	Br. 764	Renard Chatman	Natchez, MS	Br. 476
D. R. Whitfield	Atlanta, GA	Br. 73	Richard J. Dube	Southeast MA Mgd.	Br. 18	Charles T. Bolch	Kansas City, MO	Br. 30
Andrew Williams	Atlanta, GA	Br. 73	John M. Hankinson	Southeast MA Mgd.	Br. 18	David W. Thomas	Kansas City, MO	Br. 30
Forrest S. Wilson	Atlanta, GA	Br. 73	John F. Harrington	Southeast MA Mgd.	Br. 18	Stephen A. Dennis	St. Joseph, MO	Br. 195
Geo E. Wilson	Atlanta, GA	Br. 73	Philip N. Joubert	Southeast MA Mgd.	Br. 18	Bobby L. Roberts	St. Joseph, MO	Br. 195
Jimmy D. Womack	Atlanta, GA	Br. 73	William C. King	Southeast MA Mgd.	Br. 18	James E. Barbee	St. Louis, MO	Br. 343
Charles W. Young	Atlanta, GA	Br. 73	Sylura J. Adams	Detroit, MI	Br. 1	Donald J. Bohnert	St. Louis, MO	Br. 343

Honor Roll

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

Willard V. Bradshaw	St. Louis, MO	Br. 343	Hector N. Santiago	Brooklyn, NY	Br. 41	Richard Zera	Syracuse, NY	Br. 134
Richard J. Bultas	St. Louis, MO	Br. 343	Ronald J. Baginski	Buffalo-Western NY	Br. 3	William J. Crane	Westchester Mgd., NY	Br. 693
George F. Carter Jr.	St. Louis, MO	Br. 343	Arthur J. Baj	Buffalo-Western NY	Br. 3	George F. Snider	Asheboro, NC	Br. 2560
Robert E. Christmann	St. Louis, MO	Br. 343	J. J. Bruno	Buffalo-Western NY	Br. 3	Allan L. Rebsch	Grand Forks, ND	Br. 517
William T. Foley	St. Louis, MO	Br. 343	Fabian C. Catalano Jr.	Buffalo-Western NY	Br. 3	James L. Bushatz	Marion, OH	Br. 280
Alberto Garcia	St. Louis, MO	Br. 343	Robert J. Downs	Buffalo-Western NY	Br. 3	Gary B. Derr	Marion, OH	Br. 280
Ray L. Gibson	St. Louis, MO	Br. 343	Gerald J. Kaczmarczyk	Buffalo-Western NY	Br. 3	Daniel L. Jeffers	Marion, OH	Br. 280
Lawrence W. Graves	St. Louis, MO	Br. 343	J.W. Knowlton	Buffalo-Western NY	Br. 3	Jay R. McComas	Marion, OH	Br. 280
John J. Hanten Jr.	St. Louis, MO	Br. 343	Dennis N. Krause	Buffalo-Western NY	Br. 3	Joanna L. Sanders	Marion, OH	Br. 280
Cecil L. Harris Jr.	St. Louis, MO	Br. 343	Ronald J. Kurnik	Buffalo-Western NY	Br. 3	Richard E. Stineman	Marion, OH	Br. 280
Lenwood Hodges Jr.	St. Louis, MO	Br. 343	Peter B. Mankowski	Buffalo-Western NY	Br. 3	James R. Hawke	Newark, OH	Br. 281
James E. Holloway	St. Louis, MO	Br. 343	R. J. Martin	Buffalo-Western NY	Br. 3	David A. Priest	Newark, OH	Br. 281
Luther Jackson Jr.	St. Louis, MO	Br. 343	Kevin P. McDonough	Buffalo-Western NY	Br. 3	Ella M. Harvilic	Cuyahoga Falls, OH	Br. 1629
John L. Koziel	St. Louis, MO	Br. 343	Richard W. Miller	Buffalo-Western NY	Br. 3	David L. Griffith	Eugene, OR	Br. 916
Joseph F. Lowe	St. Louis, MO	Br. 343	Ronald C. Miller	Buffalo-Western NY	Br. 3	John H. Lewey	Eugene, OR	Br. 916
Earl McWilliams	St. Louis, MO	Br. 343	David P. Nowak	Buffalo-Western NY	Br. 3	David W. Tobin	Eugene, OR	Br. 916
John D. Needem	St. Louis, MO	Br. 343	John W. Peterson	Buffalo-Western NY	Br. 3	Harold W. Brocklehurst	Erie, PA	Br. 284
Jerry E. Roberts	St. Louis, MO	Br. 343	William C. Scherman	Buffalo-Western NY	Br. 3	Ralph E. Bush	Erie, PA	Br. 284
Henry E. Sanders	St. Louis, MO	Br. 343	Charles M. Swagler	Buffalo-Western NY	Br. 3	John M. Engman	Erie, PA	Br. 284
James R. Scherrer	St. Louis, MO	Br. 343	Michael L. Tobolski	Buffalo-Western NY	Br. 3	Robert D. Hofmann	Erie, PA	Br. 284
John F. Tremusini	St. Louis, MO	Br. 343	Robert J. Tollar	Buffalo-Western NY	Br. 3	John S. Needham	Erie, PA	Br. 284
Robert R. Zakrzewski	St. Louis, MO	Br. 343	Paul D. Wiglusz	Buffalo-Western NY	Br. 3	R. B. Rossman	Erie, PA	Br. 284
John W. Wiegel	Joplin, MO	Br. 366	John J. Williams	Buffalo-Western NY	Br. 3	Roger D. Streit	Erie, PA	Br. 284
Irwin W. Bruce	Cape Girardeau, MO	Br. 1015	David J. Winiarz	Buffalo-Western NY	Br. 3	Henry J. Tomporowski	Erie, PA	Br. 284
Daniel J. Coffey	Cape Girardeau, MO	Br. 1015	Joseph J. Zdrojewski	Buffalo-Western NY	Br. 3	Elwood P. Blair	Philadelphia, PA	Br. 157
Billy J. Daniels	Cape Girardeau, MO	Br. 1015	Charles J. Anderson	Flushing, NY	Br. 294	Vincent R. Bono	Philadelphia, PA	Br. 157
Raymond G. Glastetter	Cape Girardeau, MO	Br. 1015	John B. Blackwell	Flushing, NY	Br. 294	Francis J. Broderick	Philadelphia, PA	Br. 157
Clarence J. Jackson	Cape Girardeau, MO	Br. 1015	Michael J. Brady	Flushing, NY	Br. 294	L. A. Bux	Philadelphia, PA	Br. 157
James R. Lingle	Cape Girardeau, MO	Br. 1015	Anthony Caravella	Flushing, NY	Br. 294	R. W. Cahill	Philadelphia, PA	Br. 157
Patsy J. Oswalt	Cape Girardeau, MO	Br. 1015	Anthony D. Fabiano	Flushing, NY	Br. 294	George H. Campbell	Philadelphia, PA	Br. 157
Loren E. Schuette	Cape Girardeau, MO	Br. 1015	Frederick Goldstein	Flushing, NY	Br. 294	P. D. Campbell	Philadelphia, PA	Br. 157
David A. Burt	Billings, MT	Br. 815	Giedra M. Kregzdys	Flushing, NY	Br. 294	William U. Carter	Philadelphia, PA	Br. 157
John H. Havener Jr.	Billings, MT	Br. 815	Dennis Lacina	Flushing, NY	Br. 294	Dominick S. Conicello	Philadelphia, PA	Br. 157
Larry L. Schultz	Lincoln, NE	Br. 8	Maurice J. Martino	Flushing, NY	Br. 294	Donald S. Crawford	Philadelphia, PA	Br. 157
Harold R. Boysen	Omaha, NE	Br. 5	George W. Petersen	Flushing, NY	Br. 294	John J. Curry Jr.	Philadelphia, PA	Br. 157
Raymond J. Anthony	Camden, NJ Mgd.	Br. 540	Peter M. Cahill	Northeastern NY	Br. 358	Daniel J. Dillon Jr.	Philadelphia, PA	Br. 157
Stanley J. Bednarczyk	Camden, NJ Mgd.	Br. 540	William J. Cooke	Northeastern NY	Br. 358	Joseph J. Dirado	Philadelphia, PA	Br. 157
David D. Bohn	Camden, NJ Mgd.	Br. 540	Edward W. Hauptert	Northeastern NY	Br. 358	William F. Houser	Philadelphia, PA	Br. 157
Kenneth T. Bridge	Camden, NJ Mgd.	Br. 540	John R. Kelley	Northeastern NY	Br. 358	Allan Mason	Philadelphia, PA	Br. 157
James C. Brown Sr.	Camden, NJ Mgd.	Br. 540	Jeanne M. Lavoie	Northeastern NY	Br. 358	Joseph E. McCreary	Philadelphia, PA	Br. 157
Thomas W. Campbell	Camden, NJ Mgd.	Br. 540	Kenneth F. Madigan	Northeastern NY	Br. 358	Daniel M. McGeehan Jr.	Philadelphia, PA	Br. 157
Joseph J. Dimunno	Camden, NJ Mgd.	Br. 540	Kenneth F. Nolin	Northeastern NY	Br. 358	C. A. Noon	Philadelphia, PA	Br. 157
David P. Engle	Camden, NJ Mgd.	Br. 540	Thomas F. Perkins	Northeastern NY	Br. 358	J. J. Petka Jr.	Philadelphia, PA	Br. 157
Susan E. Gambardello	Camden, NJ Mgd.	Br. 540	Ronald M. Powers	Northeastern NY	Br. 358	George R. Rose	Philadelphia, PA	Br. 157
Curtis Glover	Camden, NJ Mgd.	Br. 540	Robert M. Whipple	Northeastern NY	Br. 358	Francis Salomone	Philadelphia, PA	Br. 157
Richard J. Grabowski	Camden, NJ Mgd.	Br. 540	Spencer N. Baker	Syracuse, NY	Br. 134	Richard W. Shepherd	Philadelphia, PA	Br. 157
Kenneth A. Harker	Camden, NJ Mgd.	Br. 540	Charles R. Bartholomew	Syracuse, NY	Br. 134	Manuel Stern	Philadelphia, PA	Br. 157
Joseph L. Harris	Camden, NJ Mgd.	Br. 540	Robert D. Boivin	Syracuse, NY	Br. 134	Evelyn C. Turner	Philadelphia, PA	Br. 157
Richard E. Haynes	Camden, NJ Mgd.	Br. 540	Melvin T. Burns	Syracuse, NY	Br. 134	Lionel A. Beauchemin	Warwick, RI	Br. 3166
Ernest L. Leonard	Camden, NJ Mgd.	Br. 540	Anthony P. Ferrito	Syracuse, NY	Br. 134	Martin L. Hernandez	Laredo, TX	Br. 354
Theodore J. Lysak	Camden, NJ Mgd.	Br. 540	R. C. Gillett	Syracuse, NY	Br. 134	John P. Montalvo	Laredo, TX	Br. 354
Russell J. Olive Jr.	Camden, NJ Mgd.	Br. 540	Donald H. Hogan	Syracuse, NY	Br. 134	Mario L. Ortiz	Laredo, TX	Br. 354
Charles E. Packer	Camden, NJ Mgd.	Br. 540	James E. Hoover	Syracuse, NY	Br. 134	Jose V. Puente	Laredo, TX	Br. 354
Carmen B. Sarno	Camden, NJ Mgd.	Br. 540	Paul R. Horsman Jr.	Syracuse, NY	Br. 134	Reyes Ruiz Jr.	Laredo, TX	Br. 354
John E. Taylor	Camden, NJ Mgd.	Br. 540	Joseph J. Hunter Jr.	Syracuse, NY	Br. 134	Ruben Alvarez	Plano, TX	Br. 4065
Ray Vereen	Camden, NJ Mgd.	Br. 540	David J. Katz	Syracuse, NY	Br. 134	Curtis W. Beckemeyer	Plano, TX	Br. 4065
Charles H. Woodard	Camden, NJ Mgd.	Br. 540	Stephen R. Klaehn	Syracuse, NY	Br. 134	Jack W. Bickle	Plano, TX	Br. 4065
Vincent A. Albanese	NJ Mgd.	Br. 38	Marcel Lebrun	Syracuse, NY	Br. 134	James E. Blake Jr.	Plano, TX	Br. 4065
Roland D. Hildebrandt	Albany, NY	Br. 29	Roger E. Locke	Syracuse, NY	Br. 134	Richard O. Bradfield	Plano, TX	Br. 4065
Peter A. Pacheco	Brooklyn, NY	Br. 41	Louis A. Lorenzetti	Syracuse, NY	Br. 134	Gary C. Bulin	Plano, TX	Br. 4065
John Panessidi	Brooklyn, NY	Br. 41	Ronald E. Mahfoud	Syracuse, NY	Br. 134	Lon P. Burke	Plano, TX	Br. 4065
Arnold Parenti	Brooklyn, NY	Br. 41	Dennis M. Maxam	Syracuse, NY	Br. 134	Gary A. Cook	Plano, TX	Br. 4065
Ronald M. Pennell	Brooklyn, NY	Br. 41	Terry D. McCullough	Syracuse, NY	Br. 134	Farrell R. Eudy	Plano, TX	Br. 4065
Rafael Perez Jr.	Brooklyn, NY	Br. 41	A. J. Montroy	Syracuse, NY	Br. 134	Ronald J. Fendley	Plano, TX	Br. 4065
Louis J. Pinner	Brooklyn, NY	Br. 41	Richard W. Mumpton	Syracuse, NY	Br. 134	Richard E. Flanders	Plano, TX	Br. 4065
Nicholas Pizzolo	Brooklyn, NY	Br. 41	Reginald A. Nadeau	Syracuse, NY	Br. 134	Ramon Flores Jr.	Plano, TX	Br. 4065
Emilio Ramos	Brooklyn, NY	Br. 41	John R. Savo	Syracuse, NY	Br. 134	James W. Fojtik	Plano, TX	Br. 4065
Anthony J. Riccardo	Brooklyn, NY	Br. 41	Richard M. Schlenker	Syracuse, NY	Br. 134	Joe S. Gaines	Plano, TX	Br. 4065
C. E. Richardson	Brooklyn, NY	Br. 41	Ronald W. Service	Syracuse, NY	Br. 134	Dennis R. Griffith	Plano, TX	Br. 4065
Ralph L. Richardson	Brooklyn, NY	Br. 41	Gary J. Sheer	Syracuse, NY	Br. 134	Don T. Hall	Plano, TX	Br. 4065
Alexander F. Rios	Brooklyn, NY	Br. 41	Richard W. Silsby	Syracuse, NY	Br. 134	David L. Herring	Plano, TX	Br. 4065
Albert J. Roller	Brooklyn, NY	Br. 41	A. H. Smith	Syracuse, NY	Br. 134	Samuel R. Hitchcock	Plano, TX	Br. 4065
Steven M. Ruderman	Brooklyn, NY	Br. 41	Geo M. Thorpe	Syracuse, NY	Br. 134	Karen L. Hudgeons	Plano, TX	Br. 4065
Mary A. Russo	Brooklyn, NY	Br. 41	George E. Timmins Jr.	Syracuse, NY	Br. 134	Harold W. Inge	Plano, TX	Br. 4065
Anthony V. Salerno	Brooklyn, NY	Br. 41	Ronald Togni	Syracuse, NY	Br. 134	James T. Kerbow	Plano, TX	Br. 4065
Domnck V. Salvemini	Brooklyn, NY	Br. 41	Neal W. Vandoren	Syracuse, NY	Br. 134	David K. Knoerr	Plano, TX	Br. 4065
Francis J. Santanelli	Brooklyn, NY	Br. 41	William H. Young	Syracuse, NY	Br. 134	Ralph E. McGhee	Plano, TX	Br. 4065

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

Billy J. Merriman	Plano, TX	Br. 4065	Robert E. Spear	Carmel, IN	Br. 888	Domnck V. Salvemini	Brooklyn, NY	Br. 41
Gregory L. Mitchell	Plano, TX	Br. 4065	Gerald D. Magneson	Central IA Mgd.	Br. 352	Hector N. Santiago	Brooklyn, NY	Br. 41
Ronald D. Morgan	Plano, TX	Br. 4065	Frederick W. Pickering Jr.	Central IA Mgd.	Br. 352	Arthur M. Andrzejczak	Buffalo-Western NY	Br. 3
Dennis C. Nida	Plano, TX	Br. 4065	Larry J. Wilbois	Central IA Mgd.	Br. 352	Thomas A. Fraterrigo	Buffalo-Western NY	Br. 3
Justice B. Norris	Plano, TX	Br. 4065	Richard A. Stoner	Garden City, KS	Br. 1412	Craig K. Johnson	Buffalo-Western NY	Br. 3
Richard A. Oatman	Plano, TX	Br. 4065	Shirley L. Hardee	Baltimore, MD	Br. 176	Mark W. Kindron	Buffalo-Western NY	Br. 3
James L. Okelley	Plano, TX	Br. 4065	Welson C. McCallister	Baltimore, MD	Br. 176	Kenneth P. Klopfer	Buffalo-Western NY	Br. 3
Guillermo Rodriguez	Plano, TX	Br. 4065	Paul G. Leonard	Dedham, MA	Br. 764	Kenneth F. Paluch	Buffalo-Western NY	Br. 3
Edith A. Sanders	Plano, TX	Br. 4065	Raymond C. Crow	Lowell, MA	Br. 25	Daniel E. Sikora	Buffalo-Western NY	Br. 3
James H. Stewart	Plano, TX	Br. 4065	Lawrence E. Degrenier	Lowell, MA	Br. 25	Ralph N. Steffan	Buffalo-Western NY	Br. 3
Isaac C. Taylor	Plano, TX	Br. 4065	David A. Haight	Lowell, MA	Br. 25	James J. Zerkowski	Buffalo-Western NY	Br. 3
Thomas H. Wilson III	Plano, TX	Br. 4065	Robert E. Amero	Lynn, MA	Br. 7	Fred Andrews	Flushing, NY	Br. 294
John Erramouspe	Price, UT	Br. 2171	Kenneth D. Cole	Lynn, MA	Br. 7	Stephen J. Dasting	Flushing, NY	Br. 294
Jackie L. Blevins	Bristol, VA	Br. 807	John J. Stomatuk	Lynn, MA	Br. 7	John J. Dempsey	Flushing, NY	Br. 294
William E. Brownlow	Bristol, VA	Br. 807	Thomas F. Cabral	Southeast MA Mgd.	Br. 18	Thomas R. Duncan	Flushing, NY	Br. 294
Conrad D. Cloyd	Bristol, VA	Br. 807	Joseph S. Cappello	Southeast MA Mgd.	Br. 18	George J. Ford	Flushing, NY	Br. 294
Norman D. Cowan	Bristol, VA	Br. 807	Ronald A. Cunha	Southeast MA Mgd.	Br. 18	Robert J. Godfrey Jr.	Flushing, NY	Br. 294
Garmon B. Edwards	Bristol, VA	Br. 807	John P. Dubrowski Jr.	Southeast MA Mgd.	Br. 18	Frederick Goldstein	Flushing, NY	Br. 294
Kenneth W. Gammon	Bristol, VA	Br. 807	Martin W. Flinn	Southeast MA Mgd.	Br. 18	Edward J. Holinski	Flushing, NY	Br. 294
Buryl G. Greer	Bristol, VA	Br. 807	James M. Flores	Southeast MA Mgd.	Br. 18	Giedra M. Kregzdys	Flushing, NY	Br. 294
Carol Musick	Bristol, VA	Br. 807	Gregory J. Lord	Southeast MA Mgd.	Br. 18	Dennis Lacina	Flushing, NY	Br. 294
Doran W. Osborne	Bristol, VA	Br. 807	Gerald A. O'Connor	Southeast MA Mgd.	Br. 18	Maurice J. Martino	Flushing, NY	Br. 294
Gerald L. Prescott	Bristol, VA	Br. 807	Normand J. Perry Jr.	Southeast MA Mgd.	Br. 18	Thomas F. Mollico	Flushing, NY	Br. 294
Robert F. Vaughn	Bristol, VA	Br. 807	Melvin D. Verran	Southeast MA Mgd.	Br. 18	D. J. Moore	Flushing, NY	Br. 294
Wesley V. Waters II	Bristol, VA	Br. 807	Roland L. Yerid	Southeast MA Mgd.	Br. 18	Henry Moslen	Flushing, NY	Br. 294
Harold C. Williams	Bristol, VA	Br. 807	Douglas S. Bingham	Detroit, MI	Br. 1	George W. Petersen	Flushing, NY	Br. 294
Gary W. Armistead	Seattle, WA	Br. 79	Alma Cozart	Detroit, MI	Br. 1	L. M. Kogler	LongIsland Mgd., NY	Br. 600
Everett E. Earhart	Yakima, WA	Br. 852	Charles L. Blossom	Mid-MI	Br. 256	Anthony J. Dargush	Northeastern NY	Br. 358
David L. Groenig	Yakima, WA	Br. 852	Nicki L. Knowlton	Mid-MI	Br. 256	James M. McVicker	Syracuse, NY	Br. 134
Charles F. Metsker	Yakima, WA	Br. 852	Timothy M. Sanborn	Mid-MI	Br. 256	Thomas A. Paiger	Syracuse, NY	Br. 134
Alfred Mitzel	Yakima, WA	Br. 852	Frank A. Patti	Natchez, MS	Br. 476	Richard R. Black	Grand Forks, ND	Br. 517
Richard D. Loomis	La Crosse, WI	Br. 59	Daniel J. Coffey	Cape Girardeau, MO	Br. 1015	Roger L. James	Canton, OH	Br. 238
David C. Marsolek	La Crosse, WI	Br. 59	Billy J. Daniels	Cape Girardeau, MO	Br. 1015	Joan A. Hutchison	Newark, OH	Br. 281
Andrew B. Schwaegerl	La Crosse, WI	Br. 59	Raymond G. Glastetter	Cape Girardeau, MO	Br. 1015	Thomas J. Stoyle	Newark, OH	Br. 281
John T. Marx	Appleton, WI	Br. 822	Clarence J. Jackson	Cape Girardeau, MO	Br. 1015	Jack E. Anderson	Eugene, OR	Br. 916
Dalton J. Seegers	Appleton, WI	Br. 822	James R. Lingle	Cape Girardeau, MO	Br. 1015	Ernest E. Bierman	Eugene, OR	Br. 916
Kenneth U. Brown	Laramie, WY	Br. 463	Patsy J. Oswalt	Cape Girardeau, MO	Br. 1015	Gregory A. Redick	Eugene, OR	Br. 916
			Loren E. Schuette	Cape Girardeau, MO	Br. 1015	Peter A. Shemkus	Eugene, OR	Br. 916
			Donald W. Peuster	Hannibal, MO	Br. 291	William J. Benninghoff	Erie, PA	Br. 284
			Herman F. Grable	St. Joseph, MO	Br. 195	Michael H. Erhart	Erie, PA	Br. 284
			Russell E. Baccus	St. Louis, MO	Br. 343	Lawrence J. Ritter	Erie, PA	Br. 284
			Raymond T. Beaver	St. Louis, MO	Br. 343	James J. Wyler	Erie, PA	Br. 284
			William K. Grau	St. Louis, MO	Br. 343	Eddie C. Harrison	Columbia, SC	Br. 233
			Elmer J. Guy	St. Louis, MO	Br. 343	Norman D. Harvin	Columbia, SC	Br. 233
			Thomas J. Lane	St. Louis, MO	Br. 343	Emilio Perez	Lubbock, TX	Br. 2589
			Michael E. Laub	St. Louis, MO	Br. 343	Dennis R. Quattlebaum	Lubbock, TX	Br. 2589
			David P. Maloney	St. Louis, MO	Br. 343	Edith A. Sanders	Plano, TX	Br. 4065
			Michael T. Weir	St. Louis, MO	Br. 343	John L. Straube Jr.	Plano, TX	Br. 4065
			Claude L. Powell	Southwest MO	Br. 366	Michael B. Coffey	Fredericksburg, VA	Br. 685
			Edward V. Dwyer	Lincoln, NE	Br. 8	Thomas B. Grimes	Fredericksburg, VA	Br. 685
			Dale E. Filipi	Lincoln, NE	Br. 8	Robert D. Horton	Fredericksburg, VA	Br. 685
			Dennis D. Garbers	Lincoln, NE	Br. 8	Earnest J. Kelley	Fredericksburg, VA	Br. 685
			James L. Jakub	Lincoln, NE	Br. 8	Carlos O. McCullough	Fredericksburg, VA	Br. 685
			Monte C. Bratberg	Omaha, NE	Br. 5	D. E. Mead	Fredericksburg, VA	Br. 685
			Russ L. Johnson	Omaha, NE	Br. 5	Robert A. Newton	Fredericksburg, VA	Br. 685
			Merlin R. Moe	Omaha, NE	Br. 5	Charles E. Pugh Jr.	Fredericksburg, VA	Br. 685
			Gary E. Tosel	Omaha, NE	Br. 5	Andrew F. Rollins	Fredericksburg, VA	Br. 685
			Darrell G. Anderson	Las Vegas, NV	Br. 2502	J. R. Thomas	Fredericksburg, VA	Br. 685
			Marc L. Cutler	Las Vegas, NV	Br. 2502	Ronald G. Thompson Sr.	Fredericksburg, VA	Br. 685
			Albert R. Valverde	Bergen Co. Mgd., NJ	Br. 425	Edwin L. Weston Jr.	Fredericksburg, VA	Br. 685
			Charles A. Laphan	Camden, NJ Mgd.	Br. 540	Gary W. Armistead	Seattle, WA	Br. 79
			Joseph D. Milelli	Camden, NJ Mgd.	Br. 540	Theodore C. Broberg	Seattle, WA	Br. 79
			Vincent A. Albanese	NJ Mgd.	Br. 38	Curt H. Fuller	Seattle, WA	Br. 79
			Richard P. O'Connell Jr.	NJ Mgd.	Br. 38	Jack F. Gilmore	Seattle, WA	Br. 79
			Jeremiah J. Cocola Jr.	Westfield, NJ	Br. 1492	Jon R. Lohrman	Seattle, WA	Br. 79
			Peter A. Pacheco	Brooklyn, NY	Br. 41	Daniel R. Toohey	Seattle, WA	Br. 79
			John Panessidi	Brooklyn, NY	Br. 41	Mike E. Antonio	Yakima, WA	Br. 852
			Arnold Parenti	Brooklyn, NY	Br. 41	Reginald A. Vandehey	Appleton, WI	Br. 822
			Rafael Perez Jr.	Brooklyn, NY	Br. 41	Harold D. Wolfgram	Appleton, WI	Br. 822
			Louis J. Pinneri	Brooklyn, NY	Br. 41	John T. Torgerson	La Crosse, WI	Br. 59
			Nicholas Pizzolo	Brooklyn, NY	Br. 41	Jack R. Anderson	Millwaukee, WI	Br. 2
			Emilio Ramos	Brooklyn, NY	Br. 41	Gerald A. Blaskowski	Millwaukee, WI	Br. 2
			Anthony J. Riccardo	Brooklyn, NY	Br. 41	Mark E. Gaeth	Millwaukee, WI	Br. 2
			C. E. Richardson	Brooklyn, NY	Br. 41	John M. Kanitz	Millwaukee, WI	Br. 2
			Alexander F. Rios	Brooklyn, NY	Br. 41	Ronnie E. Scherr	Millwaukee, WI	Br. 2
			Albert J. Rrolleri	Brooklyn, NY	Br. 41	Alan C. Severin	Millwaukee, WI	Br. 2
			Mary A. Russo	Brooklyn, NY	Br. 41			

50-year pins and gold cards

Dennis J. Paul	Sun City, AZ	Br. 6156
John R. Piana	Sun City, AZ	Br. 6156
Jose B. Bustos	Central CA	Br. 231
Richard E. Davis	Central CA	Br. 231
Lloyd A. Deeds	Central CA	Br. 231
Dennis D. Keplinger	Central CA	Br. 231
Gary A. Lambert	Central CA	Br. 231
Michael D. McCormick	Central CA	Br. 231
Raymond J. Ornelas	Central CA	Br. 231
Louis G. Benkovich	Garden Grove, CA	1100
Robert W. Curnow	Garden Grove, CA	1100
Steven L. Dubyn	Garden Grove, CA	1100
Aurelio J. Gonzalez	Garden Grove, CA	1100
Wayne F. Higley	Garden Grove, CA	1100
Douglas D. Hughes	Garden Grove, CA	1100
Michael L. Pinkert	Garden Grove, CA	1100
David L. Steinman	Garden Grove, CA	1100
Patrick R. Wollenberg	Garden Grove, CA	1100
Waldeemar E. Hauet	San Diego, CA	Br. 70
Chris Irwin	San Diego, CA	Br. 70
James L. Koch	San Diego, CA	Br. 70
Marion McMackin	San Diego, CA	Br. 70
Hector F. Ramirez	San Diego, CA	Br. 70
Raymond J. Ritt	San Diego, CA	Br. 70
Robert J. Rossiter III	San Diego, CA	Br. 70
Tommy M. West	San Diego, CA	Br. 70
Frank T. Pillarella	CT Mgd.	Br. 20
Paul D. Gereffi	Fort Lauderdale, FL	Br. 2550
Theresa M. Manuel	Fort Lauderdale, FL	Br. 2550
Ronald L. Shirk	Fort Lauderdale, FL	Br. 2550
William S. Hart Jr.	Spacecoast FL	Br. 2689
Charles E. Rentfrow	Spacecoast FL	Br. 2689
Joseph J. Masturzo Jr.	Tampa, FL	Br. 599
Alan W. Peacock	Tampa, FL	Br. 599
William L. Rouzer	Tampa, FL	Br. 599
Frank J. Wengyn	Tampa, FL	Br. 599
Edwin R. Dretke Jr.	Coeur D' Alene, ID	Br. 1260

Branch Items

Albany, New York

Time limits matter! I'm seeing way too many grievance files lately where the dates are outside of the time limits set by Article 15.

Management's first argument in every one of these cases is that the grievance is untimely. The stewards argue that they didn't get union time, or they had an understanding with the supervisor, or it was never a problem before. I hate to say it, but their excuses sound like management talking. It is our job to enforce the contract, and to do that, we must hold ourselves to the very same contract. The grievance-arbitration procedure spelled out in Article 15 is our only weapon to achieve contract compliance.

Why are we getting so lazy and complacent with it? Don't get me wrong—I understand how much work is involved in being a shop steward. I, too, juggled 30 to 50 grievances at any given time. I couldn't live with myself if I lost even one grievance for something so simple as timeliness.

My supervisor would get frustrated with me when they had to sign 35 separate extensions, and I just reminded them of the last three days when I was scheduled to have union time and something came up each day that they canceled it on me. I've filed grievances off the clock as a last resort rather than granting another extension, making sure to document every minute I spent, and the multiple requests for union time I submitted before that went unanswered. Then I filed the Article 17 grievance and got paid for that work on top of winning the original grievance. For a few of those Article 17 grievances, I was able to escalate the remedy, and lo and behold I started getting my union time I asked for. Don't give them the easy stuff!

Norris Beswick, Branch 29

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that consideration of a resolution calling for a merger will take place at the regular meeting to be held at 7 p.m. on Tuesday, April 2. The meeting will be held at its normal meeting place, Aeonian Brewing Company, 120 W. Chestnut St., Alliance.

Joshua Lilly, Branch 297

Baton Rouge, Louisiana

Branh 129 recently celebrated its annual holiday party, in conjunction with an officer installation. We were blessed to have National Director of City Delivery Chris Jackson as the installing officer. Region 8 National Business Agent Steve Lassan was also on hand to assist with the installation of officers. The membership was thrilled to have these members of the Executive Council visit the branch and install our officers. This year the theme of our party was a Sneaker Ball. I was a little hesitant at first of the concept, but it proved to be a huge success. Sometimes you have to let young folks take the reins and run with it.

Brother Robert Chaplin chose not to run for reelection as executive vice president, opening the way for change at the branch. We thank

Brother Chaplin for his years of dedicated service and welcome him to contribute in any way he sees fit in the future for the branch. There is room for everyone to lend their talents to the cause. Brother Lionel Bazille was presented his 50-year membership pin and spoke about



Baton Rouge, LA Br. 129 installs its new officers at its sneaker ball holiday party with the help of NALC Director of City Delivery Chris Jackson (l).

his pride of being an NALC member.

Capitol City Branch 129, here are your elected officers for 2024 to 2027: President Troy M. Scott, Executive Vice President Donald Jones, Vice President Jacobe Shannon, Secretary Trelle Thomas, Treasurer Carlus Matthews Jr., Financial Secretary Demona Simpson, Sergeant-at-Arms Rosalyn Magee, Health Benefit/MBA Rep Mary Robertson, and trustees Jerone Scooby Netter, Pamela Millican and Jared Anthony.

Feel free to call us if you have a problem or concern; we work for you.

Troy Scott, Branch 129

Camden Merged, New Jersey

The Camden Annex is going through an Article 15 intervention. There has been a complete breakdown of the Dispute Resolution Process (DRP). We have had many grievances being remanded by the dispute resolution team for the parties not having met at the Formal A level. Some of the files are incomplete because management had not provided the steward with the requested time and information. We also have many grievances for non-compliance of Step B decisions, and the list goes on and on. We had a meeting with the local parties and our NBA, as well as management personnel from the district and the area. There was also a joint training given on Article 15.

I believe management's culpability does not stop with the postmaster, manager and supervisors. I fully believe the cause is due to the district manager. During our intervention meeting, I asked how many telecons there are for grievance activity. There are none. The manager of labor relations tried to defend the DM, but in so doing, proved the complete lack of attention from the district level to the local level on this issue. I know we can't be the only branch getting thousands upon thousands of dollars paid out through the grievance procedure, but come on! This DM is either ignorant of what is happening, or as the labor manager

said, is aware but no word made it down the chain to local management.

We have a backlog of more than 400 Article 8 grievances alone, plus dozens of grievances for discipline and contractual issues. I used to have faith in the DRP, but that faith has waned significantly in recent years. But what I do have faith in is my brothers and sisters who are fighting this fight with me every day.

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branh 545 would like to wish everyone a happy spring. The branch is actively looking for anyone who would like to participate in the union or are looking for a role within our branch. Currently we are looking for union members to help participate in our national food drive in May, as well as looking for members to help with our hospitality committee when we host the North Carolina fall seminar in Charlotte, as well as a role on our MDA committee, and we are always looking for members who would like to become shop stewards. If anyone is interested, please contact our union office at your earliest convenience.

We would like to congratulate our brother, Ted Benjamin, on his recent retirement. Ted was a city carrier assigned to our Idlewild station with 24 years of service as well as serving in the Army. We all wish you the best in the next chapter of your life.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

Cincinnati, Ohio

January's meeting here in the Queen City was a special one, as we had the distinct honor of having two 60-year members, William Price and Donald Nagel, in our presence. Congratulations, gentlemen, on your achievement—here is to another 60.

TIAREAP is in full swing this spring, with lots of stations seeing route adjustments galore. I talk to a few carriers from different stations who tell me that their routes are now overburdened. Please make sure that if this is the case, you are showing proof every day. For those routes that get adjusted to be just right or pretty close to perfect, we are letter carriers, not basketball players—a pivot should never be in our repertoire. The scanner is your best friend every day in the office, and on the street, mine also has its own comfort stops in a comfortable atmosphere while I take my comfort stops—plural—throughout the day.

Coming to work has been a problem for several carriers in the city throughout the years. Just an FYI: You are not only hurting yourself if

it's not legit, you are hurting your fellow carriers and the customers we take care of on a daily basis. They depend on us seven days a week; we can only give them great quality service if we have an equitable workforce. Management is really harping on attendance these days, especially with the PTF and CCA workforce numbers getting better. The stewards, and formal rep team, can only do so much for you when you don't come to work. We can help you better if you are at least here and giving an effort. The saying is "a good day's pay for an honest day's work."

Union meetings are the second Thursday of the month.

Chris Rought, Branch 43

Columbia, Missouri

With a heavy heart, we announce the passing of Karen Ann Tompkins, Aug. 27, 1954, to Nov. 2, 2023. Karen served in the U.S. Army Reserve from 1973 to 1978. She carried mail for 30 years in Columbia, MO. She was elected branch secretary in 2005 and remained in office until her passing. Karen loved the Lord, her children, grandchildren, shopping, gardening, cooking and helping people. Karen also loved bowling and playing cards. She always had a smile on her face and was willing to help anyone who needed it. She will be greatly missed by many that stretches far past Branch 763.

Debbie Lander, Branch 763

Cumberland, Maryland

Happy March, brothers and sisters. Branch 638 will be holding the election of officers at the March 20 meeting. The installation of officers will be held at the April meeting in conjunction with our annual retiree dinner. Branch meetings are held on the third Wednesday of the month.

Hopefully everyone has had an opportunity to submit their annual requests, (3971) for the upcoming year for a well-deserved vacation. We, the officers of Branch 638, want to thank our retirees for their continued help and support of our branch members. Please bring your questions and concerns to the meetings and attend for updates on any and all route inspections.

Paul Kirby, Branch 638

Emerald Coast, Florida

Locally, management is cracking down on attendance and tardiness. Just as a reminder, please remember that sick leave is for when you are sick or when a family member is sick and under dependent care. Repeated tardiness is difficult to overcome when you get disciplined. Please use your sick leave only as needed.

Carriers are reminded that when you (not management) determine that you need overtime, you must fill out Form 3996. Turn it in and request a copy and keep it. If it is denied, then request Form 1571 to curtail, turn it in, request a copy and keep it. If management tells you not to curtail and deliver all without

overtime, then request a steward. If management does not give you a copy, ask to see a steward. Always remember to follow instructions first and grieve later, unless the instruction puts your safety in jeopardy. If you are told that you used unauthorized OT, then ask for a steward.

Management has a habit of placing carriers on an unauthorized overtime sheet and not telling you. Then they try to discipline you for it. If that happens, be sure to see your steward.

The union is also addressing the management continually sending CCAs home due to them working more than 60 hours. There is no language in the JCAM stating that a CCA cannot work more than 60 hours in a service week; this pertains only to the regular carriers.

The NALC has published a guide for CCAs—it is a good idea to read it to know your rights. You can also go to the NALC web page for questions and answers. Understanding your rights makes your job a whole lot easier.

Percy Smith Jr., Branch 4559



Former Knoxville, TN Br. 419 President Tom Gavin swears in officers of the branch.

Eugene, Oregon

In October of 2023, our branch held its nominations for officers, and it was one of the most contested elections we had seen in years. We had three presidential candidates, two vice presidential candidates, two sergeants-at-arms, and a whopping eight trustees. Historically it was one of the most contested elections I or the senior union members can remember. There was a sense of elation within the membership to see all of these carriers ready to step up and help guide our branch into the future.

It has been quite common for our branch, and I imagine many others, that often positions are filled by acclamation, which occurs when someone runs uncontested. This isn't a bad thing—it can sometimes be that the members just know who wants to do the job, and they all agree that person should do the job. However, it can be beneficial to have multiple candidates because it ensures that the membership gets a voice, and a choice. It also helps the incumbents know that their position is earned and not just given.

What made this occasion even better was that it was maintained with decorum, and civility, with each candidate simply wanting to do the best they could to help our membership thrive. I think that's what we all want from our union at every level: a voice, the chance to help our fellow members, the chance to grow with

the union, the chance to make a better future, have a decent job, and live a decent life.

Jason Frost Cook, Branch 916

Fresno, California

2024 is a big year for the NALC and its members. Our National Agreement should be ratified, our national convention will be in August in Boston, and in November we vote for a labor-friendly House, Senate and president. Republicans usually do not support workers' rights. The only groups they dislike more are environmentalists and immigrants (legal or not).

One thing does remain the same: The NALC and its members must be united as one. I read and hear lots of complaints of abusive management. As bad as they can be, they usually do back each other. Even when they know another supervisor is lying and abusing a letter carrier. When I would be asked, "Did you see that?", "Who is that?", "What were they asking you?" I never helped them with their quest for snitches. It was always, "I do not know," "I did not see," "What are you talking about?"—those would be my answers. It was not my job to be a snitch. My job was to deliver mail and represent letter carriers.

Yes! 2024 is a big year for us. How it plays out for us will depend on how united we are in defending our rights and benefits, and of course voting. Not divided, as management and Republicans want us to be.

Jesse Dominguez, Branch 231

Granite City, Illinois

Informal Step A and Formal Step A resolutions to grievances at these lower steps of the grievance-handling process are not always obtainable. Stewards can establish precedent in their installations by agreeing or developing an agreement to dispose of future similar or related problems and memorializing these resolutions on the Joint Step A Grievance Form.

MOU Re: Article 15 – Dispute Resolution Process: The National Association of Letter Carriers national business agents; area managers, labor relations; and district managers are responsible for ensuring that the Dispute Resolution Process is effective in *all* ways, including the timeliness of grievance handling at *all* steps of the process.

Also included in the MOU: In the event they are unable to resolve any differences, the issue will be referred to the national parties for resolution. The primary role of the Step B Dispute Resolution Team is to process and resolve disputes in a timely manner. If the national business agent and the area managers, labor relations are unable to identify a primary or backup dispute resolution team for this work, they will promptly contact and fully inform their respective parties at the Headquarters level.

The indecisiveness of USPS management representatives at all levels of the Dispute Resolution Process is evident when Step B squanders on issues that have been already waived. Does our union need to appoint a "permanent" or "ad hoc" arbitrator to resolve the rights and

Branch Items

interests of members? Because management refuses to activate backup Step B teams without delay. We wish success in resolving the Dispute Resolution Process and contract compliance to those at the national level.

Tim Swigert, Branch 1132

Greenville, South Carolina

This will serve as official notice for all members of Branch 439 that at the March and April meetings (March 7 and April 4) at 7 p.m. at the union hall, located at 4003 Old Buncombe Road, Greenville, there will be several bylaw changes discussed and voted on.

Michelle Harlow, Branch 439

Jackson, Michigan

We all know there is no perfect workplace, and that includes the Jackson Post Office Hub. However, I grew up thinking with an “if it ain’t broken, don’t fix it” kind of philosophy. We have just landed a new OIC in Jackson. I have no clue if she is good, bad or indifferent. I do know this: Our last OIC had her way of doing things, and it seemed things were going well. That is just by all the individual awards, the state and national recognition we keep receiving. We were once on the bottom on certain services but recently have been No. 1 and in the top five in most categories. Now to us peons it seemed things were going well, but upper management decided to pull the rug out from under our feet and switch leadership.

As I said earlier, not knowing the reason behind this move, I scratch my head. We have heard that we need to be better and that we need to change the way we have done it. That is confusing because we have improved, we have led our district, state and nation numerous times! So why fix something that ain’t broken? I guess the higher-ups know what they are doing, but where I came from, if an individual couldn’t teach, they promoted them to administration.

I pray this was not a power move from one of our district leaders because they were butthurt. I pray for all the individuals who have been

affected by this. I pray we can overcome this and get back to what we do best, being No. 1!

God bless; be safe.

Mark Raczkowski, Branch 232

Kansas City, Missouri

In February, Branch 30 hosted the Region 5 rap session. The 2024 iteration, held at the Marriott in the Power & Light District, was successful on many levels. The facilities, location and amenities provided an exceptional opportunity for NBA David Teegarden and his staff to significantly improve on last year’s radical approach to training. QR technology allowed all facets like registration, breakout selection and surveys to be performed via various electronic devices.

NALC President Brian Renfro addressed the delegates with updates from the ongoing CBA talks; an arbitrator has been selected; there’s a goal of having a single table pay scale; resolving the huge disparity in the cost of postal uniforms in conjunction with the allowance issued to carriers; and on letter carrier safety. Efforts are underway to reduce the ever-increasing attacks on letter carriers by eliminating Arrow Key/lock systems and employing alternative security methods. Legislatively, there’s a push for the U.S. attorney offices to pursue federal charges in lieu of lesser state charges. President Renfro covered a lot of ground, but that didn’t prevent LPO Anthony Mitchell from reminding the delegates of the importance of donating to the LCPE.

If “what happens in Vegas stays in Vegas,” then “when in Rome, do as the Romans do” applies as well. Mark Godbee, Missouri State Association and Branch 5050 president, held it down on the wheels of steel at the NBA’s dinner at the Branch 30 union hall. Two-hundred and fifty delegates enjoyed a taco bar as a few “enlightened” carriers wobbled, slid and shuffled to the groove. Not surprisingly, Terry “Party Poohbah” Miller got caught up as well. Although he is “only 19 years old,” he sometimes had records playing as he gracefully exited the dance floor. No shame in his game or the NALC’s.

In unionism—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers!

Congratulations to all the stewards who assumed their duties last month. So, what makes a good steward? Well, for one, leading by example by not being late or having a bad attendance record. Keep your enthusiasm. There will be co-workers who will try to take it away. Be patient, particularly when someone has a problem and you don’t have an answer. Research the issue and get back with them.

Start reading up on the *JCAM*. It’s the union bible. Also study up on the *M-39* and *M-41 Handbooks*. Remember that you want to develop your skills over time and build respect from both your fellow workers and the dark side. Do the right thing that benefits the union and your duty station.

Enforcement of the contract requires determination and some thick skin. Don’t let a supervisor demean, provoke or intimidate you. As a steward, you’re on the same level as a supervisor. Learn to deal with a bureaucratic supervisor who will delay your Request for Information as long as possible. They always want to get back with you. Never, never agree to a verbal extension on a grievance. You will get burned on it.

Develop a sense of humor, because if you can’t laugh at yourself, laugh at management or laugh with your co-workers, you won’t survive a month.

You are not a machine, so people make mistakes, and you are no different. We make mistakes. You may have to fess up when you make a mistake, but don’t let that temporary setback discourage you from continuing the fight. Learn from it! There’s an old Tennessee saying, “Fool me once, shame on—shame on you!”

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Like a wildfire. That’s how quickly word spread when our branch president, Glenn Norton, passed away unexpectedly on Martin Luther King Jr. Day. We were all in complete disbelief as it became known. So many carriers said, “I just talked to him!” He worked Friday. He was gone Monday. It was that sudden. Now our branch is going through all the stages of grief: shock, pain, anger, depression, turning, reconstruction, acceptance (and hope).

It is especially difficult for the remaining officers and activists who work at our union hall. The familiarity of seeing Glenn walk in every day is now lost. His very presence was as much a part of the branch as the walls and windows. Always quick with a joke or a turn of phrase, Glenn helped ease the tension of the work being done while attending to his own leadership responsibilities.

Our remaining officers have had to scramble to change duties and reorganize. Their lives and schedules have been disrupted as they adapt to maintain the day-to-day operation of our branch. Without warning, they have all been required to take on additional work and learn new procedures. In normal circumstances, this would be called “cross-training.” After the sudden death of our president, it’s “all hands on deck.” The leadership dynamic has changed. Our branch will now adjust and continue.

As the memorials are held and the tributes pour in for Glenn, it is important to remember how much of a difference one person can make in this union. We have so many intelligent and capable individuals who have taken on the work of representing us and our cause for a better future. Glenn was part of the fabric that connects our union, and we will miss him. And the hole in the fabric will be mended.

In solidarity—

Leslie Hammett, Branch 2502

Louisville, Kentucky

Greetings, 2024! I hope everyone is safe, and still dodging Covid (now the common

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.

cold!). Carriers are out left and right, and the Post Office is ready to use that against the carrier. Not only do we not have enough carriers, and it's the beginning of the new quarter, but carriers are already over carrying extra time. Before you refuse to take time, please read 8.5.D (in the *JCAM*), and/or request to speak



Minneapolis, MN Br. 9 Step A representative Chris Pennick (l) with Br. 9 member Peter Joseph wearing a T-shirt showing the exact amount of his settlement of a grievance.

with your steward. The last thing you want is discipline for refusing to follow!

Weather's good, but cold, and we're anticipating the worse yet to come. Of course, we're battling the time change still, but we'll get through it together. Safety is the most important thing. Nothing's worth losing your life for.

In closing, just stay safe, and remember that knowledge is power!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

Hey! Great to run into you again. I didn't see you at the last GMM. If you have a minute, I'd love to tell you a quick story. Once you hear this, I believe that you will want to join us at the next meeting. This GMM had one of the finest moments for Branch 9 in the last five years!

Peter Joseph, a professional mail carrier serving at the Elmwood Station, visited the meeting. Peter gets beat up every day by management. Despite this, *he perseveres...like we all persevere*. Management spent the better part of 2023 conjuring up ways to deny Peter the opportunity to work overtime. In the face of daily contract violations, Peter wore a smile. Well...guess what!?

Karma kicked management in the keister this month, thanks to the diligence of Peter's steward, Formal Step A and the B Team! Peter was awarded a settlement of more than \$10K. He was so happy to hear of this victory! It wasn't about the money. It was the fact the management was found to be liable for how it treated him during 2023. He was so excited that he called Formal Step A Rep Chris Pennick and asked for the specific dollar amount of the settlement. Peter resolved to immediately go to the mall and have the exact amount printed on a T-shirt so that he could proudly wear it

during the morning office time at his station. That will be Peter's way of holding management accountable.

Peter came to our general membership meeting to show off his T-shirt and sincerely thank *everyone* at Branch 9. He spoke encouragement and gratitude to *all* the members. I couldn't be more proud of Peter for his positive attitude and perseverance.

Together, we're unstoppable!

William Mathes, Branch 9

Monterey, California

March 17, 1970, was a day that changed the future of letter carriers nationwide. The brave men and women who took to the streets in New York faced challenges but weren't afraid.

Our very own Phil Tantillo was one of those brave letter carriers who made a decision to stand up for what was right. Phil was a letter carrier in Branch 6000 before coming to Monterey. He was a strong union man who believed in the power of the union. His son carried mail in Monterey, and when his father received his 50-year gold card, he talked about his father coming home and telling the family this was something he had to do to make a better life for them. Sadly, we lost Phil in 2023, but he will forever be one of my heroes.

To all the brave men and women who took to the streets, thank you, thank you, thank you!

Does anyone know if they are still doing charm school training for managers? I know a couple who could sure use it. The branch continues to file 115.4 grievances for their behavior, but I'm told nothing much changes.

What's with writing statements against other letter carriers? There is *no* contractual obligation I'm aware of that requires you to do so. What goes around comes around, so think about it. If you don't stick up for each other, sooner or later it will be your turn and you might need someone to support you.

Soon our very own Shane Ridenour will be hanging up his satchel and dropping the last letter in the mailbox. You've had a great career. Thank you for always standing up for letter carriers. Have a great retirement—it's well deserved!!

United we bargain—divided we beg.

Patty Cramer, Branch 1310

New Haven, Connecticut

This is to notify the members of Branch 19 of their new executive council, and to congratulate those members who were appointed. Our NBA, Rick DiCecca, attended our January branch meeting and swore in the new executive council. Our thanks go out to Rick.

Our officers are: President Anthony (TJ) Dematteo, Vice President Ken Honore, Recording Secretary MaryAnn DeRevere, Treasurer Rich Nargi, Financial-Secretary Peter Dellaselva, Health Benefits Representative Fred Kelley, Director of Retired Members Anthony Ferrara, Sergeant-at-Arms Frank Falcone, and trustees Joe Mahon, Mitch Daniels and Vincent Mase.

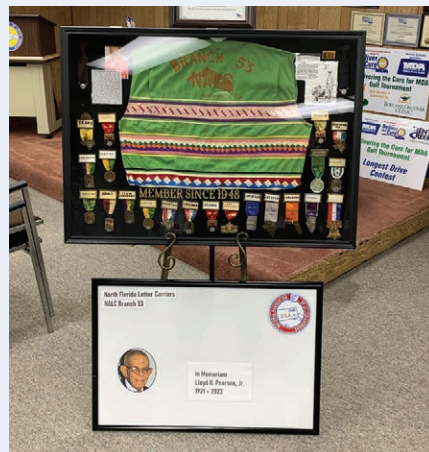
MaryAnn DeRevere, Branch 19

Norristown, Pennsylvania

You know, over the years, I've had a lot to say about management—some good things, some bad things—because some managers have been good and some managers have been bad. But there's always one who comes along who seems to really care about their employees, and we've had one lately who we all truly cared about because he cared about his employees.

So, when we found out this manager was having the battle of his life with the big C, we all took it to heart. He has nicknames for a lot of us as we have for him—H, Hollywood, HOG, Hendo, and others, I'm sure. He is one of the few who was a carrier (in fact, I trained him when I was OJ) and went into management and didn't forget about what it is like to be a carrier. Obviously, some things were out of his control (upper management blindness). He knows how to make us feel appreciated, and in turn, made us want to work with and for him.

So, I wanted to take this space this month to say: F cancer. Most likely we have known



North Florida Br. 53 held a memorial service for longtime member Lloyd Pearson Jr., who died in December at age 102. Pearson attended 20 NALC national conventions and 25 NAACP conventions. He was a Navy Reservist and began his postal career a few months after the Pearl Harbor attack.

someone, or had a family member who has had cancer, or even yourself, and have said prayers over and over for a speedy recovery. Just want you to know Henderson. We all are praying for you as you would pray for us!

Now on to things that don't make sense, but they (management) think it does. I asked for daubers to be ordered and it was turned down by our postmaster 'cause, he said, "Nobody uses them, just the old guys." OK, ya, just said we use them, but we don't...huh? And if we had them, we would use them, but we can't 'cause we don't have any. Ugh! Remember knowledge?

Joel Stimmler, Branch 542

Branch Items

North Florida

The *South Florida Sun Sentinel* reported that the number of registered voters in the state decreased by nearly 1 million voters in 2023. There were 996,676 voters removed from active to inactive status since September 2023. These voters were removed because they hadn't voted in the last two elections. These voters were notified 30 days in advance of the move, for which they could have responded. That is a staggering number, and it needs to be addressed.

The upcoming November election will be the most important ever, and we must encourage our members and their families, both active and retired, to be sure to register and vote. Your future depends on it.

Branch 53 marched in the Martin Luther King parade in Jacksonville, and by the time this article is printed, we will be registered for next year's parade. Thanks to those members and families who participated.

Sadly, Branch 53 lost its most senior member, as Brother Lloyd N. Pearson Jr. passed away at the age of 102. Lloyd's family thanks all who extended sympathy, thoughts and prayers. He will deeply be missed. Rest in peace, Lloyd.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

As I write this, the NALC is scheduling one of the "Enough is enough" rallies here in Oklahoma City. Criminals have robbed at least four Branch 458 carriers at gunpoint within the last two years. Any robbery is one too many. There was a time when it was understood that if you prevented "these couriers from the swift completion of their appointed rounds," the federal government would prosecute you to the fullest extent of the law. Today, less than 15 percent of crimes against carriers end with a conviction. NALC has held these rallies in places like Phoenix and Minneapolis, but this problem is everywhere, including the heartland. As the rallying cry says, *Enough is enough!*

March is National Women's History Month. While USPS celebrates author Toni Morrison with a commemorative stamp, NALC celebrates the women who have served as letter carriers since the 19th century and NALC pioneers: the first female Executive Council member, Jane Broendel, and Myra Warren, the first female African American Council member. Today, the Executive Council consists of four women: Nicole Rhine, Stephanie Stewart, Sandy Laemmel and Keisha Lewis. You go, girls!

Eric E. Beau, Branch 458

Pittsburgh, Pennsylvania

Some of you newer employees may not believe this, but for most of my career, we were told by stewards and officers, "Just because you're on a report, it doesn't mean you're guilty. If management didn't physically see you do it, you didn't do it."

Now, we live in an era that will see our routes adjusted by the exact antithesis of that philosophy. The TIAREAP memorandum is extended

until May 31, and 100 each of union and management counterparts have been brought on board, so expect it to continue (unfortunately).

Don't bury your head in the sand and think that this (or the super centers, for that matter) will never affect you. *This is reality now.* Lack of preparation will only hurt you.

Don't expect that, simply because the law requires you to have a 30-minute lunch in the first five hours of your route, someone will be looking out for you to make sure it's counted. It won't work that way. *You* need to take both



Nashville, TN Br. 4 President Danna Chambless presents a 65-year pin to Ray Rayer.

breaks and lunch. *You* need to take them in roughly the same place/time every day because *people who have no idea what you do every day hold your fate in their hands.* *You* have to look out for *you*. No one else will. Also, personal needs (restroom, etc.) do *not* constitute 10-minute breaks. They are two totally different things.

In order to get out ahead of this, *you* will need to have good, clean historical data. That means starting now (if you haven't already). I can't understate how dire the situation is, and I feel like we're all learning the hard way. As always, feel free to call the branch hall if you have any specific questions.

John Conger II, Branch 84

Providence, Rhode Island

TIAREAP inspections are being scheduled throughout the region. Under the new extension, which ends May 31, there was a one-week selection period in January. Westerly was selected again, and the TIAREAP teams have begun evaluating that office.

The food drive cards this year will be handled a little differently. In the past, when registering, we requested the number of cards needed for our branch. This year, that number has instead been chosen for us. This is allegedly due to an increase in the cost of the cards. We are advised not to deliver cards to businesses, CBUs or apartment buildings. Instead, we are being asked to purchase posters to hang in the lobbies of those facilities.

There seems to be an issue with limited and light-duty work in Providence that is being investigated. Mainly, USPS is claiming that it doesn't have work available for anyone on limited or light duty. If you or anyone in your stations is injured and able to work limited or light duty and work is not being provided, please reach out. Federal regulations mandate that

the USPS provide work to letter carriers injured on duty who have partially recovered.

Lastly, the branch recently mailed out several past membership awards from previous retiree brunches that were canceled due to the COVID-19 pandemic. If anyone has a question regarding an award received by mail, please contact the branch office at 401-464-6735.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Did you know that in a deck of cards, the king of hearts is the only king without a mustache? The word "racecar" is spelled the same backward. A pedometer, "left by back door," "between door" or a weather tracker would be helpful on our touchy, oversensitive scanners.

Not wanting to stir up a hornet's nest, on the occasion one may need to take a spare, loaner or someone else's LLV, why do there have to be 1,000 rubber bands hanging on the gear shifter? What's the point?

For those of us delivering in the snow belt, a seasonal oddity is trying to inform grown, adult homeowners of their obligation to shovel a path.

What sets carriers apart from other delivery companies? Product placement. Some delivery companies place, toss, position for the cameras, slide, throw, launch, sling, pitch, cast or fling their cargo onto the porch. Carriers, hopefully, should gently place the parcels on the porch, between the doors, on the side or around back or otherwise as much out of view from the street as can possibly be done. Out of sight, out of mind. Let's call this our little built-in theft prevention mechanism.

I was skeptical at first, but now I'm convinced there is a postal vehicle purgatory. When a perfectly good running vehicle goes in for a tune-up, oil change or a routine part and stays there for months while you enjoy a valueless, rusty, dented, locks that don't work, or otherwise runs like a tank on the street, bargain-basement vehicle as your loaner. If our loaners are a reflection of the "fix," then let's fast-track our new vehicles. Prior to scanners and fancy daily reports, somehow the mail still got delivered. Imagine that.

Chris Paige, Branch 436

Roanoke, Virginia

In accordance with Article 3 of the bylaws of Star City Branch 524, this is an official notice to all members of Branch 524 that the monthly branch business meeting of Tuesday, Nov. 12, is now scheduled for Tuesday, Nov. 19. The time of the meeting remains at 7 p.m.

The Branch 524 business meetings are held at the union hall, located at 1015 Georgia Ave. NE, Roanoke.

John "Jack" M. Green, Branch 524

Rockville, Maryland

We had an arbitration scheduled for Jan. 26 at our Germantown office concerning a removal and an untimely pay adjustment.

The parties decided to pre-arb the cases. The removal was immediately rescinded and expunged from the grievant's OPF. The grievant won back pay and six hours of overtime per week and was reimbursed for four weeks of leave used. At \$25 per hour, this amounted to \$35,772 for our member. I want to thank our NALC advocate, Jeannine Gasper, and her technical assistant, Linda Brightful, for knowing our case files backward and forward! These cases had hundreds of pages and documents. I also want to thank our stewards, Shearly Shawn and Chuck Clark, for the outstanding job they did in preparing these cases. This was truly a team effort!

Recently, we have been unbelievably successful concerning inequitable distribution of overtime grievances. Miryam Peralta, our chief steward for the Pike Annex, won an inequitable overtime grievance for \$2,637.35 and another one for \$4,900. Sergio Lemus, our chief steward for the Rockville Main Office, won \$1,562, and shop steward Steve Klein won \$1,296 at the Gaithersburg Main Office and \$7,007 at our Diamond Farms unit. The total we have won recently concerning these five inequitable overtime cases amounts to \$17,402.35!

Rockville Main Office shop steward Grace White recently won an additional 50 percent for each hour worked past 60 due to management working 16 regular carriers past 60 hours in a week. This amounted to \$498. This meant that the carriers were making double time and a half, or \$75 per hour of violation (at \$30 per hour).

I also want to recognize Kevin Lu, a new steward at our Diamond Farms unit. He won an additional 75 percent for six CCAs for working more than 11.50 hours in one day.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

On Jan. 11, Region 5 National Business Agent David Teegarden presided over the installation of officers of Branch 343 St. Louis.

The agenda of the January regular branch meeting was suspended for all branch officers to take the oath of office. At the conclusion of the swearing-in ceremony, NBA David Teegarden presented President McLaughlin with a new engraved gavel.

We are pleased to announce those existing, and newly elected, officers for the 2024-2027 term. They are: President John McLaughlin, Executive Vice President/Treasurer Brian Litteken, Vice President/Financial Secretary Marvin Booker, Recording Secretary Richard Brown, Sergeant-at-Arms Frank Enlow, MBA Representative Saronda Sutherland, Health Benefits Representative Barry Linan and *Postal Record* correspondent Tom Schulte.

Members of the Board of Trustees are La'Tecse Litteken, Shonna Randle, Germaine Anderson, Nathaniel Markovich and Michael Rucker. Members of the at-large negotiating committee are Jerry Cantrell, Lamont Broomfield, Andrew Garces and Marvin "Blu" King.

Finally, delegates to the St. Louis Labor Council include Pamela Stepney, Barry Linan,

Marvin Booker, Frank Enlow, William Lister, Mike Weir and Richard Brown.

Every returning and newly elected member have worked their way through the union ranks having served as shop stewards or alternates and have demonstrated, through their efforts and commitment, their dedication to the union cause.

That commitment extends to active involvement, attending union meetings, serving on committees, holding office, campaigning, voting, picketing when necessary, assisting in local negotiations, managing union funds, or simply filing grievances. They have all worked their way through the ranks and are dedicated to seeing that all union members are protected by the union contract and make every effort to ensure that each member is served equally.

I would like to personally extend my congratulations to all of our officers and am wishing them success.

Tom Schulte, Branch 343

St. Paul, Minnesota

There's been quite a bit of change here at Branch 28. Election results were announced during the November general membership meeting, and there will be some new faces on our executive board. Luke Kane has won the presidential election, Kiara O'Donnell has won the recording/financial secretary position, and Mark Garcia joins returning trustees Bill Wessinger and Craig Novak as the third trustee. I'd like to congratulate them on their election wins along with Jonathan Ethier and Dylan Krings for their unanimous wins by acclamation to the positions of editor and sergeant-at-arms, respectively. I'd also like to thank outgoing President Chris Antoncich and outgoing Sergeant-at-Arms Nick Sachs for everything they've done for the branch both as officers and leaders.

In less positive news, we're currently working through yet another mess caused by upper management who decided, in their infinite wisdom, to forego the academy training for all new hires starting during peak. On paper it may make sense—to have them do the driver course then get out there and deliver packages—but by denying them the chance to attend Carrier Academy before delivering, it skips past many important steps to a long career.

Firstly, it doesn't give them the chance to learn what management can and can't tell them to do. It also denies them the opportunity to learn where and how to sign up for their benefits. Finally, it robs them of the chance to sign up for the union and to learn about all the rights we've fought for and won in the past 40-plus years. Management has assured everyone that they'll get their chance to attend the academy, but we all know how well management keeps track of who's had what training. It's up to all of us to look out for these new folks.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

One good thing about always being crazy is that you never have to worry about going crazy. You're already there. Speaking of management personnel, do you really want to argue over their fictitious numbers, their bogus street times, and their illogical commands? The USPS was bedlam when I left a decade back, and that was before Consolidated Casting came and went. Remember that clunker? Where management believed they could stack and flip individual cases like Jenga blocks. What a catastrophe. But—it made perfect sense to them. Cray-cray!

When you have a job that requires an extreme amount of attention to detail, it's easy to get things wrong. That didn't seem to matter much to management. They proceeded to run around carrier stations all across the country, hosing things up, and making an already difficult task even more difficult.

The devil is in the details, as they say, so, like Auld Clotie himself, with everything except horns, hoofs, pitchforks and a pointy tail, these pointy-headed poindexters insisted and persisted at being right about something that was so, so, so...wrong. You can't argue with that, but you can certainly file a grievance—file, file, file!

Eventually the grievance procedure worked, and now, the management team, in its infinite wisdom, is stacking stations, one on top of the other, more Jenga ju-ju. Unfortunately, management has the right to manage, which results in these catastrophic failures. They seem to believe carriers can deliver the mail with a confetti cannon. That's because they don't get

COLA: Cost-of-living adjustment

- *The 2025 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) are 0.3 percent following the release of the January consumer price index (CPI). The 2025 COLAs will be finalized with the publication of the September 2024 CPI in October 2024.*
- *The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is 0.5 percent following the release of the January CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.*
- *Visit nalc.org for the latest updates.*

it. Letter carrying is a Luddite job, and it can't be done on a computer. It's a door-to-door, day-to-day, trudge and drudge that requires physical effort and an immense amount of concentration. Stacking and cramming routes and stations together is counterproductive to doing the job right.

Don Nokes, Branch 79

South Jersey, New Jersey

What is going on with the contract? It appears there is some kind of stalling going on, and I am not too happy, nor is the membership. We were told in early January that a neutral arbitrator would be announced in a week. Well, we are now in February, and are again being told the arbitrator has been selected and we will know who it is next week. I am not sure what is going on in DC, but something isn't right!

I get the feeling that the Postal Service is doing to our national leaders what the local managers try doing to our new stewards when they continue to string out meeting on grievances with all kinds of stupid excuses. This arbitration should have been scheduled sooner, since it is obvious that USPS is not going to give us what we are asking for. Since we are not being told what is holding up the process, other than by saying we are trying to agree on a neutral arbitrator, I am not getting good vibes from what may be coming our way.

I hope I am not reading anything into this, but I have been around a long time, and this round of bargaining seems a lot different. The way we are being kept in the dark about certain things is very disturbing to me. I am all about keeping things close to the vest, but it appears we are now past that point, and we need to know why there is such a continued delay in getting our case to the next level. There are a lot of rumors I am hearing, that I don't want to buy into, but unless we get something more concrete, maybe they have some life. Hopefully, by the time this is printed, it will be moot.

Gary DiGiacomo and Bill Revak, Branch 908

South Suburban Merged, Illinois

Branch 4016 Year in Review: 2023 was a great year for Branch 4016. Through several exciting MDA events, we were able to raise more than \$10,000 for MDA. I would like to commend our MDA coordinator, Karen Wheaton, the MDA committee and the membership for all their hard work and support to allow our branch to have such a successful year raising money for MDA.

Speaking of raising money: Branch 4016 also did a fantastic job raising more than \$8,200 for IPALC. The branch's Bears-Packers tailgating event has been a highlight of the efforts to raise money for IPALC. Once again, I'd like to thank all those involved in ensuring our branch continues to do a great job raising money for IPALC.

Also, Branch 4016 member and OWCP representative Miriah McMillan graduated from the NALC Leadership Academy in 2023 as part of Class 26. Member and union steward Dominique Wilbon completed the NALC Region 3 Leadership Academy Class 2. NALC Branch 4016 Vice President Patrice O'Banner was elected as the Illinois State Association's recording secretary. Congratulations, and we look forward to seeing all of you grow with Branch 4016 in the coming years.

Branch 4016 had a successful year representing members on the grievance front as well. Our stewards and Formal A representatives fought a lot of tough battles this past year. For the first time I can remember, our branch challenged start time changes in several offices and have had success in winning those grievances at various steps, including winning one in arbitration on a start time change that took place all the way back in 2022! We also have been able to secure escalated remedies at an unprecedented pace, including payments to our branch.

Overall, I'd say 2023 was a great year for Branch 4016!

John Poskin, Branch 4016

Southeast Pennsylvania Merged

Please understand one thing. The union members are under attack in the Philadelphia District. The attack has been unrelenting. But it seems like most of us are unaware. This is probably due to most of us doing such a great job that we are just fed up with those of us who don't.

But this is not the time to mess up. The DRT is deluged with work because if we do make a mistake, management is overcharging us. They continue to break the contract daily. And this is due to the unabashed disregard for the rules by management. But some in management will never care enough to learn the rules, and the rest simply are not very clever.

One response we must employ is to tighten our belts (be our best version of ourselves). We have become lax in our attention to detail. Invariably, we drive around without seat belts fastened, with earbuds clearly in our ears, and continue to call out from work at a rapid rate. Carriers are being fired and hired daily.

Some things are just inexcusable. Many carriers are getting caught up in the misuse of gas cards. In fact, a carrier was approached the other day at a gas station with an offer to fill up his private vehicle for \$20 from a person who reportedly had a FedEx card. The thing is, if we get caught doing anything illegal in our uniform, we face removal. Some carriers are selling Arrow Keys, gas cards with passwords, etc. But there are cameras everywhere. And our brethren are just going for the okeydokey. Please do not think there is a shortcut to success. NALC works hard for you and your rights. Don't send us to the gun fight with a water pistol!

Eric Jackson, Branch 725

Springfield, Ohio

Greetings, one and all. This is my first article as Branch 45 scribe. I would like to give a shout-out to Brian Gourillis, who was our branch scribe since 2013. Having retired from

How to submit items

Branches may submit items for publication in *The Postal Record* by standard mail or by e-mail. **But please note the important information below.** Due to production requirements, items that do not comply with the styles specified cannot be published. Call *The Postal Record* office at 202-662-2851 if you have questions.

Who can submit: Branch presidents must send *The Postal Record* a letter designating authorized scribes, especially if the branch scribe has changed. If items will be submitted by e-mail, the president also must list the e-mail address(es) that will be used.

Deadline: The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the April issue, the deadline is Monday, March 11. Items

received after the deadline will be held for the next issue.

Word limit: The *NALC Constitution* (Article 9, Section 1.b) limits items to 300 words. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

To submit items by mail: Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11" paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); where it comes from; the person sending it; and how to contact the sender.

To submit items by email: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in

the body of the email or as an attachment in Microsoft Word format (not Microsoft Works). Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your email was received, please call *The Postal Record* at 202-662-2851.

Photos: Branches may submit in-focus, professionally processed photos or email digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC's social media accounts.

carrying in 2022, he decided it was time to hang up his pen as well.

This September will mark 30 years for me carrying mail. Van Halen says, "Change, nothin' stays the same." You could say the same about the Post Office, although change at the Post office usually comes at glacial speed.

When I was hired, in the last century, our office was comprised of a much older group than what we have now. I came with a large group, approximately 14 to 16 of us, and I was last at No. 118 on the seniority list. I am the last one of that group still here and I am now No. 5. It's hard to believe there are 113 carriers who have come and gone in that time. Today, we have 78 carriers on the seniority list. Half of them have five years or less in, and three-quarters of them have 10 years or less in. It's a very young workforce.

When I first came in, an older carrier, Greg Clifford, told me to write down everything I carried on to keep track of work hours just in case there was ever a discrepancy. To this day, I can tell you what route I carried on any given day since 1994. What I found fascinating as I looked back was the number of routes no longer here. Routes 430-435-414-424-451-334-336-305-377-338-526-517-513-531-539-623-641-643-659-615 and 208. That's 21 routes and 35 carriers no longer here. "Change, nothin' stays the same!"

Jerry Martens, Branch 45

Staunton, Virginia

So excited about my first opportunity to attend a Committee of Presidents meeting March 3-4 in Jacksonville and appreciate President Caricofe and the branch's support. The opportunity is a perfect one since I'm spending some time in Florida. Looking forward to bringing updates to the branch.

My first experience as a three-month "snowbird" as it relates to the USPS has been a truly challenging learning experience. Thank you to Staunton letter carriers for working so hard! It must be amazingly frustrating to repeatedly send letters through the forwarding system, just to have them come right back. I know how difficult it is to tell customers that you empathize with them over mail delays but can't offer any solutions except to call the 800-number or report the problem on usps.com. The USPS management employees I spoke with told me that Richmond is behind, but it should get better. Be patient, they said. Easier said than done when waiting on tax and other timely documents, bills, checks, etc. The rest of the world doesn't wait, and they aren't patient.

The USPS should advertise and explain to customers the new procedures for security as it relates to filing a change of address. I want to compliment the clerks in Staunton who helped me navigate that process—from now on I will go right to the window to fill out a card in person!

Thank you to all who are valiantly serving their customers every day through every obstacle. You are appreciated.

It won't be long before we prepare for the NALC Stamp Out Hunger Food Drive, a great way to give back to our communities. Hoping to spread the enthusiasm and support Branch 513. We'll be advertising with yard signs, bags,

social media, local government, the food bank and more. Can't wait!

Cindy Connors, Branch 513

Toledo, Ohio

We began 2024 with our traditional buffet at our January meeting. We will continue our honoring of Black History Month with locally prepared ethnic dishes at our February meeting.

We had a short break in arbitrations in late December and January, but we're back to several cases each month. In March, we have the regional training session and the Ohio Legislative Conference back-to-back. We close out the month with Letter Carrier Night at the Toledo Walleye hockey game. Food and a cash bar will be available.

We had a rash of incidents of carriers not wearing their seat belts. That apparatus was created to protect drivers. For some reason—I would have to say stupidity—in a majority of deaths in vehicle accidents, the authorities report that the victim was not wearing a seat belt. Take the time to protect yourself and use your seat belt. It's better than falling out of the vehicle or crashing through the windshield.

Several offices are in one stage or another of TIAREAP. Everyone should be paying close attention to their clock rings. Clock rings are part of the criteria used to adjust routes. Inaccurate clock rings could not only affect your route, they could affect someone else's route or even the entire station. Make your clock rings.

Our long-serving congressional liaison, Patricia (Pat) Haupricht, has chosen to retire. The branch appreciates her dedication and time spent volunteering in various campaigns. Our new liaison is Kristen Robideaux, a one-time aide to Rep. Marcy Kaptur, the longest-serving woman in congressional history. Congratulations to all!

Ray Bricker, Branch 100

Tri-Valley, California

I appreciate and thank the membership of Branch 2902 for electing me and our current leadership team to another three-year term.

We anticipate the next three years to be busy as well as successful for our branch. While we will continue to focus and work toward our goals, we will also stay vigilant in addressing the concerns of our members. The voice of our membership will be heard as we continue to protect the integrity of the collective-bargaining agreement through contract enforcement and by educating our letter carriers. Our mem-

bers are the backbone of this branch, which gives the branch leaders and shop stewards the ability to undo a wrong or unjust action in the workplace committed against letter carriers while providing a solid foundation and solidarity within our local union.

We'll also continue to provide political awareness and participate in legislative matters to fight attempts by some politicians in Congress to rob letter carriers of existing rights and benefits.

Laws passed in Congress may be positive or negative, depending on the nature of the law being changed or created. Therefore, as branch leaders, we'll continue our efforts to promote the Letter Carrier Political Fund to ensure that letter carriers have a seat at the political table.

In closing, I stand by what I say: "Every member has a voice." And, it will be an honor and privilege to serve this great branch. I can assure you that the officers of this branch will strive to improve conditions for our membership in the next three years and beyond. Steel sharpening steel is what our branch members represent, and I'm wholeheartedly thankful for the opportunity to be the leading voice, and the sharpened steel, to represent the union members of Tri-Valley Branch 2902.

James C. Perryman Jr., Branch 2902

Westchester Merged, New York

As of today, Feb. 5, we are still without a contract. We have attempted to select an arbitrator unsuccessfully. I was extremely optimistic that we would be able to negotiate a fair contract. Especially with the elimination of pre-funding and our hard work throughout the COVID-19 pandemic, I thought we would be compensated, like other unions, for our hard work and non-interrupted mail service, since we are essential workers who reported to work every day from March 20, 2020.

Branch 693 was hit extremely hard early in the pandemic, losing two brothers. Branch officers and I visited post offices throughout the pandemic expressing sometimes bad news, about understaffing and encouraging letter carriers to carry on, even though many of them had sick family members at home and in hospitals. All along I believed we, the union, would be fairly compensated in contract negotiations. I am disgusted that there's no talk of hazardous duty pay for letter carriers.

Not only is COVID-19 still a hazard, but crime against carriers has increased dramatically. Vehicles are still a disgrace. We remain understaffed. Harassment and intimidation are still constant, everyday occurrences. Inconsistent mail arrival to offices makes scheduling and on-time mail delivery to our customers impossible. Constant questioning about scans is a farce when there are fraudulent scans by managers every day. Managers need to spend more time learning how to handle OWCP, bidding, conversions and pay adjustments.

I personally wouldn't be happy without a substantial pay increase for all carriers and entry-level positions. We need to maintain our COLAs and some kind of protection for all letter carriers from criminal activity.

The branch wants to thank Manny Peralta for sending a plaque to the family of David Jacobs, who passed away on the workroom floor after an extremely arduous day in December 2021.

Richard Montesarchio, Branch 693



Scranton, PA Br. 17 Director of Retirees Jimmy Notarianni presents a 75-year plaque to Joe Geiger.

Mutual Exchanges

AZ: Phoenix (9/15) to Charleston, WV; Lubbock, San Antonio, TX or surrounding areas. Call with any questions. John, 602-214-8785.

UT: Cedar City (3/20) to College Station, Bryan, TX. Driving distance to several famous national parks and Las Vegas. Dorian, 909-630-1686 or barragan82@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., March's deadline is for the April 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

Honolulu, Hawaii

This is official notice to all members of Branch 860 that nominations for the following officer positions will be held at our regular branch meeting at 7 p.m. on May 1 at 1001 Dillingham Blvd., #319, in Honolulu: president, executive vice president, financial secretary, recording secretary, treasurer, sergeant-at-arms, health benefit/mutual benefit association representative, board of trustees of three members and director of retirees. These officers will serve as delegates to the national and state conventions and their term shall be for three years.

Elections will follow at the June 5

meeting at 7 p.m. at 1001 Dillingham Blvd., #319.

Terry Kaolulo, Rec. Sec., Br. 860

New Hampshire

In accordance with Article IV of the New Hampshire State Association constitution and bylaws, this is official notice that nominations and elections of state officers will be held during the New Hampshire state convention June 7-9 at Mills Falls at the Lake in Meredith. The offices that shall be open for election are five-year trustee, one-year trustee and an additional one-year trustee.

Paul Nee, Sec., NHSALC

To submit Election Notices: Mail to The Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144, or send an email to postalrecord@nalc.org with the branch city and state as the subject.

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

Scholarship Contributions

To make a donation to the scholarship fund, send a check or money order made out to The William C. Doherty Scholarship Fund to: Secretary-Treasurer's Office, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

NALC scholarship contributions

NALC bestows scholarships annually under two programs. In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund awards five \$4,000 scholarships to children of members in good standing. The John T. Donelon Scholarship Fund awards one scholarship in honor of Donelon, longtime NALC assistant to the president. Below are recent contributions.

\$50 Hartford, CT Br. 86 In memory of John J. Leahy, retired letter carrier of Branch 86

\$50 Hartford, CT Br. 86 In memory of Jean Carol Walker, mother of Dwayne Shim, an active letter carrier out of Hartford

\$100 Alberto and Sara Enriquez of Medford, OR To honor the life and spirit of Meredith Enriquez, a dedicated letter carrier for 26 years of Portland, OR Branch 82

\$100 John and Shelley Signett of Portland, OR In memory of Meredith Enriquez, a shop steward and union representative of Portland, OR Branch 82



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**